



ESG Performance Report for Listed Companies in 2024

ADDTECH HUB PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 29 April 2025



Company Name : ADDTECH HUB PUBLIC COMPANY LIMITED Symbol : ADD

Market : mai Industry Group : Services Sector : SECTOR 0

Environmental policy and guidelines

Environmental guidelines : Greenhouse Gas and Climate Change Management

Reference link for environmental policy and guidelines : <https://www.addtechhub.com/wp-content/uploads/2022/06/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%88%E0%B8%B1%E0%B8%94%E0%B8%97%E0%B8%B3%E0%B8%84%E0%B8%B2%E0%B8%A3%E0%B9%8C%E0%B8%9A%E0%B8%AD%E0%B8%99%E0%B8%9F%E0%B8%B8%E0%B8%95%E0%B8%9E%E0%B8%A3%E0%B8%B4%E0%B9%89%E0%B8%99%E0%B8%97%E0%B9%8C%E0%B8%82%E0%B8%AD%E0%B8%87%E0%B8%AD%E0%B8%87%E0%B8%84%E0%B9%8C%E0%B8%81%E0%B8%>

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

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

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The Company promotes knowledge to executives and employees regarding sustainable development of the organization by sending them to attend a training course on ESG with the Stock Exchange of Thailand.

- “Carpool to Our Office” project

The Company also organizes "Carpool to Our Office" project, whereby the Company provides a shuttle service to facilitate and reduce travel expenses for the Company's employees. It is also another way to reduce greenhouse gas emissions from employee travel.

Information on incidents related to legal violations or negative environmental impacts

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

	2022	2023	2024
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	:	11
Actual number of disclosure boundaries	:	5
Data disclosure coverage (%)	:	45.45

Information on energy management

Energy management plan

The company's energy management plan : Yes

Electrical energy is the most important component of the Company's business operations because the Company operates an information technology business. Since the Company's office is located in a leased commercial building that sources electricity solely from the Electricity Generating Authority of Thailand, electricity consumption is the highest among all energy sources. However, the Company is aware of the importance of using energy efficiently, which not only to reduce operational costs but also to contribute to sustainable environmental efforts. This plays a vital role in reducing greenhouse gas emissions, which are a major cause of global climate change.

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

The Company encourages employees to turn off computer screens and all electrical devices when not in use to minimize electrical energy consumption and environmental impact and align with the Company's Sustainability Management Policy.

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	55,809.00	76,299.00	74,971.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	55,809.00	76,299.00	74,971.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	962.22	1,412.94	1,499.42

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

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	101.10000000	138.22000000	135.82000000
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Person (employee))	962.22000000	1,412.94000000	1,499.42000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	334,229.72	526,733.85	483,562.95
Percentage of total electricity expense to total expenses (%) ^(**)	0.12	0.19	0.17
Percentage of total electricity expense to total revenues (%) ^(**)	0.10	0.16	0.15
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	5,762.58	9,754.33	9,671.26

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	16,468.00
Gasoline (Litres)	8,469.69	16,911.58	8,594.31

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	67,050.50	62,402.86	62,226.45
Percentage of total fuel expense to total expenses (%) ^(**)	0.02	0.02	0.02
Percentage of total fuel expense to total revenues (%) ^(**)	0.02	0.02	0.02

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	64,278.69	93,210.58	100,033.31

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.19240227	0.29159642	0.30931181
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	116.45000000	168.86000000	181.22000000

Additional explanation : ^(*) 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	:	11
Actual number of disclosure boundaries	:	5
Data disclosure coverage (%)	:	45.45

Information on water management plan

Water management plan

The Company's water management plan : Yes

As the Company's office is located in a leased office building, it does not have direct control over water management. The Company's water consumption is estimated based on the average usage of all tenants in the building.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

The Company has installed food waste strainers and grease traps in dishwashing sinks to capture grease and oil from wastewater, preventing them from entering the public drainage system, which could lead to blockages and water pollution. For employees' drinking water, the Company sources it from reputable suppliers with certified quality standards. The water is provided in reusable glass bottles to promote sustainability.

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	87.98	92.00	84.00
Water withdrawal by third-party water (cubic meters)	87.98	92.00	84.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	1.52	1.70	1.68
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

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

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	87.98	92.00	84.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00026335	0.00028781	0.00025974
Intensity of total water consumption (Cubic meters / m ²)	0.16000000	0.17000000	0.15000000
Intensity of total water consumption (Cubic meters / Person (employee))	0.47000000	1.70000000	1.68000000

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	540.00	1,320.00	1,260.00
Total water withdrawal expense from third-party water (Baht)	540.00	1,320.00	1,260.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	9.31	24.44	25.20

Additional explanation : ^(*) 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	:	11
Actual number of disclosure boundaries	:	5
Data disclosure coverage (%)	:	45.45

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

Since the Company's office is located in a leased commercial building, it cannot fully manage waste disposal on its own. Therefore, the Company encourages employees to separate waste before disposal and send recyclable or manageable waste to appropriate organizations for further processing in order to reduce the amount of waste from the Company's operations.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste : No
management

The Sustainability Management Team has provided employees with waste management awareness, including the following initiatives:

- Use paper efficiently by printing only when necessary and utilizing both sides.
- Encourage reusable containers such as glass cups and reusable shopping bags.
- Electronic waste disposal: The Company donates unusable computer equipment to Wat Suan Kaew Foundation in Nonthaburi province.
- Calendar donation: Unused calendars are donated to the Educational Technology Center for the Blind (Braille Media Production Center).
- Waste separation campaign: Employees are encouraged to separate waste into organic waste, plastic waste, general waste, and recyclable waste. Labeled trash bags are then placed in designated disposal areas within the office building.

Diagram of performance and outcomes of waste management



Waste separation project



Sorted garbage

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	11
Actual number of disclosure boundaries	:	5
Data disclosure coverage (%)	:	45.45

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company educates employees about carbon footprint to enhance energy management and mitigate risks associated with greenhouse gas emissions. It has conducted a corporate carbon footprint assessment following the "Revised Requirements for Organizational Carbon Footprint Calculation and Reporting." of Thailand Greenhouse Gas Management Organization (Public Organization) (TGO). This assessment was conducted with the assistance of Green Style Company Limited as a consultant and verified by the Greenhouse Gas Management Certification Unit of the Faculty of Energy and Environment, University of Phayao. The assessment considers the organizational boundary using the Operational Control approach and evaluates emissions of carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrotrifluoride (NF₃). The results from 2024 indicate that the Company's total greenhouse gas emissions amounted to approximately 99 tons of CO₂ equivalent, a relatively low figure due to the nature of its business. The Company has selected 2023 as its baseline year for emission calculations, as operations in 2021 and 2022 were significantly impacted by remote work during the COVID-19 pandemic and the Company's relocation to a new office. To demonstrate corporate social and environmental responsibility, the Company purchases carbon credits annually to offset emissions. This initiative aligns with its voluntary greenhouse gas reduction commitment and its goal of achieving carbon neutrality.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

The Company purchases carbon credit for absorbing greenhouse gases that occur from its operating activities since 2021 in order to display social and environmental responsibility. This is the Company's goal to voluntarily reduce greenhouse gas emissions and aim to become carbon neutral.

Diagram of performance and outcomes in greenhouse gas management

Year	The amount of greenhouse gas emissions from the Company's operations (Tons of carbondioxide equivalent)	Remark
2021	49.00	The Company's employees were working mostly from their residences during the COVID-19 epidemic.
2022	65.00	The Company has relocated to a new office with increased space.
*2023	98.00	The Company increased the scope by adding 4 subsidiaries.
2024	99.00	

* The Company uses data from 2023 as the base year.

The amount of greenhouse gas emissions from the Company's operation

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	65.00	98.00	99.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	5.00	6.00	4.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	28.00	72.00	62.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	32.00	20.00	33.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000195	0.000307	0.000306
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	1.12	1.81	1.98
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Person (employee))	1.12000000	1.81000000	1.98000000

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 emissions : Yes

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	N/A	0.00	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	N/A	0.00	0.00

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ESG Performance

Company Name : ADDTECH HUB PUBLIC COMPANY LIMITED Symbol : ADD

Market : mai Industry Group : Services Sector : SECTOR 0

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, Consumer/customer rights, Community and environmental rights, Non-discrimination, Supplier rights

The Company operate its business with moral consideration towards stakeholders, economy, society and environment. It applies good governance as an instrument to regulate the Company to operate the business with honesty, transparency and fairness based on ethics and good governance principles, as well as being aware of the negative impacts the Company may have on the economy, society, natural resources, and environment in order to build confidence for the shareholders, employees, customers, stakeholders, and all relevant parties with a framework of practice guidelines and principles as follows:

Framework for Sustainability Operational

Conducting business under good corporate governance and adherence to ethical principles along with caring for society and the environment and having a real sense of social responsibility by being considerate of the relevant stakeholders, both inside and outside the organization, will lead to sustainable business development. The mentioned stakeholders range from shareholders, employees, customers, and community to the wider society. The sustainability management policy is a framework for operations in various areas for the Board of Directors, executives, and all employees to adhere to with confidence, faith, and understanding of the principles of good corporate governance in order to instill a spirit of social and environmental responsibility to be present at all levels and be ready to support the community and society. The policy focuses on development that is in line with the community's needs in order to enhance the quality of life and well-being of the community in the long term in accordance with the principles and guidelines of social and environmental responsibility set by the Stock Exchange of Thailand, covering the following topics.

1. Conducting business with fairness

The Company and its subsidiaries attach great importance to operating the business in accordance with the good corporate governance policy including Business Ethics and Code of Conduct as a framework and guideline for conducting business. It considers equality, fairness, non-exploitation, honesty and transparency in doing business, refraining from asking, accepting and paying any dishonest benefits in trading with business partners, adherence to the rules of equal competition and obtaining fair returns for both parties. Business conducts with partners must not give rise to any damages to the reputation of the Company and its subsidiaries or any violations of the laws.

In order to ensure fairness in business operations, the Company and its subsidiaries have set a policy of the Company by giving importance to the rights of all groups of stakeholders, whether internal stakeholders such as employees and executives of the Company or external stakeholders such as customers, creditors, government agencies and other related agencies including community, society and environment. The policy not only complies with the requirements of the law, but also includes refraining from any actions that infringe on or deprive the rights of those stakeholders with the following principles of business conduct.

- Refrain from soliciting, accepting, agreeing to receive any property or other benefit which is beyond a commercial agreement or commercial terms.
- Aim to build good relationships and cooperation with partners to enhance the potential and efficiency of business operations in the long term.
- Maintain confidentiality or information of partners, and do not misuse for personal gain or the gains of those involved.
- The Company and its subsidiaries will not be involved in any actions related to intellectual property infringement, and it encourages executives and employees to use the Company's resources and assets effectively, including using copyrighted products and services. It does not support any products or actions that infringe intellectual property.
- The Company and its subsidiaries are against unfair competition, whereby the Company and its subsidiaries will not

engage in parallel pricing or dumping to eliminate competitors. The Company's pricing is determined by considering market conditions, purchasing demand and other related costs, or it can be said that the pricing is based on product costs and expenses to remain competitive.

- The Company and its subsidiaries have a fair process of selecting suppliers with reasonable price comparison according to the Company's policy with a clear approval process where the authorized person can be verified according to the value of the product, including verification of various information from the beginning to the end of the process and history of past purchases can be retrieved. Procurement-related departments must inspect the purchase of products and services every time.
- For any unfair treatments, the Company and its subsidiaries have established a complaint channel to receive complaints, including via the Company's website or at the Company itself.

2. Anti-corruption

The Company and its subsidiaries operate their business with transparency and adherence to the correctness by providing guidelines for anti-corruption, including supporting activities that promote and instill in executives and employees to comply with relevant laws and regulations and not support the creation of success by fraudulent means.

The Board of Directors has a policy to comply with anti-corruption laws by prescribing guidelines as follows:

- Create awareness, values, attitudes for employees to comply with regulations with honesty (according to the Company's Code of Conduct).
- Establish an efficient and effective internal control system including check and balance for the use of power appropriately to prevent employees from corrupting or being involved in fraud and corruption.
- The Company's directors, executives and employees are prohibited from any solicitations or accepting assets or any other benefits for themselves or others that may induce them to act or refrain from performing their duties unlawfully or may cause the Company to lose its legal rights.
- The Company's directors, executives and employees are prohibited from giving or offering to give gifts or any other benefits to third party in order to induce that person to act or refrain from performing anything unlawfully or improperly in their position.

The Company has rules and regulations to prevent any involvement in fraudulence and corruption by communicating to directors, executives and employees, to ensure that all procedures must be strictly within the scope of the law. If there are any misconducts in the operation due to carelessness or negligence, it shall be punished under the rule of law. The Company provides channels to report violations or corruption and has protective measures for whistleblowers or those who cooperate in reporting corruption by specifying in the Company's regulations.

3. Respect for human rights

The Company and its subsidiaries place importance on respecting human rights by recognizing the value of human resources and wishing employees to take pride in the organization, thus promoting a participatory working atmosphere and providing equal opportunities for career advancement. Employees will be developed and promoted to have knowledge and competence thoroughly and continuously to create value and maintain excellence in business under the human resource management guidelines as follows:

- Equality and equal opportunity
 - The Company's management treats all employees with equal respect for dignity and human values.
 - The recruitment and selection of personnel is carried out based on the Company's interests and achievements with the principles of integrity, equality, competence and business necessity in order to obtain "good people" and "skilled people" with an attitude that is consistent with work and corporate culture. The Company takes into account the qualifications of each position, educational qualifications, experience and other requirements necessary for the job and without limitations on gender, age, race, religion or personal relationship.
 - Establish a compensation system according to the abilities of employees, as well as providing benefits and welfare to employees and their families by considering the salary structure according to the economic situation. Furthermore, salary increase will be based on business success and performance, as well as the employees' hard work and dedication.
 - Support and encourage employees to develop continuously in terms of core competence by business type, managerial ability and operational capability. The Company will support both budget and time for the continuous development to improve work skills, provide opportunities for employees to advance in their career path, including developing employees to become personnel of good quality, attitude and work knowledge.
 - Promote a good communication atmosphere that will lead to good relationships and efficiency in work cooperation.

