



# ESG PERFORMANCE REPORT

for Listed Companies

## 2025

Peerapat Technology Public Company Limited

SERVICE SOLUTIONS FOR A BETTER FUTURE



# ESG Performance Report for Listed Companies in 2025

PEERAPAT TECHNOLOGY PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025

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# ESG Performance

Company Name : PEERAPAT TECHNOLOGY PUBLIC COMPANY LIMITED

Symbol : PRAPAT

Market : mai

Industry Group : Industrials

Sector : SECTOR 0

## Environmental management

### Information on environmental policy and guidelines

#### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

Peerapat Technology Public Company Limited ("the Company") recognizes its shared social responsibility in the use of natural resources and energy, and in reducing waste emissions to mitigate the impacts of climate change, as well as impacts on communities and society. This is to create a balance for sustainable development in economic, community, and environmental aspects, in line with the Company's sustainability management policy. Therefore, the Company has established this Environmental, Energy, and Waste Management Policy for its executives and employees to adhere to as a guideline, as follows:

#### Environmental Policy and Guidelines

1. Require the company to strictly comply with relevant laws, regulations, and environmental quality standards.
2. Conduct business with environmental and social responsibility, emphasizing the selection or development of products, services, processes, and work approaches that promote the most valuable use of natural resources, are environmentally friendly, save energy, and reduce waste generation under the 3Rs concept: Reduce, Reuse, and Recycle to minimize the impact of the group's business operations on stakeholders and society.
3. Define objectives, strategies, plans, and goals for environmental work, climate change, greenhouse gas emission reduction, energy management, water usage, and waste management. This includes monitoring, reviewing operations, and promoting continuous development and improvement in business development.
4. Support the implementation of environmental strategies, plans, and work goals to minimize environmental impact.
5. Establish emergency response plans and environmental impact mitigation and recovery plans, and conduct drills to ensure that relevant personnel are prepared to implement the plans without causing environmental impact.
6. Communicate, campaign, promote, and raise awareness among stakeholders to share responsibility for environmental impacts from business operations, to recognize the importance of conducting business correctly in accordance with laws, standards, and environmental practices set by the company.
7. Communicate, train, and build knowledge, understanding, and awareness of the roles and responsibilities that company employees must undertake to achieve the organization's environmental goals.

#### Energy Policy and Guidelines

1. Require the company to strictly comply with relevant laws, regulations, and energy quality standards.
2. Promote the search for efficient and appropriate approaches and methods for managing energy, environment, and climate, suitable for business operations, by utilizing new technologies, innovations, or work systems.
3. Promote efficient and cost-effective management of resources, including water, chemicals, materials used in chemical production processes, and spare parts for the maintenance of the company's machinery and various infrastructure.
4. Communicate, build knowledge and understanding, and raise awareness among company employees about the importance of efficient energy use.

- Disseminate information and knowledge on energy use and conservation, or participate in projects by government or private agencies aimed at increasing energy management efficiency, to contribute to addressing climate change, global warming, and biodiversity issues, for the awareness of stakeholders and those involved in business operations.

#### **Waste Management Policy and Guidelines**

- Require the company to strictly comply with all relevant laws, regulations, and standards.
- Promote efficient management of waste, hazardous and non-hazardous waste, and research technologies for managing waste, hazardous and non-hazardous waste, and residual materials to enhance environmental management efficiency.
- Communicate, build knowledge and understanding, and foster concepts for preventing environmental impacts and raising awareness of the importance of managing waste, hazardous and non-hazardous waste, and residual materials for the company's employees.

To achieve the intent of this policy, all executives and employees are responsible for supporting, promoting, and implementing it efficiently and continuously improving it to meet established standards. The policy will be regularly reviewed to continuously enhance operational efficiency and business competitiveness.

### **Information on review of environmental policies, guidelines, and/or objectives over the past years**

#### **Review of environmental policies, guidelines, and/or goals over the past year**

Review of environmental policies, guidelines, and/or goals over the past year : Yes

Changes in environmental policies, guidelines, and/or goals : Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

The company has updated and supplemented its policies on environment, energy, and waste management to align with its sustainability plan, covering policy formulation, operational guidelines, and systematic performance monitoring.

### **Information on compliance with environmental management principles and standards**

#### **Compliance with environmental management principles and standards**

Environmental management principles and standards : ISO 14001 - Environmental management systems

#### **Compliance with water management principles and standards**

Water management principles and standards : 3Rs or 5Rs

#### **Compliance with waste management principles and standards**

Waste management principles and standards : 3Rs, 5Rs or 7Rs, Other : Industrial waste is managed in accordance with the Ministry of Industry Notification on the Management of Waste or Disused Materials B.E. 2566, issued by the Department of Industrial Works.

### Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

### Information on other environmental management

Plans, performance, and outcomes related to other environmental management

### Information on incidents related to legal violations or negative environmental impacts

#### Number of cases and incidents of legal violations or negative environmental impacts

	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

#### Energy Policy and Practices

1. Require the company to strictly comply with relevant laws, regulations, and energy quality standards.
2. Promote the search for effective approaches and methods for managing energy, the environment, and climate, suitable for business operations, by adopting new technologies, innovations, or operational systems.
3. Promote the efficient management of resources, including water, chemicals, materials used in chemical production processes, and spare parts, for the cost-effective and efficient maintenance of the company's machinery and various infrastructures.
4. Communicate, build knowledge, understanding, and raise awareness of the importance of efficient energy use among company employees.
5. Disseminate information and knowledge regarding energy consumption and conservation or participate in projects by government or private agencies aimed at enhancing energy management efficiency to contribute to addressing climate change, global warming, and biodiversity issues to stakeholders and those involved in business operations.

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : No

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

In 2025, the company monitored the use of renewable energy from the Solar Rooftop project at the factory and head office in Phetchaburi Province, with a capacity of 451.98 kWp. It was found that the use of renewable energy from

the Solar Rooftop project could reduce electricity consumption by 460,080 units. Furthermore, a target has been set for environmentally friendly renewable energy use through a project to increase clean energy consumption within 2 years (2025 - 2026).

### Diagram of performance and outcomes in energy management



Solar Rooftop Project in the Production Area

### Information on electricity management

#### Company's electricity consumption (\*)

	2023	2024	2025
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	2,243,996.00	2,454,882.31	2,497,425.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	1,776,886.00	1,963,712.31	2,037,345.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	467,110.00	491,170.00	460,080.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	5,433.40	5,541.50	5,918.07

Additional explanation : (\*) Exclude electricity consumption outside of the Company

### Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Metric ton of product)	193.06000000	208.11000000	203.88000000
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Person (employee))	5,433.40000000	5,541.50000000	5,918.07000000

### Electricity Expense <sup>(\*)</sup>

	2023	2024	2025
Total electricity expense (Baht)	7,403,550.33	8,259,421.01	8,345,941.01
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	0.75	0.78	0.78
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	0.69	0.72	0.73
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	17,926.27	18,644.29	19,777.11

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

### Information on fuel management

#### Company's fuel consumption

	2023	2024	2025
Diesel (Litres)	126,594.29	120,062.90	N/A
Gasoline (Litres)	128,913.06	172,040.25	N/A

Additional explanation : Not include external fuel consumption

### Company's fuel expense <sup>(\*)</sup>

	2023	2024	2025
Total fuel expense (Baht)	4,117,759.02	5,031,198.75	3,103,313.54
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	0.42	0.48	0.29
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	0.38	0.44	0.27

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on total energy management (electricity + fuel)

### Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	257,751.35	294,558.04	N/A

### Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup>	0.24042964	0.25672051	N/A
Intensity of total energy consumption within the organization (Megawatt-Hours / Person (employee))	785.83000000	664.92000000	N/A
Intensity of total energy consumption within the organization (Megawatt-Hours / Metric ton of product)	22.18000000	24.97000000	N/A

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on water management plan

#### Water management plan

The Company's water management plan : Yes

The Company promotes the exploration of approaches and methods for water management under the 3Rs concept: Reduce, Reuse, and Recycle. This initiative aims to mitigate environmental impacts and demonstrate the efficiency of water resource management, which is a crucial factor in production. Water usage data enables the Company to develop and improve water management effectively, thereby reducing business operating costs and mitigating the risk of scarcity of quality water resources. Consequently, the Company has established a plan for monitoring water usage and continuously fostering awareness among its personnel.

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : No

#### Details of setting goals for water management

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

In 2025, the company implemented a project to improve the water filtration system before it enters the wastewater treatment process, aiming to enhance water quality and increase the efficiency of water reuse in the production process. This involved adopting a membrane filtration system, which effectively separates and retains suspended solids and colloidal particles. Operational results showed a significant improvement in water quality after filtration, with water turbidity decreasing by 97.57%, leading to much clearer water. Concurrently, the Total Dissolved Solids (TDS) decreased by 17.20%, which further enhanced overall water quality, making it suitable for reuse. Both tested water quality parameters were below the legally mandated wastewater discharge standards. The implementation of this project has improved water resource utilization efficiency, reduced raw water consumption, supported sustainable water resource management, and mitigated environmental impacts from the company's operations.

## Diagram of performance and outcomes in water management



Water Filtration System Upgrade Prior to Wastewater Treatment

## Information on water management

### Water withdrawal by source

	2023	2024	2025
<b>Total water withdrawal (Cubic meters)</b>	5,936.57	6,780.40	7,294.97
Water withdrawal by third-party water (cubic meters)	3,177.27	3,977.50	4,460.07
Water withdrawal by groundwater (cubic meters)	2,759.30	2,802.90	2,834.90
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	14.37	15.31	17.29
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01	0.01	0.01

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Water discharge by destinations

	2023	2024	2025
(1) Percentage of treated wastewater (%)	N/A	100.00	100.00
<b>Total wastewater discharge (cubic meters)</b>	N/A	0.00	0.00

Remark: (1) Consider only treated wastewater from the production process within the factory.

#### Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	5,936.57	6,780.40	7,294.97

#### Recycled water consumption

	2023	2024	2025
Total recycled water for consumption (Cubic meters)	N/A	0.00	3,537.30

#### Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00553761	0.00590942	0.00638752
Intensity of total water consumption (Cubic meters / Metric ton of product)	0.51000000	0.57000000	0.66000000
Intensity of total water consumption (Cubic meters / Person (employee))	18.10000000	19.37000000	17.00000000

Additional explanation : (\*) Total revenues and expenses from consolidated financial statement

#### Water withdrawal expenses

	2023	2024	2025
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	2023	2024	2025
<b>Total water withdrawal expense (Baht)</b>	92,163.80	89,524.61	106,805.10
Total water withdrawal expense from third-party water (Baht)	92,163.80	89,524.61	106,805.10
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.01	0.01	0.01
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.01	0.01	0.01
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	223.16	202.09	253.09

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste management

### Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

The Company promotes the efficient management of waste, hazardous waste, and non-hazardous waste, along with researching technologies for the management of waste, hazardous waste, non-hazardous waste, and surplus materials. This is aimed at enhancing effective environmental management, including fostering concepts for preventing environmental impacts and continuously raising awareness among the Company's employees regarding the importance of managing waste, hazardous and non-hazardous waste, and surplus materials.

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : No

### Details of setting goals for waste management

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

In 2025, a project was implemented under the concept of PEERAPAT GO GREEN, which involved a campaign for recycling waste separation by employees within the organization. Starting from small steps, such as waste separation at the source within the factory, this initiative led to significant results. In 2025, 34,093 kilograms of waste were separated for recycling. This was accompanied by training and knowledge dissemination for internal employees and housekeepers on waste separation, as well as the provision of waste separation bins in the factory and office areas.

### Diagram of performance and outcomes of waste management

# Waste Segregation 2025

CO2 Emissions **27.04 Ton/CO<sub>2</sub>e**

Total Recyclable Waste Collected in 2025



## Unlocking the Value of Waste through Proper Segregation



Internal Training on Waste Segregation for Housekeeping Staff



Waste Disposal Points Across the Organization

## Information on waste management

Waste Generation <sup>(\*)</sup>

	2023	2024	2025
<b>Total waste generated (Kilograms)</b>	166,167.00	229,997.60	113,858.30
<b>Total non-hazardous waste (kilograms)</b>	16,960.00	100,130.60	51,708.30
<b>Total hazardous waste (kilograms)</b>	149,207.00	129,867.00	62,150.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.16	0.20	0.10
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.02	0.09	0.05
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.14	0.11	0.05

Additional explanation : <sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

### Waste reuse and recycling

	2023	2024	2025
<b>Total reused/recycled waste (Kilograms)</b>	161,437.50	370,400.56	415,110.72
<b>Reused/Recycled non-hazardous waste (Kilograms)</b>	1,441.00	84,665.60	34,092.00
Recycled non-hazardous waste (Kilograms)	1,441.00	84,665.60	34,092.00
<b>Reused/Recycled hazardous waste (Kilograms)</b>	159,996.50	285,734.96	381,018.72
Reused hazardous waste (Kilograms)	34,149.50	42,131.50	48,654.72
<b>Recycled hazardous waste (Kilograms)</b>	125,847.00	243,603.46	332,364.00
Percentage of total reused/recycled waste to total waste generated (%)	97.15	161.05	364.59

	2023	2024	2025
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	8.50	84.56	65.93
Percentage of reused/recycled hazardous waste to hazardous waste (%)	107.23	220.02	613.06

*Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost*

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The company continuously prioritizes the issue of greenhouse gas. Given that direct business activities (Scope 2), primarily from electricity consumption in organizational activities, account for the largest greenhouse gas emissions, the company has established an operational plan. This plan focuses on transitioning energy use from fossil fuels to renewable energy, increasing the adoption of energy-saving equipment, and continuously promoting energy-saving knowledge among its personnel. Furthermore, the company has set a target to expand its environmentally friendly renewable energy initiatives through the Solar Rooftop project by an additional 210 kWp within two years (by 2025 - 2026).

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management : No  
goals

### Information on performance and outcomes of greenhouse gas management

#### Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas : Yes  
management

Regarding greenhouse gas emissions management for the year 2025, the company has collected data for the year 2024. The Corporate Greenhouse Gas (CFO) emissions amounted to 8,571 tons of carbon dioxide equivalent (tCO<sub>2</sub>e),

divided into Scope 1: 805 tCO<sub>2</sub>e, Scope 2: 1,087 tCO<sub>2</sub>e, and Scope 3 and other categories: 6,679 tCO<sub>2</sub>e. Data collection and disclosure for the year 2025 will be presented in the e-One Report of the following year. In 2025, the company implemented a project to develop packaging container production formulas and established an in-house quality testing laboratory to increase the proportion of recycled plastic pellets used and reduce the use of virgin plastic pellets in the production process, concurrently with developing a quality inspection system for packaging containers to meet specified standards, to ensure they can be efficiently used for packaging products for distribution. The aforementioned project promotes systematic management of waste and surplus materials in the production process, elevates the company's environmental management, and can reduce greenhouse gas emissions from plastic pellet usage in Scope 3 by approximately 50% per year, or an equivalent reduction of 590.72 tons of carbon dioxide equivalent per year (tCO<sub>2</sub>e) compared to the original production formula. The project effectively promotes the management of waste and surplus materials, as well as supporting the efficient utilization of resources in the production process.

### Diagram of performance and outcomes in greenhouse gas management



Performance Testing Laboratory for Packaging Containers



Plastic Pellets Produced from Recycled Containers



Recycled Plastic Containers for Reuse

## Information on greenhouse gas management

### The company's greenhouse gas emissions

	2023	2024	2025
<b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>	6,902.00	8,571.00	N/A
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	739.00	805.00	N/A
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	876.00	1,087.00	N/A
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	5,287.00	6,679.00	N/A

### Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.006438	0.007470	N/A
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	16.71	19.35	N/A
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Metric ton of product)	0.59000000	0.73000000	N/A
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Person (employee))	21.04000000	1.00000000	N/A

Additional explanation : (\*) Total revenues and expenses from consolidated financial statement

### Information on verification of the company's greenhouse gas emissions over the past year

#### Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas : No  
emissions

### Information on reduction and absorption of greenhouse gas

### Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

### Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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# ESG Performance

Company Name : PEERAPAT TECHNOLOGY PUBLIC COMPANY LIMITED      Symbol : PRAPAT

Market : mai      Industry Group : Industrials      Sector : SECTOR 0

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## Human rights

### Information on social and human rights policies and guidelines

#### Social and human rights policy and guidelines

- Social and human rights policy and guidelines : Yes
- Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination

#### 1. Social and Human Rights Policies and Practices

Peerapat Technology Public Company Limited operates under the principles of good governance, emphasizing respect for human rights and social responsibility in all dimensions, as well as for all stakeholder groups, including employees, customers, partners, contractors, communities, and society as a whole. The Company is committed to conducting its business in accordance with international human rights principles, such as the UN Guiding Principles on Business and Human Rights (UNGPs) and the ILO Core Conventions.

The Company supports treating everyone equally, without discrimination based on race, skin color, gender, age, religion, political opinion, or any other status. It also adheres to the principles of not using child labor, forced labor, or actions that violate human dignity, such as harassment, intimidation, and violence. Furthermore, it has guidelines to protect vulnerable worker groups, such as pregnant women, the elderly, persons with disabilities, and migrant workers. The Company also provides safe, anonymous, and fair channels for human rights complaints to establish appropriate grievance mechanisms. It also promotes knowledge and understanding of human rights among employees at all levels through continuous training. In terms of social responsibility, the Company has a CSR policy that covers transparent and fair business operations, anti-corruption, labor development, environmental conservation promotion, and community support, focusing on employee participation in social activities and fostering a corporate culture that is sustainably socially responsible.

Furthermore, the Company promotes ethical business practices throughout its supply chain, encouraging partners to adhere to human rights guidelines. Risk assessments, monitoring, follow-ups, and policy reviews are conducted regularly to ensure that the Company's operations do not negatively impact human rights and to reflect its commitment to being a Good Corporate Citizen, conducting business sustainably, and respecting the rights of all parties.

#### 2. Social Performance

##### 2.1 Employees and Labor

The Company prioritizes fair human resource management, considering human rights throughout the entire process, from recruitment and development to employee care, to foster engagement and create a positive working environment. The results of the employee engagement survey in 2025, based on 312 employees out of 436 who completed the assessment, representing 71.55% of the total workforce, showed an average organizational engagement score of 75.59%. No labor disputes were reported in the past year.

##### 2.2 Customers

The Company is committed to continuously developing products and services to meet customer needs with high quality, responsibility, transparency, and adherence to business ethics. In 2025, the Company achieved a customer satisfaction score of 91%.

### 2.3 Community and Society

The Company conducts its business with strict adherence to community and environmental responsibility, aiming to reduce potential negative impacts on the quality of life of communities around its factories and promote harmonious coexistence. In 2025, no complaints were received from communities regarding social or environmental issues.

In addition, the Company has continuously participated in improving the quality of life in communities. In 2025, it organized various projects with communities to demonstrate its commitment to sustainable business operations in accordance with ESG policies, including environmental care and workplace safety, to build trust and good cooperation between the organization and the community.

## Social Responsibility Policy

### Social Responsibility Policy

#### Corporate Social Responsibility (CSR) Policy

Peerapat Technology Public Company Limited conducts its business with an awareness of its responsibility towards society, the environment, and all stakeholder groups, through a comprehensive CSR framework covering 8 key areas, namely

1. Fair Business Practices

The company operates with transparency, integrity, internal control standards, and adheres to ethical principles, respecting the rights of customers, partners, and stakeholders.

2. Anti-Corruption

The company does not tolerate any form of corruption and has control and audit measures in place, as well as promoting an organizational culture that opposes both direct and indirect corruption.

3. Respect for Human Rights

Promotes equality, non-discrimination, and is not involved in rights violations such as child labor, forced labor, or sexual harassment, while providing safe channels for complaints.

4. Fair Treatment of Labor

The company respects labor rights in accordance with the law, promotes development, welfare, safety, hygiene, and provides opportunities for employees to participate in expressing their opinions.

5. Responsibility to Customers

Committed to providing quality and transparent services and products, offering complete information, and having a complaint handling system for continuous improvement.

6. Environmental Stewardship

Conducts business with strict consideration for the environment, including wastewater treatment systems, pollution control measures, and promoting environmental conservation awareness among employees.

7. Community and Social Development

The company promotes volunteer activities, improves the quality of life in communities, and collaborates with various sectors to drive sustainable societal development.

8. Innovation and Dissemination of Innovation

Supports innovation both internally and externally to add value and create positive social impact, while communicating information thoroughly to all stakeholders.

The company has established a system to regularly monitor the performance of its CSR policy, including employee training, annual budget allocation, and the preparation of performance reports in the form of 56-1 One Report or Sustainability Report, to ensure transparency and confirm its commitment to sustainable business operations under good governance principles.

## Human Rights Policy

### Human Rights Policy

### Human Rights Policy

Peerapat Technology Public Company Limited recognizes the importance of respecting human rights in all dimensions, committing to conducting business ethically, being socially responsible, and respecting the human dignity of all stakeholder groups, including employees, customers, partners, communities, and contractors in the value chain, by adopting approaches based on international human rights principles, such as the United Nations Guiding Principles on Business and Human Rights (UNGPs).

The company promotes equality, non-discrimination, and opposes forced labor, child labor, abuse, and harassment in the workplace. It also provides a safe working environment with fair welfare and compensation, including special provisions for the protection of vulnerable workers such as pregnant women, the elderly, migrant workers, and persons with disabilities, and does not permit assigning tasks that exceed their capacity or are unsuitable for their physical condition.

The company has an internal monitoring system to prevent human rights violations, providing safe and anonymous complaint channels, and ensuring transparent, fair, and prompt consideration and remediation. Furthermore, employees receive regular training on human rights, and the company promotes the participation of employees and partners in ethical matters and respect for human rights at a strategic level.

The company assesses human rights risks throughout its value chain and conducts proactive monitoring, such as organizing meetings to gather feedback from employees, partners, and communities, as well as reviewing labor or environmental policies if risks are identified, to prevent future impacts.

The company communicates its human rights performance to stakeholders through sustainability reports and annual reports (One Report), and reviews and updates its human rights policy at least once a year to align with the ever-changing social, economic, and legal contexts.

## Information on review of social and human rights policies, guidelines, and/or goals over the past year

### Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year	:	Yes
Changes in social and human rights policies, guidelines, and/or goals	:	Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

The human rights policy for 2025 has systematically elevated practices, becoming more comprehensive and establishing a clear operational framework in accordance with international standards, both strategically (UNGP, ILO, HRDD) and practically (audits, grievance mechanisms, training, risk assessment). This contrasts with 2024, which still featured general framework policies. The significant changes are detailed as follows:

### 1. Scope and Operational Guidelines (Scope & Framework)

- 2024: Emphasis is placed on promoting human rights for stakeholders in the business value chain and business partners, focusing on communication, fostering understanding, and non-discrimination.
- 2025: There is clearer specification regarding adherence to the UN Guiding Principles on Business and Human Rights (UNGPs) and ILO Core Conventions, along with elaboration on risk assessment, internal audits, and remediation mechanisms.

## 2. Details of Labor Policy and Labor Protection (Labour Protection)

- 2024: Comprehensive prohibitions were established regarding the employment of child labor, female labor, and foreign labor, but specific prohibitive conditions under labor laws were not detailed.
- 2025: Added details on permissible lifting weight limits for each worker group (e.g., pregnant women not exceeding 15 kg, men not exceeding 55 kg) and specific safety requirements for vulnerable worker groups.

## 3. Grievance System, Monitoring, and Remediation Mechanisms (Grievance, Monitoring, Remediation)

- 2024: Generally referred to "grievance channels" and "human rights audits."
- 2025: Specified more systematically, such as:
  - Risk Assessment (Risk Assessment)
  - On-site inspection (Site visit / Audit)
  - Transparent remediation process and non-disclosure of complainant's identity.
  - Official reporting in ESG / One Report.

## 4. Guidelines for Vulnerable Groups and Non-discrimination (Inclusiveness & Non-discrimination)

- 2024: Emphasized non-discrimination based on race, gender, religion, etc.
- 2025: Explicitly added acceptance of gender diversity (LGBTQ+), persons with disabilities, elderly workers, and other vulnerable groups, as well as continuous training and communication within the organization.

## 5. Alignment with Business Partners (Business Partner Alignment)

- 2024: Communication with business partners regarding adherence to human rights principles is mentioned.
- 2025: It is stated that the company encourages partners/contractors to operate in accordance with the same guidelines, and cooperation will be reviewed if human rights violation risks are identified.

## 6. Policy Review and Development (Policy Update & Due Diligence)

- 2024: Generally stated that "appropriate reviews will be conducted."
- 2025: Stated that reviews will be conducted at least once a year, with adjustments made according to economic, social, legal contexts, and Human Rights Due Diligence (HRDD) guidelines.

## Information on compliance with human rights principles and standards

### Compliance with human rights principles and standards

Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights, The OECD Guidelines for Multinational Enterprises, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, Others : Labor Protection Act (No. 9) B.E. 2568

## Information on Human Rights Due Diligence : HRDD

### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

#### Human Rights Due Diligence (HRDD) Process

Peerapat Technology Public Company Limited prioritizes the equal respect and protection of human rights in all business activities, by integrating Human Rights Due Diligence (HRDD) as part of its risk management process throughout the value chain.

##### 1. Declaration of the company's policy and principles on respecting human rights

The company has established a human rights policy consistent with the principles of the UNGPs and ILO conventions, and has disseminated it to employees, business partners, and stakeholders throughout the value chain for their awareness and collective adherence.

##### 2. Human Rights Risk Assessment

2.1 Define the scope of assessment. Assess risks from activities such as labor recruitment, management of migrant workers, and procurement, covering both internal operations and business partners.

2.2 Identify human rights issues, including forced labor, discrimination, workplace safety, sexual harassment, and the rights of vulnerable groups such as persons with disabilities, female workers, and elderly workers.

The company identifies human rights issues related to its activities throughout the value chain as follows:

Human Rights Issues	Details / Examples	Relevant Stakeholders
Forced Labor	Prohibition of forced labor, withholding of personal identification documents, threats, or any form of violence.	Employees, Migrant Workers
Child Labor	Prohibition of hiring individuals under 18; avoidance of tasks that pose risks to health and safety.	Children and Youth, Employers
Discrimination	Prohibition of discrimination based on race, gender, age, religion, social status, or disability.	Employees, Customers, Business Partners
Treatment of Migrant Workers	Ensuring legal documentation, fair wages, and safe working environments.	Migrant Workers
Harassment & Bullying	Prohibition of physical or mental abuse, including sexual harassment in the workplace.	Employees, Female Workers
Fair Labor Welfare	Fair compensation; no demotions due to pregnancy; and active support for labor rights.	All Employee Groups
Rights of Vulnerable Groups	Providing protection and equal opportunities for people with disabilities, elderly workers, and LGBTQ+ individuals.	Vulnerable groups within the organization
Grievance Mechanism & Voice	Providing safe grievance channels with a strict non-retaliation policy for complainants.	Employees, Business Partners, Communities
Personal Data Protection	Appropriate protection and management of personal data for both employees and business partners.	Employees, Business Partners, Customers
Occupational Health and Safety	Ensuring a safe working environment and providing necessary protective equipment.	All levels of Employees, Contractors
Community & Environmental Impact	Assessing and mitigating any negative impacts on surrounding communities.	Communities, External Stakeholders

2.3 Prioritization. Risk analysis is conducted based on the Likelihood of risk occurrence and the Impact level of the risk.