- Harassment

- The supervisor should behave in a way that is respected by the employees and the employees should not act in a manner that is disrespectful to the supervisor.
- All employees must not engage in any acts of abuse or harassment, whether verbally or otherwise, against others on the basis of race, religion, age, physical or mental disability.

4. Fair labor treatment

The Company and its subsidiaries value and realize equality by treating employees with fairness and without discrimination against any person in accordance with the Code of Conduct, which is used as a guideline for the performance of all employees. The guidelines in the Code of Conduct are considered as part of “Employee’s Rules and Regulations” that employees should follow. In this regard, the Company has explained the Business Ethics to all employees on the orientation day with the Company and has also emphasized the details in the training course for employees. The Company has a system to take care of employees thoroughly and fairly according to the Company’s work regulations as follows:

- The Company and its subsidiaries oversee the compensation for all employees appropriately and fairly without the need for employees to make any requests.
- The Company and its subsidiaries will not discriminate and at the same time will treat employees equally.
- In the event that employees have complaints, the Company and its subsidiaries have clear steps and procedures for dealing with employee complaints by finding a way to settle complaints quickly and fairly in order to limit the issue from extending to a broader extent.

5. Customer stewardship

In addition to complying with the law, the Company and its subsidiaries have a policy for all employees to perform their duties in accordance with Business Ethics related to customers or business partners as follows:

- Customers
 - Committed to strictly comply with the business terms agreed with customers in fairness and accountability.
 - Committed to provide complete, accurate, timely information and continually promote communication to build customer relationships.
- Business partners and contract parties
 - Committed to provide standardized products and services under the principle of equal-data competition, have criteria for assessing and selecting partners and contractual parties, formulate an appropriate contract format, establish a management system and monitor to ensure full compliance with the terms of the contract and prevent fraud and misconduct at all stages of the procurement process. In case of incapability to comply with the contract terms, it is necessary to negotiate with business partners in advance in order to jointly find a solution and prevent damage and to have a principle of timely payment to partners and counterparties according to the agreed payment terms.
 - Committed to develop and maintain lasting relationships with partners and contractual parties with clear objectives in terms of product or service quality worthy of monetary value, technical quality and mutual trust.
 - Employees are prohibited from requesting or receiving any benefits that are dishonest or for personal gains from business partners and contractual parties.

6. Responsibility to Community, Society and Environment

The Company and its subsidiaries attach great importance to the community, society, and the surrounding environment with the awareness that the Company is a part of the society that contributes to the development of the community, society, and environment for sustainability. Therefore, the Company has continued to carry out activities for community, society, and environment in parallel with the business operation under the responsibility to community, society, and environment as a whole, as follows:

- Carry out activities to contribute to society, community, and environment on a regular basis to improve the quality of life of the community in which the Company is located, both by own initiative and in cooperation with government agencies, private sector, and community.
- Respond quickly and efficiently to incidents affecting environment, community, life, and property due to the Company’s operations, in full cooperation with government officials and relevant authorities.
- Encourage employees at all levels to realize the importance and become aware of social and environmental responsibility and participate in community and social development by engaging in the following: supporting social activities, improving

the quality of life of people in the community, promoting volunteer activities related to community and social development continuously, and instilling awareness of community, social, and environmental responsibility to employees at all levels.

7. To be innovative and disseminate innovations derived from responsible operations towards society, environment and stakeholders

The Company and its subsidiaries will encourage innovation both at the work process level in the organization and at the level of cooperation between organizations. This means doing things in new ways and it can also mean exchanging ideas and services to add value. The goal of innovation is to make positive changes to make things change for the better and to increase productivity in order to maximize the benefit of society.

Innovation dissemination is a social responsibility by communicating and disseminating it directly and indirectly to stakeholders through a variety of communication channels to ensure that Company information is accessible to all stakeholders.

Safety, occupational hygiene and work environment

The Company places importance on employees, who are valuable resources and play an important role in operating the business, thus promotes hygiene, creates a good working atmosphere and safe work environment as follows:

- Annual health examination for employees every year by providing various health screening programs that are appropriate according to the age range of employees.
- Annual group health insurance to provide medical care coverage for employees in times of illness throughout their work service period for the Company.
- Flexible benefits such as outpatient medical expenses including expenses related to additional health examinations from the Company's annual health examination program in excess of group health insurance coverage, outpatient medical expenses for employee families, dental care costs, expenses for children's education, expenses for exercise activities, etc., so that employees can choose to use them to suit their needs.
- Nurse's room in the office for temporary rest, in the case of minor illness.
- Employee shuttle to facilitate and reduce travel expenses for the Company's employees.

In the past year, there was no incident of work-related injuries of employees to the degree that there was time off work and/or death from work.

Reference link for social and human rights policy and guidelines : <https://www.addtechhub.com/wp-content/uploads/2024/07/16.-Sustainability-Management-Policy.pdf>

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

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : The OECD Guidelines for Multinational Enterprises

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

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

	2022	2023	2024
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)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	11
Actual number of disclosure boundaries	:	5
Data disclosure coverage (%)	:	45.45

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, Occupational health and safety in workplace

The employee and labor management plans that the Company has implemented over the past year are as follows:

- Fair compensation is paid according to the salary structure.
- Training and development are organized according to the annual training plan.
- Activities are organized to promote employee relationships and participation, such as New Year's activities.
- Safety and occupational health manual is provided at work.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	No
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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	:	No
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Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	58	54	50
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	58	54	50
Male employees (persons)	29	28	25
Percentage of male employees (%)	50.00	51.85	50.00
Female employees (persons)	29	26	25
Percentage of female employees (%)	50.00	48.15	50.00

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	13	7	6
Percentage of employees under 30 years old (%)	22.41	12.96	12.00
Total number of employees 30-50 years old (Persons)	40	40	36
Percentage of employees 30-50 years old (%)	68.97	74.07	72.00
Total number of employees over 50 years old (Persons)	5	7	8
Percentage of employees over 50 years old (%)	8.62	12.96	16.00

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	4	1	1
Percentage of male employees under 30 years old (%)	13.79	3.57	4.00
Total number of male employees 30-50 years old (Persons)	22	22	19
Percentage of male employees 30-50 years old (%)	75.86	78.57	76.00
Total number of male employees over 50 years old (Persons)	3	5	5
Percentage of male employees over 50 years old (%)	10.34	17.86	20.00

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	9	6	5
Percentage of female employees under 30 years old (%)	31.03	23.08	20.00
Total number of female employees 30-50 years old (Persons)	18	18	17
Percentage of female employees 30-50 years old (%)	62.07	69.23	68.00
Total number of female employees over 50 years old (Persons)	2	2	3
Percentage of female employees over 50 years old (%)	6.90	7.69	12.00

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	26	22	19
Percentage of employees in operational level (%)	44.83	40.74	38.00
Total number of employees in management level (Persons)	27	26	25
Percentage of employees in management level (%)	46.55	48.15	50.00
Total number of employees in executive level (Persons)	5	6	6
Percentage of employees in executive level (%)	8.62	11.11	12.00

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	11	9	6
Percentage of male employees in operational level (%)	37.93	32.14	24.00
Total number of male employees in management level (Persons)	14	14	14
Percentage of male employees in management level (%)	48.28	50.00	56.00
Total number of male employees in executive level (Persons)	4	5	5
Percentage of male employees in executive level (%)	13.79	17.86	20.00

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	15	13	13
Percentage of female employees in operational level (%)	51.72	50.00	52.00
Total number of female employees in management level (Persons)	13	12	11
Percentage of female employees in management level (%)	44.83	46.15	44.00
Total number of female employees in executive level (Persons)	1	1	1
Percentage of female employees in executive level (%)	3.45	3.85	4.00

Significant changes in the number of employees

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

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	20	20	19
Northern (Person)	4	4	2
Central (Person)	2	1	1
Northeastern (Person)	0	0	0
Southern (Person)	2	2	2
Eastern (Person)	1	1	1

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	19	17	17
Northern (Person)	1	1	0
Central (Person)	4	4	4
Northeastern (Person)	3	2	2
Southern (Person)	1	1	1
Eastern (Person)	1	1	1

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	35,811,077.00	39,047,750.00	38,526,765.00
Total male employee remuneration (baht)	18,910,737.00	21,147,871.00	20,998,141.00
Percentage of remuneration in male employees (%)	52.81	54.16	54.50
Total female employee remuneration (baht)	16,900,340.00	17,899,879.00	17,528,624.00
Percentage of remuneration in female employees (%)	47.19	45.84	45.50
Average remuneration of employees (Baht / Person)	617,432.36	723,106.48	770,535.30
Average remuneration of male employees (Baht / Person)	652,094.38	755,281.11	839,925.64

	2022	2023	2024
Average remuneration of female employees (Baht / Person)	582,770.34	688,456.88	701,144.96
Ratio of average remuneration of female employees to male employees	0.89	0.91	0.83

Provident fund management policy

Provident fund management policy : Doesn't Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	53	50	49
Proportion of employees who are PVD members (%)	91.38	92.59	98.00
Total amount of provident fund contributed by the company (baht)	1,556,020.00	1,671,378.00	2,850,326.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	4.35	4.28	7.40

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	6.62	13.00	26.20
Total amount spent on employee training and development (Baht)	152,513.74	120,446.17	230,037.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000543	0.000425	0.000825
Percentage of training and development expenses to total revenue (%) ^(*)	0.000457	0.000377	0.000711

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

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	101,920.00	94,080.00	99,736.00

	2022	2023	2024
Total number of hours worked by employees (Hours)	101,920.00	94,080.00	99,736.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

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

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	11	3	3
Total number of male employee turnover leaving the company voluntarily (persons)	6	2	2
Total number of female employee turnover leaving the company voluntarily (persons)	5	1	1
Proportion of voluntary resignations (%)	18.97	5.56	6.00
Percentage of male employee turnover leaving the Company voluntarily (%)	10.34	3.70	4.00
Percentage of female employee turnover leaving the Company voluntarily (%)	8.62	1.85	2.00
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : No

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 : No

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

Policy and guidelines on communicating the impact of : No
products and services to customers / consumers

Information on customer management plan

Customer management plan

Company's customer management plan : Yes

Customer management plan implemented by the company in : Development of customer satisfaction and customer relationship
the past year

The Group has a long history of good relationships with customers and partners as the Group's management team has a long experience of working with well-known national telecommunication companies. Therefore, the Group has a thorough understanding of customer needs, which helps the Group meet those needs according to their objectives and plans and has thus gained trust from customers and partners in providing information technology services continuously. In addition, the Group has received opportunities to provide additional services to other related sectors as well, such as the development of a cyber security solution, the development of a mobile payment solution and the development of transaction management solution for goods and services.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes
customers/consumers

Telephone : 0 2835 3957-8

Fax : 0 2835 3959

Email : audit.committee@addtechhub.com

Company's website : www.addtechhub.com

Address : AddTech Hub Public Company Limited
Empire Tower, Unit 4106-7, 41st Floor,
1 South Sathorn Road, Yannawa, Sathorn, Bangkok 10120

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Reference link for community development and engagement : <https://www.addtechhub.com/wp-content/uploads/2024/07/16.-policies>
Sustainability-Management-Policy.pdf

Page number of the reference link : 6

Information on community and social management plan

Community and social management plan

Company's community and social management plan : No

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management : No
goals

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 : Yes
management

• The RKU application

The RKU application is a mobile application that the Company has developed for the Ruamkatanyu Foundation to use for volunteer registration to support the work of the foundation. The foundation has requested the Company to add more features for data syncing within the application in order to be appropriate and convenient for searching for information.

• Website service of www.thaigrmenu.com

The Company has improved the website www.thaigrmenu.com which is a website for creating food menus in online format in order to reduce contact with food menu in printed form and create a good image for the restaurant to be more convenient. As of 31 December 2024, there are 6,324 merchants using the service, with approximately 3.9 million menu views in 2024.

• The hypertension database for the Faculty of Medicine, Siriraj Hospital

The Company has used its technological expertise to improve the hypertension database at no cost for the Field of Hypertension, Department of Internal Medicine, Faculty of Medicine, Siriraj Hospital to be used for further development of services to patients and research on hypertension at Siriraj Hospital and the country.

• Donation for the Children's Welfare Foundation, Thai Red Cross Society

As part of its corporate social responsibility initiatives for 2024, the Company organized its annual New Year's Celebration event, which included a lucky draw ticket sale where employees could win prizes. The proceeds from the ticket sales were donated to the Children's Welfare Foundation under the Thai Red Cross Society on 11 March 2024.

• Co-sponsorship for the Construction of a Meeting Room at Wat Dusidaram Worawihan, Bangkok

The Company co-sponsored the construction of a meeting room within the five-story monk residence building at Wat Dusidaram Worawihan, located in Bangkok Noi District, Bangkok. This contribution aimed to provide a dedicated space for monks to practice meditation and religious activities.

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social : No
development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
social development?

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ESG Performance

Company Name : ADDTECH HUB PUBLIC COMPANY LIMITED Symbol : ADD

Market : mai Industry Group : Services 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 Company realizes the importance of compliance with corporate governance principles in business operations. Therefore, the Board of Directors has a policy to comply with Principles and Guidelines which are consistent with the Corporate Governance Code for Listed Companies 2017 issued by the Securities and Exchange Commission. It is taken from the Principles of Good Corporate Governance for Listed Companies 2012 of the Stock Exchange of Thailand and covers all five sections of the OECD principles on rights and equality of shareholders and stakeholders, the role of stakeholders, disclosure and transparency and the duties of the Board of Directors. It is presented in the form of the 8-core principles for the Board of Directors, which is the leader or the person responsible for corporate governance in order to build investor confidence and create sustainable business values. (Hereinafter referred to as CG Code)

The Board of Directors of the Company will review the implementation of the CG Code in accordance with the Company's context annually and if any CG Code is found to be inappropriate to the Company's context, the Company will consider and apply substitute measures (if any) whereby shareholders and stakeholders will be informed about the principle that has not yet been applied in Form 56-1 One Report.

This practice of the CG Code is reflected in the Code of Conduct as well as the Charter of the Board of Directors and the sub-committees assigned in various matters and the advanced preparation of the agenda of the Board and sub-committee meetings throughout the year to ensure that the Board's performance of duties is complete.

Reference link for the full version of corporate governance policy and guidelines : <https://www.addtechhub.com/wp-content/uploads/2024/07/10.-Corporate-Governance-Policy.pdf>

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, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

Nomination of company directors

As for the appointment of new directors, the Nomination and Remuneration Committee will consider before nominating suitable candidates to the Board of Directors for approval before proposing them to the shareholders' meeting for approval. The Company has a process for selecting directors by considering the qualifications in terms of skills, experience, gender and specific abilities that are beneficial to the Company. The directors must not have any prohibited characteristics under the Public Limited Companies Act and exhibit no characteristics indicating lack of suitability to be entrusted with the management of a publicly held business under the law and the Securities and Exchange Commission's notification. In addition, the selection of new directors will also be considered from the Director Pool where the Company gives the opportunity for shareholders to nominate a person to be elected as a director in accordance with the criteria prescribed by the Company as per details published in the Company's website at <https://www.addtechhub.com/>. The proposal shall be submitted to the Company by December 31 of every year.

The selection of a person to be a director of the Company will be considered according to the qualifications under Section 68 of the Public Limited Companies Act B.E. 2535 (1992) and the relevant notifications of the Securities and

Exchange Commission. Furthermore, the consideration criteria also include selecting qualified directors with background and expertise in a variety of fields, which will benefit the Company in terms of the ability to give advice and opinions on various matters from the perspective of those who have direct experience. It is anticipated that a director shall have leadership quality with a broad vision, good morals and ethics, a transparent work history, and the ability to express opinions independently. Subsequently, the name list is presented to the shareholders' meeting for consideration and appointment.

1. Appointment of the Company's directors shall be in accordance with the Company's Articles of Association and relevant legal requirements. In this regard, it must be transparent and clear, whereby the consideration shall include the person's educational background and professional experience with sufficient details for the purpose of decision-making by the Board of Directors and shareholders.
 2. In the appointment of directors, the person to be appointed must receive a majority vote of the shareholders who attend the meeting and cast their votes.
 3. The Nomination and Remuneration Committee will select and nominate persons who meet all the qualifications as specified in this charter to serve as directors of the Company. The name of such person will be presented to the Board of Directors' meeting and/or the shareholders' meeting for further consideration and election, as the case may be.
 4. The Company's directors shall hold office for a term of three years and upon the expiration of the term, the person may be considered to be re-elected to continue their position as the director of the Company.
 5. In the case of appointment of a director to replace a director position that is vacant due to reasons other than retirement by rotation, the Nomination and Remuneration Committee shall select a person who has all the qualifications as specified in this charter and does not have any prohibited characteristics by law and propose the name of such person to the Board of Directors' meeting to appoint the person as a director of the Company in the next Board of Directors' meeting, unless the remaining term of that director is less than two months. In this regard, the person who assumes the position of director in such case shall remain in office for the remaining term of the director who vacates office.
 6. At every Annual General Meeting of Shareholders, one-third of the directors of the Company shall retire from office at that time. If the number of directors cannot be divided exactly into three parts, the number closest to one-third shall be retired. Directors who vacate office may be re-elected to take office. In this regard, the directors who must retire from office in the first and second year after the registration of the Company shall be drawn by lot, and in the following years, the director who has been in office for the longest time shall retire from office.
 7. An independent director shall have a term of office not exceeding nine years from the date of first appointment as an independent director. Unless the Board of Directors has considered the reasonableness of necessity, the Board of Directors may allow such person to continue to serve as an independent director of the Company.
 8. In addition to the retirement by rotation, the company director may vacate office upon:
 - Death
 - Resignation
 - Lack of qualifications as a director of a company or having prohibited characteristics under Public Limited Companies Act or having characteristics indicating lack of suitability to be entrusted with the management of a publicly business as stipulated in the Securities and Exchange Act (and as amended) including the relevant notifications of the Securities and Exchange Commission.
 - The shareholders' meeting resolved for the person to vacate the position (with a vote of not less than three-fourths of the number of shareholders attending the meeting and having the right to vote and having shares amounting to not less than one-half of the number of shares held by the shareholders attending the meeting and having the right to vote).
 - The court has issued an order to vacate the office.
- Any director who wishes to resign from office shall submit a resignation letter to the Company. The resignation will be effective from the date specified in the resignation letter.

Determination of Director Remuneration

Determination of Director Remuneration

1. The Nomination and Remuneration Committee evaluates the director remuneration based on their duties, responsibilities, performance, company performance, industry practices, and the expected contributions of each director. The committee also considers the annual performance evaluation results to ensure that the remuneration is appropriate, competitive, and capable of attracting and retaining qualified directors. Remuneration may be provided in various forms, such as cash, securities, or other benefits, and is then submitted to the Board of Directors for approval.
2. The directors remuneration proposal is reviewed and approved by the Board of Directors before being submitted to the Shareholders' Meeting for final approval.

Independence of the Board of Directors from the Management

The Board of Directors and the Nomination and Remuneration Committee shall primarily consider the qualifications of persons who will assume the position of an independent director together by considering the qualifications and prohibited characteristics of the directors under the Public Limited Companies Act, Securities and Exchange Act, announcements of the Capital Market Supervisory Board, including announcements, rules, and related regulations, selecting from experts and their work experiences. Subsequently, the selected persons will be proposed to the Board of Directors and shareholders' meeting for appointment as the Company's director. At least one third of all directors appointed shall be independent directors and there shall be no less than three independent directors whereby the qualifications of an independent director must be in accordance with the Notification of the Securities and Exchange Commission No. Tor.Jor. 39/2559 on the approval and permission to offer for sale of newly issued shares as follows:

1. The person shall not hold more than one (1) percent of the total number of shares with voting rights of the Company, parent company, subsidiaries, associate companies, major shareholders or controlling persons of the Company. In this regard, the shareholding of related persons of such independent director shall also be included.
2. Not being nor having been a director who is involved in management of operation, staff, employee, advisor who receives a regular salary, or has control over the Company, parent company, subsidiaries, associate companies, same level subsidiaries, major shareholders, or of the controlling persons of the Company, unless the foregoing relationship has been terminated for not less than two (2) years prior to the date of appointment. However, such prohibited characteristics do not include the case where the independent director used to be a government official or advisor of a government agency which is a major shareholder or person with control over the Company.
3. Not being a person who is related by blood or by legal registration as a father, mother, spouse, sibling and children including spouses of children of other directors, executives, major shareholders, controller or a person who will be nominated as a director, executive or controlling person of the Company or subsidiaries.
4. Not having nor used to have a business relationship with the Company, parent company, subsidiaries, associate companies, major shareholders or of the controlling persons of the Company in a way that may impede the exercise of one's independent judgment, as well as not being nor having been a significant shareholder or having control of persons engaged in business relations with the Company, parent company, subsidiaries, associate companies, major shareholders or of the controlling persons of the Company, unless the foregoing characteristics have ceased for not less than two (2) years prior to the appointment of the business relationship under paragraph one. This includes the normal commercial transactions for business operations, renting or leasing of real estates, transactions relating to assets or services or providing or receiving financial assistance by accepting or lending, guaranteeing, securing assets as collateral for liabilities and other similar behaviors that result in the Company or counterparty having a debt to be paid to the other party from three (3) percent of the Company's net tangible assets or from twenty (20) million baht and above, whichever is lower. In this regard, the calculation of such debt obligations shall be in accordance with the method for calculating the value of connected transactions under the Notification of the Capital Market Supervisor Board on Rules on Connected Transactions *mutatis mutandis*. However, in considering such debt obligations, it shall include the debt obligations incurred during a period of one (1) year prior to the date of engaging in a business relationship with the same person.
5. Not being nor having been an auditor of the Company, parent company, subsidiaries, associate companies, major shareholders or controlling persons of the Company and not being a significant shareholder, controlling person or partner of the audit office of which the auditor of the Company, parent company, subsidiaries, associate companies, major shareholders or controlling persons of the Company belongs to unless the foregoing characteristics have been terminated for not less than two (2) years prior to the date of appointment.
6. Not being nor having been a provider of any professional services, including legal advisory services or financial advisors, who receive service fees that exceed two (2) million baht per year from the Company, parent company, subsidiaries, associate companies, major shareholders or controlling persons of the Company and not being a significant shareholder, controlling person or partner of such professional service provider unless the foregoing characteristics have been terminated for not less than two (2) years prior to the date of appointment.
7. Not being a director who is appointed to represent the Company's directors, major shareholders or shareholders who are related to major shareholders.
8. Not operating a business of the same nature and in significant competition with the business of the Company or its subsidiaries, or not being a significant partner in a partnership or being a director who is involved in the management of the operation, staff, employee, advisor who receives a regular salary or holding more than one (1) percent of the total number of shares with voting rights of other companies operating businesses of the same nature and in significant competition with the business of the Company or its subsidiaries.
9. Not having any other characteristics that prevent the ability to express opinions independently regarding the Company's operations.

Director Development

The Board of Directors supports each director to have knowledge and understanding of the roles and duties, nature of business and laws related to business operations and to obtain skills and knowledge for performing the duties of a director on a regular basis.

In 2024, the Company assigned the Audit Committee members to attend the Advanced Audit Committee Program (AACP) training course in order to develop the roles and responsibilities of Audit Committee members in reviewing and monitoring various operations.

Board Performance Evaluation

The Company's Board of Directors requires that there be a regular annual evaluation of the performance of the Company's Board of Directors, sub-committees, and teams to consider their performance and challenges for further improvements. The evaluation will be conducted in accordance with the guidelines recommended by the Stock Exchange of Thailand with additional adjustments to suit the Company's business operations. It has been established as policies and criteria as follows:

Policy and Criteria for Evaluating the Performance of the Board of Directors and the Chief Executive Officer

The Board of Directors conducts an annual performance assessment (Board Self-Assessment) to evaluate its effectiveness. The assessment process follows a framework based on the Stock Exchange of Thailand's recommended guidelines, including:

1. Self-assessment of the Board of Directors as a whole
2. Self-assessment of individual sub-committees / teams as a whole
3. Self-assessment of individual board members and sub-committee / team members
4. Performance evaluation of the Chief Executive Officer (CEO)

The purpose of these assessments is to ensure compliance with the approved corporate governance policies and best practices. Additionally, they serve as a tool for reviewing past challenges and areas for improvement to enhance the efficiency and effectiveness of the Board and CEO in alignment with the Company's strategic direction.

In 2024, the Company organized a performance evaluation for the Board of Directors and all sub-committees, both collectively and individually. In the evaluation procedure, the Company Secretary would send an evaluation sheet to all directors to conduct self-evaluation at the end of the year of every year and will be the one to collect and make a summary report to the Board of Directors Meeting for consideration, acknowledgement and discussion on an annual basis. In this regard, the results of the self-evaluation of all committees, both collectively and individually, has an overall average of 3.7–3.9 points out of 4 points.

Corporate Governance of Subsidiaries and Associated Companies

In overseeing the operations of subsidiaries and associate companies, the Company directors will consider assigning a Company representative who has qualifications and experience suitable for the business that the Company invested in to be the director of the said subsidiary and associate company. The mentioned representative may be the managing director, deputy managing director and executives of the Company or any person of the Company who has no conflict of interest with those subsidiary and associate companies. This is to enable the Company to control and supervise the business and operations of its subsidiaries and associate companies as if they were a unit of the Company. The Company values the fact that having a solid, transparent and verifiable management system will help maintain the interests of the Company's investment; therefore, the Company requires its representatives to manage the business of the subsidiary and associate companies for the best interest of the Company and to ensure compliance with the laws relating to the operation of such subsidiaries and associate companies. In addition, the assignment of representatives to be directors in such subsidiary and associate companies shall be in accordance with the Company's shareholding proportion in such subsidiary and associate companies.

The Company provides its subsidiaries with an appropriate and sufficient internal control system to prevent potential fraud as well as having a clear work system to ensure that there is an adequate system for disclosing information on significant transactions in accordance with the established rules in a continuous and reliable manner. The Company also provides a mechanism to audit the said system in the subsidiary so that the team of internal auditors and the independent directors of the Company have direct access to the information, and the results of the audit of such work systems shall be reported to the Executive Committee or the Board of Directors to ensure that the subsidiaries have consistently

complied with the established work systems.

In this regard, the Company will closely monitor the performance and operating results of its subsidiaries and associate companies and supervise the disclosure of connected transactions, as well as ensuring that data and accounting records of the subsidiaries and associate companies are stored for the Company's examination. The operating results are to be reported regularly to the Executive Committee or the Board of Directors for further planning and operational goals.

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, Employee, Customer, Business competitor, Business partner, Creditor, Community and society

Shareholder

The Company will conduct business with transparency and efficiency in order to create sustainable value for the business by striving to create good operating results and stable growth to provide maximum benefit to shareholders in the long run, including the process of disclosing information to shareholders with transparency and trustworthiness

Reference link for Shareholder : <https://www.addtechhub.com/wp-content/uploads/2024/07/26.-Principles-of-Good-Corporate-Governance.pdf>

Page number of the reference link : 4

Employee

The Company will treat all employees equally, fairly and provide appropriate compensation. In addition, the Company also places importance on regular development of skill, knowledge, abilities and potential for employees such as organizing training, seminars and workshops, by providing thorough opportunities to all employees and try to create incentives for employees with high knowledge and ability to remain with the Company for further organizational development. The Company has also set guidelines in combating corruption, including instilling all employees to comply with relevant laws and regulations, such as strictly prohibiting the use of inside information, etc.