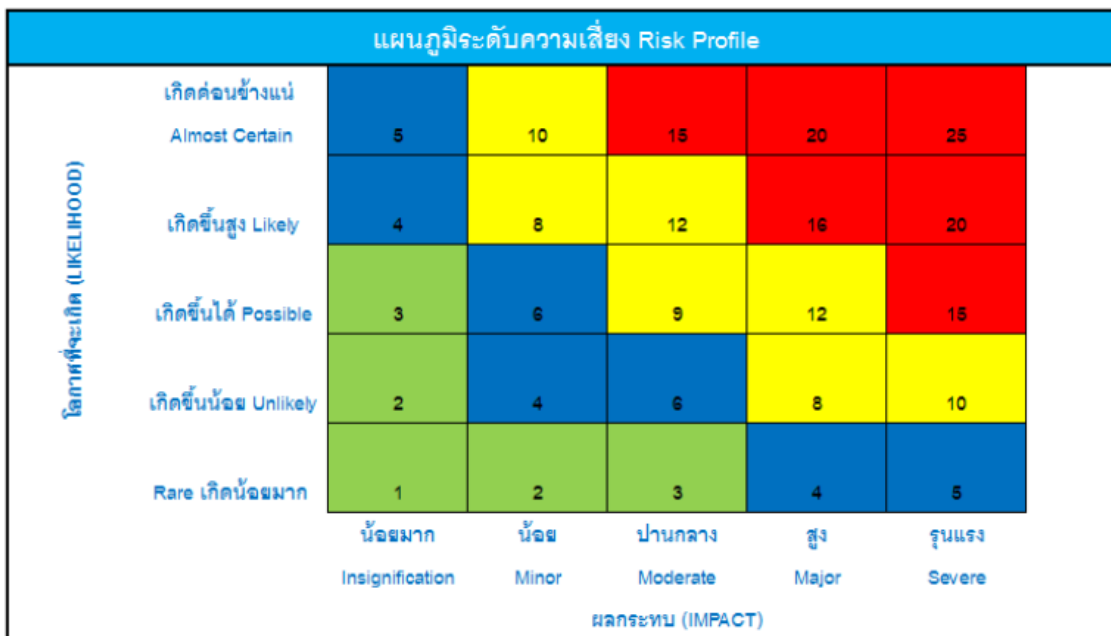
#### Likelihood of Risk Occurrence

Level	Brief Description
Very Low / Rare	Very low chance of occurrence or almost never occurs; may have never occurred in the past.
Low / Uncommon	Some chance of occurrence in certain cases; may occur once in several years.
Possible / Moderate	Reasonable chance of occurrence; has occurred in the past and may recur.
High / Likely	Likely to recur multiple times per year, or across multiple activities.
Almost Certain / Continuous	Occurs regularly, or is an ongoing occurrence within the system.

Level of Risk Impact

Level	Brief Description
Very Low	Impact is localized and limited. No effect on the stability of the organization or its stakeholders.
Low	Minor impact, manageable within existing capabilities without disrupting operations continuity.
Medium	Moderate impact. Adjustment to some processes or measures may be required.
High	Significant, broad impact. Potentially affecting reputation or stakeholder relationships.
Severe	Major impact across reputational, legal, or business continuity domains.

Risk Profile Chart



3. Integration and Action

After the company has identified high-risk human rights issues and obtained the results of human rights risk assessments, the company must systematically implement, rectify, and manage these risks. This involves considering and establishing measures to control existing risks and mitigate their impacts, as well as developing additional approaches to reduce the likelihood or severity of impacts that may affect the human rights of both internal and external stakeholders.

Risk Issue	Risk Control and Mitigation Guidelines
Forced Labor	<ul style="list-style-type: none"> <li>- Announce Human Rights Policy</li> <li>- Establish strict verification procedures for employee and subcontractor documentation</li> <li>- Provide training for executives and supervisors to ensure understanding of prohibitions and guidelines</li> </ul>
Child Labor	<ul style="list-style-type: none"> <li>- Prohibit hiring individuals under 18, as stipulated in the Human Rights Policy</li> <li>- Implement an age verification system using government-issued documents</li> <li>- Audit and monitor subcontractors/contractors</li> </ul>
Discrimination and Workplace Harassment	<ul style="list-style-type: none"> <li>- Announce Human Rights Policy</li> <li>- Conduct awareness training on diversity and non-discrimination</li> <li>- Establish grievance mechanisms and provide protection for complainants against retaliation</li> </ul>
Occupational Health and Safety	<ul style="list-style-type: none"> <li>- Announce Occupational Health, Safety, and Environment (OHSE) Policy</li> <li>- Provide Personal Protective Equipment (PPE) and other equipment appropriate for job tasks</li> <li>- Conduct regular safety training</li> <li>- Regularly inspect workplace safety by the Safety Committee</li> </ul>
Working Conditions for Female Workers	<ul style="list-style-type: none"> <li>- Prohibit assignment of hazardous or physically over-demanding tasks as specified</li> <li>- Adjust work and environment to accommodate pregnant workers</li> <li>- Provide full legal benefits and entitlements</li> </ul>
Employment of Migrant Workers	<ul style="list-style-type: none"> <li>- Comply strictly with migrant labor laws and regulations</li> <li>- Regularly verify documentation and legal status</li> <li>- Conduct labor rights training for employees, supervisors, and relevant parties</li> </ul>
Sexual Harassment	<ul style="list-style-type: none"> <li>- Announce Human Rights Policy</li> <li>- Establish confidential grievance channels</li> <li>- Provide workplace conduct training for all levels of employees</li> </ul>
Rights of Vulnerable Groups	<ul style="list-style-type: none"> <li>- Announce Human Rights Policy</li> <li>- Design accessible and inclusive workspaces and work processes</li> <li>- Promote the participation of these groups in corporate activities</li> </ul>
Rights Violations in the Supply Chain	<ul style="list-style-type: none"> <li>- Establish a Supplier Code of Conduct</li> <li>- Audit and monitor the performance of contractors and suppliers</li> <li>- Suspend or review contracts in the event of rights violations</li> </ul>

#### 4. Tracking & Reporting

The company conducts continuous monitoring and tracks performance through relevant committees, with oversight and reporting via the Environmental, Social, Governance, and Risk (ESG&R) Committee. and reports on human rights performance through its annual ESG Report and One Report.

#### 5. Remediation in cases of human rights violations

The company provides various secure and anonymous channels for complaints, which are as follows:

- Suggestion Box
- Line OA channel for complaints
- Email: [hr@peerapat.com](mailto:hr@peerapat.com), [ia@peerapat.com](mailto:ia@peerapat.com)
- Send directly by mail to the Board of Directors at

406 Ratchadaphisek Road, Samsen Nok Sub-district, Huai Khwang District, Bangkok 10310

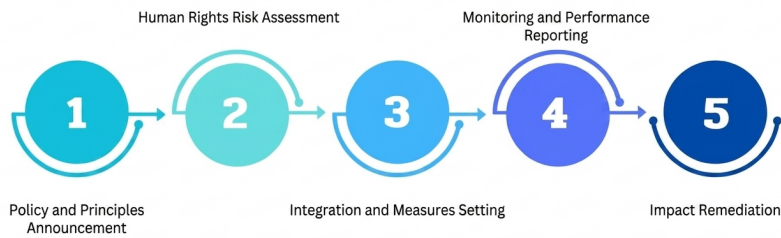
For all channels, the Company Secretary and/or the Senior Manager of the Human Resources Department will be responsible for receiving and compiling complaints for further action.

In the event of human rights violations, the company will conduct fair investigations and provide remedies as stipulated in the disciplinary measures under the work regulations and company policies, including providing appropriate relief to affected parties in accordance with legal principles and ethics.

#### HRDD process diagram

## Human Rights Due Diligence (HRDD) Process

Comprising 5 Key Steps



### Information on other social management

#### Plans, performance, and outcomes related to other social management

#### Participating in the handover of renovated houses for the elderly under the Community Quality of Life Enhancement Project.

Peerapat Technology Public Company Limited participated in the handover ceremony of one renovated house at Ban Tha Hoi, Moo 3, Thap Khang Subdistrict, Khao Yoi District, Phetchaburi Province, under the project to adapt the environment and facilities for the elderly to be suitable and safe for the fiscal year 2025. Ms. Chomnad Samruay, Deputy Permanent Secretary of Khao Yoi Subdistrict Municipality, presided over the handover ceremony, along with representatives from the Social Welfare Division, the Assistant Village Headman, the Ban Tha Hoi Community Committee, and Peerapat Technology Public Company Limited, which provided support for the labor costs of the technicians for this house renovation.

The project received funding for construction materials from the Phetchaburi Provincial Social Development and Human Security Office, with the aim of improving the quality of life for the elderly in the community to ensure their safety and suitability for living.

The company remains committed to being a part of driving an equitable society and caring for the quality of life of everyone in the community, and will continue to carry out social activities continuously.



**Renovated House Handover Activities**

**Information on incidents related to legal or social and human rights violations**

**Number of cases and incidents of significant legal or social and human rights violations**

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	N/A	N/A	0
Total number of incidents or complaints related to business partners rights violations (cases)	N/A	N/A	0
Total number of cases or incidents leading to disputes with the community/society (cases)	N/A	N/A	0

	2023	2024	2025
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	N/A	N/A	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	0.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Child labor, Safety and occupational health at work

#### 1. Employees and Labor

Treatment of employees and labor with respect for human rights, from recruitment to the care of employees and personnel, to foster a sense of belonging as one family within the organization for all employees and personnel. Human resource management plans are developed for critical and specialized positions, leading to projects that comprehensively cover the development and care of personnel, encompassing physical and mental well-being, and skills.

Regarding employees and labor, In 2025 Zero significant labor dispute cases or incidents.

#### 2. Employee Training

In 2025, the company organized employee training courses to enhance employees' skills and work potential. The average knowledge development training hours per employee per year were 17.84 hours. Additionally, 20 Showcase activities were organized for employees and executives to exchange knowledge and ideas. Furthermore, the Talent Program identified over 14 high-potential employees for further development in their missions, supporting market expansion, new businesses, and specialized positions that may arise within the next five years.

#### 3. Safety, Occupational Health, and Working Environment

In 2025, the company continuously developed and improved the efficiency of its safety operations to reduce the risk of illness, injury, or death, with a zero-incident target, and to appropriately care for the quality of life of employees or workers. Key operations included annual training for employees on understanding how to work with chemicals and safety training for forklift operation, as well as activities to promote safety awareness among employees.

Additionally, the company participated in driving the "Building a Safety Culture" policy in collaboration with the government for inspection.

The company was assessed on key issues, such as:

- Provision of statutory labor welfare
- Fire risk control and management
- Hazardous chemical management

The assessment results indicated that the company operates in full compliance with labor laws and relevant regulations in all aspects, demonstrating the organization's commitment to effective labor and safety management.

Furthermore, in 2025, there were no records of severe accidents resulting in disability or death from work within the company, involving both employees and contractors.

#### 4. Customers

The company continuously develops products and services to meet customer satisfaction with responsibility, honesty, and ethics. In 2025, the company set a customer satisfaction target of 86% and achieved a customer satisfaction level of 91%.

#### 5. Community and Society

The company conducts its business with responsibility towards the community and society, emphasizing the reduction of environmental impacts and avoiding operations that may negatively affect the quality of life of communities surrounding its establishments. In 2025, no complaints were received from the community regarding social or environmental issues.

Furthermore, the company also contributes to improving the quality of life and promoting community engagement. In 2025, the company organized activities with the community.

Examples of projects are as follows:

1. Participated in delivering renovated and repaired homes for the elderly in the Community Quality of Life Enhancement Project in 2025.
2. From beneficiaries to benefactors: The Peerapat Group's Young Employee Project provided scholarships back to schools. Seven employees from project generations 22-23 collectively donated over 210,000 Baht to Wapi Pathum School in Maha Sarakham Province and Ban Saew Wittayakom School in Chiang Rai Province.
3. Provided financial assistance totaling 90,000 Baht to 6 employees affected by floods in the Hatyai Business Center area, Songkhla Province.
4. The company dispatched employees and equipment to assist distributors in Hatyai city, Songkhla Province.
5. Company Supported cleaning products for the Thaksin University volunteer team to use for cleaning in the area. Ban Na Khuan School, Hatyai Hospital, and Hatyai Central Mosque are considered surrounding communities of the Hatyai Business Center area.

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

Does the company set employee : Yes  
and labor management goals?

#### Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	Employee Skill Training Hours (Average per Person)	2022: 11.58 hours	2023: 15.87 hours

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	Employee Skill Training Hours (Average per Person)	2023: 15.87 hours	2024: 16.8 hours
• Others : Reduction of employee turnover	Resignation Rate	2023: 24%	2024: 16.57%
• Employee training and development	Employee Skill Training Hours (Average per Person)	2024: 2024: 16.8 hours	2025: 17.00 hours
• Others : Reduction of employee turnover	Resignation Rate	2024: 2567: 16.57%	2025: 2568: 17.00%
• Fair employee compensation • Migrant/foreign labor • Child labor • Non-discrimination	No human rights complaints	2025: No human rights complaints	2025: No human rights complaints
• Safety and occupational health at work	No severe accidents (fatalities)	2025: No severe accidents (fatalities)	2025: No severe accidents (fatalities)
• Safety and occupational health at work	No severe accidents (fatalities)	2025: No severe accidents (fatalities)	2026: No severe accidents (fatalities)
• Fair employee compensation • Migrant/foreign labor • Child labor • Non-discrimination	No human rights complaints	2025: No human rights complaints	2026: No human rights complaints
• Others : Reduction of employee turnover	Reduction of employee turnover	2025: 17.00%	2026: 16.00%
• Employee training and development	Employee Skill Training Hours (Average per Person)	2025: 17.00 hours	2026: 18 hours

## Information on performance and outcomes for employee and labor management

### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : Yes

### Talent Development Program

Peerapat Technology Public Company Limited places importance on long-term human capital management, focusing

on developing high-potential employees (Talent) to be key drivers of the organization in the future. This Talent Development Program aims to prepare personnel to grow into middle to senior management roles, as well as to build organizational continuity and mitigate workforce risks.

From the analysis, the company has faced three main labor risk groups: the retirement group (senior executive positions will retire in 2027-2030), the difficult-to-recruit or specialized group, and the group essential for new businesses. The company will initiate the project.

**Project Objectives**

- Prepare employees to become executives in case of executive retirement or organizational structure changes
- Develop skills in strategic planning, leadership, and project management
- Create incentives for personnel to participate, grow, and be engaged with the organization (employee engagement & retention)
- Develop concepts and projects that can increase revenue or reduce costs for the organization.
- Create a Talent Pool for key future positions

**Course and Activity Details**

Project activities over 9 months include:

- Open application process, providing equal opportunities for all employees (Apply to join the project)
- Selection through group activities (Activity-Based Screening)
- Workshops such as Strategic Thinking, Project Management, Leadership, Communication, etc.
- Group and individual assignments/projects that create value for the business, such as efficiency improvement projects, cost reduction projects, revenue generation/innovation development projects.
- Presentation of personal development plan and organizational plan
- Coaching / Mentoring by senior executives

**Project timeline and duration**

Order	Activities	Duration
1	Survey interested individuals	Feb 10-23, 2025
2	Compile project drafts and propose to executives	Feb 23-28, 2025
3	Open for applications / First round selection	Mar 2025
4	Second round selection (Camp + Assessment)	Apr 2025
5	Enter development program	Apr-Sep 2025
6	Summary and presentation of results	Oct 2025
7	Project Report	Nov 2025

**Project Budget**

Total budget 1,800,000 Baht

**Strategic Expectations Employee and Labor Management**

- Successors are readily available for key positions.
- Strengthen the internal Talent Pool
- Generated innovation projects that increase revenue/reduce costs
- Increase employee engagement and retention
- Support sustainable organizational development according to ESG principles

**Performance Results**

### Skills and development gained by employees from participating in the Talent project (feedback from participants)

From the implementation of the Talent Project, participating employees have clearly demonstrated enhanced skills and perspectives across various dimensions crucial for career growth.

- Possess a more strategic perspective and a better understanding of the overall business. (Business Mindset)
- can systematically plan and manage projects (ProjectThinking)
- Develop skills in collaborating with others (Collaboration)
- Increase understanding of data analysis and business figures (Financial Thinking)
- Increased self-awareness

### Quantitative Outcomes

- 28 employees applied to join the project (exceeding the target).
- Selected 14 Talent development participants from various departments (Accounting and Finance, Engineering, Sales and Marketing, Research and Development)
- Actual budget utilization did not exceed the 1.8 million Baht framework.

### Quality Outcomes

- 11 participants (78%) were assigned to oversee key projects and received promotions within 6 months.
- There are project plans generated by Talent that can be immediately extended, considered value-adding and cost-saving projects, such as the LongLife Chem Project reducing chemical loss, ProGrowth CRM system supporting sales to increase average sales by 12%, Elderly Care, Supply Chain developing new business approaches aligned with the Aging Economy. Value to be gained from the project if further developed and promoted Cost Saving 1,322,000 Baht and Sales Estimate 1,276,000 Baht

### Organizational Strategic OutcomesEmployees

- Succession Plans and Career Paths were developed for 14 project participants.
- Strengthen a culture of strategic thinking and participation in driving the organization among new generation employees
- Helps reduce recruitment costs for executives and/or specialized positions from external sources by more than 800,000 Baht.

### Diagram of performance and outcomes for employee and labor management



## Build a safety culture

Technology Public Company Limited welcomed officials from the Department of Labor Protection and Welfare and government agencies in Phetchaburi Province, comprising:

- Department of Labor Protection and Welfare
- Social Security Office
- Department of Employment
- Department of Labor
- Relevant agencies

In the integrated on-site inspection and assessment of establishments under the operational plan "Building a Safety Culture," which is one of the key policies that the Department of Labor Protection and Welfare prioritizes for elevating standards in safety, occupational health, and working environment.

The Company is an integral part of driving government policies and cooperates with inspections based on three main approaches, namely:

1. Integrated intensive inspection
2. Awareness campaign
3. Building a safety culture in establishments

During this inspection, the Company was assessed on key issues, such as:

- Provision of statutory labor welfare
- Fire risk control and management
- Hazardous chemical management
- Safety of electrical systems, machinery, and work equipment

**The assessment results indicated that the Company operates in full compliance with labor law standards and all relevant regulations.** And hereby reaffirms its commitment to conducting business under good governance principles, coupled with continuously and sustainably promoting employee welfare and fostering a safety culture within the organization.



## Information on employment

## Employment

	2023	2024	2025
<b>Total Employment (Person)</b>	413	443	422
Percentage of employees to total employment (%)	100.00	100.00	100.00
<b>Total employees (persons)</b>	413	443	422
Male employees (persons)	N/A	N/A	199
Percentage of male employees (%)	N/A	N/A	47.16
Female employees (persons)	N/A	N/A	223
Percentage of female employees (%)	N/A	N/A	52.84

## Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	125	182	152
Percentage of employees under 30 years old (%)	30.27	41.08	36.02
Total number of employees 30-50 years old (Persons)	188	194	252
Percentage of employees 30-50 years old (%)	45.52	43.79	59.72
Total number of employees over 50 years old (Persons)	15	20	18
Percentage of employees over 50 years old (%)	3.63	4.51	4.27

## Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	64	96	66

	2023	2024	2025
Percentage of male employees under 30 years old (%)	N/A	N/A	33.17
Total number of male employees 30-50 years old (Persons)	92	102	124
Percentage of male employees 30-50 years old (%)	N/A	N/A	62.31
Total number of male employees over 50 years old (Persons)	7	10	9
Percentage of male employees over 50 years old (%)	N/A	N/A	4.52

**Number of female employees categorized by age**

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	61	86	86
Percentage of female employees under 30 years old (%)	N/A	N/A	38.57
Total number of female employees 30-50 years old (Persons)	96	92	128
Percentage of female employees 30-50 years old (%)	N/A	N/A	57.40
Total number of female employees over 50 years old (Persons)	8	10	9
Percentage of female employees over 50 years old (%)	N/A	N/A	4.04

**Number of employees categorized by position**

	2023	2024	2025
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	2023	2024	2025
Total number of employees in operational level (Persons)	N/A	N/A	344
Percentage of employees in operational level (%)	N/A	N/A	81.52
Total number of employees in management level (Persons)	N/A	N/A	62
Percentage of employees in management level (%)	N/A	N/A	14.69
Total number of employees in executive level (Persons)	N/A	N/A	16
Percentage of employees in executive level (%)	N/A	N/A	3.79

#### Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	N/A	N/A	165
Percentage of male employees in operational level (%)	N/A	N/A	82.91
Total number of male employees in management level (Persons)	N/A	N/A	25
Percentage of male employees in management level (%)	N/A	N/A	12.56
Total number of male employees in executive level (Persons)	N/A	N/A	9
Percentage of male employees in executive level (%)	N/A	N/A	4.52

#### Number of female employees categorized by position

	2023	2024	2025
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	2023	2024	2025
Total number of female employees in operational level (Persons)	N/A	N/A	179
Percentage of female employees in operational level (%)	N/A	N/A	80.27
Total number of female employees in management level (Persons)	N/A	N/A	37
Percentage of female employees in management level (%)	N/A	N/A	16.59
Total number of female employees in executive level (Persons)	N/A	N/A	7
Percentage of female employees in executive level (%)	N/A	N/A	3.14

**Number of employees categorized by department over the past year**

Department / Line of work / Unit / Business group	Number of employees (persons)
Factory & Engineering (Machine Manufacturing, Packaging Production, Maintenance), Engineer, Factory Administration	15
Production Planning, Production, Quality Control, Quality Assurance	45
Research and Development, Machinery Research and Development	11
Laundry Technology, Swimming Pool Business, Technical Service Center, QCM	68

Department / Line of work / Unit / Business group	Number of employees (persons)
Marketing, Food Service, Engineering Sales, Building Care, Digital Marketing	40
Overseas Business, Business Center, Branch, Branch and Dealer Management, Sales Coordination, PP Outlet, Showroom	130
Procurement, Logistics	30
Accounting, Finance, Information Technology, Human Resources, Office Administration, Bangkok Office, Administrative Office	83
<b>Total number of employees</b>	<b>422</b>

### Significant changes in the number of employees

Significant changes in number of employees over the : No  
past 3 Years

### Employment of workers with disabilities

	2023	2024	2025
<b>Total employment of workers with disabilities ( persons)</b>	4	4	4
Percentage of disabled workers to total employment (%)	0.97	0.90	0.95

	2023	2024	2025
<b>Total number of employees with disabilities (Persons)</b>	4	4	4
Total male employees with disabilities (persons)	2	2	2
Total female employees with disabilities (persons)	2	2	2
Percentage of disabled employees to total employees (%)	0.97	0.90	0.95
<b>Contributions to empowerment for persons with disabilities fund</b>	No	No	No

## Information on compensation of employees

### Employee remuneration by gender

	2023	2024	2025
<b>Total employee remuneration (baht)</b>	230,569,000.00	257,732,000.00	234,727,700.00
Average of remuneration of employees (Baht/persons)	558,278.45	581,787.81	556,226.78

## Information on provident fund management

### Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The company has established a Provident Fund as a welfare benefit for employees, with the objective of promoting retirement savings and creating long-term financial security for employees. The operation of the fund complies with the Provident Fund Act B.E. 2530 (1987) and related regulations.

#### 1. Provident Fund Management

1.1 Qualifications of Fund Members Employees who have been appointed as permanent staff are eligible to apply for membership in the Provident Fund. Members may choose to resign from the Provident Fund and can rejoin the fund again after one full year of resignation.

1.2 Contribution and Matching Contribution Rates Employee contribution rate: 3% of salary Employer matching contribution rate: 3% of salary

1.3 Conditions for receiving employer contributions upon termination of membership

- Length of service less than or equal to 3 years - receives 0% of contributions

- Length of service more than 3 years but not exceeding 5 years - receives 50% of contributions
- Length of service more than 5 years - receives 100% of contributions

In cases where an employee's employment is terminated due to retirement, disability, or death, the full amount of contributions will be received without any length of service conditions.

1.4 Method of Benefit Payment from the Fund The fund has a policy of distributing benefits to members by averaging them equally among all employees.

2. Selection of Provident Fund Manager The company prioritizes selecting reputable fund management companies to ensure efficient fund management and appropriate returns. The criteria are as follows:

- Historical fund performance comparing returns against industry standards
- Stability and expertise of the fund management company
- Consideration of experience and reputation in the capital market
- Management fees are reasonable and provide value to fund members
- Investment plan options - employees can choose an investment plan suitable for their acceptable risk level

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : No

### Participation in provident fund membership

#### Details of provident fund participation

##### Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	413	443	422
Number of employees joining in PVD (persons)	229	236	249
Number of PVD members / Total employees (%)	55.45	53.27	59.00
Number of PVD members / Total eligible employees (%)	55.45	53.27	59.00

##### Amount of provident fund

	2023	2024	2025
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	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	2,475,204.00	2,692,267.00	2,870,946.00
Total amount of provident fund contributed by employee (baht)	2,965,183.00	3,408,170.00	4,068,747.00

#### Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
PEERAPAT TECHNOLOGY PUBLIC COMPANY LIMITED	Yes	422	422	249	59.00	59.00

#### Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Providing education or information on selecting appropriate investment policies

#### Providing education or information on selecting appropriate investment policies

The company continuously communicates to promote savings among employees. Information is provided to new employees from the beginning of their employment (orientation/first day), and there are periodic public relations (PR) campaigns to further encourage savings, such as introducing the savings cooperative and the Provident Fund (PVD).

#### Information on employee development

##### Employee training and development

	2023	2024	2025
--	------	------	------

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	15.87	16.80	17.84
Total amount spent on employee training and development (Baht)	758,409.61	804,037.40	1,382,122.24
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.000770	0.000763	0.001290
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.000707	0.000701	0.001210

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Safety Promotion and Environmental Care Activities

#### Ensure safety and care for the environment

As an organization operating under the principles of sustainable growth, Peerapat Technology Public Company Limited places great importance on promoting a culture of safety and environmental care in the workplace. On December 17, 2025, the company organized the "Factory X ENVI X Safety Day 2025" event at the new logistics building on the factory side, to enhance awareness of safety, occupational health, and environmental management among employees at all levels.

This activity is part of the company's ESG policy framework, aiming to develop a safe working environment for employees (Occupational Health and Safety) while promoting environmentally responsible behaviors, such as striving for "Zero Accident," proper waste segregation, and reducing single-use plastic within the factory and offices. This event reflects the genuine participation of personnel in driving a corporate culture that is socially and environmentally responsible and sustainable.

Highlights of the event included booths providing knowledge on safety and environment, a campaign to reduce plastic use, an awards ceremony for 5S and Kaizen for departments demonstrating continuous improvement approaches, as well as various employee engagement activities.

The company believes that "investing in employee safety" and "conducting business with environmental responsibility" are fundamental cornerstones for long-term growth and are central to building trust with shareholders, customers, business partners, employees, and all stakeholders.

The company remains committed to conducting business by integrating ESG principles into all dimensions of its operations to strengthen organizational stability and continuously create positive impacts on society and the environment, in alignment with the Sustainable Development Goals (SDGs), namely:

- SDG 3: Good Health and Well-being
- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action

December 17, 2025

# FACTORY X ENVI X SAFETY DAY 2025



“สร้างความปลอดภัย และห่วงใยสิ่งแวดล้อม”

## Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	2	3	4
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	N/A
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	N/A
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	N/A
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	N/A

Additional explanation : (\*) The company with the total number of employees over 100 or more

(\*\*) The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

### Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	66	74	67
Proportion of voluntary resignations (%)	15.98	16.70	15.88

	2023	2024	2025
(1) Evaluation result of employee engagement	Yes	Yes	Yes

Remark: <sup>(1)</sup> Employee Engagement Assessment Results for the Year 2023 Target: 70% Evaluation Result: 53% Employee Engagement Assessment Results for the Year 2024 Target: 70% Evaluation Result: 73% Employee Engagement Assessment Results for the Year 2025 Target: 74% Evaluation Result: 75.59% Employee Engagement Assessment Results for the Year 2026 Target: 76%

## Employee Engagement Survey Report for the Year 2025

In 2025, the Company conducted the survey during the period from March 16, 2025, to May 31, 2025. A total of 312 employees participated in the survey out of 436 employees, representing 71.55% of the total workforce as of March 2025. This participation rate exceeds half of the total employees. The average employee engagement score was 75.59%, indicating an increased level of interest and engagement with the organization compared to the previous year.

### Recommended Organizational Activities and Initiatives for 2025 Based on Employee Engagement Survey Results

The 2025 employee engagement survey has provided valuable insights that the organization can utilize to improve various aspects. Employees have a clear understanding of their roles and organizational expectations. Colleagues provide strong support and collaboration, and employees recognize the Company's focus on environmentally friendly policies and sustainability. However, concerns remain regarding career growth opportunities. While employees acknowledge the promotion of learning, they are still uncertain about their own career progression. Employees also express a desire for regular recognition and appreciation from their supervisors. Additionally, there is a need for a work environment that supports mental well-being, along with adequate resources and equipment necessary for effective job performance. Employees are also interested in participating in sustainability-related initiatives that enhance their sense of pride and value within the organization. These factors are essential in increasing employee satisfaction and strengthening engagement. The key recommendations are as follows:

#### 1. Career Growth and Internal Mobility Program

The Company should prioritize internal recruitment by allowing employees to apply for positions before opening them to external candidates. Additionally, workshops or coaching sessions with executives should be organized to discuss career development paths and prepare employees for future roles. This will help enhance motivation, strengthen engagement, and retain high-potential employees in the long term.