Reference link for Employee : <https://www.addtechhub.com/wp-content/uploads/2024/07/26.-Principles-of-Good-Corporate-Governance.pdf>

Page number of the reference link : 4

Customer

The Company is responsible to customers by maintaining the quality and standards of products and services, including responding to customer needs as completely and comprehensively as possible to focus on creating long-term customer satisfaction. In addition, the Company takes into account hygiene and customer health when consuming the Company's products and services and providing accurate and complete information about products and services to customers. It also provides channels for the Company's customers to report problems with inappropriate products and services so that the Company can prevent and solve such problems regarding the Company's products and services quickly, as well as maintaining customer privacy and customer information must not be used for the benefit of oneself or those involved illegally.

Reference link for Customer : <https://www.addtechhub.com/wp-content/uploads/2024/07/26.-Principles-of-Good-Corporate-Governance.pdf>

Page number of the reference link : 4

Business competitor

The Company behaves according to the framework of good competition, has ethics and is within the framework of the law, including supporting and promoting the policy of free and fair competition.

Reference link for Business competitor : <https://www.addtechhub.com/wp-content/uploads/2024/07/26.-Principles-of-Good-Corporate-Governance.pdf>

Page number of the reference link : 5

Business partner

The Company has a process for selecting partners by allowing them to compete on equal information and selecting business

partners with fairness under the Company's criteria for evaluating and selecting business partners. In addition, the Company has prepared a contract format that is appropriate and fair to all contracting parties and provided a monitoring system to ensure that the contract conditions are fully complied with and prevent corruption and misconduct in every step of the procurement process. The Company purchases products from trading partners according to trade conditions as well as continues to comply strictly with the contract with partners.

Reference link for Business partner : <https://www.addtechhub.com/wp-content/uploads/2024/07/26.-Principles-of-Good-Corporate-Governance.pdf>

Page number of the reference link : 4

Creditor

The Company will strictly comply with various conditions according to the contract with creditors, including repayment of principal, interest, and taking care of various collaterals under relevant contracts.

Reference link for Creditor : <https://www.addtechhub.com/wp-content/uploads/2024/07/26.-Principles-of-Good-Corporate-Governance.pdf>

Page number of the reference link : 5

Community and society

The Company cares and values safety for society, environment and quality of life of people involved in the Company's operations and encourage the Company's employees to have conscience and responsibility towards society and the environment, including ensuring strict compliance with various related laws and regulations. In addition, the Company tries to participate in various activities that create and preserve society and the environment, as well as promote culture in the locality where the Company operates in.

Reference link for Community and society : <https://www.addtechhub.com/wp-content/uploads/2024/07/26.-Principles-of-Good-Corporate-Governance.pdf>

Page number of the reference link : 5

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Company has established this Code of Conduct as a standard applicable to directors, executives and employees at all levels of the Company to be adhered to in the performance of their assigned duties, as well as encouraging executives to be good role models in performing their duties under the Code of Conduct. The Company's executives and employees must acknowledge, understand and strictly adhere to the Code of Conduct in order to perform their duties efficiently, openly, transparently and take into account the best interests of the Company and be fair to all related stakeholder groups.

Reference link for the full version of business code of conduct : <https://www.addtechhub.com/wp-content/uploads/2024/07/11.-Code-of-Conduct-and-Operational-Guidelines.pdf>

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Information and assets usage and protection, Environmental management, Other guidelines related to business code of conduct

Prevention of Conflicts of Interest

Conflict of Interest Policy

1. Executives

After the Company has transformed into a public limited company and has been listed as a listed company on the Stock Exchange of Thailand, the Company will comply with the regulations of the Stock Exchange of Thailand where management shall consider conflicts of interest in relation to the connected transactions between the companies carefully, honestly, reasonably and independently, under the framework of good ethics and operate in accordance with the relevant policies,

taking into account the interests of the Company to ensure that such transactions are reasonable and for the benefit of the Company as the main priority.

2. Executives and employees

2.1 Executives or employees must not engage in any actions that conflict with the Company's interests, whether directly or indirectly, and whether by themselves or together with others, whether due to contact with the Company's trade related persons such as business partners, customers, trade competitors, or from using opportunities or information gained from being an employee for personal gain or from engaging in a business that is in competition with the Company.

2.2 Executives or employees must protect the interests of the Company to the best of their ability.

2.3 Executives or employees must not be involved in any other business that may affect the interests of the Company or in competition with the Company.

Prevention of Misuse of Inside Information

Securities Trading and Inside Information Policy

Inside information refers to information on the Company's activities that may affect an investor's trading decisions on certain securities or affect the market price of the Company's securities. Executives and employees must not use inside information that they have acknowledged to benefit themselves or others. Information about the Company's financial conditions and business agreements are trade secrets and shall be treated as inside information that cannot be disclosed without the Company's prior consent in order to protect the interests of shareholders.

1. Executives are obliged to report their securities holdings in accordance with the regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission.

2. The Company must comply with the laws regarding the use of inside information by ensuring that all shareholders receive equality and fairness in this matter and to prevent illegal acts of personnel at all levels of the Company and their families who have been informed or may receive inside information that has not been disclosed to the public. The Company therefore prohibits such persons from trading in shares or soliciting others to buy or sell or offer to buy or offer to sell Company shares either in person or through a broker while still in possession of nonpublic information. The Company and the Stock Exchange of Thailand regard such securities trading as speculative trading or to create an advantage for a particular group of people. (Please consider the Company's policy on inside information supervision in addition.)

3. The Company has implemented a security system in the workplace to protect confidential files and documents and has taken steps to limit access to nonpublic information to only those concerned and necessary. Therefore, it is the duty of the owner of the information or the holder of the information that has not yet been disclosed to the public to urge those involved to strictly follow the security procedures. Any violation of the use of inside information will be subject to disciplinary action and/or legal penalties, as the case may be.

Gift giving or receiving, entertainment, or business hospitality

Policy for giving or receiving gifts or entertainment

1. Executives or employees shall not demand, accept or agree to accept money or other benefits from business associates.

2. Executives or employees may accept or give gifts in a customary manner and accepting such gifts shall not affect the recipient's business decisions.

3. If an executive or employee has received a gift on customary occasions from the Company's business associates whereby the value of such gift exceeds the common value, it shall be reported to a supervisor according to the hierarchical order.

Information and assets usage and protection

Policy on maintaining and using company assets and information/confidentiality

1. All methods, processes, ideas, as well as technical knowledge or knowledge and/or any other techniques related to the business, work or operation of the Company arising from ideas, studies, research and/or any other actions resulting from the performance of duties and in accordance with employment contracts of executives and employees in all cases shall be regarded as the Company's intellectual property, regardless of whether it is registered or notified by intellectual property laws or not. It is forbidden to redistribute it without the prior written permission of the Chief Executive Officer or a person designated by the Chief Executive Officer.

2. Executives or employees agree to keep all Company "Trade Secrets" informed or acknowledged as a result of their work for the Company without disclosing it, passing it on to any unrelated and unnecessary person, or making an unauthorized copy, and will not act or refrain from taking actions that will damage the status and reputation of the Company or cause damage to the Company's business, including not undertaking contracted work or becoming an executive or employee, or providing advice, consultation, assistance or any contract with any juristic persons or business of a person who is a

trade competitor to the Company or operating in the same or similar type of business as the Company.

For the purpose of interpreting this provision, “Trade Secrets” refers to trade information that is not publicly known or not yet accessible among individuals who would usually relate to such information. The information is commercially useful due to its confidentiality and is information which the Company has taken reasonable measures to keep it confidential. Trade secrets may be contained in any regulations, contracts or other agreements of the Company that are set forth and will continue to be or in pursuant to the Trade Secrets Act B.E. 2545 (2002) (and as amended).

3. All executives or employees of the Company shall maintain any “secrets” that they have of the Company of its customers, contract parties, or business partners or any other person that have been informed or acknowledged, as a result of their work for the Company unless such disclosure is permitted by law or required by law, such as disclosure by court order or order of any other government official authorized by law.
4. Executives or employees must be aware of the procedures and methods of information security and follow them to prevent confidential Information from being accidentally disclosed.
5. The Chief Executive Officer will approve the information to be disclosed to the public.
6. Executives or employees must not work for another person or any other organization for which compensation is provided during the Company’s working hours, unless authorized in writing by the Chief Executive Officer or a person designated by the Chief Executive Officer.
7. Executives or employees must not use or bring out the Company’s assets to use for commercial or personal purposes other than for the direct benefit of the Company.
8. Executives or employees must strictly adhere to and comply with the Company’s computer system policies such as:
 - Not interfering with the privacy of others through the Company’s computer system (in any case).
 - Not accessing the Company’s confidential information contained in the computer system for the benefit of oneself or that of another person. It can only be used by management or employees who are directly responsible and used for the performance of their positions and responsibilities.
 - Adhere to the rules and regulations governing the use of computer equipment and tools.
 - It is forbidden to access other users’ data and documents on the computer system without permission.
9. Executives or employees must acknowledge and follow the guidelines for using computer systems and information systems correctly and appropriately.
10. It is forbidden to install computer programs or save them in the Company’s computer system without permission.
11. The computer software licensed by the Company shall not be made available to any other person, including suppliers, contractors, customers of the Company, to install the software for personal use. Furthermore, it includes the use of internet by employees or connecting to the internet system to transfer or disseminate obscene or indecent files, sending and receiving information and news electronically (emails) that violates the law or the law on copyright or is contrary to the intention or objectives of the policies or regulations or the information system policy of the Company or violates the Computer Crime Act B.E. 2550 (2007) (and as amended) or other laws.
12. During the performance of the employment contract, executives or employees must not act, refrain or omit from any actions that causes damage to the Company as a result of information, news and/or reports or records or any intentional false or inaccurate communication by any means.
13. Executives or employees must not infringe the intellectual property of the Company and/or any other company that allows the Company to exploit that intellectual property under any contract and/or by any means, whether reproducing or altering for public dissemination or renting out the original or copy, whether or not for profit. If an executive or employee violates this code of conduct, the Company has the right to terminate the employment contract immediately.
14. Executives or employees must use the Company’s assets with care, responsibility and maintain any tools or equipment received from the Company in good condition at all time by contacting for reparation if damaged.
15. Executives or employees must not violate the Company’s regulations or orders that may cause an accident or damage the Company’s assets.
16. Executives or employees must protect the Company’s assets from loss or destruction, even if they are not directly responsible for it.
17. Executives or employees must not use Company’s equipment or assets for any purpose other than the Company’s works.

Environmental management

Sustainability Management Policy

The Company realizes the importance of operating its business for sustainable growth under Corporate Social Responsibility by emphasizing business operations with care for stakeholders, economy, society and environment with morality, ethics and code of conduct. The Group adheres to the corporate governance principles to ensure compliance with the laws relating to the prevention and resistance against fraud and corruption and hopes that conducting business under social responsibility and anti-corruption and bribery will bring benefits to the public together with the growth of the

Company.

Policy on executive or employees conduct

Policy on executive or employees conduct

1. Perform duties with determination, honesty and transparency.
2. Respect the rights of executives or employees.
3. Supervisors should behave in a way that is respected by employees and employees should not act disrespectfully towards the supervisors.
4. Be disciplined and behave in accordance with the rules of the organization and good traditions whether stated in writing or not.
5. Jointly create and maintain an atmosphere of unity and solidarity among employees and avoid any action that may affect the reputation, image of the Company or cause problems for the Company at a later date.

Policy on responsibility towards shareholders

Policy on responsibility towards shareholders

1. Perform duties with honesty and take any action with fairness to all shareholders.
2. Report the status of the organization to shareholders regularly and completely according to the truth.
3. Report to shareholders about the future trends of the organization, both positive and negative, with sufficient supporting reasons.

Policy on internal control and audit system and accounting and financial reporting

Policy on internal control and audit system and accounting and financial reporting

1. Policy on internal control and audit system

The Company has established an effective internal control and audit system under the audit of the internal auditor and the review of the Audit Committee.

2. Policy on accounting and financial reporting

The Company's management is responsible for the preparation of accurate, complete and timely financial reports, both annually and quarterly, prepared in accordance with accepted accounting standards.

2.1 The accuracy of transaction recording

- The Company's records of all business transactions must be accurate, complete and verifiable without limitations or exceptions.
- Accounting transactions and business records must be truthful, without manipulations or false entries created for any purpose.
- Personnel at all levels must carry out business transactions in accordance and consistent with the regulations and requirements of the Company, including having complete evidence supporting the business transaction and providing sufficient useful information in a timely manner to enable those who are responsible for recording, preparing and evaluating accounting and financial reports, to record and prepare all types of Company's accounting and financial reports into the Company's accounting system completely and with accurate details.

2.2 Accounting and financial reports

- All executives or employees must not manipulate, conceal or create false transactions whether they are related to accounting and financial business transactions or operational transactions.
- All executives or employees should be aware that the accuracy of accounting and financial reports is the shared responsibility of the Board of Directors, executives and responsible employees.
- All executives or employees are responsible for processing, preparing and/or providing business transaction information.

2.3 Best practices on legal compliance

- Personnel at all levels involved are required to comply with relevant legal regulations and requirements both locally and/or internationally to ensure the correct and complete accounting and financial records of the Company.
- Personnel at all levels must adhere to the principles of honesty, impartiality and integrity in their recordkeeping.

Policy on treatment of executives or employees

Policy on treatment of executives or employees

1. Provide fair compensation to executives or employees.
2. The appointment and transfer of executives or employees, including rewards and punishments, must be done in good faith and based on the knowledge, competence and suitability of the executive or employee.
3. Focus on developing employees' knowledge, abilities and skills by providing thorough and consistent opportunities.
4. Strictly comply with the laws and regulations related to executives or employees.

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 : No

Participation in anti-corruption networks

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

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 corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

The Company has restructured two Teams: the Corporate Governance and Social Responsibility Team and the Sustainability Management Team. They are brought together to form the Sustainability Management Team to reduce duplication and to facilitate more through management of sustainability work.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Fully implement

The Company recognizes the importance of good corporate governance, believing that good corporate governance means having an efficient, transparent, and auditable management system, which helps build trust and confidence to shareholders, investors, and stakeholders and all involved parties, which lead to increasing value and sustainable long-term growth of the Company. The Company has continued to promote a good corporate governance system. The aim is for the Company's Board of Directors and Management to improve the level of corporate governance and adhere to the principles of good corporate governance in accordance with international standard guidelines by applying the principles of good corporate governance set by the Stock Exchange of Thailand to set the principles of good corporate governance of the Company and require monitoring to improve the said principles to be consistent with the guidelines of the Stock Exchange of Thailand, and may be changed in the future in order to be appropriate and consistent with changing circumstances. There are guidelines covering 5 sections of principles as follows:

1. Rights of shareholders
2. Equitable treatment of shareholders
3. The role of stakeholders
4. Information disclosure and transparency
5. Responsibilities of the Board of Directors

Corporate Governance Structure

Information on corporate governance structure

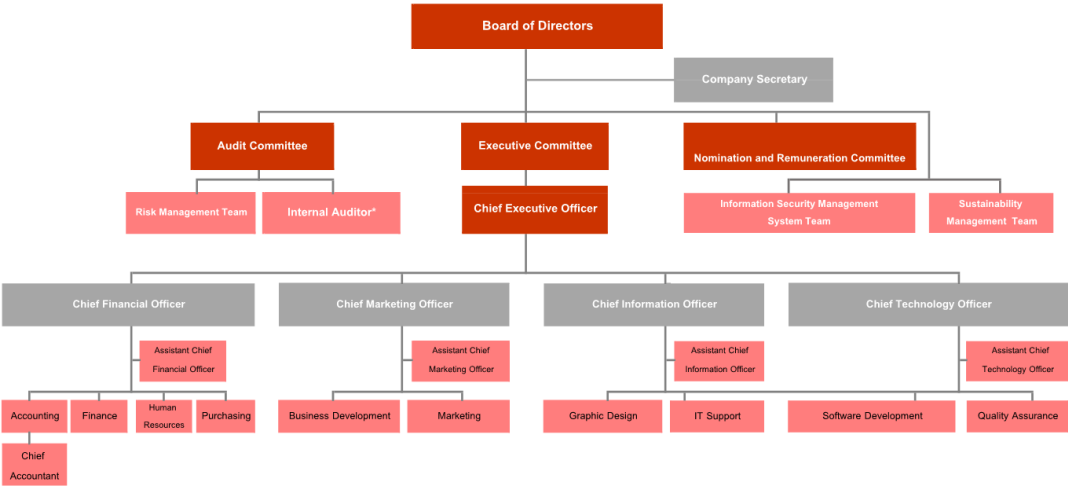
Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram

Corporate Governance Structure



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	7	
	6	1
Executive directors	2	
	2	0

	2024	
	Male (persons)	Female (persons)
Non-executive directors	5	
	4	1
Independent directors	4	
	3	1
Non-executive directors who have no position in independent directors	1	
	1	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	85.71	14.29
Executive directors	28.57	
	28.57	0.00
Non-executive directors	71.43	
	57.14	14.29
Independent directors	57.14	
	42.86	14.29
Non-executive directors who have no position in independent directors	14.29	
	14.29	0.00

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	48	
	47	52

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. Chirapan Sintunava Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p>	<p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	20 May 2021	Economics
<p>2. Mr. Jenvit Jivakulchainan Gender: Male Age : 44 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,178,000 Shares (1.361250 %) <p><u>Reference link for the shareholding</u></p> <p>https://www.set.or.th/en/market/product/stock/quote/ADD/major-shareholders</p>	<p>Vice-chairman of the Board of Directors (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	20 May 2021	Corporate Management, Energy & Utilities, Business Administration, Audit, Public Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. Chawan Boonprakobsap</p> <p>Gender: Male</p> <p>Age : 42 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Arts</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 87,006,000 Shares (54.378750 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 1,240,000 Shares (0.775000 %) <p><u>Reference link for the shareholding</u></p> <p>https://www.set.or.th/en/market/product/stock/quote/ADD/major-shareholders</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	20 May 2021	<p>Information & Communication Technology, IT Management, Digital Marketing, Leadership, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. Sompoch Tanutantivong Gender: Male Age : 42 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,000,000 Shares (1.250000 %) <p><u>Reference link for the shareholding</u></p> <p>https://www.set.or.th/en/market/product/stock/quote/ADD/major-shareholders</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	20 May 2021	Budgeting, Sustainability, Risk Management, Governance/ Compliance, Business Administration
<p>5. Ms. Yaowarote Klinboon Gender: Female Age : 52 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	20 May 2021	Law, Audit

List of directors	Position	First appointment date of director	Skills and expertise
6. Mr. Sirutt Ratanapaitoon Gender: Male Age : 36 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	20 May 2021	Strategic Management, Corporate Management, Food & Beverage, Economics, Business Administration
7. Mr. Pat Sadavongvivad Gender: Male Age : 54 years Highest level of education : Bachelor'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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	8 Mar 2022	Information & Communication Technology, Digital Marketing, IT Management

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

Board of Directors



Mr. Chirapan Sintunava
Chairman of the Board of Directors
and Chairman of the Audit Committee



Mr. Pat Sadavongvivad
Audit Committee



Miss Yaowarote Klinboon
Audit Committee
and Chairman of the Nomination
and Remuneration Committee



Mr. Sirutt Ratanapaitoon
Audit Committee
and Nomination and
Remuneration Committee



Mr. Jenvit Jivakulchainan
Vice Chairman of the Board of Directors
and Executive Director



Mr. Chawan Boonprakobsap
Chairman of Executive Committee,
Nomination and Remuneration Committee
and Chief Executive Officer



Mr. Sompoch Tanutantivong
Executive Director
and Chief Financial Officer

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 company's certificate of registration
1. Mr. Chirapan Sintunava	Chairman of the Board of Directors		✓	✓		
2. Mr. Jenvit Jivakulchainan	Vice-chairman of the Board of Directors		✓		✓	✓
3. Mr. Chawan Boonprakobsap	Director	✓				✓
4. Mr. Sompoch Tanutantivong	Director	✓				✓
5. Ms. Yaowarote Klinboon	Director		✓	✓		
6. Mr. Sirutt Ratanapaitoon	Director		✓	✓		
7. Mr. Pat Sadavongvivad	Director		✓	✓		
Total (persons)		2	5	4	1	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	28.57
2. Food & Beverage	1	14.29
3. Energy & Utilities	1	14.29
4. Information & Communication Technology	2	28.57
5. Law	1	14.29
6. Sustainability	1	14.29
7. IT Management	2	28.57
8. Digital Marketing	2	28.57
9. Corporate Management	2	28.57
10. Leadership	1	14.29
11. Strategic Management	1	14.29
12. Risk Management	1	14.29
13. Audit	2	28.57
14. Budgeting	1	14.29
15. Governance/ Compliance	2	28.57
16. Public Administration	1	14.29
17. Business Administration	3	42.86

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	No

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 : Increasing the proportion of independent directors to more than half

The Company has determined that the Board of Directors shall consist of at least one-third of the total number of the Company's directors and shall have at least three independent directors, which will create an appropriate balance of consideration and voting on various matters. At present, the Company has four independent directors out of a total of seven directors.

Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors is the representative of shareholders. Therefore, it plays an important role in creating value for the business as well as creating returns on investment for shareholders. Generally, the Board of Directors will assign the Management to perform the duties. Therefore, the main duties of the Board of Directors are divided into 2 areas as follows:

1. Setting the Company's business direction, policy, and strategy to ensure that the Company will operate in the direction that is most beneficial to the Company and shareholders of the Company.
2. Monitoring the operations of the Management in order to check, balance and take responsibility for the Company's operating results to shareholders.

Reference link for the board charter : <https://www.addtechhub.com/wp-content/uploads/2024/07/1.-Charter-of-the-Board-of-Directors.pdf>

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

The Audit Committee has the following duties and responsibilities:

- 1) Review to ensure that the Company has accurate financial reports and with adequate disclosure by coordinating with the auditors and Management responsible for the preparation of financial reports, both quarterly and annually. The Audit Committee may advise the auditor to review or examine any item that it considers necessary and important during the audit of the Company's accounts.
- 2) Review to ensure that the Company and its subsidiaries have internal control system and internal audit system that are appropriate and effective by reviewing with the auditors and internal auditors and considering the independence of the internal audit unit as well as approving the appointment, transfer, dismissal, and remuneration of the head of the internal audit department or any other unit responsible for internal audits, including approving the internal audit plan and assigning tasks to the internal auditors to support the work of the Audit Committee.
- 3) Review the Company's compliance with the Securities and Exchange Act, the regulations of the Stock Exchange of Thailand and the laws relating to the Company's business and related standards.
- 4) Consider, select and propose the appointment of the Company's auditors and propose the remuneration of such auditors taking into account the reliability, sufficiency of resources, the audit workload of the audit firm, including the experience of personnel assigned to audit the Company's accounts. In addition, the Audit Committee must attend a meeting with the auditor without the presence of Management at the meeting at least once a year.
- 5) Consider giving opinions on entering into connected transactions or transactions that the Company may have conflicts of interest in accordance with the requirements of relevant laws and regulations and the regulations of the Stock Exchange of Thailand. This is to ensure that the transaction is reasonable and for the best benefit of the Company.
- 6) Prepare the Audit Committee report and disclose it in the Company's annual report, which is signed by the Chairman of the Audit Committee and such report should contain at least the following information:
 - 6.1) Opinion on the preparation process and disclosure of information in the Company's financial reports in terms of its accuracy, completeness and credibility.
 - 6.2) Opinion on the adequacy of the Company's internal control system.
 - 6.3) Opinion on compliance with the Securities and Exchange Act, the regulations of the Stock Exchange of Thailand or laws related to the Company's business.
 - 6.4) Opinion on the suitability of the auditor.
 - 6.5) Opinion on the Company's transactions that may have conflicts of interest.
 - 6.6) Number of Audit Committee meetings and attendance of each Audit Committee member
 - 6.7) Overall opinion or observations received by the Audit Committee in the performance of its duties in accordance with the Charter.
 - 6.8) Any other reports that shareholders and general investors should be aware of under the scope of duties and responsibilities assigned by the Board of Directors.
- 7) Review, revise and give opinion on various policies related to the powers and duties of the Audit Committee such as accounting policies, corporate governance policies, social responsibility and anti-corruption policies.
- 8) Review the accuracy of reference documents and self-assessment on the Company's anti-corruption measures under the Thai Private Sector Collective Action Coalition Against Corruption Project and provide opinion on the results of the assessment of corporate governance and social responsibility and anti-corruption of the Company under the Thai Private Sector Collective Action Coalition Against Corruption Project.
- 9) Perform any other acts as assigned by the Board of Directors and agreed by the Audit Committee such as reviewing financial and risk management policies, reviewing executives' compliance with the Code of Conduct, together with the Company executives review the important reports that must be presented to the public as required by law, such as management discussion and analysis.
- 10) Has the authority to conduct necessary audits and investigations on matters that indicate they may have a material impact on the Company's reputation, financial position, and operating results of the Company, as well as the benefits that the shareholders shall receive such as:
 - 10.1) Items that may cause conflicts of interest.
 - 10.2) Suspicion or assumption that there may be corruption or irregularity or a material error in the Company's internal control system.
 - 10.3) Suspicion that there may be a violation of the Securities and Exchange Act, SET regulations, or laws related to the Company's business.
 - 10.4) Any other reports that the Board of Directors should be informed.
- 11) The Audit Committee has the power to seek independent opinions from any other professional advisers, when deemed

necessary, at the expense of the Company in order to successfully perform the work under its responsibilities.

12) If the Audit Committee has reported to the Board of Directors of matters that have a significant impact on the financial position and operating performance and has discussed with the Board of Directors and Management that improvements are required, upon expiration of the jointly specified time, if the Audit Committee finds that such improvements have not been implemented and neglected without reasonable justifications, any member of the Audit Committee may report the findings to the SEC or the SET.