#### 2. Encouraging Employee Participation in Sustainability Initiatives

The Company should provide opportunities for employees to participate in sustainability-related activities or projects. These can be integrated into regular work or allow employees to propose ideas and lead initiatives themselves. This approach will foster pride, enhance engagement, and enable employees to see the value of their contributions as part of driving the organization toward sustainability.

#### 3. Providing Adequate Resources and Tools for Efficient Work Performance

The Company should ensure the provision of appropriate, modern, and sufficient tools, equipment, and technology. In addition, there should be efficient maintenance and support systems to enable smooth operations, reduce stress, and improve daily work efficiency.

#### 4. Promoting a Work Environment that Supports Productivity and Mental Well-being

The Company should design workspaces that align with job requirements, including proper lighting, ventilation, ergonomic furniture, and a relaxing atmosphere. Furthermore, it should promote an open, friendly work culture and emphasize work-life balance. This will help employees feel safe, confident, and energized to perform consistently. Appropriate benefits should also be provided in alignment with the context of each location to support employees overall quality of work life.

#### 5. Promoting a Culture of Recognition from Supervisors

The Company should foster a strong recognition culture by encouraging supervisors at all levels to consistently acknowledge and appreciate their subordinates. This can be done through both informal and formal channels, helping to motivate employees and enhance their sense of being valued by both their supervisors and the organization.

#### Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

-

#### Welfare Committee

Peerapat Technology Public Company Limited places great importance on employee participation and the fair, transparent, and good governance-based management of employee welfare. The Company has appointed an Election Committee for the Welfare Committee to oversee the process of electing employee representatives. These representatives play a key role in providing input and considering welfare-related matters that benefit both employees and the organization.

The Company has appointed a total of five members to the Election Committee, consisting of a Chairperson and committee members, responsible for establishing guidelines and ensuring that the election process is conducted in an orderly and fair manner.

#### Roles and Responsibilities of the Election Committee

- Determine the date, time, venue, and application period for candidates running for the Welfare Committee
- Announce and communicate election details to employees comprehensively
- Organize and oversee the election process in accordance with transparency principles
- Count votes, announce election results, and prepare a ranked list of candidates based on vote counts
- Report the election results to the Company within the specified timeframe and conclude duties upon completion of the reporting process

This initiative reflects the Companys commitment to promoting employee participation, protecting labor rights, and upholding good corporate governance, which are fundamental to sustainable business operations.

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

#### Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : Yes
- Responsible sales and marketing guidelines : Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

#### Policy and guidelines on communicating the impact of products and services to customers / consumers

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications through digital channels

### Information on customer management plan

#### Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The Company focuses on closely building customer satisfaction with its products and services through ethical, transparent operations that respect consumer rights in all organizational activities. This includes communicating accurate and complete information about products and services, as well as potential impacts from their use, to enhance confidence in the quality, safety, and environmental friendliness of products and services. This is coupled with an emphasis on building and maintaining sustainable relationships with customers by systematically receiving suggestions and complaints, as well as appropriately protecting customer personal data, to analyze this information and use it as a guideline for continuous improvement and development of operations to meet customer needs and expectations.

- Responsible production and service provision to customers. The Company manufactures products and provides services by adhering to quality, safety, and consumer responsibility standards throughout the operational process, from raw material selection, product development, production processes, quality control, to after-sales service. This is done in strict compliance with relevant laws, regulations, and standards to ensure that the Company's products and services are of high quality, safe, and appropriately meet customer needs.
- Communication of information regarding the impact of products and services to customers/consumers. The Company prioritizes transparent, accurate, and complete communication of information about products and services, covering aspects such as quality, safety, usage instructions, and potential impacts on consumers and the environment. This information is presented through product labels, accompanying documents, user manuals, websites, and other appropriate communication channels, enabling customers and consumers to be informed and make well-rounded decisions when choosing products and services.
- Developing customer satisfaction and strengthening customer relationships. The Company has established a systematic process for receiving feedback, suggestions, and complaints from customers by providing various communication channels, such as customer service centers (Call Center and online channels), as well as conducting opinion surveys through questionnaires. The collected data is analyzed and used as a guideline for improving and developing product quality, services, and communication to appropriately and continuously meet customer needs and expectations. Furthermore, the Company emphasizes building and maintaining good relationships with customers to foster trust, satisfaction, and continuous long-term use of the Company's products and services.
- Protection of customer personal data. The Company recognizes the importance of protecting customer personal data and therefore collects, uses, and discloses personal data appropriately, transparently, and in accordance with relevant laws and regulations. It also implements data security measures and raises employee awareness regarding confidentiality and personal data protection to build customer confidence in using the Company's products and services.

## Information on setting customer management goals

### Setting customer management goals

Does the company set customer management goals : Yes

### Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer Satisfaction Level	2023: Customer satisfaction level is at 85%	2025: Customer satisfaction level stands at 86%.
• Protection of customer personal information	Personal data breach	-	2025: No confirmed complaints regarding violations of personal data.

**Information on performance and results of customer management**

**Performance and outcomes of customer management**

Performance and outcomes of customer management : Yes

The company continuously develops products and services to meet customer satisfaction with responsibility, integrity, and ethics. In 2025, the company achieved a customer satisfaction level of 91%.

**Diagram of performance and outcomes of customer management**



Conducted product usage training for customers.



Training on Environmentally Friendly Products and Solutions

**Customer satisfaction**

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

**Channels for receiving complaints from customers/consumers**

Companys channels for receiving complaints from : Yes  
customers/consumers

Telephone : 02-2901234

Fax : 032-797481

Email : sale-co@peerapat.com

Companys website : <https://peerapat.com/th/>

Address : 406 Ratchadaphisek Rd. Samsen Nok Huai Khwang Bangkok  
10310, Thailand

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Religion and culture, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups

### Community and Social Development Plan

#### Objectives of the Plan

- Promote the well-being of communities surrounding the Company's operational areas
- Reduce the risk of conflicts with communities through active participation
- Build trust and foster sustainable relationships between the Company and the community
- Support sustainable community development in terms of economy, education, and quality of life

#### Implementation Guidelines

##### 1. Impact Assessment and Community Feedback

- Organize community briefing sessions prior to the implementation of new projects
- Provide channels for receiving feedback, complaints, and suggestions from the community
- Conduct Social and Environmental Impact Assessments (SEIA)

##### 2. Stakeholder Engagement

- Invite community leaders, educational institutions, and local authorities to participate in annual planning meetings
- Encourage employees to participate in volunteer activities and contribute to community development
- Collaborate in developing basic infrastructure such as water supply systems, electricity, and schools

##### 3. Education and Youth Support

- Continuously implement the Young Employee Program to provide opportunities for further education alongside practical work experience, including scholarship contributions to employees' hometown schools
- Provide scholarships, educational materials, and organize career guidance activities in collaboration with local schools

##### 4. Community Economic Development

- Support local entrepreneurs and community enterprises (Local Sourcing)
- Prioritize procurement and services from local businesses where feasible
- Enhance vocational skills within the community through training programs in collaboration with partners

##### 5. Volunteer Activities and Quality of Life Enhancement

- Encourage employees at all levels to participate in volunteer activities, such as waste segregation and food sharing initiatives

- Participate in disaster recovery efforts and provide support during crises (e.g., floods, COVID-19)
- Support local cultural and traditional events to promote harmony with community values and traditions

## Information on setting of community and social management goals

### Setting of community and social management goals

Does the company set community and social management goals : Yes

### Details of community and social management goal setting

Target(s)	Indicators(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> <li>• Employment and professional skill development</li> <li>• Education</li> </ul>	Provided scholarships and supported both education and career opportunities for children in remote areas, with at least two scholarships granted.	2022: The Company supports the education and career development of 2 students	2022: The Company supports the education and career development of 3 students, including 2 individuals without nationality.
<ul style="list-style-type: none"> <li>• Employment and professional skill development</li> <li>• Education</li> </ul>	Provided scholarships and supported both education and career opportunities for children in remote areas, with at least two scholarships granted.	2022: Two undergraduate scholarships with career support.	2023: Two undergraduate scholarships with career support.
<ul style="list-style-type: none"> <li>• Employment and professional skill development</li> <li>• Education</li> </ul>	Provided scholarships and supported both education and career opportunities for children in remote areas, with at least two scholarships granted.	2022: The Company supports the education and career development of 2 students.	2024: The Company supports the education and career development of 3 students.
<ul style="list-style-type: none"> <li>• Employment and professional skill development</li> <li>• Education</li> </ul>	The number of students supported by the Company in terms of education and employment opportunities.	2024: The number of students supported by the Company in education and employment opportunities is 3 students.	2025: The number of students supported by the Company in education and employment opportunities is 5 students.

Target(s)	Indicators(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> <li>• Employment and professional skill development</li> <li>• Education</li> </ul>	The number of students supported by the Company in terms of education and employment opportunities.	2025: The number of students supported by the Company in education and employment opportunities is 5 students .	2026: The number of students supported by the Company in education and employment opportunities is 5 students .

## Information on outcomes and results of community and social management

### Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

#### Peerapat Young Talent Program

##### Creating Sustainable Opportunities, Developing Human Capital, and Strengthening Society

Peerapat Technology Public Company Limited has continuously implemented the Peerapat Young Talent Program under the concept of *From Opportunity Receivers to Opportunity Providers* for over 30 years. The program aims to provide career and educational opportunities to capable youth who lack financial resources.

This program recruits high school graduates (Grade 12) and vocational students (Diploma level) to join the Company as full-time employees, while supporting them to pursue a bachelors degree alongside their work. This approach enables participants to grow holistically in both their professional careers and personal lives.

##### Key Objectives of the Program

- Promote employment and generate income for talented youth who lack opportunities, by offering full-time employment
- Support higher education by providing scholarships alongside real work experience
- Develop life and professional skills through mentorship programs, training, and hands-on work experience
- Instill a sense of social responsibility through the concept of From Opportunity Receivers to Opportunity Providers
- Build a sustainable organizational culture by passing on opportunities from one generation to the next

##### Qualitative Outcomes

- Over a hundred participants have successfully graduated and secured stable employment
- Many have advanced to supervisory, managerial, or business partner roles
- Participants are equipped with both soft skills and hard skills aligned with workforce demands
- Inspire youth to give back to their schools and hometown communities

##### Opportunity Sharing Activities 2025

Participants from Cohorts 2223 collectively saved a portion of their income during the program to provide educational scholarships and share knowledge on Artificial Intelligence (AI) applications with their former schools. The total contribution amounted to THB 210,000, allocated as follows:

- Ban Saew Wittayakom School: THB 150,000 (100 scholarships and essential supplies)
- Wapi Pathum School: THB 60,000 (60 scholarships)

This activity truly reflects the power of those who received opportunities becoming opportunity providers.

##### Alignment with Sustainable Development Goals (SDGs)

- **SDG 4 Quality Education:** Promoting access to education for underprivileged youth

- **SDG 8 Decent Work and Economic Growth:** Providing real employment opportunities and supporting career skill development
- **SDG 10 & 11 Reduced Inequalities and Sustainable Communities:** Encouraging giving back to communities and fostering employee participation in local development

The Peerapat Young Talent Program is one of the Companys key workforce management strategies, representing a long-term investment in human capital. It delivers tangible outcomes at the individual, organizational, and societal levels, while inspiring the younger generation to become a driving force for positive national development.



**Benefit from implementing social development project**

Financial benefits

Does the company measure the financial benefits : Yes  
from social development?

	2023	2024	2025
Scholarships (Baht)	120,000.00	200,000.00	225,000.00
Value of purchasing goods and/or services from the community (Baht)	0.00	55,000.00	210,000.00

	2023	2024	2025
Alleviate the financial burden on families (Baht)	120,000.00	120,000.00	120,000.00
Generate income opportunities for youth (Baht)	144,000.00	144,000.00	144,000.00

#### Non-financial benefits

Does the company measure the non-financial benefits from social development? : Yes

	2023	2024	2025
Educational beneficiaries (Persons)	3.00	2.00	5.00
Beneficiaries of the company's community development projects (Sub-districts)	1.00	2.00	4.00

#### Expenses from social and environmental development project

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	N/A	192,996.00	80,000.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) <sup>(*)</sup>	N/A	0.018306	0.007468
Percentage of financial contribution for community/social development projects or activities to total revenue (%) <sup>(*)</sup>	N/A	0.016820	0.007005

Additional explanation : <sup>(\*)</sup> Total revenues and total expenses from total financial statement

**Remarks** - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

# ESG Performance

Company Name : PEERAPAT TECHNOLOGY PUBLIC COMPANY LIMITED

Symbol : PRAPAT

Market : mai

Industry Group : Industrials

Sector : SECTOR 0

## Corporate Governance Policy

### Information on overview of the policy and guidelines

#### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Board of Directors places importance on and is committed to adhering to the principles of good corporate governance and manages the company based on its good corporate governance principles, including compliance with the best practices for directors of listed companies, rules, regulations, and relevant guidelines of the Stock Exchange of Thailand (SET), the Securities and Exchange Commission (SEC). The Board is also committed to developing and elevating the company's corporate governance to international best practices, which will build confidence among shareholders, investors, and all stakeholders, and is dedicated to overseeing management for efficiency. The key principles of good corporate governance are divided into 8 practices as follows:

1. Establish clear leadership role and Responsibilities of the board
2. Define objectives that promote sustainable value creation
3. Strengthen board effectiveness
4. Ensure effective CEO and People management
5. Nurture innovation and Responsible business
6. Strengthen effective risk management and Internal control
7. Ensure disclosure and Financial integrity
8. Ensure engagement and Communication with shareholders

#### Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies, Other guidelines related to the board of directors

#### Nomination of directors

The Board of Directors is responsible for establishing and reviewing the Board's structure annually, including the size and proportion of independent directors, which are appropriate and necessary to guide the organization towards its defined objectives and key goals, with the following guidelines.

1. The Board of Directors must select a suitable person as Chairman and ensure that the composition and operations of the Board of Directors facilitate independent judgment in decision-making.
2. Annually, the Board of Directors shall provide a channel for nominating candidates for directorship, along with a transparent and clear selection process, to ensure the Board of Directors possesses qualifications consistent with the prescribed composition.

## Determination of director remuneration

The Company has a clear and transparent policy for determining monetary remuneration for its directors, emphasizing long-term sustainability and submitting it for approval at the Annual General Meeting of Shareholders every year. The criteria for determining the remuneration of the Company's directors are as follows:

1. It is appropriate and consistent with the scope of duties and responsibilities of each director.
2. The remuneration is at a level that can attract and retain directors with knowledge, competence, and quality in performing their duties for the Company.
3. The components of remuneration are clear, transparent, and easy to understand.
4. The rate is comparable to director remuneration in the same or similar industries.

## Director development

The Board of Directors shall ensure that the Board of Directors and each director possess knowledge and understanding regarding their roles and responsibilities, the nature of the business operations, and laws related to the business operations, as well as support all directors in consistently enhancing their skills and knowledge for the performance of their duties as directors.

## Board performance evaluation

The Board of Directors will conduct an annual performance evaluation of the Board of Directors, sub-committees, and individual directors, as well as the entire board. The evaluation results will be utilized for the continuous development of their duties. The performance evaluation format may include both collective and individual assessments. At a minimum, it must be a self-evaluation method. Alternatively, the Board of Directors may consider using a cross-evaluation method as well. Furthermore, the criteria, procedures, and overall evaluation results will be disclosed in the annual report.

## Corporate governance of subsidiaries and associated companies

The Board of Directors must oversee the establishment of frameworks and mechanisms for the governance of policies and operations of subsidiaries and other entities in which the Company has made significant investments, at a level appropriate to each entity, and ensure that the subsidiaries and other entities in which the Company has invested have a correct and consistent understanding.

## Other practices related to the Board

### **Recognizing the Board's role and responsibilities as an organizational leader in creating sustainable value for the business.**

1. The Board of Directors understands its role and recognizes its responsibility as an organizational leader to oversee the effective management of the organization by establishing guidelines covering the following matters:
  - 1.1 Reviewing and setting the company's objectives and goals annually to ensure agility, responsiveness to annual economic conditions, and to foster future sustainability.
  - 1.2 Reviewing the strategies employed and operational policies suitable for current conditions annually, to be used in allocating company resources to achieve objectives and goals.
  - 1.3 Monitoring, evaluating, and overseeing performance reporting.
2. The Board of Directors recognizes the importance of creating sustainable value for the business by establishing guidelines covering the following matters:
  - 2.1 Develop the organization to be competitive in the market and achieve good performance, taking into account long-term impacts.
  - 2.2 Conduct business ethically, respect rights, and be responsible to shareholders and stakeholders.
  - 2.3 Annually, the organization must create benefits for society and always develop or reduce negative environmental impacts.
  - 2.4 The organization can adapt promptly to changing economic conditions.
3. The Board of Directors is responsible for overseeing that all directors and executives perform their duties with due care (duty of care) and loyalty to the organization (duty of loyalty), and for ensuring that operations comply with laws, company regulations, and resolutions of shareholders' meetings.

4. The Board of Directors must review and understand the scope of its duties and responsibilities, and clearly assign duties and responsibilities to the Chief Executive Officer and management, as well as monitor the Chief Executive Officer and management to ensure they perform their assigned duties.

#### **Other practices related to the Board**

##### **Setting the company's primary objectives and goals for sustainability.**

1. The Board of Directors must review the company's primary goals annually, with a focus on sustainability and in alignment with creating value for the company, customers, stakeholders, and society as a whole.
2. The Board of Directors must ensure that the company's objectives, goals, and strategies are consistent with achieving the company's primary objectives and goals, with appropriate and safe adoption of innovation and technology.

#### **Other practices related to the Board**

##### **Recruitment and Development of Senior Executives and Human Resources Management**

1. The Board of Directors shall establish recruitment processes and promote the development of the Chief Executive Officer and senior executives to possess the necessary knowledge, skills, experience, and attributes for driving the organization towards its goals. Furthermore, a succession plan shall be established to prepare for the succession of the Chief Executive Officer and senior executives. The Chief Executive Officer shall report on the implementation of the succession plan to the Board of Directors periodically, at least once a year, for their acknowledgment.
2. The Board of Directors shall ensure the establishment of an appropriate compensation and evaluation structure to incentivize the Chief Executive Officer, senior executives, and personnel at all levels to perform in alignment with the organization's primary objectives and goals, and in accordance with the long-term interests of the business.
3. The Board of Directors acknowledges potential conflicts of interest arising from the shareholder structure and relationships that may affect the management and operations of the business. The Board of Directors shall oversee and ensure that internal family business agreements, shareholder agreements, or policies of the parent company (if any) (as the case may be) do not impede the Board's performance of its duties, and shall ensure the disclosure of information regarding various agreements that may impact the control of the business.
4. The Board of Directors must monitor and oversee management to ensure continuous development of personnel in terms of knowledge, skills, and experience.

#### **Other practices related to the Board**

##### **Promotion of Innovation and Responsible Business Conduct.**

1. The Board of Directors prioritizes and supports the creation of new innovations to generate value for the business, alongside creating benefits for customers or stakeholders, and demonstrating responsibility towards society and the environment.
2. The Board of Directors will oversee management to conduct business responsibly towards society and the environment, and ensure this is reflected in the operational plan, to ensure that all departments within the organization operate in alignment with the company's objectives, key goals, and strategies. This also includes ensuring the utilization of information technology to enhance business opportunities, improve operations, and manage risks, in order to achieve the company's objectives and key goals.

#### **Other practices related to the Board**

##### **Ensuring appropriate risk management and internal control systems.**

1. The Board of Directors shall oversee that the company has a risk management and internal control system that enables the company to achieve its objectives effectively and conducts its business in compliance with relevant laws and standards. Furthermore, in cases where the company has subsidiaries or other entities in which it has made significant investments, the Board of Directors shall ensure that such subsidiaries and other entities also have risk management and internal control systems consistent with those of the company.
2. The Board of Directors has appointed an Audit Committee, comprising no fewer than 3 independent directors, with a term of office of 3 years. The scope and authority of this committee are clearly defined in the Audit Committee Charter to assist in overseeing risk management and internal control more effectively.

3. The Board of Directors closely monitors and manages potential conflicts of interest that may arise between the company and its management or shareholders, as well as preventing the improper use of the company's assets, information, and opportunities, and inappropriate transactions with related parties.
4. The Board of Directors has established an anti-corruption policy and communicated it to all levels within the organization and to external parties for awareness and effective implementation.
5. The Board of Directors oversees the establishment of channels for receiving feedback from customers, including handling complaints, and taking action in cases of significant whistleblowing, with a systematic and prompt response to such matters.

#### Other practices related to the Board

##### Maintaining Financial Credibility and Information Disclosure

1. The Board of Directors has established accounting policies and systematically set deadlines for the preparation of financial reports, as well as ensuring the accurate, complete, sufficient, and timely disclosure of important information in accordance with relevant rules, standards, and practices.
2. The Board of Directors must monitor the adequacy of the company's financial liquidity and its ability to repay debts by requiring management to monitor and assess the company's financial status and report to the Board of Directors regularly.
3. The Board of Directors must establish contingency plans in case the company encounters financial difficulties. Such plans must primarily consider the rights of stakeholders.
4. The Board of Directors may consider preparing a sustainability report as appropriate, which includes the disclosure of information on legal compliance, ethical conduct, anti-corruption policies, treatment of employees and stakeholders, including fair treatment and respect for human rights, as well as social and environmental responsibility. Such information may be disclosed in the annual report, which will disclose information according to the guidelines set by the SEC and the Stock Exchange of Thailand.
5. The Board of Directors must ensure that management has a department or a person responsible for investor relations to communicate with shareholders and other stakeholders, such as investors and analysts, in an appropriate, equitable, and timely manner.
6. The Board of Directors promotes the use of technology and information for the rapid, appropriate, and accurate dissemination of information, such as the company's website and other channels in the future.

#### Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Other guidelines regarding shareholders and stakeholders

#### Shareholder

1. The Board of Directors shall establish channels for shareholders to participate in decision-making in cases where the company undertakes significant matters that affect all shareholders.
2. The Board of Directors shall ensure that the proceedings at the shareholders' meeting are orderly, transparent, efficient, and facilitate shareholders to fully exercise their rights.
3. The Board of Directors shall oversee and scrutinize the disclosure of meeting resolutions and the preparation of shareholders' meeting minutes to ensure accuracy and completeness.

#### Stakeholder groups

The Company recognizes the importance of the rights of all stakeholder groups as prescribed by law, and adheres to the principles of human rights and fair treatment of labor, to ensure that the rights of stakeholders are appropriately protected and cared for.

The Company has provided various communication channels to accommodate the needs and opinions of all stakeholder groups, including channels for reporting tips or complaints from employees and other stakeholders, to promote effective participation in monitoring, auditing, and protecting the Company's interests.

In this regard, the Company has established policies and guidelines for each stakeholder group under the framework of good corporate governance policy, for employees at all levels to use as a guideline for appropriate and consistent business operations.

The Company's main stakeholders consist of 7 groups: customers, employees, shareholders, business partners, communities, government agencies, and financial institutions.

Furthermore, the Company has disclosed performance results related to stakeholders in the 56-1 One Report under the topic "Stakeholder Analysis in the Business Value Chain."

## Information on business code of conduct

### Business code of conduct

Business code of conduct : Yes

The Company has a policy to promote corporate governance, focusing on conducting business according to the principles of social responsibility, covering the needs of all stakeholder groups, and aligning with the path of creating a balance between business, society, and the environment, which will lead to becoming a sustainable organization.

The Company has prepared this "Business Ethics Handbook" to serve as a guideline for good practices for the directors, executives, and employees of Peerapat Technology Public Company Limited.

The Company stipulates that it is the duty and responsibility of all directors, executives, and employees to acknowledge, understand, and strictly adhere to the policies and practices set forth in this Business Ethics Handbook to achieve business objectives, while upholding ethical standards for the benefit of stakeholders, shareholders, the Company, and society.

The Board of Directors has established business objectives and operational methods to maximize benefits for shareholders, and has also set forth guidelines in this "Business Ethics Handbook" to provide clarity and convenience for the Company's directors, executives, and employees to understand the operational standards expected by the Company and to adhere to them as a guideline for operations, ranging from treatment of employees, shareholders, customers, business partners, competitors, and society as a whole.

### Vision

To be a leader in the industrial & Institutional cleaning chemicals market in South East Asia

To be a leader in the industrial and institutional cleaning chemicals market in Southeast Asia.

### Mission

Establish strong Corporate Branding & Positioning, Corporate Brand Awareness, and Customer Loyalty throughout Southeast Asia: The Company will focus on marketing through the PEERAPAT brand to ensure customer recognition and build loyalty for the brand, as well as emphasize close communication with customers by the group's executives, business center and branch managers, domestic and international distributors, and reaching target customers through participation in international exhibitions and trade shows.

Establish Corporate Positioning as a leader in "Cleaning Hygiene Solutions" through the integration of "PPG Synergy" within the Peerapat Group (PPG): The Company will focus on offering a diverse range of product groups to meet the maximum needs of each customer, as well as providing continuous services to increase revenue opportunities by building knowledge about the products and services of the entire group through team training and creating additional key accounts.

Drive the transition to Industry 4.0 by utilizing Internet-of-Things (IoT) technology in customer service to enhance efficiency and effectiveness: The Company initiated this mission by investing in the Seiko software system from Italy to provide services to customers. Customers can control the operation of chemical dispensing machines via mobile applications or IT devices, as well as view operational status and performance results to instantly understand operational efficiency.

Drive research, development, and the search for new innovative products and services, both within the organization and through collaboration with domestic and international business partners: The Company emphasizes its competitive advantage through research and development of products with special properties suitable for cleaning and disinfection applications according to specific customer objectives. Such research and development include collaborations with business partners and domestic educational institutions.

Drive market expansion through Digital Platforms in conjunction with Fintech technology to expand the customer base of SMEs (Small and Medium Enterprises) nationwide: The Company has begun marketing to Business-to-Customer (B2C) segments through online marketing channels such as Line OA, Shopee, Lazada, etc.

Promote the creation of value for people and society, including the development of personnel within the organization, maximum customer satisfaction, and sustainable business growth with society: The Company fosters an organizational culture where all sectors adhere to business principles.

1. Accountability Being responsible towards the organization, customers, oneself, and society.
2. Encouragement Providing encouragement and support to all departments to achieve overall organizational success.
3. Competitiveness Collaboratively enhancing competitive capabilities for continuous maximum profit.

### **Philosophy**

Peerapat is a Thai business "for maximum long-term profit" by providing the best service to customers.

### **Policy and guidelines related to business code of conduct**

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

### **Prevention of Conflicts of Interest**

The company considers it a crucial policy not to allow directors, executives, and employees to use their positions as directors, executives, or employees of the company to seek personal gain. Therefore, the following practices are established for the company's directors, executives, and employees:

1. Avoid engaging in self-interested transactions that may lead to a conflict of interest with the company.
2. In cases where such transactions are necessary for the benefit of the company, they must be conducted as if with an external party. Furthermore, directors, executives, or employees with an interest in such transactions must not participate in their consideration or approval.
3. In cases classified as connected transactions or transactions that may involve a conflict of interest according to the announcements of the Stock Exchange of Thailand, the rules, procedures, and disclosure requirements for connected transactions of listed companies must be strictly adhered to.

4. In the event that directors, executives, employees, or family members become involved in or hold shares in any business that may lead to a conflict of interest with the company, they must inform the highest-ranking executive in writing.
5. In cases where directors, executives, or employees serve as directors or advisors in other companies or business organizations, such appointments must not conflict with the company's interests or their direct duties within the company.

### **Anti-corruption**

The Company and its subsidiaries recognize that corruption is a detrimental outcome and a significant obstacle to social and economic development. It constitutes improper business conduct, creates business unfairness, damages the Company's reputation in terms of business ethics, affects the competitiveness of the enterprise, and can lead to the Company being unacceptable both domestically and internationally, as well as eroding the confidence of shareholders, investors, and all stakeholders. The Company considers it a fundamental principle in its business operations not to support any business, group of individuals, or individuals involved in seeking undue benefits, whether directly or indirectly, through the misuse of authority. With a clear approach to cooperate and support both public and private sectors, the Company has established an Anti-Corruption Policy based on official guidelines, including those of the Thai Private Sector Collective Action Against Corruption (CAC) project, to serve as a guiding principle. All directors, executives, and employees of the Company must comply with the following policy:

#### **Anti-Corruption Policy**

Directors, executives, and employees of the Company must not solicit, undertake, or accept any form of corruption, whether directly or indirectly, for the benefit of the organization, themselves, their families, friends, and acquaintances, or for business interests. This covers all businesses in all countries and all relevant units of the Company. Compliance with this Anti-Corruption Policy shall be regularly reviewed, and operational guidelines and requirements shall be revised to align with business changes, regulations, and legal requirements. Any violation or act that supports, assists, or cooperates with corruption will be subject to disciplinary action in accordance with the Company's regulations.

#### **Roles and Responsibilities**

1. The Board of Directors is responsible for establishing and approving the Anti-Corruption Policy and overseeing the implementation of effective systems to support anti-corruption efforts, to ensure that management recognizes its importance and implements it until it becomes part of the organizational culture.
2. The Audit Committee is responsible for reviewing that the Company has adequate internal controls and for verifying that operations comply with the Anti-Corruption Policy.
3. The Chief Executive Officer and executives are responsible for establishing systems, promoting, supporting, and overseeing to ensure that employees and all relevant parties comply with the Anti-Corruption Policy and regulations, as well as reviewing the suitability of systems and measures to align with business changes, regulations, and legal requirements.
4. The Internal Audit Department is responsible for auditing and verifying that operations are conducted correctly, in accordance with policies, guidelines, procedures, and relevant laws, to ensure that there are appropriate and sufficient internal control systems to address potential corruption risks, and to report to the Audit Committee.
5. Directors, executives, and employees of the Company are obligated to comply with the Anti-Corruption Policy, whether directly or indirectly.
6. Subsidiaries and associated companies over which the Company has control must agree to comply with the Company's Anti-Corruption Policy.

#### **Scope and Guidelines**

1. The Company requires its directors, executives, and employees at all levels to exercise caution regarding the following forms of corruption:
  - Giving and Receiving Bribes: It is prohibited to give or receive bribes in any form, whether personally or through a third party acting on one's behalf.

- Giving or Receiving Gifts, Hospitality, and Other Benefits: The giving or receiving of gifts, hospitality, or other benefits from customers, business partners, or other related parties shall comply with the Company's Good Corporate Governance Handbook.

- Charitable donations, public benefits, political party donations or support for political activities, and sponsorships.

The Company stipulates that donations for charitable purposes, public benefits, and sponsorships (which herein include political party funding) shall be made as follows:

- It must be transparent, lawful, and not contrary to morality, nor shall it involve any actions that could cause harm to society as a whole.
- The giving or receiving of charitable donations, public benefits, or sponsorships shall not be used as an excuse for bribery.

The Company shall

- Comply with the review and approval procedures for charitable donations, public benefits, or sponsorships in accordance with the company's regulations.

- Absolutely no donations or financial support shall be given to political parties or political activities.

2. The Company is committed to establishing and maintaining an organizational culture that upholds the principle that corruption is unacceptable in transactions with both public and private sectors.
3. Directors, executives, and employees at all levels of the Company shall not neglect or ignore any acts that constitute corruption involving the Company. They must report such acts to their supervisors or responsible persons and cooperate in verifying facts. The Company shall also provide channels for receiving complaints from both external and internal parties, in accordance with the Company's established regulations.
4. The Company must provide fairness and protection to employees who refuse corruption or report corruption related to the Company. The Company will not dismiss, terminate, demote, punish, or impose negative consequences on employees who refuse corruption, even if such actions result in the Company losing business opportunities.
5. Directors and executives at all levels of the Company must demonstrate integrity and serve as good role models in complying with the Anti-Corruption Policy. The Human Resources Department is responsible for disseminating knowledge, fostering understanding, and promoting serious and continuous adherence to the Anti-Corruption Policy among all employees, thereby reinforcing it as part of the organizational culture.
6. This Anti-Corruption Policy shall cover human resource management processes, from recruitment or selection of personnel, promotion, training, to performance evaluation of employees. Supervisors at all levels are required to communicate and ensure employees understand this policy for use in business activities under their responsibility and to effectively control compliance with the policy.
7. The Company develops anti-corruption measures in compliance with relevant laws, including ethical principles. It conducts risk assessments for activities that are related to or susceptible to corruption and uses these assessments to prepare operational guidelines for relevant parties.
8. Any actions taken under the Anti-Corruption Policy shall follow the guidelines stipulated in the Good Corporate Governance Policy.

### **Whistleblowing and Protection of Whistleblowers**

The company has designated the Human Resources Department to act as the unit for receiving ethical complaints. It is responsible for receiving complaints, summarizing and compiling various information, and presenting it to the Audit Committee for further consideration. Throughout all stages of the process, from receiving complaints to compiling, investigating, and deciding on the matter, the management team and relevant parties will maintain strict confidentiality of information pertaining to the complainant, the accused, the complaint itself, witnesses, etc. Directors, executives, employees, and all groups of stakeholders can submit complaints directly to the Human Resources Department via the following contact channels:

E-MAIL : [hr@peerapat.com](mailto:hr@peerapat.com)

Phone : 02-290-1200

Fax : 02 290-1248

Mail : Complaint Receiving Unit, Human Resources Department

406 Ratchadaphisek Road, Samsen Nok Sub-district

Huai Khwang District, Bangkok 10310

and / or relevant departments, such as the Internal Audit Department

E-MAIL : [ia@peerapat.com](mailto:ia@peerapat.com)

Phone : 02-290-1200

Fax : 02 290-1243

Mail : Internal Audit Department

406 Ratchadaphisek Road, Samsen Nok Sub-district

Huai Khwang District, Bangkok 10310

In the event that the complaint falls under the category of fraudulent misconduct (Fraud), the Human Resources Department must coordinate with the Internal Audit Department to jointly investigate the employee, in conjunction with their direct manager, and submit a report to the management and the Audit Committee for further consideration.

### **Prevention of Misuse of Inside Information**

The company and its subsidiaries prioritize the management of insider information usage in accordance with good corporate governance principles, by adhering to principles of good governance and integrity in business operations. To ensure that investors in the company's securities receive reliable information equally and in a timely manner, the company has a policy to prevent the use of the company's inside information, especially information related to the company's financial status and operating results before public disclosure. This is achieved by limiting the number of individuals with access to such information to a restricted circle and by providing education to directors and executives to inform them of their duty to report their own securities holdings, including those of related persons as defined by the relevant regulatory authorities (i.e., reporting securities holdings of spouses, minor children, and legal entities under their control as defined). They are also informed of the penalties stipulated in the Securities and Exchange Act B.E. 2535 (1992) (including any amendments). The company has established regulations for the use of inside information and securities trading by directors, executives, and employees to comply with securities laws and to emphasize transparency in business operations. The key points are summarized as follows:

1. Directors, executives, employees, and staff of the company must maintain the confidentiality of secrets and/or inside information of the company.
2. Directors, executives, employees, and staff of the company must not disclose secrets and/or inside information of the company or seek personal gain or benefit for any other person, whether directly or indirectly, and regardless of whether they receive compensation.
3. Directors, executives, employees, and staff of the company must not trade, transfer, or receive transfers of the company's securities by using secrets and/or inside information of the company, and/or enter into any other legal acts by using secrets and/or inside information of the company, which may cause damage to the company, whether directly or indirectly. This provision also applies to spouses and minor children of the company's directors, executives, employees, and staff. Anyone who violates these regulations will be considered to have committed a serious offense.
4. The company has established guidelines for safeguarding and preventing the misuse of inside information (Insider Trading). It prohibits directors, executives, the company secretary, the board secretary, secretaries of various committees, employees at the senior manager level and above, and individuals involved with inside information from trading the company's securities within 1 month prior to the disclosure of quarterly and annual financial statements, or from the date such inside information is known, before the information is disclosed, and for 1 business day after such important information has been disclosed.
5. Directors, executives, and management-level personnel in accounting or finance at the department manager level or equivalent must report their purchases or sales of the company's securities to the SEC (using Form 59) whenever there is a change in securities holdings, whether by purchase/sale/transfer/receipt of transfer, as stipulated by the Securities

and Exchange Act. They must also inform the company secretary of every change in securities holdings. In this regard, those with such duties may notify the Chairman of the Board, the Chief Executive Officer, or the company secretary at least 1 business day in advance of such a change in securities holdings.

Should there be any act in violation of the aforementioned regulations, in addition to being a personal offense under relevant laws, the company will take disciplinary action to consider appropriate penalties, which may include verbal warning, written warning, wage reduction, suspension, termination without severance pay, or legal prosecution.

However, the company has a duty to disclose important operational information to the public immediately and comprehensively through the channels and methods of the Stock Exchange of Thailand and the company's disclosure policy, as well as through other company channels, to ensure that information reaches all groups of shareholders and/or investors in a timely and equitable manner.

#### **Gift giving or receiving, entertainment, or business hospitality**

Company personnel may receive assets or other benefits from any person as follows:

1. Assets or benefits legitimately due under laws or regulations issued by virtue of legal provisions.
2. Assets or other benefits received in accordance with ethical principles, including:
  - 2.1) Received from relatives given out of affection.
  - 2.2) Received from other persons with a value not exceeding 5,000 Baht (Five Thousand Baht only).
  - 2.3) Received as a general public offering.
3. The company has established additional guidelines regarding gifts, assets, or other benefits as follows:
  - 3.1) Personnel at all levels and/or their families are prohibited from soliciting or accepting gifts, assets, or any other benefits from contractors, customers, vendors/suppliers, joint venture partners, or any parties involved in the company's business, under any circumstances, which may affect operational decisions with bias, cause discomfort, or constitute a conflict of interest.

#### **Compliance with laws, regulations, and rules**

The Company stipulates that it is the duty and responsibility of all directors, executives, and employees to acknowledge, understand, and strictly comply with the policies set forth in this Business Ethics Handbook. Compliance is not voluntary, and ignorance of the established guidelines cannot be claimed as an excuse.

Executives at all levels within the organization are responsible for ensuring that employees under their supervision are aware of, understand, and strictly adhere to the Business Ethics Handbook. This is considered a matter of utmost importance.

The Company does not condone any actions that are illegal or contrary to good ethical principles. If any director, executive, or employee commits an ethical violation as stipulated, they will be subject to strict disciplinary action. Furthermore, if there is any action believed to be in violation of laws, rules, regulations, and government directives, the Company will promptly report the matter to government authorities for further action. The Board of Directors and the Audit Committee mandate an annual review of the "Business Ethics" handbook.

#### **Information and assets usage and protection**

##### **Responsibility towards the company and its assets**

The company encourages executives and employees to utilize company resources and assets efficiently to enhance competitiveness and provide excellent service to customers, by establishing the following guidelines for executives and employees:

##### **Protection of Company Assets**

1. Utilize company assets and resources economically and to their maximum benefit.
2. Jointly ensure that company assets are not depreciated or unlawfully lost.
3. Do not use company assets for personal gain or to benefit others.
  1. All documents must be prepared with integrity, prudence, and in accordance with established standards.
  2. Forgery of company books, reports, or documents is prohibited.

#### **Information and IT system security**

## **Use of Computers and Information Technology Systems**

1. Computer equipment, information technology systems, and various information data are considered company property. Executives and employees should not use computers and information technology for personal gain.
2. Executives and employees are prohibited from disclosing the company's business information, including information purchased by the company, whether it resides within or outside the company's information systems, or copying data onto personal storage media without authorization.
3. Executives and employees are prohibited from altering, duplicating, deleting, or destroying company data without authorization.
4. Executives and employees are prohibited from using illegal software and from copying copyrighted software for any reason without authorization from the software manufacturer.
5. Executives and employees are prohibited from modifying hardware or installing any equipment other than the standard equipment provided by the company, unless specifically authorized on a case-by-case basis.
6. Executives and employees are prohibited from using company email to forward messages that are defamatory, damaging to reputation, or messages that are vulgar, obscene, threatening, harassing, or cause annoyance to others.
7. Executives and employees should use the internet to seek information and knowledge beneficial to their work performance, and must avoid websites that are illegal or violate good morals.
8. Executives and employees should use the information technology systems and other communication devices provided by the company, such as telephones, fax machines, and mobile phones, with consciousness and responsibility, prioritizing the company's interests.
9. Executives and employees are prohibited from accessing unauthorized systems or data, or data not intended for them, improperly.
10. company or assigned entity. The company reserves the right to inspect the use of assets under the company's information system as deemed appropriate.

## **Environmental management**

### **Ethics regarding social, community, and environmental responsibility**

The Company recognizes, cares for, and is attentive to society, communities, the environment, and the quality of life of the public, including emphasizing the conservation of natural resources and promoting efficient energy use.

Therefore, the following guidelines have been established:

1. The Company considers it a duty and a core policy to prioritize social and community activities, focusing on social, community, and environmental development, aiming to create and conserve natural resources, support education for youth, and support public benefit activities for underprivileged communities to become strong and self-reliant communities.
2. Allocate a portion of profits for activities that consistently contribute to society, communities, and the environment.
3. Continuously instill a sense of social, community, and environmental responsibility among employees at all levels.
4. Promote efficient energy use and conservation.
5. Comply with and cooperate, or ensure strict compliance, with the spirit of laws and regulations issued by regulatory bodies.

## **Human rights**

The company has a human rights policy, treating stakeholders, including employees, communities, and surrounding society, with respect for human dignity, considering equality and equal freedom, not violating fundamental rights, and not discriminating based on race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. This also includes ensuring that the company's business is not involved in human rights violations such as forced labor, child labor, and sexual harassment.

Furthermore, the company promotes and provides opportunities for employees, communities, and society to participate in expressing opinions or filing complaints regarding violations of their rights if any actions by the company or its personnel may infringe upon rights or cause any distress to the community and society. Complaints can be filed

by contacting the Human Resources Department or the company's Environmental and Safety Department. The company also organizes community relations activities to inform the community about the group's production processes and the company's internal management system, in case the community has any questions regarding the group's production and operational processes.

To ensure effective respect for human rights, the company has undertaken to build knowledge of human rights and instill awareness among its personnel to adhere to human rights principles.

### **Safety and occupational health at work**

The company has a policy to provide protection regarding safety, occupational health, and working environment, focusing on preventing hazards to ensure that employees and the workplace are free from incidents that could cause danger from work. The company recognizes and is committed to implementing the following:

1. Require the company to strictly comply with laws, regulations, and standards concerning safety, occupational health, and working environment as stipulated by law.
2. Continuously support and promote safety, occupational health, and working environment.
3. Promote safety by continuously providing training and knowledge to enhance safety awareness among the company's employees.
4. Ensure the provision and proper use of personal protective equipment that is sufficient and appropriate for the nature of work and operations of employees, partners, contractors, suppliers, and all stakeholders.
5. Develop the internal environment of the company and the workplace, maintain cleanliness around the company premises to ensure safety, a good and hygienic environment, a good quality of working life, and good health.
6. Take all measures to control and prevent various forms of loss resulting from accidents, fires, injuries or illnesses from work, security system breaches, improper operations, and various errors that occur. Additionally, maintain a safe working environment for personnel and regularly conduct security plan drills.
7. Monitor and evaluate the implementation of the safety, occupational health, and working environment policy, as well as what is stipulated in the annual work plan, to ensure serious implementation and maximum efficiency.

To achieve the intent of this policy, all executives and employees are responsible for supporting, driving, and complying with the policy effectively and continuously developing and improving it to meet established standards. The policy will be regularly reviewed to continuously enhance operational efficiency and the company's competitiveness.

### **Promotion of compliance with the business code of conduct**

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

### **Code of Conduct for Directors and Executives**

1. Directors and executives must comply with laws, company regulations, rules, requirements, and resolutions of shareholders' meetings with honesty, integrity, and due diligence.
2. Directors and executives must be good representatives of shareholders in fostering the company's sustainable growth and providing appropriate and continuous returns.
3. Directors and executives must manage operations primarily for the company's best interests and must act to their full capacity, maintaining independence in decision-making. They must not engage in any actions that significantly conflict with the interests of the company and its subsidiaries, and must not have any vested interest in related businesses.
4. Directors and executives must not have any interest in transactions with companies where they serve as directors or have controlling power.
5. Directors and executives should manage operations by avoiding conflicts between personal interests and the company's interests, including:

- Do not seek personal gain or benefits for individuals related to oneself.
  - Do not misuse the company's confidential information.
  - No conflict of interest in company contracts.
6. Directors and executives must manage operations with due care, not creating obligations that may conflict with their duties later.
  7. Directors and executives must not seek undue benefits from their work.
  8. Directors and executives must perform their duties to the best of their abilities.
  9. Directors and executives must not be operators, significant shareholders, or have family members as directors or shareholders in any business or commercial enterprise that is similar to the company and competes with or conducts business with the company where they serve as directors, whether for their own benefit or that of others.
  10. Directors and executives must not engage in any actions that undermine the company's interests.
  11. Directors and executives must conduct transactions that are commercial agreements as a prudent person would with general counterparties in similar situations, free from the influence of their status.

### **Code of Conduct for Employees**

#### 1. Guidelines for Conduct Towards the Company

1.1 Perform duties with honesty and integrity, and make decisions fairly. Do not engage in any actions that may create a conflict of interest for the company.

1.2 Perform duties responsibly, dedicate oneself fully to the company's work, and continuously improve, correct, and develop work to maintain efficiency.

1.3 Do not use one's authority, directly or indirectly, to seek benefits for oneself or others.

1.4 Avoid, both personally and through family members, giving or receiving gifts, money, or any other benefits from individuals with business dealings with the company, except on customary occasions or festivals, provided that the value is not excessive or unreasonable.

1.5 Manage and maintain company assets for maximum benefit, preventing damage or unlawful loss, and not using them for personal gain or for individuals related to oneself.

1.6 Do not disclose company information or secrets to any person. Do not seek benefits for oneself or others using information or secrets that have not yet been made public.

1.7 Exercise caution when expressing opinions to any person on matters that may affect the company's reputation, image, and operations.

1.8 Pay attention and assist in any actions that maintain a clean, safe, and pleasant working environment at all times.

1.9 Act to protect and maintain the company's reputation, image, and any interests.

#### 2. Guidelines for Conduct Towards Oneself

2.1 Perform duties with diligence and perseverance. Seek knowledge and experience to enhance oneself as a person of integrity and competence in performing tasks for greater effectiveness.

2.2 Adhere to moral principles and must not seek promotion, favors, or any other undue benefits from supervisors or any other individuals through improper means.

2.3 Prohibit the acceptance of gifts with a value exceeding 5,000 Baht (five thousand Baht only).

2.4 Refrain from all vices and do not behave in a manner that may tarnish one's own reputation and honor, or that of the company, such as:

Do not accumulate excessive debt.

Do not indulge in any form of gambling.

Do not engage in any occupation, profession, or activity that may affect one's duties or reputation, or that of the company, etc.

2.5 Do not solicit, accept, or offer any dishonest benefits from contacts, whether as service users or in any business transactions with the company.

#### 3. Guidelines for Conduct Towards Subordinates

3.1 Provide fair compensation. Appointments, transfers, as well as rewards and punishments for subordinates, must be carried out with honesty, fairness, and based on the knowledge, abilities, and suitability of the respective employees.

3.2 Prioritize the development of subordinates' knowledge and abilities by providing continuous and consistent opportunities.

3.3 Listen to opinions and suggestions based on professional knowledge.

3.4 Strictly comply with all relevant laws, regulations, and rules. Maintain a working environment that ensures the safety of employees' lives and property at all times.

3.5 Manage operations by avoiding any unfair actions that may affect job security or threaten and create psychological pressure on subordinates.

3.6 Treat subordinates with politeness and respect for their individuality and human dignity.

3.7 Ensure workplace safety and welfare, and provide opportunities to report illegal activities within the company.

3.8 Emphasize understanding of ethics and ideals to promote behavior that adheres to the company's ethical framework and ideals comprehensively.

3.9 Avoid accepting gifts from subordinates.

#### 4. Guidelines for Conduct Towards Supervisors and Colleagues

4.1 Listen to supervisors' advice and do not bypass direct supervisors in work, unless instructed by a higher-level supervisor. Also, show respect and politeness towards employees in higher positions.

4.2 Respect the rights of other employees within the same organization. Do not defame supervisors or other employees without factual information. Do not falsely claim others' work as one's own.

4.3 Maintain and collaboratively foster unity among employees. Seriously and strictly attend to all activities that enhance quality, efficiency, and develop the organization towards excellence.

4.4 Treat colleagues with politeness, kindness, and good interpersonal skills. Do not conceal necessary information for work from colleagues, and adapt oneself to work effectively with others.

4.5 Avoid giving gifts to supervisors.

### Participation in anti-corruption networks

Participation or declaration of intent to join anti- : No  
corruption networks

### Information on material changes and developments in policy and corporate governance system over the past year

#### Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors charter

In the past year, did the company review the : Yes  
corporate governance policy and guidelines, or  
board of directors charter

Material changes and developments in policy and : No  
guidelines over the past year

### Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the : Mostly used in practice  
SEC

The Company has considered adopting the principles of good corporate governance for listed companies, or the Corporate Governance Code (CG Code), issued by the Securities and Exchange Commission, and applying them in accordance with the Company's suitability.

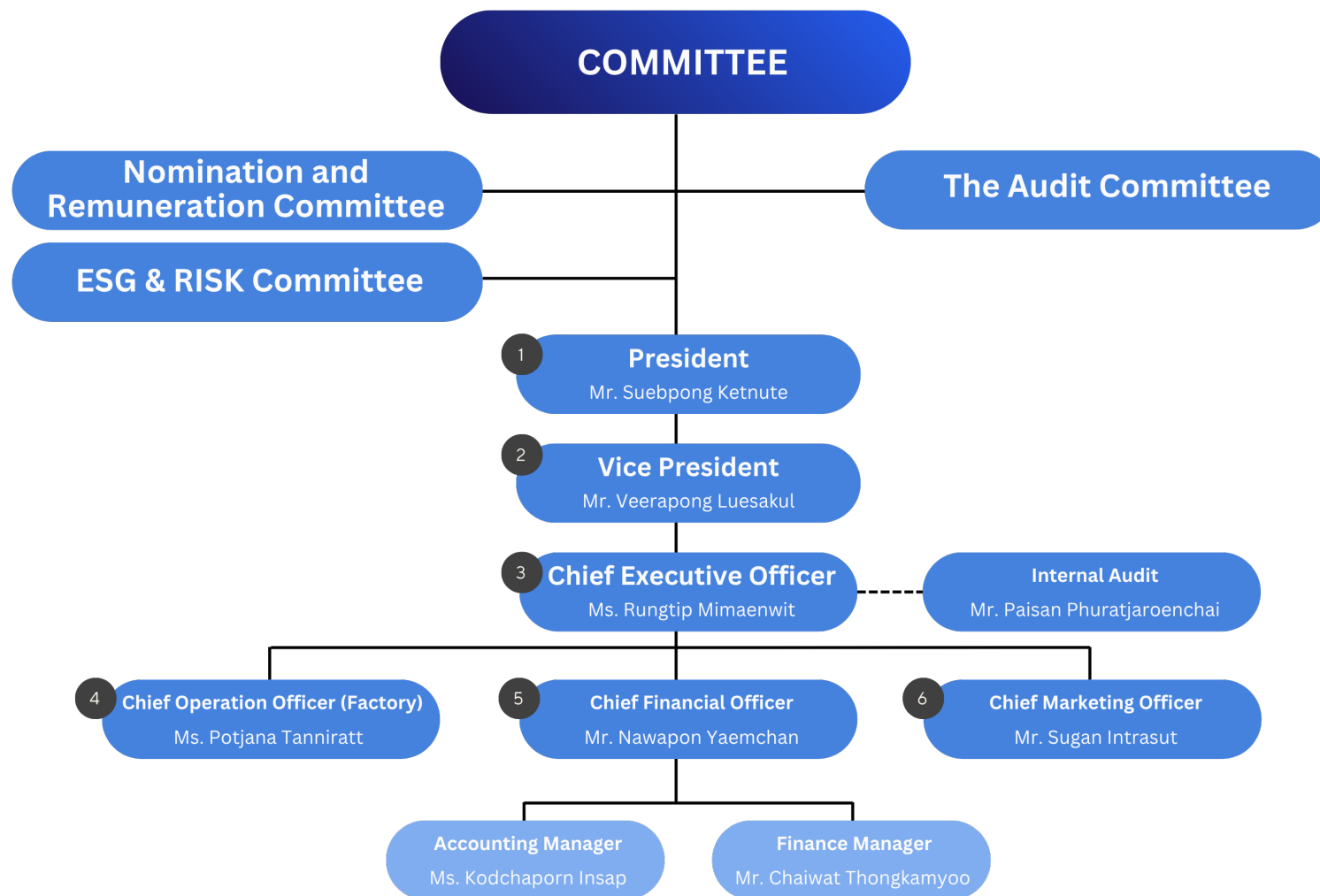
### Other corporate governance performance and outcomes

## Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram



Remark: Positions 1–6 are classified as executives in accordance with the definition prescribed by the Securities and Exchange Commission Thailand (SEC)

## Information on the board of directors

### Information on the board of directors

#### Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	11		11		10	
	10	1	10	1	9	1
Executive directors	3		3		2	
	3	0	3	0	2	0
Non-executive directors	8		8		8	
	7	1	7	1	7	1
Independent directors	5		5		4	
	5	0	5	0	4	0
Non-executive directors who have no position in independent directors	3		3		4	
	2	1	2	1	3	1

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	90.91	9.09	90.91	9.09	90.00	10.00
Executive directors	27.27		27.27		20.00	
	27.27	0.00	27.27	0.00	20.00	0.00
Non-executive directors	72.73		72.73		80.00	
	63.64	9.09	63.64	9.09	70.00	10.00
Independent directors	45.45		45.45		40.00	
	45.45	0.00	45.45	0.00	40.00	0.00
Non-executive directors who have no position in independent directors	27.27		27.27		40.00	
	18.18	9.09	18.18	9.09	30.00	10.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	62		63		63	
	64	42	65	43	65	44

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. Bowon Vongsinudom  Gender: Male  Age : 71 years  Highest level of education : Master's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : Yes</p>	<p>Chairman of the board of directors  (Non-executive directors, Independent director)    Authorized directors as per the companys certificate of registration : No    Type of director : Existing director</p>	<p>18 Feb 2022</p>	<p>Corporate Management, Strategic Management</p>
<p>2. Mr. Suebpong Ketnute  Gender: Male  Age : 71 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p>	<p>Vice-chairman of the board of directors  (Executive directors)    Authorized directors as per the companys certificate of registration : Yes    Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>9 Sep 1988</p>	<p>Corporate Management, Strategic Management, Marketing</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. Sapon Sikkakosol  Gender: Male  Age : 71 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors)   Authorized directors as per the companys certificate of registration : Yes   Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	2 Aug 2006	Accounting, Finance, Risk Management, Human Resource Management, Strategic Management
<p>4. Mr. Pramoth Singhanue  Gender: Male  Age : 67 years  Highest level of education : Master's degree  Study field of the highest level of education : Accounting  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : Yes</p>	<p>Director  (Non-executive directors, Independent director)   Authorized directors as per the companys certificate of registration : No   Type of director : Existing director</p>	18 Dec 2007	Corporate Management, Accounting, Finance, IT Management, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. Satit Anantasomboon  Gender: Male  Age : 70 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Law  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors, Independent director)   Authorized directors as per the companys certificate of registration : No   Type of director : Existing director</p>	10 Nov 2008	Law, IT Management, Human Resource Management, Risk Management, Governance/ Compliance
<p>6. Mr. Suebpong Atichartakarn  Gender: Male  Age : 54 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors)   Authorized directors as per the companys certificate of registration : Yes   Type of director : Existing director</p>	21 Mar 2014	Corporate Social Responsibility, Corporate Management, Engineering, Risk Management, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Ms. Chonatee Twiltermsup  Gender: Female  Age : 44 years  Highest level of education : Master's degree  Study field of the highest level of education : Computer Science  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors)    Authorized directors as per the companys certificate of registration : No    Type of director : Existing director</p>	10 May 2019	<p>Law, Strategic Management, Risk Management, Economics, IT Management</p>
<p>8. Mr. Veerapong Luesakul  Gender: Male  Age : 61 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Business Oversea  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Executive directors)    Authorized directors as per the companys certificate of registration : Yes    Type of director : Existing director</p>	21 Feb 2020	<p>Corporate Management, Data Management, Strategic Management, Business Administration, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. Thanachat Thanasettagone  Gender: Male  Age : 54 years  Highest level of education : Master's degree  Study field of the highest level of education : Law  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : Yes</p>	<p>Director  (Non-executive directors, Independent director)   Authorized directors as per the companys certificate of registration : No   Type of director : Existing director</p>	10 Aug 2022	Corporate Management, Accounting, Finance, Strategic Management, Risk Management
<p>10. Mr. Annop Julaphan  Gender: Male  Age : 70 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors)   Authorized directors as per the companys certificate of registration : Yes   Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	15 Jun 1995	Marketing, Engineering, Strategic Management, Risk Management, Governance/ Compliance