Reference link for the charter

<https://www.addtechhub.com/wp-content/uploads/2024/07/3.-Charter-of-Audit-Committee.pdf>

Executive Committee

Role

- Others
 - To perform duties of managing and controlling the Company's business

Scope of authorities, role, and duties

- 1) Prepare visions, strategies, business directions, goals, guidelines, policies, business plans, budgets, management structures, and Company's approval authority to submit to the Board of Directors for approval and carry out the implementation according to the approval of the Board of Directors as well as reviewing and monitoring to ensure that such implementations are efficient and effective.
 - 2) Consider and scrutinize the Management's proposals of the investment policy, business expansion, public relations, financial plans, annual reports, budgets including annual budgets, human resources management and information technology investments to present to the Board of Directors' meeting for further consideration.
 - 3) Have the power to appoint Teams for the operation or administration of the Company and to determine the limits of authority, duties, and responsibilities of the Teams as well as to control and supervise the operation of the appointed Teams to achieve the set policies and goals.
 - 4) Monitor the Company's performance in accordance with the policy framework and goals approved by the Board of Directors and supervise the quality and efficiency of operations.
 - 5) Consider the annual budget allocation as proposed by the Management before submitting to the Board of Directors for consideration and approval.
 - 6) Have the power to consider and approve financial expenditures for the normal business transactions of the Company but not exceeding the budget approved by the Board of Directors.
 - 7) Study feasibility for new projects and has the power to consider and approve regarding the participation in project biddings as well as to undertake various projects as deemed appropriate, including carrying out legal acts related to such matters until completion.
 - 8) Approve the expenditure of significant investments that have been specified in the annual budget as assigned by the Board of Directors or as previously approved by the Board of Directors in principle.
 - 9) Approve entering into contracts and/or any transactions related to the normal business operations of the Company (such as trading, investing or joint ventures with other parties for the normal business transactions of the Company and for the benefit of operations according to the objectives of the Company) within the limits according to the authority schedule approved by the Board of Directors. In the event that the amount exceeds the budget approved by the Board of Directors, it must be presented to the Board of Directors for approval at the next meeting.
 - 10) Have the authority to consider and approve borrowings, financial transactions with banks or financial institutions for supporting normal business operations such as bank account opening, bank account closure, financing of credit or any loan application for the Company under the authority schedule approved by the Board of Directors. In the case where the amount exceeds the budget approved by the Board of Directors, it must be presented to the Board of Directors for approval at the next meeting and in the case where the Company's assets are used as collateral, it must be submitted for approval from the Board of Directors.
 - 11) Consider and monitor the Company's performance and propose to the Board of Directors to approve the payment of interim dividends or annual dividends.
 - 12) Determine the organizational structure, organizational authority, including appointment, hiring, transfer, termination, determination of wages, compensation and bonuses for executive-level employees from the level of Chief Department Officer or equivalent and above, except for the Chief Executive Officer position.
 - 13) Have the power to appoint an advisor or advisory board of the Executive Committee as appropriate and has the power to determine remuneration, allowances, welfare, facilities, and other expenses of the Chairman of the advisory board, the advisor, or the advisory board as appropriate.
 - 14) Perform other actions as assigned by the Board of Directors or in accordance with the policies set by the Board of Directors.
 - 15) Authorize one or more persons to perform any act on behalf of the Executive Committee.
- However, the delegation of powers, duties, and responsibilities of the Executive Committee does not constitute a delegation or sub-delegation of power that allows the Executive Committee or the person authorized by the Executive Committee to approve transactions with oneself or another person who may have a conflict of interest (as defined in the Notification of the Securities and Exchange Commission or the notification of the Capital Market Supervisory Board), may have an interest in or may benefit in any manner, or may have any other conflict of interest with the Company or its subsidiaries, except for the approval of transactions in accordance with the policies and criteria approved by the Board of Directors' meeting.

Reference link for the charter

<https://www.addtechhub.com/wp-content/uploads/2024/07/2.-Charter-of-Executive-Committee.pdf>

Nomination and Remuneration Committee**Role**

- Director and executive nomination
- Remuneration

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

1. Prepare policies, criteria and procedures for nominating company directors, sub-committees and Chief Executive Officer by considering the appropriateness of the number, structure and composition of the Board of Directors to determine the qualifications of directors to propose to the Board of Directors and/or propose for approval to the shareholder meeting, as the case may be.
2. Consider the recruitment and nomination of qualified persons with the appropriate knowledge and expertise to hold positions of directors, sub-committees and Chief Executive Officer, including considering the history of such persons to ensure that there are all qualifications as stipulated in the Company's various charters and relevant laws, including not being contrary to or inconsistent with the laws relating to the Company's business operations.
3. Consider formulating policies for succession planning.
4. Review the criteria and procedures for nomination of directors to propose to the Board of Directors prior to the nomination of the directors to replace those who complete their terms.
5. In the event that the Nomination and Remuneration Committee nominates a retired director to return to the position, the Nomination and Remuneration Committee shall consider the performance of such director and present their performance results, contribution, including the attendance history to the Board of Directors and shareholder meeting for shareholders to incorporate into their consideration.
6. Prepare a director development plan to develop the knowledge of both current and new directors to understand the Company's business, roles and duties of directors, and important developments such as economic and industrial conditions, rules or laws related to the Company's business, etc.
7. Perform other tasks as assigned by the Board of Directors with the approval of the Nomination and Remuneration Committee.

Consideration of remuneration

1. Prepare policies and criteria for determining remuneration and other benefits (whether in cash, securities or otherwise) of the Board of Directors, sub-committees and the Chief Executive Officer to propose to the Board of Directors and/or for approval at the shareholder meeting.
2. Prepare policies and criteria for evaluating the performance of the Board of Directors, sub-committees and the Chief Executive Officer to consider annual remuneration.
3. Disclosure of policies and criteria for determining remuneration and other benefits and prepare a report on the determination of such remuneration in the Company's annual report.
4. Scrutinize the salary structure and other benefits of the organization.
5. Perform other tasks as assigned by the Board of Directors with the approval of the Nomination and Remuneration Committee.

Reference link for the charter

<https://www.addtechhub.com/wp-content/uploads/2024/07/4.-Charter-of-the-Nomination-and-Remuneration-Committee.pdf>

Risk Management Team

Role

- Risk management

Scope of authorities, role, and duties

1. Determine the overall risk management structure of the Company which covers the major types of risks such as financial risks, investment risks and risks affecting the reputation of the business, to present to the Board of Directors for approval by ensuring that they are consistent and in accordance with the risk management guidelines of the Stock Exchange of Thailand and the Association of Internal Auditors of Thailand.
2. Determine the Company's risk management strategy and guidelines in accordance with the risk management policy in order to assess, monitor and control each type of risk to be within the risk appetite level by allowing various departments to participate in risk management and control.
3. Oversee and monitor the implementation of the risk management policy under the guidelines and policies approved by the Board of Directors.
4. Determine risk measurement criteria and risk appetite limits for the Company.
5. Determine measures to be used to manage risks appropriate to the circumstances.
6. Assess risks at the organizational level and determine procedures to manage them to be within the risk appetite level as well as supervise to ensure that risks are managed according to the specified procedures.
7. Review the risk management policy and make improvements to ensure that it is adequate to control risks efficiently and effectively.
8. Having the power to summon relevant persons to clarify or appoint and assign roles for employees at all levels to manage risks as appropriate and report to the Risk Management Team in order to achieve the risk management objectives.
9. Report on management, operations, risk status of the Company and changes including matters that need to be revised to be consistent with the policies and strategies set forth by the Audit Committee for presentation to the Board of Directors on a regular basis.
10. Prepare the risk management procedure.
11. Identify various risks, including analyzing and assessing potential risks and trends that have an effect on the Company.
12. Develop a plan to prevent or reduce risks.
13. Evaluate and prepare the risk management report.
14. Establish an integrated risk management system by linking with information system.
15. Perform other tasks as the Board of Directors deems appropriate.

Reference link for the charter

<https://www.addtechhub.com/wp-content/uploads/2024/07/5.-Charter-of-Risk-Management-Team.pdf>

Sustainability Management Team

Role

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

Scope of authorities, role, and duties

1. Jointly propose guidelines for actions to achieve the goals set
2. Monitor and report on the progress of activities to be complete, including coordinating with relevant departments in data collection
3. Communicate required training to those involved in the organization
4. Jointly analyze sources of greenhouse gas emission from various activities of the organization, set goals and identify ways to reduce the organization's greenhouse gas emission
5. Consider and formulate guidelines and recommendations for policies/practices relating to Code of Conduct and Business Ethics according to the good corporate governance principles for the Board of Directors and the Management in order to establish as the organization's rules and regulations to be standardized corporate practice guidelines and for the Company to realize the importance of sustainable business growth under social responsibility and responsibilities towards stakeholders
6. Supervise, consult, evaluate and review policies and practices in accordance with the principles of good corporate governance, business ethics and social responsibility policies to develop and upgrade the corporate governance system of the Company to be on par with international standards
7. Perform any other duties as assigned by the Board of Directors

Reference link for the charter

<https://www.addtechhub.com/wp-content/uploads/2024/07/6.-Charter-of-the-Sustainability-Management-Team.pdf>

Information Security Management System Team

Role

- Others
 - Information Security Management System

Scope of authorities, role, and duties

1. Define the extent and scope of implementation of information security management system
2. Provide a review of the Company's information security context and risks
3. Organize a review of problem identification and risk assessment and find opportunities to improve information security
4. Prepare and present a review of the Applied Information Security Management System Policy
5. Create and present objectives, goals, and operational plans for the information security management system
6. Provide internal audit of the information security management system
7. Arrange a meeting to review the information security management system
8. Provide monitoring and assessment of the information security management system
9. Monitor the effectiveness of controlling measures in various information security matters

Reference link for the charter

<https://www.addtechhub.com/wp-content/uploads/2024/07/34.-Charter-of-the-Information-Security-Management-System-Team.pdf>

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. Chirapan Sintunava Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	20 May 2021	Economics
2. Ms. Yaowarote Klinboon Gender: Female Age : 52 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 : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	20 May 2021	Law, Audit
3. Mr. Sirutt Ratanapaitoon ^(*) Gender: Male Age : 36 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics 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 : Continuing director (Full term of directorship and being re-appointed as a director)	20 May 2021	Strategic Management, Corporate Management, Food & Beverage, Economics, Business Administration
4. Mr. Pat Sadavongvivad Gender: Male Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	8 Mar 2022	Information & Communication Technology, Digital Marketing, IT Management

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. Chawan Boonprakobsap Gender: Male Age : 42 years Highest level of education : Bachelor's degree Study field of the highest level of education : Arts Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	20 May 2021
2. Mr. Jenvit Jivakulchainan Gender: Male Age : 44 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	20 May 2021
3. Mr. Sompoch Tanutantivong Gender: Male Age : 42 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	Member of the executive committee	20 May 2021

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Ms. Yaowarote Klinboon	The chairman of the subcommittee (Independent director)
	Mr. Sirutt Ratanapaitoon	Member of the subcommittee (Independent director)
	Mr. Chawan Boonprakobsap	Member of the subcommittee
Risk Management Team	Mr. Chawan Boonprakobsap	The chairman of the subcommittee
	Mr. Sompoch Tanutantivong	Member of the subcommittee
	Ms. Rattinart Boonprakobsap	Member of the subcommittee
	Mr. Rawin Viruchpintu	Member of the subcommittee
	Mr. Peerapong Khantaruje	Member of the subcommittee

Subcommittee name	Name list	Position
Sustainability Management Team	Mr. Sompoch Tanutativong	The chairman of the subcommittee
	Ms. Rattinart Boonprakobsap	Member of the subcommittee
	Mr. Rawin Viruchpintu	Member of the subcommittee
	Mr. Peerapong Khantarujee	Member of the subcommittee
	Mr. Prayoon Wachirapansathit	Member of the subcommittee
	Ms. Nichapa Saeueng	Member of the subcommittee
	Ms. Supak Amorntawichkul	Member of the subcommittee
	Ms. Chindarat Phanchindawan	Member of the subcommittee
	Mrs. Tararat Rawdmue	Member of the subcommittee
	Ms. Kannikar Sukcharee	Member of the subcommittee
	Ms. Aunrat Dolwachirapokin	Member of the subcommittee
Information Security Management System Team	Mr. Rawin Viruchpintu	The chairman of the subcommittee
	Mr. Sompoch Tanutativong	Member of the subcommittee
	Ms. Weereeya Pratchyakul	Member of the subcommittee
	Mr. Passakorn Hamprasatporn	Member of the subcommittee
	Mr. Sahapop Sangwan	Member of the subcommittee
	Mr. Ittipan Langkulanon	Member of the subcommittee
	Mr. Jesadavut Saengsawang	Member of the subcommittee
	Ms. Metta Benjarattananon	Member of the subcommittee
	Ms. Nichapa Saeueng	Member of the subcommittee
	Ms. Kannikar Sukcharee	Member of the subcommittee
	Ms. Chindarat Phanchindawan	Member of the subcommittee
	Mrs. Tararat Rawdmue	Member of the subcommittee
	Ms. Supak Amorntawichkul	Member of the subcommittee
	Ms. Aunrat Dolwachirapokin	Member of the subcommittee

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
<p>1. Mr. Chawan Boonprakobsap</p> <p>Gender: Male</p> <p>Age : 42 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Arts</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>CHAIRMAN OF EXECUTIVE COMMITTEE</p> <p>(The highest-ranking executive)</p>	20 May 2021	Information & Communication Technology, IT Management, Digital Marketing, Leadership, Governance/ Compliance
<p>2. Mr. Sompoch Tanutantivong^(*)</p> <p>Gender: Male</p> <p>Age : 42 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : No</p>	Chief Financial Officer	20 May 2021	Budgeting, Sustainability, Risk Management, Governance/ Compliance, Business Administration
<p>3. Ms. Rattinart Boonprakobsap</p> <p>Gender: Female</p> <p>Age : 44 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Chief Marketing Officer	20 May 2021	Digital Marketing, Marketing, Corporate Management
<p>4. Mr. Rawin Viruchpintu</p> <p>Gender: Male</p> <p>Age : 43 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Chief Technology Officer	20 May 2021	Risk Management, IT Management, Sustainability, Engineering, Information & Communication Technology

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Peerapong Khantaruje Gender: Male Age : 42 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	Chief Information Officer	20 May 2021	Risk Management, IT Management, Sustainability, Information & Communication Technology

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

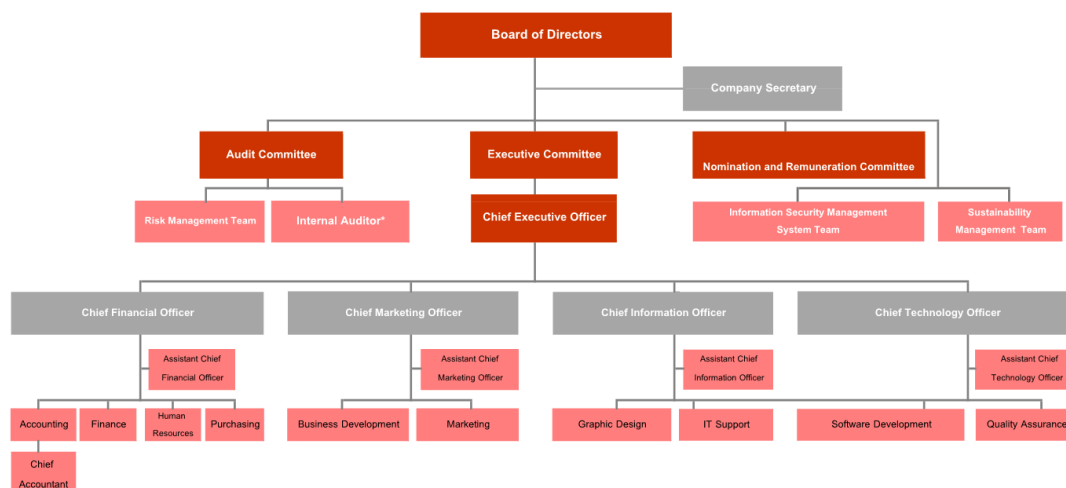
(***) Appointed after the fiscal year end of the reporting year

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

Organization structure of the highest-ranking executive and the : 31 Dec 2024
next four executives as of date

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

Corporate Governance Structure



Remuneration policy for executive directors and executives

The Company determines the remuneration only for the Board of Directors and the Audit Committee. Other committees, subcommittees and directors who are employees of the Company do not receive remuneration. The Board of Directors has appointed the Nomination and Remuneration Committee to be responsible for setting policies and criteria for considering remuneration for the Company's Chief Executive Officer by taking into account the Company's performance and evaluation of the performance of the Chief Executive Officer, in order to be appropriate for the duties and responsibilities assigned in leading the organization to achieve the specified targets as well as to propose the remuneration of the Chief Executive Officer to the Board of Directors' meeting for consideration and approval. Then, the Chief Executive Officer will evaluate the performance of the executives according to the scope of authority, duties, and responsibilities assigned to them.