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

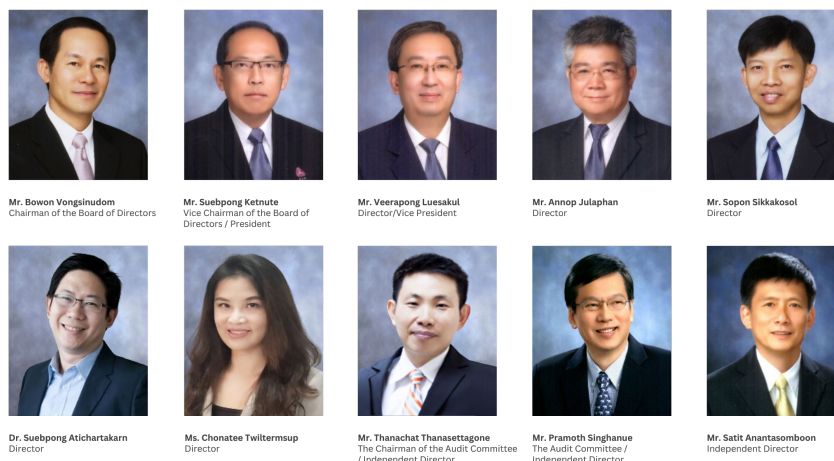
(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

### Diagram of list of the board of directors



### Committee

### Board Skills Matrix

Board Skills Matrix Board's Name	Strategic Planning, Marketing, Sales, and Finance	Trade, Investment, and International Law	Legal Expertise	Accounting, Finance, and Capital Markets	Technology, Information Technology (IT), and Digital	Human Resource Management	Corporate Governance	Risk Management	Environmental, Social, and Governance (ESG)
Mr. Bowon Vongsinudom	✓	✓	✗	✓	✗	✓	✓	✓	✓
Mr. Suebpong Ketnute	✓	✓	✗	✗	✓	✓	✗	✗	✓
Mr. Thanachat Thanasettagone	✓	✓	✗	✓	✗	✗	✓	✓	✗
Mr. Annop Julaphan	✓	✗	✗	✗	✓	✗	✗	✓	✓
Mr. Veerapong Luesakul	✓	✓	✗	✓	✓	✓	✗	✓	✓
Mr. Pramoth Singhanue	✗	✗	✓	✓	✗	✗	✓	✓	✗
Mr. Sapon Sikkakosol	✓	✓	✗	✗	✗	✓	✓	✓	✗
Mr. Suebpong Atichartakarn	✗	✓	✗	✓	✓	✓	✓	✓	✓
Ms. Chonatee Twiltermsup	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mr. Satit Anantasomboon	✓	✓	✓	✗	✓	✓	✓	✓	✓
<b>Total</b>	<b>8</b>	<b>8</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>9</b>	<b>7</b>

### Board Skills Matrix

### List of board of directors who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement director
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List of directors	Position	Date of resignation / termination	Replacement director
1. Mr. Surachai Sothivorakul Gender: Male Age : 74 years Highest level of education : Doctoral degree Study field of the highest level of education : Doctor of Philosophi in Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors, Independent director)  Authorized directors as per the companys certificate of registration : No	28 Nov 2025	-

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

#### List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
Total (persons)		2	8	4	4	5

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. Bowon Vongsinudom	Chairman of the board of directors		✓	✓		
2. Mr. Suebpong Ketnute	Vice-chairman of the board of directors	✓				✓
3. Mr. Sapon Sikkakosol	Director		✓		✓	✓
4. Mr. Pramoth Singhanue	Director		✓	✓		
5. Mr. Satit Anantasomboon	Director		✓	✓		
6. Mr. Suebpong Atichartakarn	Director		✓		✓	✓
7. Ms. Chonatee Twiltermsup	Director		✓		✓	
8. Mr. Veerapong Luesakul	Director	✓				✓
9. Mr. Thanachat Thanasettagone	Director		✓	✓		
10. Mr. Annop Julaphan	Director		✓		✓	✓
<b>Total (persons)</b>		<b>2</b>	<b>8</b>	<b>4</b>	<b>4</b>	<b>5</b>

#### Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	10.00
2. Law	2	20.00
3. Marketing	2	20.00
4. Accounting	3	30.00
5. Finance	3	30.00
6. Corporate Social Responsibility	1	10.00
7. Human Resource Management	2	20.00
8. IT Management	3	30.00
9. Data Management	1	10.00
10. Corporate Management	6	60.00
11. Engineering	2	20.00
12. Strategic Management	7	70.00
13. Risk Management	7	70.00
14. Governance/ Compliance	3	30.00
15. Business Administration	2	20.00

#### Information about the other directors <sup>(\*)(\*\*)</sup>

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	Yes	Yes
The chairman of the board and the highest-ranking executive are from the same family	No	No	No

	2023	2024	2025
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	Yes	Yes

Additional explanation :

(\*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(\*\*) If a remark is specified, the remark from the most recent year will be displayed

## The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors meeting

1. The Board of Directors shall consist of no less than 5 directors, and at least half of the total number of directors must reside in Thailand and possess qualifications as prescribed by law.
2. The board structure must comprise at least one-third (1/3) of the total number of directors who are independent directors, but not less than 3 persons. The independent directors must fully meet the qualifications for independent directors as stipulated in the Notification of the Capital Market Supervisory Board No. Tor Jor. 39/2559 Re: Application for and Granting of Approval for Offering Newly Issued Shares ("Notification Tor Jor. 39/2559"), including any subsequent amendments.

## Information on the roles and duties of the board of directors

Board charter : Have

Peerapat Technology Public Company Limited ("the Company") recognizes and places great importance on corporate governance. In addition to the Board of Directors strictly performing its duties in accordance with the Company's Articles of Association, the Public Limited Company Act B.E. 2535 (1992) ("Public Limited Company Act"), the laws related to the Securities and Exchange Act B.E. 2535 (1992) ("Securities and Exchange Act"), and other relevant laws, the Company has therefore established a corporate governance policy to emphasize the roles and responsibilities of the Board of Directors in line with the principles of good corporate governance set forth by the Stock Exchange of Thailand.

## Information on subcommittees

### Information on subcommittees

### Information on roles of subcommittees

## Roles of subcommittees

### Board of Directors

#### Role

- Director and executive nomination
- Others
- Define the company's overall policy

#### Scope of authorities, role, and duties

The Board of Directors has the following duties and responsibilities:

1. Manage the company in accordance with laws, objectives, and company regulations, as well as legally binding resolutions of shareholders' meetings, with honesty, integrity, and due care to protect the company's interests.
2. Arrange for an Annual General Meeting of Shareholders within four months from the end of the company's fiscal year. The company should send out notices of the shareholders' meeting, including the agenda and supporting documents for consideration, sufficiently in advance, and not less than the period specified in the company's articles of association or the regulations of the relevant regulatory authorities in force at that time.
3. Hold Board of Directors meetings at least once every three months, and not less than four times per year. Full board meetings should be held when considering and resolving on significant matters or transactions. Significant transactions should include the acquisition or disposal of assets by the company and its subsidiaries that have a significant impact on the company, significant purchases or sales of assets, expansion of investment projects, consideration and approval of connected transactions, determination of operational authority levels, and establishment of financial management and risk management policies for the company's operations, etc.
4. Establish effective and efficient internal control, internal audit, and risk management systems.
5. Establish reliable accounting, financial reporting, and auditing systems, as well as ensure a document retention system that allows for subsequent verification of data accuracy.
6. Prepare quarterly financial statements for review by the auditor before submission to the Board of Directors meeting, and ensure the accuracy of financial statements at the end of the company's fiscal year to truthfully, completely, and accurately reflect the financial position and operating results of the past year, in accordance with generally accepted accounting standards and audited by the company's auditor before being presented to the Annual General Meeting of Shareholders for consideration and approval.
7. Consider and approve the proposal for the appointment of auditors who meet the qualifications prescribed by laws, regulations, and announcements, and consider and approve the annual audit fees for submission to the Annual General Meeting of Shareholders for consideration and approval.
8. Determine the company's goals, guidelines, policies, business operational plans, and budget. Monitor and supervise the management's administration and operations to ensure they are in accordance with the established policies, plans, and budget efficiently and effectively.
9. Consider, review, verify, and approve business expansion plans, large investment projects, as well as joint ventures with other operators proposed by the management.
10. Consider and determine, and amend the names of directors authorized to bind the company.
11. Consider proposing the annual dividend payment to shareholders for approval at the Annual General Meeting of Shareholders, and consider and approve interim dividend payments to shareholders when it is deemed that the company has sufficient profits to do so, and report such interim dividend payments to the shareholders' meeting at the next meeting.
12. Enforce control policies and corporate governance mechanisms for companies investing in subsidiaries or associates, including:

(1) Perform duties within the scope of responsibilities defined for directors approved by the Board of Directors meeting to serve as directors or executives of subsidiaries or associates, in proportion to the company's shareholding in such subsidiaries or associates.

(2) Continuously monitor the performance of subsidiaries or associates to ensure it aligns with plans and budgets.

(3) Oversee and ensure that subsidiaries disclose accurate and complete information to the company regarding their financial position and operating results, inter-company transactions, and the acquisition or disposal of significant assets.

(4) In cases where a subsidiary enters into transactions with connected persons, acquires or disposes of assets, or undertakes any other significant transactions, the Board of Directors, especially directors or other persons appointed as directors or executives in the subsidiary by resolution of the Board of Directors meeting, has a duty to oversee that the subsidiary complies with governance mechanisms regarding transactions with connected persons, acquisition or disposal of assets, as well as other significant transactions determined by the company. Such transactions by the subsidiary shall be considered in the same manner and under the same criteria regarding nature and size as transactions for which the company would require a resolution from its Board of Directors meeting or shareholders' meeting, as the case may be.

13. Consider and resolve to approve the appointment or change of individuals as directors and/or executives in subsidiaries or associates, in proportion to the shareholding in such subsidiaries or associates, including establishing and implementing control policies and corporate governance mechanisms for the company's investments in subsidiaries or associates, to demonstrate that the company has subsidiary governance mechanisms as stipulated in Notification TorJor. 39/2559 Re: Application for and Permission to Offer Newly Issued Shares (including any subsequent amendments).

14. Consider and determine the management structure, with the authority to appoint the Chairman, Vice Chairman, Chief Executive Officer, and other sub-committees as appropriate, such as the Audit Committee, Nomination and Remuneration Committee, ESG&R Committee, etc., including defining the scope of duties and responsibilities, as well as the remuneration of the appointed Chairman, Vice Chairman, Chief Executive Officer, and various sub-committees.

However, the delegation of authority within the defined scope of duties must not be such that the Chairman, Vice Chairman, Chief Executive Officer, and the aforementioned sub-committees can consider and approve transactions that may involve conflicts of interest, personal interests, or other conflicts of interest with the company or its subsidiaries (if any), unless it is the approval of transactions that are in accordance with policies and criteria already considered and approved by the Board of Directors.

In cases where the Board of Directors assigns the Chief Executive Officer or any other person to act on behalf of the Board of Directors in any matter, such assignment must be made in writing or clearly recorded as a resolution of the Board of Directors in the minutes of the Board of Directors meeting, and clearly specify the scope of authority of the assignee.

## Reference link for the charter

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## Audit Committee

### Role

- Audit of financial statements and internal controls
- Risk management

### Scope of authorities, role, and duties

1. Review that the company and its subsidiaries' financial reports are accurate as required by law and accounting standards, and are adequately disclosed, by coordinating with the auditor and executives responsible for preparing

financial reports, both quarterly and annually. The Audit Committee may recommend that the auditor review or examine any items deemed necessary and important during the company's audit. 2. Review that the company and its subsidiaries have appropriate and effective internal control and internal audit systems, and consider the independence of the internal audit department, as well as approve the appointment, transfer, dismissal, and performance evaluation of the Internal Audit Department Manager or any other unit responsible for internal audit. 3. Review that the company complies with the Securities and Exchange Act, regulations of the Stock Exchange of Thailand, announcements of the SEC, and announcements of the Capital Market Supervisory Board, as well as laws related to the business of the company and its subsidiaries. 4. Consider, select, and propose the appointment of independent individuals to serve as auditors for the company and its subsidiaries, and propose their remuneration, taking into account the credibility, sufficiency of resources, audit workload of the audit firm, and the experience of personnel assigned to audit the company. Propose to the Board of Directors, and attend meetings with the auditor at least once a year without the presence of management. 5. Consider connected transactions or transactions that may have conflicts of interest, ensuring compliance with laws, announcements of the Capital Market Supervisory Board, and regulations of the Stock Exchange of Thailand. This is to ensure that such transactions are reasonable and provide the utmost benefit to the company and its subsidiaries. 6. Consider the company's disclosure of information in cases of connected transactions or transactions that may have conflicts of interest, ensuring accuracy and completeness. 7. Review that the company and its subsidiaries have appropriate and effective risk management systems, to be proposed to the Board of Directors. 8. Review and approve the Internal Audit Department Charter, annual internal audit plan, performance of the Internal Audit Department, and coordinate with the auditor. 9. Prepare the Audit Committee's report to be disclosed in the company's annual report (Form 56-1 One Report), which must be signed by the Chairman of the Audit Committee and include at least the following information: (1) Opinion on the accuracy, completeness, and reliability of the financial reports of the company and its subsidiaries. (2) Opinion on the adequacy of the internal control systems of the company and its subsidiaries. (3) Opinion on compliance with the Securities and Exchange Act, regulations of the Stock Exchange, or laws related to the business of the company and its subsidiaries. (4) Opinion on the suitability of the auditor. (5) Opinion on transactions that may have conflicts of interest. (6) Opinion on the risk management of the company and its subsidiaries. (7) Number of Audit Committee meetings and attendance of each Audit Committee member. (8) Overall opinions or observations received by the Audit Committee from performing its duties according to the Charter. (9) Other items that shareholders and general investors should be aware of within the scope of duties and responsibilities assigned by the Board of Directors. (10) Transactions involving conflicts of interest. (11) Fraud, irregularities, or significant deficiencies in the internal control system. • Violations of the Securities and Exchange Act, announcements of the Capital Market Supervisory Board, regulations of the Stock Exchange of Thailand, or laws related to the business of the company and its subsidiaries. • If the company's Board of Directors or management fails to implement corrective actions within the specified timeframe, any Audit Committee member may report such transactions or actions as described in the first paragraph to the Office of the Securities and Exchange Commission or the Stock Exchange of Thailand. 10. Conduct a factual investigation upon notification from the auditor regarding suspicious circumstances where directors, management, or individuals responsible for the operations of the company and its subsidiaries have committed offenses as stipulated by the Securities and Exchange Act. The Audit Committee shall report the preliminary investigation results to the Office of the Securities and Exchange Commission and the auditor within thirty days from the date of notification by the auditor. 11. Report the performance of the Audit Committee to the Board of Directors at least four times a year. In performing its duties, if the Audit Committee finds or suspects any of the following transactions or actions that may significantly affect the company's financial position and operating results, the Audit Committee shall report to the company's Board of Directors for corrective actions within a timeframe deemed appropriate by the Audit Committee. 12. In performing its duties within its scope of authority, the Audit Committee has the power to invite directors, executives, heads of departments, or employees of the company and its subsidiaries to provide opinions, attend meetings, or submit documents as deemed relevant and necessary. 13. Consider and approve the engagement of consultants or external parties, in accordance with the

regulations of the company and its subsidiaries, to provide opinions or advice when necessary. 14. Review that the company and its subsidiaries comply with the policy on reporting misconduct and corruption, investigations, and whistleblower protection, and acknowledge complaints including the investigation results of the investigation committee. 15. Annually review the scope and evaluate the performance of the Audit Committee. 16. Review the independence of the auditor and consider the acceptance of non-audit services from the same audit firm. 17. Perform any other duties assigned by the Board of Directors with the approval of the Audit Committee.

#### Reference link for the charter

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### **sustainability, Social, Governance and Risk Development Committee**

#### **Role**

- Corporate governance
- Sustainability development
- Climate-related risks and opportunities governance

#### **Scope of authorities, role, and duties**

1. Provide recommendations to the Board of Directors regarding strategies or operational guidelines related to environmental, social, governance, and risk management. 2. Develop risk policies, frameworks, and processes for various departments and submit them to the President for consideration before presenting them to the Board of Directors for approval. 3. Review policies, objectives, operations, and performance related to environmental, social, governance, and risk management. 4. Collaborate with various departments to identify and assess all types of risks across the organization, analyze the benefits of risk control management options and their associated costs/management expenses, to decide on control methods. 5. Monitor significant environmental, social, governance, and risk management to ensure the company has an effective risk management system. 6. Review the disclosure of material information related to environmental, social, governance, and risk management to the public. 7. Propose issues related to environmental, social, governance, and risks that may affect stakeholders, business operations, performance, or the company's reputation to the Board of Directors, and provide recommendations for improving related policies, operations, and disclosures. 8. Perform any other duties as assigned by the Board of Directors.

#### Reference link for the charter

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### **Nomination and Remuneration Committee**

#### **Role**

- Remuneration
- Others
- Personnel Recruitment

#### **Scope of authorities, role, and duties**

1. Recruitment

1. Establish policies, criteria, and methods for recruiting suitable individuals to serve as company directors, sub-committee members, Chairman, Vice Chairman, and Chief Executive Officer, appropriate to the nature and operations of the organization, by defining the required qualifications and expertise in each area.

2. Recruit company directors, sub-committee members, Chairman, Vice Chairman, and Chief Executive Officer when it is time to propose director nominations to the Board of Directors for consideration. The recruitment of company

directors may involve considering existing directors for re-appointment, accepting nominations from shareholders, utilizing external recruitment firms, considering individuals from a professional director database, or having each director propose suitable candidates, among other methods.

3. Consider the list of nominated individuals and select those whose qualifications align with the established criteria.

4. Verify that the nominated individuals meet the legal qualifications and requirements of relevant authorities.

5. Approach individuals whose qualifications align with the established criteria to ensure their willingness to accept a directorship with the company, if appointed by the shareholders.

6. Propose the nominations to the Board of Directors for consideration and include the names in the notice of the shareholders' meeting for appointment by the shareholders.

7. Consider the criteria and methods for recruiting and appointing executives, in conjunction with the Chief Executive Officer.

8. Consider the structure, size, and composition, and define the qualifications of the Board of Directors and sub-committees to be appropriate for the company's strategy and changing circumstances.

9. Oversee the preparation of a Succession Plan to prepare for the succession of the Chairman, Vice Chairman, Chief Executive Officer, and executives in cases where the Chairman, Vice Chairman, Chief Executive Officer, or executives retire, resign, or are unable to perform their duties, ensuring the continuous operation of the company. The Committee will report on the implementation of the Succession Plan to the Board of Directors for acknowledgment at least once a year, and also supervise the company's management and development of personnel to ensure appropriate numbers, knowledge, skills, experience, and motivation.

10. Review the criteria and methods for director recruitment to propose to the Board of Directors before the recruitment of directors whose terms are expiring.

11. Assess the independence of each independent director to ensure that the company's independent directors meet all qualifications.

12. In cases where the Committee proposes re-appointing directors whose terms have expired, the Committee will consider the performance of such directors and should present their performance, contributions, and attendance records at Board and shareholder meetings for shareholders' consideration.

13. Consider the format and prepare a development plan for company directors, sub-committee members, Chairman, Vice Chairman, and Chief Executive Officer to enhance the knowledge of both current and new personnel regarding the company's business, roles and responsibilities, and important developments such as economic and industry conditions, and relevant laws or regulations pertaining to the company's business.

14. Perform other duties as assigned by the Board of Directors with the approval of the Nomination and Remuneration Committee.

## 2. Remuneration

1. Consider the criteria for remunerating company directors, sub-committee members, Chairman, Vice Chairman, and Chief Executive Officer to ensure appropriateness by reviewing the suitability of current criteria, comparing them with remuneration data from other companies in the same industry, and establishing appropriate criteria to achieve expected performance, ensure fairness, and reward individuals who contribute to the company's success.

2. Review all types of remuneration, such as fixed remuneration, performance-based remuneration, and meeting allowances, taking into account industry practices, the company's financial performance and business size, and the responsibilities, knowledge, abilities, and experience of the directors and executives required by the company.

3. Consider performance evaluation criteria for the Chairman, Vice Chairman, Chief Executive Officer, and executives as assigned by the Board of Directors.

4. Determine the annual remuneration for directors, Chairman, Vice Chairman, and Chief Executive Officer according to the established remuneration criteria, and propose it to the Board of Directors for approval of the Chairman's and Chief Executive Officer's remuneration. For directors, the Board of Directors shall propose it to the shareholders' meeting for approval.

5. Consider the appropriateness and approve new securities offerings to directors and employees, adhering to the

principle of fairness to shareholders and creating incentives for directors and employees to perform their duties to generate long-term shareholder value and truly retain quality personnel.

6. Develop policies and criteria for evaluating the performance of the Board of Directors, sub-committees, Chairman, Vice Chairman, and Chief Executive Officer to determine annual remuneration and propose them to the Board of Directors for approval.

7. Disclose policies and criteria for determining remuneration and other benefits, and include a report on such remuneration in the company's annual report.

8. Perform other duties as assigned by the Board of Directors with the approval of the Nomination and Remuneration Committee.

#### Reference link for the charter

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#### Information on each subcommittee

##### List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. Pramoth Singhanue (*) Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	18 Dec 2007	Corporate Management, Accounting, Finance, IT Management, Risk Management

List of directors	Position	Appointment date of audit committee member	Skills and expertise
2. Mr. Thanachat Thanasettagone <sup>(*)</sup> Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director)  Director type : Existing director	10 Aug 2022	Corporate Management, Accounting, Finance, Strategic Management, Risk Management

Additional explanation :

(\*) Directors with expertise in accounting information review

#### List of audit committee members who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. Surachai Sothivorakul <sup>(*)</sup> Gender: Male Age : 74 years Highest level of education : Doctoral degree Study field of the highest level of education : Doctor of Philosophi in Management Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director)	28 Nov 2025	Mr. Thanachat Thanasettagone  Appointment date of replacement committee member : 25 Feb 2026

Additional explanation :

(\*) Directors with expertise in accounting information review

#### List of executive committee members

List of executive committee members who resigned / vacated their position during the year

Other Subcommittees

Subcommittee name	Name list	Position
Sustainability, Social, Governance and Risk Development Committee	Mr. Veerapong Luesakul	The chairman of the subcommittee
	Mr. Annop Julaphan	Member of the subcommittee
	Ms. Chonatee Twiltermsup	Member of the subcommittee
	Mr. Suebpong Atichartakarn	Member of the subcommittee
Nomination and Remuneration Committee	Mr. Suebpong Ketnute	The chairman of the subcommittee
	Mr. Satit Anantasomboon	Member of the subcommittee (Independent director)
	Mr. Sopon Sikkakosol	Member of the subcommittee

List of subcommittees who resigned / vacated their position during the year

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
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List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. Suebpong Ketnute  Gender: Male  Age : 71 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>President  (The highest-ranking executive)</p>	<p>9 Sep 1988</p>	<p>Corporate Management, Strategic Management, Marketing</p>
<p>2. Mr. Veerapong Luesakul  Gender: Male  Age : 61 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Business Oversea  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>Vice President</p>	<p>1 Aug 1991</p>	<p>Corporate Management, Data Management, Strategic Management, Business Administration, Governance/ Compliance</p>
<p>3. Ms. Rungtip Mimaenwit  Gender: Female  Age : 52 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Science  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>Chief Executive Officer</p>	<p>16 Feb 2024</p>	<p>Marketing, Leadership, Business Administration, Governance/ Compliance</p>

List of executives	Position	First appointment date	Skills and expertise
<p>4. Ms. Potjana Tanniratt  Gender: Female  Age : 46 years  Highest level of education : Master's degree  Study field of the highest level of education : Management  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>Chief Operation Officer  (Factory)</p>	<p>1 Jun 2025</p>	<p>Strategic Management,  Corporate Management,  Petrochemicals &amp;  Chemicals</p>
<p>5. Mr. Sukan Intrasute  Gender: Male  Age : 56 years  Highest level of education : Master's degree  Study field of the highest level of education : Economics  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>Chief Marketing Officer</p>	<p>1 May 2024</p>	<p>Economics, Marketing,  Negotiation, Business  Administration, Leadership</p>
<p>6. Mr. Nawapon Yaemchan  (*)  Gender: Male  Age : 31 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Accounting  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : Yes  Accounting supervisor : No</p>	<p>Chief Financial Officer</p>	<p>1 Apr 2024</p>	<p>Accounting, Finance,  Audit, Risk Management,  Budgeting</p>

List of executives	Position	First appointment date	Skills and expertise
7. Ms. Kodchaporn Insap (**)  Gender: Female Age : 46 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes	Accounting Manager	1 Mar 2025	Accounting, Finance, Data Analysis

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

(\*\*) Accounting supervisor

(\*\*\*) Appointed after the fiscal year end of the reporting year

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure diagram of the highest-ranking executive and the next four executives from the top executive



Remark: Positions 1-6 are classified as executives in accordance with the definition prescribed by the Securities and Exchange Commission Thailand (SEC)

Corporate Governance Structure in 2025

Remuneration policy for executive directors and executives

The Board of Directors appoints and assigns duties to the Nomination and Remuneration Committee to perform functions related to compensation as follows:

1. Consider the criteria for compensation of company directors, sub-committee members, the Chairman, Vice Chairman, and Chief Executive Officer to ensure appropriateness, by reviewing the suitability of current criteria, comparing them with compensation data from other companies in the same industry as the company, and establishing appropriate criteria to achieve expected results, ensure fairness, and reward individuals who contribute to the company's success.
2. Review all types of compensation, such as fixed compensation, performance-based compensation, and meeting allowances, taking into account practices used by the same industry, the company's performance and business size, and the responsibilities, knowledge, abilities, and experience of directors and executives that the company requires.
3. Determine the annual compensation for directors, the Chairman, Vice Chairman, and Chief Executive Officer, according to the established compensation criteria, and propose it to the Board of Directors for approval of the compensation for the Chairman, Vice Chairman, and Chief Executive Officer. For directors, the Board of Directors shall propose it to the shareholders' meeting for approval.

Does the board of directors or the remuneration committee have : Have  
 an opinion on the remuneration policy for executive directors and  
 executives

The Board of Directors is of the opinion that the executive compensation policy and payment are appropriate, consistent with the company's performance, and competitive with companies in the same industry, while being fair, transparent, and appropriately linked to performance (Pay for Performance).

## Remuneration of executive directors and executives

### Monetary remuneration of executive directors and executives

	2023	2024	2025
<b>Total remuneration of executive directors and executives (baht)</b> <sup>(1)</sup>	21,070,000.00	21,240,000.00	19,800,000.00

Remark: <sup>(1)</sup> The company underwent organizational restructuring by adding the position of Vice President, resulting in a change in the number of executives as defined by the SEC Office.

### Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	N/A	336,119.00	420,945.60

### Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive : 0.00

directors and executives in the past year

## Other significant information

Other significant information

## Assigned person

### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Kodchaporn Insap	kodchaporn@peerapat.com	02-2901200 ต่อ 524

### List of the company secretary

General information	Email	Telephone number
1. Ms. Nujarin Samudwech	nujarin@peerapat.com	02-290-1200 ต่อ 131

### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Paisan Phuratjaroenchai	prosperity395@gmail.com	080-589-7594

### List of the head of the compliance unit

### Head of investor relations

Does the Company have an appointed head of : Have  
investor relations

### List of the head of investor relations

General information	Email	Telephone number
1. Mr. Nawapon Yaemchan	nawapon@peerapat.com	02-290-1200 ต่อ 159

### Company's auditor

### Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	4,130,000.00	-	1. Ms. WATOO KAYANKANNAVEE Email: watoo. kayankannavee@th.ey.com Telephone number: (66) 2 494 9318 License number: 5423  2. Ms. SIRIRAT SRICHAROENSUP Email: sirirat. sricharoensup@th.ey.com Telephone number: (66) 2 494 9311 License number: 5419  3. Ms. ISARAPORN WISUTTHIYAN Email: isaraporn. wisutthiy@th.ey.com Telephone number: (66) 2 494 9321 License number: 7480

#### Assigned personnel in case of a foreign company

Does the company have any individual assigned to : No  
 be representatives in Thailand

#### List of designated individuals as representatives in Thailand

## Performance Report on Corporate Governance

### Information about the summary of duty performance of the board of directors over the past year

#### Summary of duty performance of the board of directors over the past year

##### Summary of the Board of Directors Performance During the Past Year

The Board of Directors has continuously monitored and overseen the Company's operations to ensure compliance with applicable laws, regulations, and resolutions of the shareholders' meetings. The primary duty of the Board of Directors is to supervise the management of the Company in order to achieve the highest benefit for shareholders.

The Board has delegated the responsibility for reviewing various matters to subcommittees, within the scope of authority assigned and in accordance with the charters of each subcommittee. In 2025, the Board of Directors established three subcommittees reporting directly to the Board, namely

- Approval of the Company's strategic plan, key performance indicators, and annual budget
- Approval of the statements of financial position, statements of comprehensive income, and annual operating results
- Approval of the Board of Directors responsibility statement on financial reports
- Approval of disclosures in the Form 56-1 One Report
- Approval of risk assessments and internal control system evaluations
- Approval of the review of the structure and composition of the Board of Directors and subcommittees
- Approval of revisions to the charters of the Chairman, Vice Chairman, and Chief Executive Officer
- Approval of the allocation of net profits to legal reserves
- Approval of dividend payment for the year 2025 in the form of both stock dividends and cash dividends, including the determination of the Record Date for dividend entitlement
- Approval of the appointment of directors in place of those retiring by rotation for the year 2025
- Approval of remuneration for the Board of Directors and subcommittees for the year 2025
- Approval of the appointment of the external auditor and determination of audit fees for the year 2025
- Approval of the issuance and offering of shares under the Employee Stock Option Program (ESOP) to directors, executives, and employees of the Company and its subsidiaries
- Approval of the reduction of the Company's registered capital and amendment of the Memorandum of Association to reflect such reduction
- Approval of the increase of the Company's registered capital and amendment of the Memorandum of Association to reflect such increase
- Approval of the allocation of newly issued ordinary shares to support stock dividend payments and the ESOP scheme for directors, executives, and employees of the Company and its subsidiaries
- Approval of the date for the Annual General Meeting of Shareholders for the year 2025 via electronic means (E-AGM)
- Acknowledgement of the annual performance evaluation results of the Board of Directors and subcommittees
- Approval of the performance evaluation of the Chairman, Vice Chairman, and Chief Executive Officer for the year 2025
- Review of the Company's corporate governance policy and operational manuals
- Review of anti-corruption policies and practices
- Approval of related party transactions

#### Selection, development and evaluation of duty performance of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. Suebpong Ketnute	Vice-chairman of the board of directors	9 Sep 1988	Corporate Management, Strategic Management, Marketing
Mr. Sopon Sikkakosol	Director	2 Aug 2006	Accounting, Finance, Risk Management, Human Resource Management, Strategic Management
Mr. Annop Julaphan	Director	15 Jun 1995	Marketing, Engineering, Strategic Management, Risk Management, Governance/ Compliance

List of newly appointed director to replace the ex-director

List of newly appointed director not being replaced the ex-director

Selection of independent directors

Criteria for selecting independent directors

Composition and Appointment of Company Directors

1. The Board of Directors shall consist of no less than 5 directors, and at least half of the total number of directors must reside in Thailand and possess the qualifications prescribed by law.
2. The board structure must comprise at least one-third (1/3) of the total directors as independent directors, but not less than 3 persons. Independent directors must possess full qualifications according to the criteria for independent directors as stipulated in the Capital Market Supervisory Board Notification Tor Jor 39/2559 Re: Application for and Approval of Offering Newly Issued Shares (Notification Tor Jor 39/2559), including any subsequent amendments.
3. The Board of Directors shall comprise at least 3 audit committee members. The audit committee must possess full qualifications as stipulated in Notification Tor Jor 39/2559 and have duties and responsibilities as prescribed by the Stock Exchange of Thailand.
4. The Board of Directors shall elect one director as the Chairman of the Board. If the Board of Directors deems it appropriate, it may elect one or more directors as Vice Chairman of the Board.

5. The company has a policy stipulating that the Chairman of the Board should be an independent director and must not be the same person as the President of the company, nor be the spouse or child of the President of the company.

In cases where the Chairman of the Board and the President are not clearly separated, such as when the Chairman of the Board and the President are members of the same family (excluding spouses or children as prohibited in the preceding paragraph), or when the Chairman of the Board is a member of the executive committee or working group, or has been assigned responsibilities related to (including being a director authorized to sign on behalf of the company as specified in the company's certificate of incorporation), the Board of Directors should promote a balance of power between the Board of Directors and management by considering implementing one of the following principles:

(1) Appoint at least one independent director to provide opinions to management for consideration in setting the agenda for each Board of Directors meeting, or

(2) Structure the Board of Directors to comprise more than half of the total directors as independent directors.

6. A company director is not necessarily required to be a shareholder of the company.

7. Nominated candidates for company director must undergo consideration and selection by the Nomination and Remuneration Committee.

8. The shareholders' meeting shall appoint directors in accordance with the company's articles of association and relevant legal requirements, principles, and methods as follows:

(1) Each shareholder shall have one vote per one share.

(2) Each shareholder may cast all available votes to elect one person or several persons as directors. In the case of electing several persons as directors, votes cannot be divided among them in varying proportions (only Non-Cumulative voting for directors).

(3) The persons who receive the highest votes in descending order shall be elected as directors, up to the number of directors to be appointed or elected at that time. In cases where persons elected in subsequent ranks receive an equal number of votes exceeding the number of directors to be appointed or elected at that time, the chairman of that shareholders' meeting shall cast the deciding vote.

#### **Qualifications of Independent Directors**

1. Not hold shares exceeding 1 percent of the total voting shares of the company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the company. This includes shares held by related persons of that independent director.

2. Not be or have been an executive director, employee, staff, salaried advisor, or controlling person of the company, its parent company, subsidiaries, fellow subsidiaries, major shareholders, or controlling persons of the company, unless such characteristics have ceased for at least 2 years prior to taking office. However, the aforementioned prohibited characteristics do not include cases where an independent director was previously a government official or an advisor to a government agency that is a major shareholder or controlling person of the company.

3. Not be a person related by blood or by legal registration as a parent, spouse, sibling, or child, including the spouse of a child, of other directors, executives, major shareholders, controlling persons, or persons to be nominated as directors, executives, or controlling persons of the company or its subsidiaries.

4. Not have or have had a business relationship with the company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the company, in a manner that may impede their independent judgment. This also includes not being or having been a significant shareholder or controlling person of those having a business relationship with the company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the company, unless such characteristics have ceased for at least 2 years prior to taking office. Business relationships as per the first paragraph include normal commercial transactions for business operations, business support, real estate leasing or rental, transactions related to assets or services, or providing or receiving financial assistance through lending or borrowing, guarantees, providing assets as collateral for debts, as well as other similar circumstances, which result in the company or counterparty having a debt obligation to the other party of at least 3 percent of the company's net tangible assets or 20 million baht or more, whichever is lower. The calculation of such debt obligations shall be in accordance with the method for calculating the value of connected

transactions as per the Capital Market Supervisory Board's notification regarding rules for connected transactions, mutatis mutandis. However, when considering such debt obligations, debts incurred within 1 year prior to the date of the business relationship with the same person shall be included.

5. Not be or have been an auditor of the company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the company, and not be a significant shareholder, controlling person, or partner of an audit firm where an auditor of the company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the company is affiliated, unless such characteristics have ceased for at least 2 years prior to taking office.

6. Not be or have been a professional service provider, including legal or financial advisor, who has received service fees exceeding 2 million baht per year from the company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the company, and not be a significant shareholder, controlling person, or partner of such professional service provider, unless such characteristics have ceased for at least 2 years prior to taking office.

7. Not be a director appointed as a representative of the company's directors, major shareholders, or shareholders related to major shareholders.

8. Not engage in businesses of the same nature that are significantly competitive with the company's or its subsidiaries' businesses, or not be a significant partner in a partnership, or an executive director, employee, staff, salaried advisor, or hold shares exceeding 1 percent of the total voting shares of another company that engages in businesses of the same nature and is significantly competitive with the company's or its subsidiaries' businesses.

9. Possess no other characteristics that would prevent them from providing independent opinions regarding the company's operations.

Independent directors with the aforementioned qualifications may be assigned by the Board of Directors to make decisions regarding the operations of the company, its parent company, subsidiaries, associated companies, fellow subsidiaries, major shareholders, or controlling persons, through a collective decision-making process.

### **Business or professional relationships of independent directors over the past year**

Business or professional relationships of independent directors over the past year : No

### **Selection of directors and the highest-ranking executive**

#### **Method for selecting directors and the highest-ranking executive**

Method for selecting persons to be appointed as directors through the nomination committee : Yes

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : Yes

### **Number of directors from major shareholders**

Number of directors from each group of major : 5  
shareholders over the past year (persons)

### Rights of minority shareholders on director appointment

The Board of Directors provides an opportunity for shareholders to nominate qualified individuals who meet the specified criteria for consideration and selection as company directors in advance of the Annual General Meeting of Shareholders.

The company provided an opportunity for shareholders to propose agenda items for the Annual General Meeting of Shareholders and to nominate individuals for selection as company directors from December 12, 2025, to January 31, 2026. It was found that no shareholders proposed agenda items or nominated individuals for selection as directors.

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

### Setting qualifications for the selection of directors

#### Details of qualifications for the selection of directors

Qualifications, knowledge, or experience	Skill and expertise
Directors must be individuals with knowledge, capabilities, and experience beneficial to the company's operations. They must possess integrity, honesty, and strong business ethics, and have sufficient time to fully dedicate their expertise and perform their duties for the company.	Marketing, Accounting, Finance, Governance/ Compliance, Business Administration
Must possess qualifications and not be subject to disqualifications under the Public Limited Company Act B.E. 2535 (1992) ("Public Limited Company Act"), the Securities and Exchange Act B.E. 2535 (1992) ("Securities and Exchange Act"), and any other relevant laws.	Law, Corporate Social Responsibility, Sustainability, Risk Management, Audit

### Information on the development of directors

#### Development of directors over the past year

#### Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. Bowon Vongsinudom (Chairman of the board of directors, Independent director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2019: Role of the Chairman Program (RCP)</li> <li>• 2018: Advanced Audit Committee Program (AACP)</li> <li>• 2015: Director Certification Program (DCP)</li> <li>• 2008: Director Accreditation Program (DAP)</li> </ul>
2. Mr. Suebpong Ketnute (Vice-chairman of the board of directors)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2008: Director Accreditation Program (DAP)</li> </ul>
3. Mr. Sopon Sikkakosol (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2008: Director Accreditation Program (DAP)</li> </ul>
4. Mr. Pramoth Singhanue (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2012: Advanced Audit Committee Program (AACP)</li> <li>• 2008: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: Roles and Responsibilities of the Audit Committee and Other Key Issues for Listed Companies (Organized by EY Office Limited)</li> </ul>
5. Mr. Satit Anantasomboon (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2018: Board Nomination and Compensation Program (BNCP)</li> <li>• 2009: Director Accreditation Program (DAP)</li> </ul>
6. Mr. Suebpong Atichartakarn (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2024: ESG in the Boardroom: A Practical Guide for Board (ESG)</li> <li>• 2016: Director Accreditation Program (DAP)</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
7. Ms. Chonatee Twiltermsup (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2024: The Boards Role in Mergers and Acquisitions (BMA)</li> <li>• 2019: Director Accreditation Program (DAP)</li> </ul>
8. Mr. Veerapong Luesakul (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2019: Director Accreditation Program (DAP)</li> </ul>
9. Mr. Thanachat Thanasettagone (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2016: Director Certification Program (DCP)</li> <li>• 2014: Advanced Audit Committee Program (AACCP)</li> <li>• 2014: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: Roles and Responsibilities of the Audit Committee and Other Key Issues for Listed Companies (Organized by EY Office Limited)</li> </ul>
10. Mr. Annop Julaphan (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2008: Director Accreditation Program (DAP)</li> </ul>

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

The performance evaluation of the Board of Directors uses an assessment form prepared in accordance with the guidelines of the Stock Exchange of Thailand, adapted to suit the nature and structure of the Board of Directors. It involves a self-assessment by the entire Board of Directors covering 6 main topics, a self-assessment by each sub-committee of the Board of Directors covering 4 main topics, and a self-assessment by individual Directors of the Board covering 3 main topics.

The assessment results will be a crucial part in developing the performance of duties and operations related to the Board of Directors to be more efficient and effective in the future.

- Self-assessment form for the entire Board of Directors

#### 1. Structure and Qualifications of the Board of Directors

2. Roles, Duties, and Responsibilities of the Board of Directors
3. Board Meetings
4. Performance of Directors' Duties
5. Relationship with Management
6. Directors' Self-development and Executive Development
- Self-assessment form for sub-committees of the Board of Directors (per committee)
  1. Structure and Qualifications of the Board of Directors
  2. Board Meetings
  3. Roles, Duties, and Responsibilities of the Board of Directors
  4. Directors' Self-Development
- Self-assessment form for individual Directors of the Board
  1. Structure and Qualifications of the Board of Directors
  2. Board Meetings
  3. Roles, Duties, and Responsibilities of the Board of Directors

### Evaluation of the duty performance of the board of directors over the past year

The self-assessment results of the Board of Directors and all sub-committees indicate that the Board of Directors and all sub-committees have fully performed their duties within their scope of authority and in accordance with good corporate governance principles, with the following scores:

- Self-assessment of the entire Board received an average score of 89.59 out of 100.
- Self-assessment of Sub-Committees
- The Audit Committee received an average score of 97.08 out of 100.
  - The Nomination and Remuneration Committee received an average score of 95.41 out of 100.
  - The Sustainability, Social, Governance, and Risk Development Committee received an average score of 92.82 out of 100.
  - Self-assessment of the Board of Directors (individual) received an average score of 95.00 out of 100.

### Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	89.59	100
	Self-assessment	95	100
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Audit Committee	Group assessment	97.08	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	95.41	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Sustainability, Social, Governance and Risk Development Committee	Group assessment	92.82	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

### Criteria for evaluating the performance of senior executives

The company regularly conducts performance evaluations for senior executives at least once a year, with details as follows:

#### Topics for consideration in each evaluation area

- Responsibility towards the organization, customers, society, and oneself (Accountability)
- Encouragement and support for all departments for the overall success of the organization (Encouragement)
- Ability to compete for continuous maximum profit (Competitiveness)
- Communication skills
- Teamwork ability
- Continuous improvement and development (Continuous Improvement and Development)
- Customer focus (internal and external customers) Customers Focus
- Leadership

The evaluation criteria are calculated as a percentage (%) of the full score for each item, as follows:

- Level A: Greater than or equal to 95 points
- Level B: Greater than or equal to 85 points
- Level C: Greater than or equal to 70 points
- Level D: Greater than or equal to 50 points

## Information on meeting attendance and remuneration payment to each board member

### Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

#### Meeting attendance of the board of directors

Number of the board of directors meeting over the : 6  
 past year (times)  
 Date of AGM meeting : 28 Apr 2025  
 EGM meeting : No

#### Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. Bowon Vongsinudom (Chairman of the board of directors, Independent director)	6	/	6	1	/	1		/	
2. Mr. Suebpong Ketnute (Vice-chairman of the board of directors)	6	/	6	1	/	1		/	
3. Mr. Sopon Sikkakosol (Director)	6	/	6	1	/	1		/	
4. Mr. Pramoth Singhanue (Director, Independent director)	6	/	6	1	/	1		/	
5. Mr. Satit Anantasomboon (Director, Independent director)	6	/	6	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
6. Mr. Suebpong Atichartakarn (Director)	5	/	6	1	/	1		/	
7. Ms. Chonatee Twiltermsup (Director)	6	/	6	1	/	1		/	
8. Mr. Veerapong Luesakul (Director)	6	/	6	1	/	1		/	
9. Mr. Thanachat Thanasettagone (Director, Independent director)	6	/	6	1	/	1		/	
10. Mr. Annop Julaphan (Director)	6	/	6	1	/	1		/	
11. Mr. Surachai Sothivorakul (Director, Independent director)	3	/	6	1	/	1		/	

#### Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. Bowon Vongsinudom (Chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
2. Mr. Suebpong Ketnute (Vice-chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
3. Mr. Sopon Sikkakosol (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
4. Mr. Pramoth Singhanue (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
5. Mr. Satit Anantasomboon (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
6. Mr. Suebpong Atichartakarn (Director)	5/6 (83.33%)	1/1 (100.00%)	N/A
7. Ms. Chonatee Twiltermsup (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
8. Mr. Veerapong Luesakul (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
9. Mr. Thanachat Thanasettagone (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
10. Mr. Annop Julaphan (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
11. Mr. Surachai Sothivorakul (Director)	3/6 (50.00%)	1/1 (100.00%)	N/A
<b>Average meeting attendance rate</b>	<b>93.94%</b>	<b>100.00%</b>	<b>N/A</b>

#### Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

The director has other critical commitments that cannot be postponed or altered, and/or is currently on an overseas assignment.

### Remuneration of the board of directors

#### Types of remuneration of the board of directors

##### Remuneration of the Board of Directors Comprising

1. Meeting allowances and monthly remuneration for independent directors
2. Directors' bonuses

3. Other remuneration - PRAPAT ESOP Project 2025, a plan to issue and offer for sale additional ordinary shares of the company, allocated to directors, executives, and employees of the company and its subsidiaries (rights not yet exercised)

## Remuneration of the board of directors

### Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>1. Mr. Bowon Vongsinudom (Chairman of the board of directors, Independent director)</b>			<b>312,888.89</b>		<b>0.00</b>
Board of Directors (Chairman of the board of directors)	54,000.00	258,888.89	312,888.89	No	
<b>2. Mr. Suebpong Ketnute (Vice-chairman of the board of directors)</b>			<b>91,778.00</b>		<b>215,000.00</b>
Board of Directors (Vice-chairman of the board of directors)	36,000.00	27,778.00	63,778.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	28,000.00	N/A	28,000.00	No	
<b>3. Mr. Sopon Sikkakosol (Director)</b>			<b>171,111.00</b>		<b>204,000.00</b>
Board of Directors (Director)	36,000.00	111,111.00	147,111.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	24,000.00	N/A	24,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>4. Mr. Pramoth Singhanue (Director, Independent director)</b>			<b>315,111.00</b>		<b>0.00</b>
Board of Directors (Director)	36,000.00	111,111.00	147,111.00	-	
Audit Committee (Member of the audit committee)	48,000.00	120,000.00	168,000.00	-	
<b>5. Mr. Satit Anantasomboon (Director, Independent director)</b>			<b>291,111.00</b>		<b>0.00</b>
Board of Directors (Director)	36,000.00	111,111.00	147,111.00	-	
Nomination and Remuneration Committee (Member of the subcommittee)	24,000.00	120,000.00	144,000.00	-	
<b>6. Mr. Suebpong Atichartakarn (Director)</b>			<b>165,111.00</b>		<b>0.00</b>
Board of Directors (Director)	36,000.00	111,111.00	147,111.00	-	
sustainability, Social, Governance and Risk Development Committee (Member of the subcommittee)	18,000.00	N/A	18,000.00	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>7. Ms. Chonatee Twiltermsup (Director)</b>			<b>171,111.00</b>		<b>0.00</b>
Board of Directors (Director)	36,000.00	111,111.00	147,111.00	-	
sustainability, Social, Governance and Risk Development Committee (Member of the subcommittee)	24,000.00	0.00	24,000.00	-	
<b>8. Mr. Veerapong Luesakul (Director)</b>			<b>91,778.00</b>		<b>285,000.00</b>
Board of Directors (Director)	43,000.00	27,778.00	70,778.00	No	
sustainability, Social, Governance and Risk Development Committee (The chairman of the subcommittee)	21,000.00	N/A	21,000.00	No	
<b>9. Mr. Thanachat Thanasettagone (Director, Independent director)</b>			<b>315,111.00</b>		<b>0.00</b>
Board of Directors (Director)	36,000.00	111,111.00	147,111.00	-	
Audit Committee (Chairman of the audit committee)	48,000.00	120,000.00	168,000.00	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>10. Mr. Annop Julaphan (Director)</b>			<b>57,778.00</b>		<b>458,000.00</b>
Board of Directors (Director)	12,000.00	27,778.00	39,778.00	-	
stainability, Social, Governance and Risk Development Committee (Member of the subcommittee)	18,000.00	N/A	18,000.00	-	
<b>11. Mr. Surachai Sothivorakul (Director, Independent director)</b>			<b>269,111.00</b>		<b>0.00</b>
Board of Directors (Director)	6,000.00	111,111.00	117,111.00	-	
Audit Committee (Chairman of the audit committee)	42,000.00	110,000.00	152,000.00	-	

#### Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	367,000.00	1,119,999.89	1,486,999.89
2. Audit Committee	138,000.00	350,000.00	488,000.00
3. stainability, Social, Governance and Risk Development Committee	81,000.00	0.00	81,000.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
4. Nomination and Remuneration Committee	76,000.00	120,000.00	196,000.00

#### Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	659,000.00	674,000.00	662,000.00
Other monetary remuneration (Baht)	2,229,147.00	1,399,113.34	1,589,999.89
Total (Baht)	2,888,147.00	2,073,113.34	2,251,999.89

#### Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the : 0.00  
board of directors over the past year  
(Baht)

#### Information on corporate governance of subsidiaries and associated companies

##### Corporate governance of subsidiaries and associated companies

##### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes  
companies

Mechanism for overseeing subsidiaries and : Yes  
associated companies

Mechanism for overseeing management and taking : The appointment of representatives as directors,  
responsibility for operations in subsidiaries and executives, or controlling persons in proportion to  
associated companies approved by the board of shareholding, Disclosure of financial condition and  
directors operating results

The Board of Directors establishes mechanisms for supervising subsidiaries and associated companies to safeguard the company's investment interests. This is achieved by appointing individuals to represent the company as directors, executives, and controlling persons in subsidiaries and associated companies, in proportion to the company's shareholding. This also includes defining the scope of authority, duties, and responsibilities to serve as guidelines for management. Furthermore, governance mechanisms are established through the disclosure of financial reports and intercompany transactions with such subsidiaries, adhering to the criteria related to information disclosure and transactions, which comply with the rules and regulations of relevant authorities. Additionally, rigorous monitoring, evaluation, and auditing are conducted through adequate and appropriate internal control systems to ensure that the business operations of subsidiaries and associated companies generate maximum benefit for the company.

## Information on the monitoring of compliance with corporate governance policy and guidelines

### The monitoring of compliance with corporate governance policy and guidelines

#### Prevention of conflicts of interest

##### Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

The Company considers it a crucial policy to prevent directors, executives, and employees from using their positions as directors, executives, or employees of the Company to seek personal gain. Therefore, the following practices are established for the Company's directors, executives, and employees:

1. Avoid engaging in self-interested transactions that may create a conflict of interest with the Company.
2. Should such transactions be necessary for the Company's benefit, they must be conducted as if with an external party. Directors, executives, or employees with a vested interest in such transactions must not participate in the approval process.
3. In cases classified as connected transactions or transactions that may have a conflict of interest according to the notifications of the Stock Exchange of Thailand, the rules, procedures, and disclosure requirements for connected transactions of listed companies must be strictly adhered to.
4. <25o0PhfWv92e>
5. In cases where directors, executives, or employees serve as directors or advisors in other companies or business organizations, such appointments must not conflict with the Company's interests and their direct duties within the Company.

In order to elevate the level of corporate governance within the organization, in the past year, the Company revised its business ethics regarding conflicts of interest by adding provisions to prevent the misuse of customer information to cover, prevent, and mitigate risks in this regard. The Board of Directors approved this on August 8, 2568.

##### Number of cases or issues related to conflict of interest

	2023	2024	2025
Total number of cases or issues related to conflict of interest (cases)	0	0	0

#### Prevention of the use of inside information to seek benefits

## Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of : Yes  
inside information to seek benefits over the past year

The company ensures that the use of inside information complies with the law and good corporate governance principles. This is formally documented in (e.g., the Business Ethics Code for Directors, Executives, and Employees, and the Manual of Roles, Duties, and Responsibilities for Directors, Executives, and Employees, which are provided to directors, executives, and employees upon commencement of employment). The key policies are summarized as follows:

1. The company requires directors, executives, and employees to acknowledge relevant announcements from the Securities and Exchange Commission (SEC). These announcements stipulate that directors and executives have a duty to report changes in securities holdings to the SEC, in accordance with Section 59 of the Securities and Exchange Act B. E. 2535 (1992), within 3 business days from the date of such change in securities holdings. They are also required to inform the Company Secretary to record these changes and summarize the individual securities holdings of directors and executives for presentation to the Board of Directors at the next meeting. Furthermore, penalties for non-compliance or violation of these regulations have also been communicated.
2. The company has regulations prohibiting the disclosure of financial statement information or other known information affecting the company's securities prices to external parties or those not involved. It also prohibits trading of securities within 1 month before the financial statement information or other information affecting the company's/group's securities prices is disclosed to the public. Furthermore, company securities must not be traded until 24 hours have passed since all such information has been publicly disclosed. Failure to comply with these regulations is considered a disciplinary offense of the company. If any director, executive, or employee who has knowledge of significant inside information commits a disciplinary offense, they will be subject to penalties ranging from a warning, salary reduction, suspension without pay, to termination of employment. These guidelines have been approved by the Board of Directors.

## Number of cases or issues related to the use of inside information to seek benefits

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

## Anti-corruption action

## Operations in anti-corruption in the past year

Has the company operated in anti-corruption over : Yes  
the past year

Form of operations in anti-corruption : Review of appropriateness in anti-corruption,

## Communication and training for employees on anti-corruption policy and guidelines

The Company recognizes that corruption is a detrimental consequence and a significant obstacle to social and economic development. It constitutes unethical business practices, creates business unfairness, damages the Company's reputation in business ethics, affects its competitiveness, and leads to a lack of acceptance both domestically and internationally, as well as eroding the trust of shareholders, investors, and all stakeholders. The Company considers it a fundamental principle in its business operations not to support any enterprises, groups, or individuals involved in seeking undue benefits, whether directly or indirectly, through the misuse of authority. With a clear approach to cooperate and support both public and private sectors, the Company has established an Anti-Corruption Policy based on official guidelines, including those of the "Thai Private Sector Collective Action Against Corruption" project, to serve as a guiding principle. Directors, executives, and all employees of the Company must adhere to the following policies:

Directors, executives, and employees of the Company must not solicit, engage in, or accept any form of corruption, whether directly or indirectly, for the benefit of the organization, themselves, family, friends, acquaintances, or for business interests. This policy covers all businesses in all countries and all relevant units of the Company. Compliance with this Anti-Corruption Policy shall be regularly reviewed, and operational guidelines and requirements shall be revised to align with business changes, regulations, rules, and legal provisions. Any violation or act that supports, assists, or cooperates with corruption will be subject to disciplinary action in accordance with the Company's regulations.

with the scope and guidelines as follows:

1. The Company requires directors, executives, and employees at all levels of the Company to exercise caution regarding forms of corruption as follows:

- **Giving and Receiving Bribes**

All forms of giving or receiving bribes are prohibited, whether personally or through delegation to others.

- **Giving or Receiving Gifts, Hospitality, and Other Benefits**

The giving or receiving of gifts, hospitality, or other benefits from customers, business partners, or other related parties must comply with the Company's "Good Corporate Governance Handbook".

- **Charitable donations, public benefit donations, political party donations or support for political activities, and sponsorships.**

The Company stipulates that donations for charitable purposes, public benefits, and sponsorships (which herein include political party funding) shall be made as follows:

- Must be transparent, lawful, and not contrary to morality, and must not involve any actions that would harm society as a whole.

- The giving or receiving of charitable donations, public benefit donations, or sponsorships must not be used as an excuse for bribery.

- Must follow the review and approval procedures for charitable donations, public benefits, or sponsorships in accordance with the Company's regulations.