Does the board of directors or the remuneration committee : Doesn't Have
have an opinion on the remuneration policy for executive
directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	11,200,000.00	12,697,030.00	1,319,500.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	11,200,000.00	12,697,030.00	1,319,500.00

The monetary remuneration of the Board of Directors and executives is a monthly remuneration based on the performance of assigned tasks, experience and potential of the position.

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	790,400.00	528,540.00	516,960.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Non-monetary remuneration of executives includes annual health check-up, training, social security, health insurance, life insurance, accident insurance, flexible welfare, provident fund, etc., similar to company employees.

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year

Estimated remuneration of executive directors and executives : 0.00
in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Supak Amornthawitkul	supak@addtechhub.com	0 2835 3957-8

List of the company secretary

General information	Email	Telephone number
1. Ms. Aunrat Dolwachirapokin	aunrat@addtechhub.com	0 2835 3957-8

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Monnapat Phumrattanajarin	monnapat.ph@plcorporation.com	0 2526 6100

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Sompoch Tanutantivong	sompoch@addtechhub.com	0 2835 3957-8

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED 15TH FLOOR, BANGKOK CITY TOWER, 179/74-80 SOUTH SATHORN ROAD THUNG MAHA MEK SATHON Bangkok 10120 Telephone number +66 2844 1000	3,790,800.00	-	1. Ms. TITHINUN VANKEO Email: tithinun.vankeo@pwc.com License number: 9432 2. Ms. NUNTIKA LIMVIRIYALERS Email: nuntika.limviriyalers@pwc.com License number: 7358 3. Ms. SVASVADI ANUMANRAJDHON Email: svasvadi.anumanrajdhon@pwc.com License number: 4400

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

Dear Shareholders of AddTech Hub Public Company Limited

Amidst the unstable Thai economy over the past several years, including the uncertainty in the telecommunications industry affecting the cost of living of consumers at present, consumers have delayed spending. In addition, the Company also has several one-time expenses, such as professional service fees for the acquisition and disposal of the Company's assets and losses from investments. These negative factors resulted in the Company's performance in 2024 having a total revenue of THB 317.43 million and a net profit of THB 21.44 million, which decreased significantly compared to the previous year. However, the board of directors and executives of the Group are aware of the impact and have expanded our operations to new businesses with good growth opportunities, as well as developing and expanding the existing business. The Company has also been certified with ISO/IEC 27001: 2022 for data security management to ensure the security of the data of customers, partners, and stakeholders in the Company's service system, ensuring that important data will be properly protected in the digital age where data play an important role and create sustainable long-term business stability.

On behalf of the Group, executives and all employees, we would like to thank all shareholders and stakeholders for their trust and confidence in the Company's operations. In 2025, the Company will continue to devote itself to its full potential to drive the business under the vision of “Creative technology for secure and sustainable quality of life”. We will maintain the strength of our core business while developing new projects and expanding our operations into businesses with growth opportunities in the future under the principles of good governance to create continuous growth in returns for shareholders and all stakeholders.

Yours sincerely,

- Chirapan Sintunava - - Chawan Boonprakobsap -
(Mr. Chirapan Sintunava) (Mr. Chawan Boonprakobsap)
Chairman of the Board Chief Executive Officer

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

Information about the selection 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. Sirutt Ratanapaitoon	Director	20 May 2021	Strategic Management, Corporate Management, Food & Beverage, Economics, Business Administration
Mr. Pat Sadavongvivad	Director	8 Mar 2022	Information & Communication Technology, Digital Marketing, IT Management

Selection of independent directors

Criteria for selecting independent directors

The Board of Directors and the Nomination and Remuneration Committee will jointly consider the qualifications of individuals to hold the position of independent directors by considering the qualifications and prohibited characteristics of directors according to the Public Limited Companies Act, the Securities and Exchange Act, the announcement of the Capital Market Supervisory Board, including the announcements, regulations and related rules, by considering the qualifications and work experience of individuals and presenting them to the Board of Directors and the shareholders' meeting for consideration and appointment as directors of the Company. There must be at least 1/3 of the total number of directors, but there must be no less than 3 persons. The qualifications of independent directors must be in accordance with the announcement of the Securities and Exchange Commission No. Tor Chor. 39/2559 on the request for permission and permission to offer newly issued shares, as follows:

- 1) The person shall not hold more than one (1) percent of the total number of shares with voting rights of the Company, parent company, subsidiaries, associate companies, major shareholders or controlling persons of the Company. In this regard, the shareholding of related persons of such independent director shall also be included.
- 2) Not being nor having been a director who is involved in management of operation, staff, employee, advisor who receives a regular salary, or has control over the Company, parent company, subsidiaries, associate companies, same level subsidiaries, major shareholders, or of the controlling persons of the Company unless the foregoing relationship has been terminated for not less than two (2) years prior to the date of appointment. However, such prohibited characteristics do not include the case where the independent director used to be a government official or advisor of a government agency which is a major shareholder or person with control over the Company.
- 3) Not being a person who is related by blood or by legal registration as a father, mother, spouse, sibling and children including spouses of children, of other directors, executives, major shareholders, controller or a person who will be nominated as a director, executive or controlling person of the Company or subsidiaries.
- 4) Not having nor used to have a business relationship with the Company, parent company, subsidiaries, associate companies, major shareholders or of the controlling persons of the Company in a way that may impede the exercise of one's independent judgment, as well as not being nor having been a significant shareholder or having control of persons engaged in business relations with the Company, parent company, subsidiaries, associate companies, major shareholders or of the controlling persons of the Company, unless the foregoing characteristics have ceased for not less than two (2) years prior to the appointment. The business relationship under paragraph one includes the normal commercial transactions for business operations, renting or leasing of real estates, transactions relating to assets or services or providing or receiving financial assistance by accepting or lending, guaranteeing, securing assets as collateral for liabilities and other similar behaviors that result in the Company or counterparty having a debt to be paid to the other party from three (3) percent of the Company's net tangible assets or from twenty (20) million baht and above, whichever is lower. In this regard, the calculation of such debt obligations shall be in accordance with the method for calculating the value of connected transactions under the Notification of the Capital Market Board on Rules on Connected Transactions *mutatis mutandis*. However, in considering such debt obligations, it shall include the debt obligations incurred during a period of one (1) year prior to the date of engaging in a business relationship with the same person.
- 5) Not being nor having been an auditor of the Company, parent company, subsidiaries, associate companies, major shareholders or controlling persons of the Company and not being a significant shareholder, controlling person or partner of the audit office of which the auditor of the Company, parent company, subsidiaries, associate companies, major shareholders or controlling persons of the Company belongs to unless the foregoing characteristics have been terminated for not less than two (2) years prior to the date of appointment.
- 6) Not being nor having been a provider of any professional services including legal advisory services or financial advisors who receive service fees that exceed two (2) million baht per year from the Company, parent company, subsidiaries, associate companies, major shareholders or controlling persons of the Company and not being a significant shareholder, controlling person or partner of such professional service provider unless the foregoing characteristics have been terminated for not less than two (2) years prior to the date of appointment.
- 7) Not being a director who is appointed to represent the Company's directors, major shareholders or shareholders who are related to major shareholders.
- 8) Not operating a business of the same nature and in significant competition with the business of the Company or its subsidiaries, or not being a significant partner in a partnership or being a director who is involved in the management of the operation, staff, employee, advisor who receives a regular salary or holding more than one (1) percent of the total number of shares with voting rights of other companies operating businesses of the same nature and in significant competition with the business of the Company or its subsidiaries.
- 9) Not having any other characteristics that prevent the ability to express opinions independently regarding the Company's operations.

Business or professional relationships of independent directors over the past year

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

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 : Yes
through the nomination committee

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

Number of directors from major shareholders

Number of directors from each group of major shareholders : 1
over the past year (persons)

Rights of minority shareholders on director appointment

The Company places importance on equal treatment of all shareholders, this includes minority shareholders and foreign shareholders. There are guidelines for protecting and preventing violations of shareholders' rights equally and fairly, to create confidence in investing in the Company. Therefore, good practices have been established for equitable treatment of shareholders. The Company gives shareholders an opportunity to propose meeting agendas, nominating persons to serve as directors and submitting questions in advance of the meeting date. The proposed agenda items or nominated persons to serve as directors must be in accordance with the law and regulations including the criteria set by the Company with details as published on the Company's website.

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

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. Chirapan Sintunava (Chairman of the Board of Directors)	Non-participating	-
2. Mr. Jenvit Jivakulchainan (Vice-chairman of the Board of Directors)	Non-participating	-
3. Mr. Chawan Boonprakobsap (Director)	Non-participating	-
4. Mr. Sompoch Tanutantivong (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Update TFRS 2024 • 2024: The roles and responsibilities of AC, IA and CFO to enhance corporate governance • 2024: What ESG data needs to be communicated to make it more interesting for securities analyst • 2024: SO/IEC 27001: 2022 Requirement • 2024: ISO/IEC 27001: 2022 Internal Auditor Training Course
5. Ms. Yaowarote Klinboon (Director)	Non-participating	-
6. Mr. Sirutt Ratanapaition (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2024: Advanced Audit Committee Program (AACP)
7. Mr. Pat Sadavongvivad (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors has determined that the Board Self-Assessment shall be conducted annually using an assessment form adapted from the Stock Exchange of Thailand's sample. The Company has prepared the following assessment forms:

- 1) Self-assessment of the Board as a whole
- 2) Self-assessment of subcommittees as a whole
- 3) Self-assessment of the Board and subcommittees as individuals
- 4) Performance assessment of the CEO

To be used as a framework for reviewing the performance of the Board of Directors and the CEO to ensure that they have acted in accordance with the approved corporate governance policy and/or in accordance with good practices, to improve the performance of the Board of Directors and the CEO in line with the established policies, and to review problems and obstacles that have occurred over the past year.

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

In 2024, the Company arranged for the performance evaluation of the Board of Directors and all subcommittees, which will be evaluated both as a whole and individually. In the evaluation process, the Company Secretary will send the evaluation form for all directors to evaluate themselves at the end of every year and will collect and report the summary of the results to the Board of Directors' meeting for consideration, acknowledgement and discussion annually. The results of the self-evaluation of all committees, both as a whole and individually, on average were 2.86–3.92 points out of a full score of 4 points.

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	3.78/94.38	4/100
	Self-assessment	3.75/93.87	4/100
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	3.90/97.39	4/100
	Self-assessment	3.75/93.87	4/100
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	3.82/95.50	4/100
	Self-assessment	3.75/93.87	4/100
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	3.92/97.92	4/100
	Self-assessment	3.75/93.87	4/100
	Cross-assessment (assessment of another director)	None	None
Risk Management Team	Group assessment	3.64/90.97	4/100
	Self-assessment	3.25/81.13	4/100
	Cross-assessment (assessment of another director)	None	None
Sustainability Management Team	Group assessment	3.42/85.61	4/100
	Self-assessment	3.25/81.13	4/100
	Cross-assessment (assessment of another director)	None	None
Information Security Management System Team	Group assessment	2.86/71.53	4/100
	Self-assessment	3.25/81.13	4/100
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Board of Directors has appointed the Nomination and Remuneration Committee to be responsible for setting policies and criteria for considering compensation for the Company's Chief Executive Officer by taking into account the Company's performance and evaluation of the performance of the Chief Executive Officer, in order to be appropriate for the duties and responsibilities assigned in leading the organization to achieve the specified targets. Then, the Chief Executive

Officer will evaluate the performance of the executives.

1. Criteria for consideration

1.1 Chief Executive Officer

The Board of Directors has assigned the Nomination and Remuneration Committee to evaluate the performance of the Chief Executive Officer as well as to propose the remuneration of the Chief Executive Officer to the Board of Directors' meeting for consideration and approval. The consideration will be based on the role, scope, authority, duties, and responsibilities of the Chief Executive Officer and performance of the Company, including leading the organization to achieve the targets as specified according to the policy and criteria for evaluating the performance of the Board of Directors and the Chief Executive Officer.

1.2 Executives

The Chief Executive Officer is the person who evaluates the performance of executives, according to the scope of authority, duties, and responsibilities assigned to them, to consider determining compensation for executives.

2. Components of compensation

2.1 Monetary compensation

Monthly job compensation by considering performance as assigned, experience, and potential of holding the position.

2.2 Non-monetary compensation

Annual health examination, training, social security, health insurance, life insurance, accident insurance, flexible benefits, provident fund, etc.