- Absolutely no donations or financial support to political parties or political activities.

2. The Company is committed to establishing and maintaining an organizational culture that upholds the principle that corruption is unacceptable in transactions with both public and private sectors.

3. Directors, executives, and employees at all levels of the Company must not neglect or ignore any acts that constitute corruption involving the Company. They must report such acts to their supervisors or responsible persons and cooperate in verifying facts. The Company shall also provide channels for receiving complaints from both external and internal parties, in accordance with the Company's established regulations.

4. The Company must provide fairness and protection to employees who refuse corruption or report corruption involving the Company. The Company will not dismiss, terminate, demote, punish, or impose negative consequences on employees who refuse corruption, even if such actions result in the Company losing business opportunities.

5. Directors and executives at all levels of the Company must demonstrate integrity and serve as good role models in adhering to the Anti-Corruption Policy. The Human Resources Department is responsible for disseminating knowledge, building understanding, and promoting serious and continuous adherence to the Anti-Corruption Policy among all employees, and fostering it as part of the organizational culture.

6. This Anti-Corruption Policy shall cover human resource management processes, from recruitment or selection of personnel, promotion, training, to performance evaluation of employees. Supervisors at all levels are required to communicate and ensure employees understand and apply this policy in business activities under their responsibility, and to effectively control compliance with the policy.

7. The Company develops anti-corruption measures in accordance with relevant laws and ethical principles. It conducts risk assessments for activities related to or susceptible to corruption and prepares operational guidelines for relevant parties.

8. Any actions taken in accordance with the Anti-Corruption Policy shall follow the guidelines stipulated in the "Good Corporate Governance Policy".

The Company reviews its Anti-Corruption Policy annually, and it has been duly considered and approved by the Board of Directors' meeting in 2025.

#### Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases)	0	0	0

## Whistleblowing

#### Operations related to whistleblowing over the past year

Has the company implemented whistleblowing : No / In progress  
procedures over the past year

The Company has designated the Human Resources Department as the unit responsible for receiving ethical complaints. It is tasked with receiving complaints, summarizing and compiling various information, and presenting it to the committee for further review and action.

All operational steps, from receiving complaints to collecting, investigating, and adjudicating the matter, will be kept confidential by the management and relevant parties. This includes information about the complainant, the accused, the complaint itself, witnesses, etc. Directors, executives, employees, and all stakeholder groups can submit complaints or provide information directly to the Human Resources Department.

#### via the following channels:

By E-MAIL : hr@peerapat.com

By Phone : 02-290-1200

By Fax : 02 290-1248

By Mail : Complaint Receiving Unit, Human Resources Department

Peerapat Technology Public Company Limited

406 Ratchadaphisek Road, Samsen Nok Sub-district, Huai Khwang District, Bangkok 10310

and/or relevant departments

e.g., Internal Audit Department

By E-MAIL : ia@peerapat.com

By Phone : 02-290-1200

By Fax : 02 290-1243

By Mail : Internal Audit Department

Peerapat Technology Public Company Limited

406 Ratchadaphisek Road, Samsen Nok Sub-district, Huai Khwang District, Bangkok 10310

### Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

### Information on report on the results of duty performance of the audit committee in the past year

#### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 8

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Pramoth Singhanue (Member of the audit committee)	8	/	8	8/8 (100.00%)
2 Mr. Thanachat Thanasettagone (Chairman of the audit committee)	8	/	8	8/8 (100.00%)
3 Mr. Surachai Sothivorakul (Chairman of the audit committee)	7	/	8	7/8 (87.50%)
<b>Average meeting attendance rate</b>				<b>(95.83%)</b>

### The results of duty performance of the audit committee

In 2025, the Audit Committee performed its duties in accordance with the Audit Committee Charter, with the following key responsibilities:

1. Review of the financial statements and consolidated financial statements of the company and its subsidiaries on a quarterly and annual basis for 2025. The Audit Committee reviewed the quarterly financial statements and the annual financial statements for 2025 by meeting with the auditor, Chief Financial Officer, Head of Accounting Department, Head of Internal Audit Department, and other relevant management to consider and review information, evidence, and accounting systems to ensure that the company has complied with generally accepted accounting standards and has correctly complied with the regulations of the SEC and the Stock Exchange of Thailand as appropriate, as well as adequately, completely, and reliably disclosed information for submission to the Board of Directors for approval.
2. Review and consideration of connected transactions or transactions that may involve conflicts of interest in compliance with the law and regulations of the SEC and the Stock Exchange of Thailand. The Audit Committee reviewed intercompany transactions or transactions that may involve conflicts of interest, which fall under connected transactions, to ensure compliance with the law and regulations of the SEC and the Stock Exchange of Thailand. The review of intercompany transactions conducted by the company with related parties found that such transactions were reasonable, for the utmost benefit of the company, and that information was adequately, accurately, and completely disclosed.
3. Review of risk management. The Audit Committee reviewed the efficiency and effectiveness of the risk management process, including risk management policies, plans, and guidelines for managing risks affecting the company's performance, and provided recommendations for further development and improvement.
4. Reviewing the adequacy and appropriateness of the company's internal control and internal audit systems. The Audit Committee reviewed to ensure that the company has a good internal control system and considered and approved the audit plan and budget for the year 2026 to support the operations in accordance with the plan. Based on the results of the internal audit department's review, the Audit Committee provided recommendations and monitored the implementation of corrective actions on significant issues to promote good corporate governance and adequate and appropriate internal controls.

5. Consideration for selection, appointment, and remuneration proposal for the auditor for the fiscal year 2026, to recommend to the Board of Directors for approval before seeking approval from the Annual General Meeting of Shareholders for 2026. The Audit Committee selected the auditor based on skills, knowledge, capabilities, experience, understanding of the company's business, and the independence of the auditor in performing their duties, as well as the appropriateness of the audit fees. Therefore, it deemed appropriate to propose the appointment of the auditor and audit fees for the year 2026 from EY Office Limited as the auditor for the company and its subsidiaries.
6. Review and revision of the Audit Committee Charter and the Internal Audit Department Charter. The Audit Committee reviews the Audit Committee Charter and the Internal Audit Department Charter annually to ensure that operations are conducted in accordance with internal audit professional standards and international standards.

Results of the Audit Committee's performance include:

1. Oversight of the internal auditor's performance, including a review of the adequacy and appropriateness of the company's internal control system.
2. Oversight of the company's financial reporting, including inquiries with the company's management regarding the exercise of judgment in preparing financial reports.
3. Communication of significant matters between the Audit Committee and the auditor.
4. Disclosure of the Audit Committee's opinion regarding the reasons used to determine that other services beyond auditing do not affect the independence of the auditor in performing the audit of the company's financial statements.
5. Other duties performed within the scope of the Audit Committee, such as reviewing the company's compliance with relevant laws, considering transactions that may involve conflicts of interest, and considering connected transactions.

In addition to the disclosure of the Audit Committee's report as detailed above, to enhance corporate governance, the Audit Committee considered the independence of the auditor and disclosed the following:

1. Opinion of the Audit Committee regarding the principles and rationale used to determine that other services provided by the audit firm and its affiliates, beyond auditing, do not affect the independence of the auditor in performing the audit of the company's financial statements.

In the past year, the company engaged the audit firm, EY Office Limited, to audit the financial statements of the company and its subsidiaries. Emphasis was placed on the auditor's duty to maintain independence in performing the audit of the company's financial statements. Therefore, the company's internal operations were reviewed to ensure compliance with the procedures established by the company, namely:

- (1) The Audit Committee shall consider and approve all engagements for other services from the audit firm and its affiliates, without delegating authority to management to proceed independently. In the past year, no other services were provided by the audit firm and its affiliates beyond those approved by the Audit Committee.
- (2) The proportion of fees for other services remained constant compared to the expenses of the previous year, and the total fees paid to the company's audit firm and its affiliates were in accordance with the criteria set by the company.
- (3) For other services received from the audit firm, a report was prepared clarifying the scope of work, performance results, and fees paid to the audit firm and its affiliates. In the past year, the company's Information Technology Department, which received services from the audit firm, prepared such a report for the Audit Committee's consideration. The Audit Committee, after consideration, found that the operations and fees remained consistent with what had been approved by the Audit Committee.
2. Other duties performed within the scope of the Audit Committee, such as reviewing the company's compliance with relevant laws.

In the past year, the Audit Committee found that there were still some issues within the company where compliance with relevant laws was not yet effective. Therefore, it collaborated with the internal auditor and management to jointly foster an organizational culture regarding risk management and internal control to reduce legal risk and promote efficient management in accordance with the Three Lines of Defense concept. This involves utilizing information technology systems to maximize benefits for the organization by linking the operations of the operational units (1st Line of Defense), oversight units (2nd Line of Defense), and audit units (3rd Line of Defense). The Audit Committee will periodically monitor the progress of these matters.

## Information on summary of the results of duty performance of subcommittees

### Meeting attendance and the results of duty performance of subcommittees

#### Meeting attendance of sustainability, Social, Governance and Risk Development Committee

Meeting sustainability, Social, Governance and Risk Development Committee (times) : 4

List of Directors	Meeting attendance of sustainability, Social, Governance and Risk Development Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Veerapong Luesakul (The chairman of the subcommittee)	4	/	4	4/4 (100.00%)
2 Mr. Annop Julaphan (Member of the subcommittee)	4	/	4	4/4 (100.00%)
3 Ms. Chonatee Twiltermsup (Member of the subcommittee)	4	/	4	4/4 (100.00%)
4 Mr. Suebpong Atichartakarn (Member of the subcommittee)	4	/	4	4/4 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

#### The results of duty performance of sustainability, Social, Governance and Risk Development Committee

In 2025, the Environmental, Social, Governance, and Risk (ESG&R) Development Committee held a total of 4 meetings, with all 4 committee members attending every meeting.

The ESG&R Committee held discussions with management and relevant departments to oversee matters related to human rights, communities, social responsibility, and to ensure the company has appropriate risk management systems or processes to mitigate impacts on the company's business. A summary is provided below:

1. An ESG working group was appointed to promote and drive the implementation of the company's operational plans across sustainability dimensions, including environmental, social, and corporate governance aspects.
2. A total of 8 policies and operational plans were revised and updated, and subsequently published on the company's website.
3. The company's website was updated to align with the SET ESG Rating 2025 assessment and to support the disclosure of sustainability information.
5. Participation in the FTSE Russell ESG SCORE assessment was undertaken, and plans were developed for joining the sustainable stock index by 2028.

### Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 4  
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Suebpong Ketnute (The chairman of the subcommittee)	4	/	4	4/4 (100.00%)
2 Mr. Satit Anantasomboon (Member of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
3 Mr. Sapon Sikkakosol (Member of the subcommittee)	4	/	4	4/4 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of Nomination and Remuneration Committee

In 2025, the Nomination and Remuneration Committee held a total of 4 meetings, with all 3 committee members attending every meeting.

The Nomination and Remuneration Committee reported on its performance as follows:

#### Regarding nominations

1. Reviewed and revised the criteria, policies, and processes for the recruitment of company directors, sub-committee members, the Chairman, and the Chief Executive Officer. The Board Skill Matrix was updated to align with the organization's strategy, and definitions for each skill area were developed to ensure consistent self-assessment by directors. This was done to report overall assessment results reflecting the board's skill composition.
2. Reviewed the structure, size, composition, and qualifications of the Board of Directors and sub-committees to ensure appropriateness, compliance with regulatory requirements, and adherence to good governance practices.
3. Reviewed and developed development plans for company directors, sub-committee members, the Chairman, and the Chief Executive Officer, including considering additional roles and employment guidelines for the Chairman and Vice Chairman who have reached retirement age and whose post-retirement employment contracts have ended. Proposed a guideline for fixed-term employment contracts and consultants to enhance specialized knowledge and experience.

4. Considered the criteria and methods for the nomination and appointment of executives in conjunction with the Chief Executive Officer, approving the approach to restructure the executive position of Chief Operating Officer (Factory) to ensure continuity in management and alignment with organizational changes.

#### **Regarding remuneration**

1. Reviewed and revised the performance evaluation format for the Board of Directors and sub-committees (per committee) to align with the current roles, duties, and responsibilities of the sub-committees and to conform with good governance practices.
2. Considered the performance evaluation criteria for senior executives in conjunction with the Chief Executive Officer, by establishing **a score range**.

**Evaluation (Performance Rating Range)** to align with strategic goals, organizational performance, and the overall appropriateness of the compensation structure.

#### **Other aspects**

1. Communicated and presented for the first time to the Board of Directors meeting the results of the Board Skill Matrix assessment in the form of a Spider Chart, to inform the Board of the overall skills and expertise, and to use this information for future consideration of board development and composition.
2. Approved the proposed amendments to regulations related to human resources work, specifically amending Chapter 6 of the employment regulations, "Termination of Employment," Article 3, "Retirement Age," to comply with labor laws and provide clarity for company practices and obligations.
3. Oversaw and provided recommendations for the development of the Succession Plan in conjunction with the Chief Executive Officer, to serve as a framework for developing and preparing high-potential personnel, including the company's Talent Development program.

## Corporate Sustainability Policy

### Information on policy and goals of sustainable management

#### Sustainability Policy

Sustainability Policy : Yes

#### Sustainability Management

The company recognizes its responsibility in conducting business and considers all stakeholder groups, including employees, shareholders, investors, customers, business partners, creditors, debtors, as well as society, communities, and the environment, to develop the business towards sustainability. The company has integrated its sustainability operating policy with its organizational strategy, focusing on balancing the company's development and growth, good corporate governance, risk management, and co-creating value with stakeholders. The company transparently discloses its sustainability initiatives through communication channels such as annual reports and websites, among others, to inform stakeholders about its policies, vision, mission, and strategies for sustainable operations. The aim is to raise awareness that implementing the sustainability development policy is the responsibility of all parties within the organization. The company has established a management framework policy to guide sustainable business operations across various dimensions as follows:

#### Governance and Economic Dimension

1. Adherence to good corporate governance principles as prescribed by the Stock Exchange of Thailand, under the framework of corporate governance and ethics, based on balanced and sustainable well-being. This includes recognizing the crucial mission of building business confidence through a transparent management system that respects rights and is responsible to all stakeholders, avoiding actions that could lead to human rights violations or intellectual property infringement, in order to generate and maintain strong financial performance, stability, and long-term financial sustainability for the company.
2. Committed to developing excellent products and services by utilizing innovation and technology, and consistently fostering innovation to meet customer needs and create satisfaction. This is done with a strong emphasis on social and environmental responsibility, adhering to circular economy principles, to enhance business potential and competitiveness, and to create sustainable added value for the organization. The approaches to innovation development can be divided into two main categories:
  - Internal research and development (Close Innovation), including leveraging innovation to increase business value, and promoting an organizational innovation culture through various projects within the company.
  - Research and development in collaboration with external organizations (Open Innovation), importing new technologies from abroad to learn and design appropriate solutions for customers, and conducting research and development with university experts and government agencies that support innovation.
3. Development of quality growth strategies, emphasizing enhanced supply chain management efficiency and sound internal management, capable of adapting to various changes.

#### Environmental Dimension

The company prioritizes conducting business in a manner that does not negatively impact the environment, maintaining environmental protection throughout its business operations. It recognizes the efficient use of resources and energy, employing appropriate technologies to prevent environmental impacts and reduce global warming that may arise from its operations, as well as strictly complying with environmental laws. The company promotes good environmental awareness and encourages employees and relevant parties to participate in environmental management and protection, which helps create an atmosphere of participation and provides an avenue for employees to collectively demonstrate their commitment and love for the environment.

1. Energy management involves the valuable and efficient use of energy, which is a crucial factor in business operations. Guidelines are established, and projects are implemented for energy conservation, reducing energy loss, and selecting energy sources with less environmental impact.
2. Water management involves integrating diverse water sources, from tap water and surface water to internal organizational water sources, to mitigate the impact of water scarcity and promote more efficient water resource utilization. It also includes managing access to quality water resources that are equitably shared with surrounding communities.
3. Waste management prioritizes the systematic management of waste generated from business operations, from production processes to customer service, as well as the activities of related upstream and downstream partners. This involves maximizing resource utilization, reducing waste generation from production processes, and fostering awareness and participation among stakeholders to reduce waste volume according to the 3R principles (Reduce, Reuse, Recycle).
4. Greenhouse gas management involves recognizing and prioritizing climate change caused by continuous greenhouse gas emissions. This includes communicating internally and externally, and to stakeholders, the company's business policy focused on reducing organizational greenhouse gas emissions through development, improvement, and application to decrease energy consumption and greenhouse gas emissions, as well as selecting raw materials and products with lower greenhouse gas emissions, and promoting the use of renewable energy within the company.

### Social Dimension

Conducting business with social responsibility through activities designed to enhance stakeholder efficiency and maximize effectiveness, leading to sustainable coexistence in society, alongside creating added value (Value Creation) for the business together with all stakeholders, to improve the quality of life.

1. **Employees** The company manages human resources based on human rights principles, treating employees equally and fairly, providing appropriate welfare, and ensuring a safe and hygienic working environment. It also promotes the development of employees' potential at all levels, enabling them to grow both within their current roles and across different functions, to support the company's business strategies and direction.
2. **Customers**  
The company develops and delivers products and services with responsibility throughout the value chain, from production processes, delivery, usage, to after-sales service, to build customer trust and satisfaction.
3. **Community and Society**  
The company promotes integrated engagement with the community and society through organizing activities with local communities, including Open House events, to foster understanding of the company's safety and environmental operations in a transparent manner, in collaboration with community leaders, residents, and local government agencies.

### Sustainability management goals

Does the company set sustainability management : Yes  
goals

Dimension	Key Sustainability Issues	Goals
Corporate Governance and Economic Aspects	Good Corporate Governance and Legal Compliance	<ol style="list-style-type: none"> <li>1. Develop a Board Skill Matrix by 2025.</li> <li>2. No confirmed complaints regarding corruption.</li> <li>3. No confirmed complaints regarding violations of business ethics.</li> </ol>
Corporate Governance and Economic Aspects	Cybersecurity and Personal Data Protection	No confirmed complaints regarding personal data breaches.
Corporate Governance and Economic Aspects	Product Management and Customer Satisfaction	Customer satisfaction of not less than 86% by 2025.
Environmental Aspects	Energy Management / Water Management / Waste Management	At least 2 projects on energy management/water management or waste management will be implemented by 2025.
Social Aspects	Human Rights	No confirmed complaints regarding human rights.
Social Aspects	Social and Community Responsibility	No complaints from the community and relevant government agencies.
Social Aspects	Occupational Health and Safety	No serious accidents resulting in disability or death from work.
Social Aspects	Human Resource Management	<ol style="list-style-type: none"> <li>1. Employee turnover rate not exceeding 18% per year by 2025.</li> <li>2. Employee training hours of not less than 17 hours by 2025.</li> <li>3. Employee engagement with the organization of not less than 76% by 2025.</li> </ol>

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 12 Responsible Consumption and Production, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals, Goal 17 Partnerships for the Goals

## Information on review of policy and/or goals of sustainable management over the past year

### Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : No

## Information on impacts on stakeholder management in business value chain

### Business value chain

The Company recognizes that business operations involve and impact various stakeholders throughout the business value chain. Therefore, systematic and comprehensive stakeholder management across the entire supply chain is a crucial factor in enhancing the organization's competitiveness and sustainable growth. For this reason, the Company emphasizes integrated supply chain management, from input factor management, production processes and operations, product and service distribution, marketing and sales management, to after-sales services. The aim is to meet the expectations and needs of stakeholders at every step. Concurrently, the Company also strives to improve operational efficiency, reduce costs, and optimize resource utilization to support the organization's sustainable operational policy, which seeks to balance business growth, social responsibility, and stable long-term organizational development.

The supply chain is managed through the organization's primary and supporting activities, as follows:

#### Primary Activities

##### 1. Input Factor Management (Inbound Logistics)

The Company emphasizes the selection of innovative, environmentally friendly, and consumer-safe raw materials. It chooses quality raw materials that meet standards from reliable production sources and from suppliers who conduct business with ethical practices. The Company requires all partners to undergo an evaluation process covering three main aspects: delivery of goods and services, quality of goods and services, and environmental and safety assessment.

The Company aims to build partnership relationships with suppliers, efficiently manage raw material quantities in line with production plans, and diversify risk by not relying on a single raw material supplier. This strengthens the stability of the supply chain and builds long-term trust with customers and partners.

##### 2. Operations

The Company conducts its production processes under a quality management system certified with ISO 9001 and Good Manufacturing Practice (GMP) standards for the production of hazardous materials, in accordance with the requirements of the Food and Drug Administration (FDA). This ensures that the production process is safe, efficient, and traceable at every step.

and systematically defines the goods receiving process, verifying the type, quantity, quality, and expiration date of products according to accompanying documents before storing them in the warehouse. Goods receipt data is recorded into the accounting system and warehouse management system to support efficient stock control.

The Company places importance on proper product storage, applying the First-In-First-Out (FIFO) principle, and designating storage locations for hazardous materials according to international standards. It strictly controls the safety systems within the warehouse, covering electrical systems, lighting, fire prevention and suppression systems, as well as security systems.

### 3. Product and Service Distribution (Outbound Logistics)

The Company manages its distribution channels through its direct operations, comprising business centers, branches, and dealers nationwide. It systematically plans the distribution of products and services by defining appropriate transportation routes (Routing) in each area and utilizes GPS tracking and monitoring technology to collect data on delivery times, transportation routes, and potential issues. This data is then analyzed to continuously improve transportation efficiency.

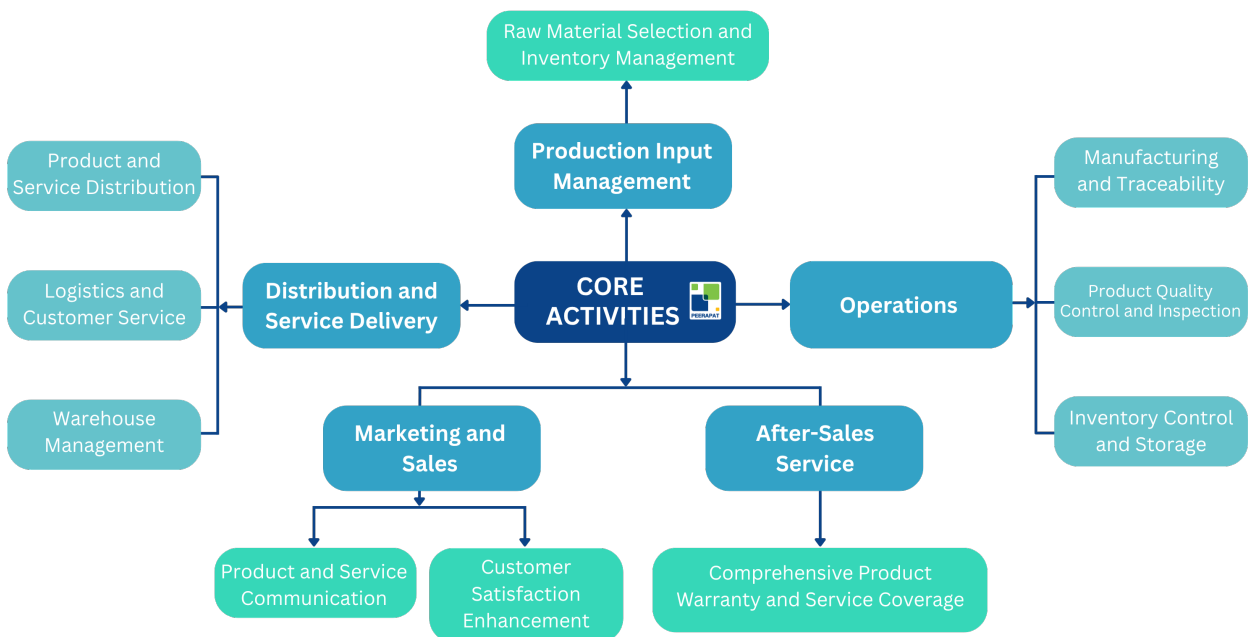
Furthermore, the Company has developed a service area division plan (Zone Mapping) and planned the allocation of personnel and vehicles to match the characteristics of each area. This aims to increase efficiency and accuracy in product delivery, reduce errors, and ensure on-time delivery, while simultaneously reducing fuel consumption and environmental impact.

### 4. Marketing and Sales

The Company conducts marketing and sales activities through both offline and online channels, covering Business-to-Business (B2B) and Business-to-Customer (B2C) markets, to communicate product and service information comprehensively to all customer groups. This is done with consideration for the accuracy, transparency, and appropriateness of information in each channel, which forms the basis for building trust and good relationships with customers to support their purchasing decisions. The Company has showrooms nationwide for displaying products, allowing customers to access complete product information and have appropriate user experiences. It aims to develop and offer products and services that meet the needs of customers and business partners, emphasizing the creation of added value in terms of quality, efficiency, environmental friendliness, and product diversity, to foster satisfaction and sustainable cooperation with stakeholders in the long term.

### 5. After-Sales Service

The Company prioritizes after-sales customer care by providing a team of certified expert technicians with modern tools and equipment. Services are offered through customer service centers (Hotline) nationwide, ensuring fast and efficient service that helps minimize disruption to customer operations, ensures continuous use of products and services, and enhances long-term customer satisfaction.



## Supporting Activities

### 1. Procurement

The Company conducts procurement for various internal operations by sourcing from reliable partners offering appropriate and competitive prices for goods and services. The Company requires all partners to undergo an

evaluation process covering three main aspects: delivery of goods and services, quality of goods and services, and environmental and safety assessment. It also actively listens to and exchanges opinions with partners to sustainably meet the needs of both parties.

2. Human Resource Development

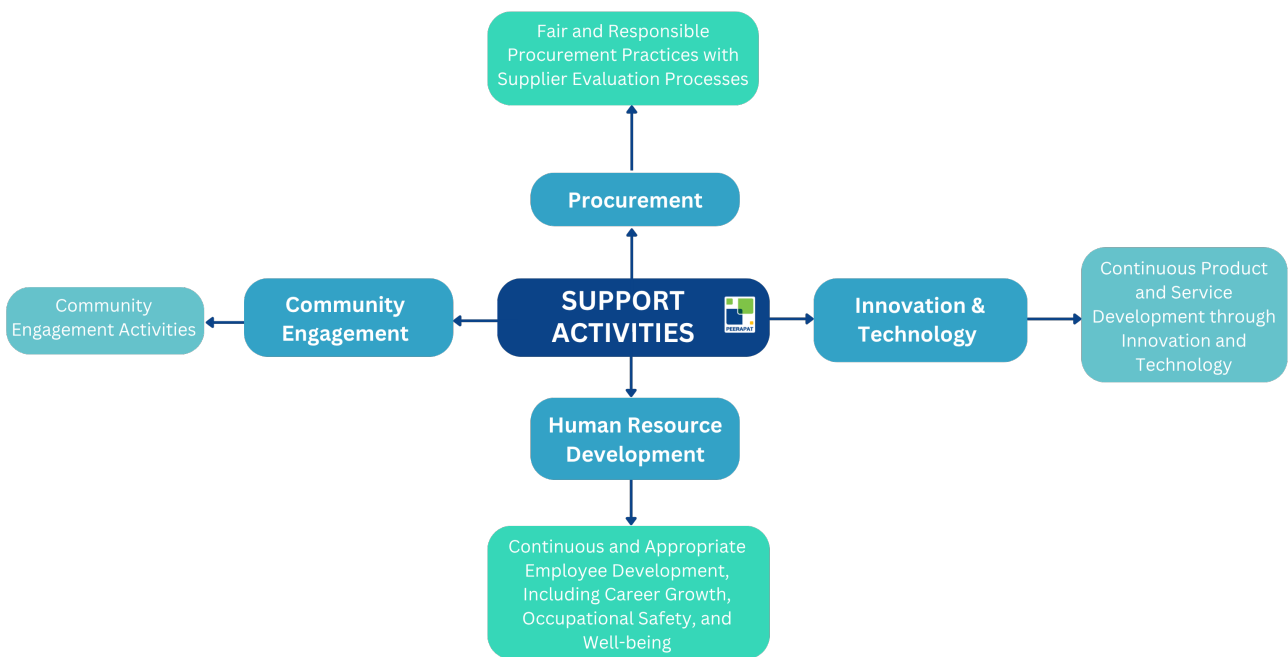
The Company has a system to promote the creation of value for people and society, focusing on developing personnel in alignment with business operations to prepare them to grow with the organization. This includes appropriate welfare, a safe and hygienic workplace, promoting participation in sales support, and establishing a fair compensation system to create motivation and commitment to the organization, as well as continuously enhancing professional skills to strengthen expertise among personnel, thereby driving the organization towards sustainable goals.

3. Community Relations

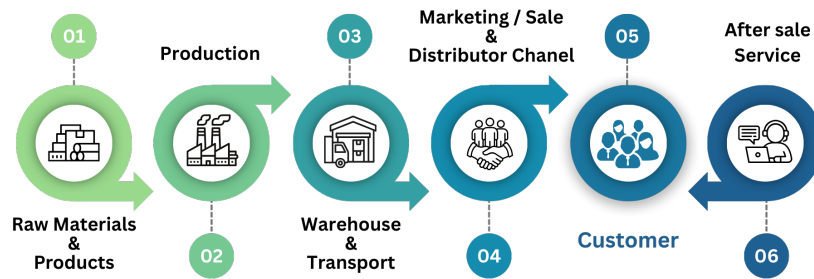
The Company promotes integrated engagement between the company and the community through collaborative activities with local communities and organizing Open House events to foster transparent understanding of the company's safety and environmental management. Community and social dimensions are integrated as part of the operational process to appropriately prevent and mitigate impacts on communities and society.

4. Innovation and Technology Development

The Company is committed to developing excellent products and services by adopting innovation and technology and consistently promoting innovation to meet customer needs and create satisfaction. This is done with a strong emphasis on social and environmental responsibility, adhering to circular economy principles, to enhance business potential and competitiveness, as well as to create added value for the organization, through continuous collaboration with internal and external research and development units.



Business value chain diagram



Sustainability Value Chain

## Analysis of stakeholders in the business value chain

### Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>Internal stakeholders</b>			
<ul style="list-style-type: none"> <li>Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>Good return on investment</li> <li>Ethical business management, transparency, and accountability</li> </ul>	<ul style="list-style-type: none"> <li>Operate business in accordance with good governance principles, with transparency and accountability.</li> <li>Develop business plans and communicate with shareholders regularly.</li> <li>Provide opportunities for shareholders to submit opinions and complaints directly to the company.</li> </ul>	<ul style="list-style-type: none"> <li>Visit</li> <li>Online Communication</li> <li>Annual General Meeting (AGM)</li> <li>Others               <ul style="list-style-type: none"> <li>Annual Information Form</li> <li>Direct contact with the company</li> <li>Activities in which the company participates, such as Opportunity Day (Investor Meeting Day for Listed Companies), Roadshow, etc.</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>• Appropriate compensation and welfare</li> <li>• Good quality of life and safety in the workplace</li> <li>• Job security and career advancement</li> <li>• Opportunities for learning and appropriate skill development</li> </ul>	<ul style="list-style-type: none"> <li>• Determine appropriate compensation and benefits</li> <li>• Provide and maintain appropriate safety and occupational health for employees</li> <li>• Define clear career progression</li> <li>• Establish continuous employee potential development plans</li> </ul>	<ul style="list-style-type: none"> <li>• Internal Meeting</li> <li>• Complaint Reception</li> <li>• Employee Engagement Survey</li> <li>• Others <ul style="list-style-type: none"> <li>• Internal Public Relations Media</li> <li>• Website / E-mail / Line of the organization</li> </ul> </li> </ul>
<u>External stakeholders</u>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Customers</li> </ul>	<ul style="list-style-type: none"> <li>• Receive quality products and services at reasonable prices</li> <li>• Satisfaction with products and services</li> <li>• Efficient and prompt resolution of issues and response to needs</li> </ul>	<ul style="list-style-type: none"> <li>• Develop innovative products that meet customer needs.</li> <li>• Develop production processes to meet customer needs.</li> <li>• Efficiently and promptly resolve customer issues.</li> <li>• Develop communication channels to provide comprehensive customer service.</li> </ul>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Online Communication</li> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> <li>• Others <ul style="list-style-type: none"> <li>• Customer Engagement</li> <li>• Activities organized by the company</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Ethical business conduct for sustainable collaboration</li> <li>• Receipt of goods and services from partners in accordance with agreed-upon terms</li> <li>• Competitive prices for goods and services</li> <li>• Maintenance of good relationships between buyers and sellers</li> </ul>	<ul style="list-style-type: none"> <li>• Establish transparent, fair, and equitable guidelines for joint business operations.</li> <li>• Adherence to mutually agreed-upon terms and conditions.</li> <li>• Engaging in dialogue and exchanging views with partners to jointly develop and improve collaborative work processes, meeting the needs of both parties sustainably.</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Complaint Reception</li> <li>• Training / Seminar</li> <li>• Others <ul style="list-style-type: none"> <li>• Customer Engagement</li> <li>• Activities organized by the company</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>Community</li> </ul>	<p>Maintain the surrounding community environment without emitting pollution. Support community activities. Contribute to public benefits and help increase income for the communities surrounding the company.</p>	<p>Comply with laws and regulations related to good corporate governance. Adhere to safety and occupational health practices in the workplace. Provide assistance and support for community activities.</p>	<ul style="list-style-type: none"> <li>Social Event</li> <li>Complaint Reception</li> <li>Training / Seminar</li> </ul>
<ul style="list-style-type: none"> <li>Government agencies and Regulators</li> </ul>	<p>Compliance with laws and regulations Reduce potential impacts on the community and environment</p>	<ul style="list-style-type: none"> <li>Strictly comply with laws and regulations.</li> <li>Maintain a responsible unit for appropriate coordination with government agencies.</li> </ul>	<ul style="list-style-type: none"> <li>Visit</li> <li>Others <ul style="list-style-type: none"> <li>Reporting of results to government agencies</li> <li>Support for activities of government agencies/public sector organizations</li> <li>Meeting and discussion</li> </ul> </li> </ul>

### Information on organization's material sustainability topics

#### Organization's material sustainability topics

The company has identified its sustainability : No materiality topics

Over the past year, the company has reviewed its :  
sustainability materiality topics

### Details of organization's material sustainability topics

### Information on sustainability report

#### Corporate sustainability report

Corporate sustainability report : Doesnt Have data

### Company sustainability disclosure aligned with standards

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

Peerapat Technology Public Company Limited and its subsidiaries ("the Company") recognize that risk management is an integral part of good corporate governance, which is a crucial foundation for achieving the company's objectives. Therefore, a risk management policy has been established, and the company has implemented an enterprise-wide risk management system. Measures to mitigate risks for the company and its subsidiaries have been defined as follows:

1. The company designates executives and employees in various departments as risk owners, who must play a role and participate in developing the organization's risk management and understand their responsibilities related to risk management.
2. The company conducts business under acceptable risk levels to achieve its objectives, by integrating risk management as part of its annual business planning, operations management, and decision-making prior to investing in various projects.
3. The company has processes, guidelines, and measures for risk management and methods for mitigating the impact of risks, including analyzing risks with appropriate international quality and sufficiency. This includes continuous and consistent identification, analysis, assessment, prioritization, management, control, monitoring, reporting, evaluation, and communication of risk information, implemented throughout the entire company.
4. The company monitors and reviews risk management according to the established plan, as well as evaluates the results of risk management. The risk management working group, assigned by management, is responsible for monitoring and reporting to senior executives, the Environmental, Social, Governance, and Risk Management (ESG&R) Sustainable Development Committee, and the Board of Directors for their acknowledgment.
5. The company encourages the risk management working group, executives, and employees to participate in training or seminars organized by external agencies, in order to apply the knowledge to further develop and improve the company's risk management system.
6. The risk management working group will regularly review the company's risk management manual, at least once a year, to ensure that the company's risk management policy aligns with its objectives and risk management strategies.

#### Risk Management

Risk management is a crucial part of good corporate governance, which helps reduce the likelihood of adverse impacts on the organization and enables the organization to achieve its objectives by mitigating unexpected events (Risks) from operations and effectively and promptly capitalizing on positive events (Opportunities). By

1. Able to assess risks covering all departments throughout the organization to analyze overall risks and manage them in an integrated manner.
2. Able to prioritize risks to efficiently utilize limited resources in risk management.
3. The Board of Directors and executives are confident in controlling operations to align with the business plan, with residual risks maintained at an acceptable level.
4. Supports the principles of Good Corporate Governance, which can enhance enterprise value and build confidence among all stakeholders.

Effective risk management stems from the following key factors:

- **Support** Senior executives must support, demonstrate responsibility, and participate in risk management.
- **Process** Possesses a risk management process that can be adapted at all times to align with the organization's operations and can be continuously implemented throughout the entire organization.

- **Personnel** Risk management is achieved through cooperation and implementation by employees at all levels, with clearly defined roles and responsibilities.
- **Communication** Regular communication of risk-related information is maintained through training and the use of human resource management mechanisms and information technology to disseminate various information regarding risk management.

### Causes of Risk

May arise from two main factors:

1. Internal factors refer to factors originating within the organization that influence the achievement of objectives and are manageable by executives, such as management policies, integrity, ethics, personnel quality, changes in work systems, reliability of information systems, frequent changes in executives and staff, inadequate oversight, and non-compliance with laws, regulations, or agency rules, etc.
2. External factors refer to factors originating outside the organization that influence the achievement of objectives. These are factors that management cannot control but must monitor and study to identify potential trends and appropriate proactive measures to turn crises into opportunities or to mitigate potential damages, such as natural disasters and environmental issues, laws, regulations, government directives, technological changes, or competitive conditions, as well as economic and political environments, etc.

### Risk Management

The company oversees risk management guidelines by establishing a risk management policy, acceptable risk levels, and a risk management framework covering five areas: business operational risk management framework, financial risk management framework, technological advancement and cyber threat risk management framework, and management risk management framework. It also monitors and provides comments and recommendations regarding risk management for achieving strategic and business objectives. A risk management working group, comprising senior executives from various departments, regularly monitors enterprise-level risk management operations to ensure compliance with the policy, acceptable risk level objectives, and the risk management framework approved by the Board of Directors. In the past, the company has appointed committees and working groups to manage risks as follows:

#### Current and Future Epidemic Prevention Working Group

Responsible for monitoring situations and events, establishing preventive measures in line with rapidly changing circumstances, and defining various operational guidelines to ensure business continuity.

#### Personal Data Protection Act Working Group

Responsible for developing action plans, practices, and operational guidelines in compliance with the Personal Data Protection Act.

### Risk Factors

The company has analyzed the business environment, considering both internal and external factors, including economic, socio-political, technological, industrial, competitive trends, and other relevant aspects. This analysis has led to the identification of significant risk factors for current and future business operations, including emerging risks and business operational risk factors.

## Information on ESG risk factors management standards

### ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

## Information on ESG risk factors

### Risk factors on business operation

#### Operational risk associated with the Company or the group of companies

##### Risk 1 Strategic and Business Operational Risks

Related risk factors	:	<u>Strategic Risk</u>
		<ul style="list-style-type: none"><li>• Government policy</li><li>• Changes in technologies</li><li>• Other : Risk of leakage of cleaning solution manufacturing formula</li></ul>
ESG risk factors	:	Yes

##### Risk characteristics

###### 1. Risks from the impact of changes in government policies, laws, regulations, and rules

The operations and products of the company and its subsidiaries are subject to policies and regulations from various government agencies. For instance, cleaning solutions for kitchen equipment require production and distribution licenses from government authorities. The company's production process for solutions primarily uses chemical raw materials, which are sourced both domestically and imported from abroad for further processing and distribution, such as alcohol and chemical additives for fragrances. The import of chemicals from abroad and their use in production must comply with laws and regulations, such as the Hazardous Substances Act B.E. 2535 (1992). Therefore, the company and its subsidiaries are required to comply with various laws and regulations and possess all necessary licenses.

###### 2. Risks from technological advancements

Currently, digital technology plays a crucial role in competitiveness and in creating differentiation for leading companies to become market leaders. The rapid changes in digital technology include Data Analytics, Artificial Intelligence (AI), etc.

###### 3. Risk of leakage of cleaning solution production formulas

The company primarily sells cleaning and disinfectant products. The company assigns the Research and Development department to innovate and design all production formulas for these solutions. Additionally, the company provides After Sales Service, offering consultation for issues customers may encounter when using cleaning products, such as cleaning solutions not being compatible with the customer's water source, which results in suboptimal cleaning performance. The company will assign the Research and Development department to improve the formulas of cleaning and disinfectant solutions to achieve maximum cleaning efficiency suitable for each customer's specific use. Given the nature of the company's business, the production formulas for these solutions are one of the core keys to business success, thus exposing the company to the risk of production formula leakage.

##### Risk-related consequences

###### 1. Changes in government policy:

Directly impacts the operations of the company and its subsidiaries if they fail to adapt to changing policies, laws, regulations, or rules, potentially leading to the revocation of certain important licenses.

###### 2. Technological advancements:

Impacts the company's competitiveness, products, and business model.

###### 3. Risk of leakage of cleaning agent manufacturing formulas:

If the manufacturing formula for cleaning agents is leaked to external parties or competitors, it could impact the company's business operations and financial performance, as it might lead to an increase in competitors or enhance the competitive ability of existing rivals.

### Risk management measures

**1. Changes in government policy:**

The company is well aware of this risk and strictly adheres to relevant laws, having obtained all necessary licenses. With the expertise of the management team, who possess extensive experience in this industry, and the company's research and development department, which has a thorough understanding of regulations and chemical product requirements relevant to the company, the company manages risks by monitoring government policies, laws, regulations, and various rules that may affect the company. Furthermore, if necessary, the company can consult with legal advisors. Therefore, the company is confident that its operations will not be significantly impacted by this risk.

**2. Risks from technological advancements:**

The company has set a goal to leverage technology to seek opportunities and maximize benefits for stakeholders through the following operations: The company has an information technology department to support the transition to Digital Technology Transformation, enabling the company to maintain sustainable competitiveness in the future. This focuses on operations, applying digital technology to enhance competitiveness and meet stakeholder needs, promoting the development of IT/Data Architecture, and improving the efficiency of cyber threat management and enhancing employee understanding to align with the advancements in new technologies, including digital technology transformation.

**3. Risk of leakage of cleaning solution production formulas:**

The company's management is aware of this risk and has implemented measures to prevent the leakage of production formulas by separating the production of cleaning solutions using a "two-layer formula." This means the company will separately produce the concentrate or what is known as a pre-mix, and then the pre-mix will be introduced into the production process to produce finished goods. Additionally, the company restricts access to production formula information for production personnel. Therefore, the company expects to be able to manage this risk and that it will not significantly impact the company's operations.

### Risk 2 Financial Risk

Related risk factors :

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : Yes

### Risk characteristics

**1. Risk of breaching loan agreement conditions with financial institutions:**

Currently, the company has loans from financial institutions. The company has debt with a financial institution that stipulates financial ratio maintenance conditions, such as the Debt-to-Equity Ratio (D/E Ratio) not exceeding 2.00 times, and the Debt Service Coverage Ratio (DSCR) must be greater than 1.25 times. The financial institution will review the maintenance of financial ratios based on financial statements audited by an auditor (annual financial statements).

**2. Risk from foreign exchange rate fluctuations:**

Some of the company's raw materials for production, as well as certain machinery and equipment, are custom-made or procured from various foreign countries. Pricing and payments for these transactions are conducted in foreign currencies, including US Dollars, Euros, Singapore Dollars, and Australian Dollars. In terms of revenue, the company sells and provides services to various international countries, including Cambodia, Lao PDR, Myanmar, Vietnam, Bangladesh, Sri Lanka, and Indonesia. Pricing and collection of payments from international customers are in US Dollars. Therefore, the company and its subsidiaries make payments for goods in various foreign currencies, and the total amount paid exceeds the total amount received from customers in foreign currencies.

### **Risk-related consequences**

#### **1. Risk of breaching loan agreement conditions with financial institutions:**

If the Company fails to maintain the financial ratios as stipulated, there may be a risk of being called upon to repay the entire debt due to a breach of conditions in the loan agreement with the aforementioned financial institution.

As of December 31, 2025, the Company and its subsidiaries had a debt-to-equity ratio of 1.41 times, which is lower than stipulated in the loan agreement, and a debt service coverage ratio of 2.19 times, which is higher than stipulated in the loan agreement. This indicates that the Company has maintained the financial ratios as required by the loan agreement with that financial institution.

#### **2. Risk from foreign exchange rate fluctuations**

The Company is exposed to risks from exchange rate fluctuations. Specifically, if the Thai Baht depreciates, it will increase the cost of raw materials and product costs for items manufactured and imported from abroad. Such fluctuations may lead to a decrease in the Group's net profit.

### **Risk management measures**

#### **1. Risk of breaching loan agreement terms with financial institutions**

1) Assess debt repayment capability before applying for credit. Prepare an income-expense budget to ensure sufficient reserves. Utilize credit appropriately for its intended purpose and under manageable terms.

2) Debt negotiation and restructuring. If there is a tendency that debt cannot be repaid as scheduled, the Company will immediately contact financial institutions to negotiate new terms, request a reduction in interest rates, extend repayment periods, or temporarily suspend debt payments in cases of sudden financial difficulties.

3) Financial contingency planning. Maintain emergency reserves for debt repayment in case of reduced income. Diversify income sources to mitigate liquidity risk.

4) Efficient debt management. Thoroughly review loan agreement terms. Make timely payments to reduce potential interest and penalties. Employ debt management techniques, such as refinancing, to lower interest costs.

#### **2. Risk from foreign exchange rate fluctuations**

Currently, the Company has assigned the Chief Executive Officer to closely monitor changes in exchange rates resulting from global economic fluctuations and various events, in order to assess the situation, find ways to prevent risks, and mitigate issues arising from exchange rate volatility. Furthermore, the Company manages risks from exchange rate fluctuations concerning goods payments. The Company endeavors to procure raw materials or products through branches or distributors in Thailand of its foreign trading partners, which allows prices to be set in Thai Baht, thereby enabling the Company to mitigate such risks to a certain extent. In cases where trading partners do not have branches or representatives in Thailand, the Company utilizes immediate payment via Telegraphic Transfer (TT) or import credit facilities (Trust Receipt: TR), where the foreign exchange rate is calculated on the date of payment, thus eliminating exchange rate volatility. The Company will bear interest expenses at a level acceptable to it, in accordance with the credit facility terms. Regarding the receipt of payments for goods from international customers, the Company enters into Forward Contracts. In practice, approximately 50% of the value of each transaction is hedged, as the size of each transaction does not constitute a significant proportion of the Company's business operations, and to reserve the Forward Contract limit for

subsequent transactions. Additionally, the credit terms extended to international customers are typically 30-60 days, which the Company believes will not significantly impact it from such risks.

### Risk 3 Management and Operational Risks

Related risk factors :

#### Operational Risk

- Reliance on employees in key positions
- Shortage or fluctuation in pricing of raw materials or productive resources
- Information security and cyber-attack

ESG risk factors : Yes

#### Risk characteristics

##### 1. Risk of reliance on the company's management :

Over the past 30 years, the growth in performance of the company and its subsidiaries has been attributed to the specialized expertise and experience in cleaning chemicals of the company's key executives, namely Mr. Suebpong Ketunuti, Mr. Veerapong Luesakul, and Mr. Annop Julaphan. Furthermore, these key executives have consistently maintained good business relationships with customers and partners of the company and its subsidiaries. Currently, this group of executives plays a crucial role in setting the company's policies and operational plans, which may lead to a risk of reliance on the management capabilities of the aforementioned executives.

##### 2. Risk of raw material and product price volatility :

The war situation in Russia and Ukraine has led to a global economic recession, impacting the high demand for raw materials in the market and causing significant volatility in raw material prices.

##### 3. Risk from cyber threats:

Increased reliance on digital technology may be a factor leading to risks from cyber threats, which could impact production systems and operational networks that are connected to the internet.

#### Risk-related consequences

##### 1. Risk from reliance on company executives

Impact on the continuous operations of the group of companies

##### 2. Risks related to the volatility of raw material and product prices

Significant impact on the company's operating results

##### 3. Risks from cyber threats

Impact on the company's critical information technology systems, affecting the business operations of the company, customers, or business partners, potentially leading to business disruption. Furthermore, data theft may occur, causing the leakage of various confidential and important company data, which would affect the reputation, image, and trust of stakeholders in the company due to cyber threats, such as:

- Malware - Threat from malware attacks (unwanted programs)
- Web Application Attack - Threat from web application attacks
- Phishing - Threat from phishing (a technique for obtaining confidential information such as credit card numbers, passwords, and usernames by impersonating a legitimate organization)
- DDoS (Distributed Denial of Service) - DDoS - Threat from attacks designed to disrupt system operations. DDoS is an attack that overwhelms a server with data until it overloads, causing the server to crash or slow down to the point of being unusable.
- Spam - Threat from receiving spam emails. Botnets - Threat from organizational devices falling victim to botnets (Email bombing and spamming: attacking with a massive number of emails, causing network resources to work heavily, sending meaningless messages to crash email accounts or servers).
- Ransomware - Threat from ransomware malware

- Data Breaches - Threat from organizational data leakage. Raise cybersecurity awareness regarding threats, such as continuously educating employees on practices, prevention, and relevant information technology laws.

### **Risk management measures**

#### **1. Risk of over-reliance on company executives:**

The company has recognized the risk of over-reliance on its executives. Currently, the company has a management structure in the form of an Executive Committee, comprising executives with direct industry experience. These executives participate in management and provide opinions on important company matters, thereby increasing the involvement of experienced and industry-expert professional executives in business administration. Furthermore, management authority is decentralized from the Board of Directors to the Executive Committee and senior management, including various Chief Officers and Department Managers, according to the organizational structure. Emphasis is also placed on employee development in all departments to provide opportunities for employees to express opinions and propose beneficial plans for the company and its subsidiaries, as well as to empower middle management to participate more in various management and decision-making processes.

Furthermore, a Succession Plan is developed to define the guidelines for identifying successors for critical positions. This involves identifying key positions within the company that enable sustainable operations and business expansion, as well as defining the necessary qualifications and competencies for these critical positions, such as Chief Marketing Officer, Plant Manager, Accounting Manager, Finance Manager, Sales Manager, Quality Manager, etc.

Therefore, the company is confident that it will be minimally affected by the aforementioned risks.

#### **2. Risk of raw material and product price fluctuations:**

The company implements measures to mitigate the impact of raw material and product price fluctuations as follows:

- 1) Closely monitor economic conditions, raw material prices, and product prices to review production and sales plans throughout the Value Chain.
- 2) Ensure alignment with rapidly fluctuating and changing market conditions, such as adjusting production modes, as well as adapting the product portfolio and sales proportions to meet end-market demands, among others.
- 3) Consider purchasing raw materials and various contract terms to align with market conditions, including closely monitoring raw material procurement, production volume, and production plans with partners.

#### **3. Risk from cyber threats:**

Raise cybersecurity awareness regarding threats, such as continuously educating employees on preventive measures and relevant information technology laws. The company has installed an external intrusion prevention system and has an automatic daily data backup system. The company has also instilled in employees greater caution in using information systems.

## **Information on business continuity plan (BCP)**

### **Business Continuity Plan (BCP)**

Business Continuity Plan (BCP) : Yes

When the company faces crises or various severe emergency situations, whether caused by natural disasters, accidents, or malicious acts against the organization such as fire, sabotage, or computer viruses, which result in the company having to cease operations.

Therefore, if the company does not have a robust support process, it could lead to a loss of customer confidence, impact the company, and create risks for business operations. The process for managing crises or the aforementioned damaging events is thus crucial for responding to unexpected incidents, enabling the company to resume operations in a timely manner, which will help mitigate financial, legal, reputational, and other potential impacts on the company.

This main BCP is designed to support situations where a crisis or severe event prevents access to or exit from the Khao Yoi office building, the factory, or the Bangkok office, impacting operational resources and making normal operations impossible. It comprises 3 scenarios:

- In the event of natural disasters, such as floods and earthquakes, etc.
- In the event of accidents or disasters, such as fire and sabotage, etc.
- In the event of protesters blockading the factory.

And this BCP is not designed or intended to support operations in the event of various disruptions that occur in the company's normal business operations, as such disruptions should be managed or appropriately rectified by the executives of each department, and operational procedures should be regularly reviewed and audited.

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management : Yes  
policy and guidelines

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management : Yes  
plan

The Company recognizes the benefits and opportunities in creating added value for the business and has therefore begun to integrate sustainability concepts (ESG) into its activities throughout the supply chain, particularly risk management arising from the partner selection process, procurement process, and partner performance monitoring process, to enhance business operations for greater efficiency. This is coupled with promoting "partners" to adhere to the Company's sustainable business practices, which cover key issues: Business operations considering stakeholders, society, and the environment, based on good corporate governance principles / Environmental management / Human rights and labor / Safety, occupational health, and working environment / Responsibility towards customers, consumers, communities, and society, for mutual sustainable growth.

The Company therefore evaluates new and existing partners comprehensively, to continuously enhance and develop appropriate sustainability potential. Furthermore, it promotes the creation of quality of life and good relationships between partners and communities and society, as well as contributing to mitigating environmental and ecosystem impacts, under the sustainable supply chain management policy and operations.

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : Yes  
criteria with new suppliers?

	2023	2024	2025
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	N/A	N/A	100.00

### Information on supplier code of conduct

## Supplier code of conduct

Supplier code of conduct : Yes

## Information on key suppliers acknowledging compliance with the supplier code of conduct

### Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to : No  
acknowledge compliance with the supplier code of  
conduct?

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

#### Research and development (R&D) expenses over the past 3 years

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	1.04	1.50	1.78

#### Additional explanation for research and development (R&D) expenses over the past 3 years

##### Research and Innovation Development

Peerapat Technology Public Company Limited (the Company) places importance on promoting creativity and innovation development within the organization, which is a crucial factor in business operations. The Company encourages and supports the use of creativity in all work processes, including product innovation, service innovation, process innovation, innovation to promote new businesses, as well as innovation for society and the environment. This aims to enhance competitiveness and increase opportunities for sustainable business growth, with continuous participation from employees at all levels to foster an organizational culture.

Research and development expenses over the past 3 years have continuously increased, reflecting the organization's development and enhanced competitiveness. The company is ready to adapt and continuously create innovation within the organization to meet the needs of customers, partners, and stakeholders, aiming to create added value in economic, social, and environmental aspects, which the company is committed to continuously developing.

### Information on organizations innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes  
innovation culture

#### Policy and Guidelines for Promoting Creativity and Innovation Management.

1. Promote the integration of innovation and technology to support all work processes, thereby increasing opportunities and enhancing operational efficiency, as well as contributing to social and environmental development.
2. Allocate resources and budget to promote creativity and appropriate innovation through supporting learning and training, and organizing activities that allow company employees to freely propose ideas.
3. Support the creation of collaborative partnerships in creativity and innovation management with stakeholders, encouraging cooperation to apply new technologies and innovations to further develop the organization's business.
4. Emphasize knowledge management in innovation and technology development to facilitate knowledge sharing both within and outside the organization through establishing collaborative networks with various entities, such as universities, startup businesses or research institutions, and apply this knowledge to achieve maximum benefit.

5. Establish the evaluation of work process effectiveness, including performance monitoring and reporting to relevant executives continuously, including sharing information and collaborating with external organizations to foster. Learn and build upon innovation.
6. Policy Review: The company will regularly review and update this policy to achieve its intended purpose and changing contexts.

All executives and employees are responsible for supporting, driving, and complying with the policy effectively and continuously improving it to meet established standards. The policy will be regularly reviewed to continuously enhance operational efficiency and business competitiveness.

## Information on innovation development benefits and research and development (R&D) expenses

### Benefits of innovation development

#### Financial benefits

Does the company measure the financial benefits : Yes  
from innovation development?

	2023	2024	2025
Cost reduction resulting from the innovation development of process (Baht)	35,100.00	1,501,297.00	402,100.00

#### Non-financial benefits

Does the company measure the non-financial : Yes  
benefits from innovation development?

	2023	2024	2025
Average reduction in working hours per person per year (Hours)	0.00	384.00	1,920.00
Reduction in the organization's greenhouse gas emissions (Kilowatt-Hours)	22.50	40.67	0.00
Reduction in the organization's greenhouse gas emissions (Metric tonnes of carbon dioxide equivalent)	13.47	24.34	2,195.56
Amount of waste recycled in the production process (Kilograms)	0.00	0.00	332,364.00

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YEARS OF  
INNOVATION  
& SUSTAINABILITY

**SERVICE SOLUTIONS  
FOR A BETTER FUTURE**