3. Process for determining compensation

Adhere to the principles of good corporate governance, with transparency, fairness, and accountability. There are procedures for consideration as follows:

3.1 Chief Executive Officer

The Nomination and Remuneration Committee considers and determines remuneration according to the criteria for consideration specified and propose to the Board of Directors' meeting for consideration and approval.

3.2 Executives

The Chief Executive Officer is the person who evaluates the performance of the executives by considering performance in the past year, including the agreement between the Chief Executive Officer and that particular executive.

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 past year : 6
(times)

Date of AGM meeting : 19 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	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)

List of directors	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. Chirapan Sintunava (Chairman of the Board of Directors, Independent director)	6	/	6	1	/	1	N/A	/	N/A
2. Mr. Jenvit Jivakulchainan (Vice-chairman of the Board of Directors)	6	/	6	1	/	1	N/A	/	N/A
3. Mr. Chawan Boonprakobsap (Director)	6	/	6	1	/	1	N/A	/	N/A
4. Mr. Sompoch Tanutantivong (Director)	6	/	6	1	/	1	N/A	/	N/A
5. Ms. Yaowarote Klinboon (Director, Independent director)	4	/	6	0	/	1	N/A	/	N/A
6. Mr. Sirutt Ratanapaitoon (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A
7. Mr. Pat Sadavongvivad (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A

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

Engaged with other obligations

Remuneration of the board of directors

Types of remuneration of the board of directors

The Nomination and Remuneration Committee proposes the remuneration of the directors to the Board of Directors' meeting. The remuneration is determined for the Board of Directors and the Audit Committee in the form of quarterly remuneration.

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	
1. Mr. Chirapan Sintunava (Chairman of the Board of Directors)			396,000.00		0.00
Board of Directors	220,000.00	0.00	220,000.00	No	
Audit Committee	176,000.00	0.00	176,000.00	No	
2. Mr. Jenvit Jivakulchainan (Vice-chairman of the Board of Directors)			132,000.00		0.00
Board of Directors	132,000.00	0.00	132,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
3. Mr. Chawan Boonprakobsap (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Team	0.00	0.00	0.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
4. Mr. Sompoch Tanutantivong (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Sustainability Management Team	0.00	0.00	0.00	No	
Risk Management Team	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Information Security Management System Team	0.00	0.00	0.00	No	
5. Ms. Yaowarote Klinboon (Director)			220,000.00		0.00
Board of Directors	132,000.00	0.00	132,000.00	No	
Audit Committee	88,000.00	0.00	88,000.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
6. Mr. Sirutt Ratanapaitoon (Director)			220,000.00		0.00
Board of Directors	132,000.00	0.00	132,000.00	No	
Audit Committee	88,000.00	0.00	88,000.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
7. Mr. Pat Sadavongvivad (Director)			220,000.00		0.00
Board of Directors	132,000.00	0.00	132,000.00	No	
Audit Committee	88,000.00	0.00	88,000.00	No	
8. Mr. Rawin Viruchpintu (The chairman of the subcommittee)			0.00		0.00
Information Security Management System Team	0.00	0.00	0.00	No	
Risk Management Team	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
9. Ms. Rattinart Boonprakobsap (Member of the subcommittee)			0.00		0.00
Sustainability Management Team	0.00	0.00	0.00	No	
Risk Management Team	0.00	0.00	0.00	No	
10. Ms. Weereeya Pratchyakul (Member of the subcommittee)			0.00		0.00
Information Security Management System Team	0.00	0.00	0.00	No	
11. Mr. Rawin Viruchpintu (Member of the subcommittee)			0.00		0.00
Sustainability Management Team	0.00	0.00	0.00	No	
12. Mr. Passakorn Hamprasatporn (Member of the subcommittee)			0.00		0.00
Information Security Management System Team	0.00	0.00	0.00	No	
13. Mr. Peerapong Khantarujee (Member of the subcommittee)			0.00		0.00
Sustainability Management Team	0.00	0.00	0.00	No	
14. Mr. Peerapong Khantarujee (Member of the subcommittee)			0.00		0.00
Risk Management Team	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
15. Mr. Sahapop Sangwan (Member of the subcommittee)			0.00		0.00
Information Security Management System Team	0.00	0.00	0.00	No	
16. Mr. Prayoon Wachirapansathit (Member of the subcommittee)			0.00		0.00
Sustainability Management Team	0.00	0.00	0.00	No	
17. Mr. Ittipan Langkulanon (Member of the subcommittee)			0.00		0.00
Information Security Management System Team	0.00	0.00	0.00	No	
18. Ms. Nichapa Saeueng (Member of the subcommittee)			0.00		0.00
Sustainability Management Team	0.00	0.00	0.00	No	
19. Mr. Jesadavut Saengsawang (Member of the subcommittee)			0.00		0.00
Information Security Management System Team	0.00	0.00	0.00	No	
20. Ms. Supak Amorntawichkul (Member of the subcommittee)			0.00		0.00
Sustainability Management Team	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Information Security Management System Team	0.00	0.00	0.00	No	
21. Ms. Metta Benjarattananon (Member of the subcommittee)			0.00		0.00
Information Security Management System Team	0.00	0.00	0.00	No	
22. Ms. Chindarat Phanchindawan (Member of the subcommittee)			0.00		0.00
Sustainability Management Team	0.00	0.00	0.00	No	
Information Security Management System Team	0.00	0.00	0.00	No	
23. Ms. Nichapa Saeueng (Member of the subcommittee)			0.00		0.00
Information Security Management System Team	0.00	0.00	0.00	No	
24. Mrs. Tararat Rawdmue (Member of the subcommittee)			0.00		0.00
Sustainability Management Team	0.00	0.00	0.00	No	
Information Security Management System Team	0.00	0.00	0.00	No	
25. Ms. Kannikar Sukcharee (Member of the subcommittee)			0.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Information Security Management System Team	0.00	0.00	0.00	No	
Sustainability Management Team	0.00	0.00	0.00	No	
26. Ms. Aunrat Dolwachirapokin (Member of the subcommittee)			0.00		0.00
Sustainability Management Team	0.00	0.00	0.00	No	
Information Security Management System Team	0.00	0.00	0.00	No	

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	748,000.00	0.00	748,000.00
2. Audit Committee	440,000.00	0.00	440,000.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Remuneration Committee	0.00	0.00	0.00
5. Risk Management Team	0.00	0.00	0.00
6. Sustainability Management Team	0.00	0.00	0.00
7. Information Security Management System Team	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,188,000.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	1,188,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of : 0.00
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 companies	: Yes
Mechanism for overseeing subsidiaries and associated companies	: Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	: The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

In overseeing the operations of subsidiaries and associate companies, the Company directors will consider sending a Company representative who has qualifications and experience suitable for the business that the Company invested in to be the director of the said subsidiary and associate company. The mentioned representative may be the managing director, deputy managing director and executives of the Company or any person of the Company who has no conflict of interest with those subsidiaries and associate companies. This is to enable the Company to control and supervise the business and operations of its subsidiaries and associate companies as if they were a unit of the Company. The Company values the fact that having a solid, transparent and verifiable management system will help maintain the interests of the Company's investment; therefore, the Company requires its representatives to manage the business of the subsidiaries and associate companies for the best interest of the Company and to ensure compliance with the laws relating to the operation of such subsidiaries and associate companies. In addition, the dispatching of representatives to be directors in such subsidiaries and associate companies shall be in accordance with the Company's shareholding proportion in such subsidiaries and associate companies.

The Company provides its subsidiaries with an appropriate and sufficient internal control system to prevent potential fraud as well as having a clear work system to ensure that there is an adequate system for disclosing information on significant transactions in accordance with the established rules in a continuous and reliable manner. The Company also provides a mechanism to audit the said system in the subsidiary so that the team of internal auditors and the independent directors of the Company have direct access to the information, and the results of the audit of such work systems shall be reported to the Executive Committee or the Board of Directors to ensure that the subsidiaries have consistently complied with the established work systems.

In this regard, the Company will closely monitor the performance and operating results of its subsidiaries and associate companies and supervise the disclosure of connected transactions as well as ensuring that data and accounting records of the subsidiaries and associate companies are stored for the Company's examination. The operating results are to be reported regularly to the Executive Committee or the Board of Directors for further planning and operational goals.

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 : Yes
over the past year

The Company is committed to operating its business under the principles of good corporate governance with honesty and emphasizing the prevention of conflicts of interest in order to operate its business with transparency as well as adhering to the principles of good corporate governance. Thus, the Company has set guidelines for directors, executives and employees to follow in preventing such conflicts of interest with the following guidelines.

1. Connected transactions shall comply with the policy on entering into related and connected transactions and the Connected Transaction Manual. In making such transactions, it is necessary to monitor and supervise the occurred transactions without the involvement of stakeholders related to the interests in the decision-making on related and connected transactions. In the event that there are items that require approval from the Board of Directors, there will be an Audit Committee to consider and give opinions as well as ensuring that information is disclosed to the public accurately and completely.
2. Avoid any action that is against or will cause a conflict with the Company's interests, including using one's position or allowing others to use it for personal gain or of those involved, whether directly or indirectly.
3. Avoid holding shares or transacting or engaging in or having outside activities or holding other positions including being a director, advisor, representative in any other business or organization, whose business activities are against or conflict with or have transactions or operations that are against or conflict with the interests of the Company, whether directly or indirectly. In addition, all actions taken must not affect or damage the Company and must not affect the individual's operations within the Company.
4. Directors, executives, employees, including related parties, if any transaction or operation that may have direct or indirect interests which may cause conflicts with the interests of the Company, the person is obliged to notify the designated agency or person or the supervisor or authorized person and that person must not participate in the decision making regarding that interest.
5. Executives are prohibited to be full-time employees or temporary employees in other businesses whose business operations are of the same nature as the Company or are competitors of the Company or businesses that may have conflicts of interest or conflict with the interests of the Company.

Monitoring the prevention of conflicts of interest

The Company has provided knowledge to directors, executives and employees about the Company's policies, work regulations and various manuals, such as the Code of Conduct and Work Practices, the Policy on the Use of Inside Information, the Policy on Anti-Corruption and Anti-Corruption, etc. In particular, the prevention of conflicts of interest is a matter that the Company places importance on. Therefore, the Company has required directors and executives to attend at least a basic training course for directors at the Thai Institute of Directors Association (IOD). Employees will be informed of the various policies and regulations and acknowledge them on the orientation day. The Company has also published the policies, work regulations and various manuals on the Company's Intranet system and public relations board. In the past year, the Company has not had any cases that have led to conflicts of interest.

Number of cases or issues related to conflict of interest

	2022	2023	2024
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 inside : Yes
information to seek benefits over the past year

The Company has policies and procedures for supervising directors and executives in using the Company's inside information that has not yet been disclosed to the public for personal gain as follows:

1. The Company will educate its directors, executives, as well as those holding executive positions in accounting or finance at department manager level and above or equivalent on the duty to prepare and submit reports on their securities holdings and the securities holdings of their spouse and underage children to the Office of the Securities and Exchange Commission in accordance with Section 59 and the penalties under Section 275 of the Securities and Exchange Act B.E. 2535

(1992) (including additional amendments) as well as reporting the acquisition or disposition of the Company's securities by oneself, spouse, and underage children to the Office of the Securities and Exchange Commission in accordance with Section 246 and penalties under Section 298 of the Securities and Exchange Act B.E. 2535 (1992) (including additional amendments).

2. The Company requires directors, executives, including those holding executive positions in accounting or finance at the manager level or equivalent, to prepare and submit a report on their own interests, their spouses, and their underage children within 30 days from the date of appointment to the position of director or executive, and to report every time there is a change in information by sending it through the Company Secretary to send a copy of the report on interests to the Chairman of the Board and the Chairman of the Audit Committee for acknowledgement, in accordance with the Securities and Exchange Act B.E. 2535..

3. The Company requires the directors, the Chief Executive Officer, and the first four senior executives after the Chief Executive Officer to notify the Board of Directors about the trading of the Company's shares at least 1 day in advance before trading through the Company Secretary and have a duty to report changes in securities holdings within 3 business days from the date of purchase, sale, transfer, or receipt of transfer of such securities to the Securities and Exchange Commission via the website of the Securities and Exchange Commission.

4. The Company requires directors and executives, including those holding executive positions in the accounting or finance department at department manager level and above or equivalent and relevant operators, who are aware of material inside information that affects changes in securities prices must suspend trading of the Company's securities for the period prior to the publication of the financial statements or disclosure of the financial position and the status of the Company until the Company has disclosed the information to the public. The Company will provide a written notice to directors and executives, including those holding executive positions in the accounting or finance department at department manager level and above or equivalent, to refrain from trading the Company's securities at least 30 days in advance of the disclosure of the information to the public and in the first 24 hours after the information has been disclosed. The written notice shall also include the prohibition of the disclosure of such material information to outsiders.

5. The Company prohibits directors, executives and employees of the Company or former directors, executives and employees who have resigned from revealing inside information or confidential information of the Company as well as the confidential information of the Company's business partners that they have acknowledged through performing their duties to outsiders, even if such disclosure will not cause damage to the Company and its partners.

6. The Company imposes disciplinary penalties for violations of using inside information for personal gains, starting from written warnings, wage cuts, temporary suspension without pay or dismissal whereby the punishment will be determined based on the intention of the act and the seriousness of the offense.

Results of monitoring on the use of inside information for personal gain

1. In 2024, the directors and executives traded the Company's securities a total of 2 times and prepared a report of their interests in accordance with the law and the Company's policies.
2. Each year, the Company Secretary will send an email to relevant persons to suspend trading of the Company's securities during the Blackout Period in advance. In the past, the Company has not found any relevant persons trading the Company's securities during that period.
3. In 2024, the Company did not have any cases of the use of inside information for personal gain by directors, executives, employees, and relevant persons.

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

	2022	2023	2024
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 the past : Yes
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 monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor
---------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

The Company realizes the importance of management and business operations under the principles of good corporate governance by adhering to the principle of operating the business with honesty and transparency. The Company therefore establishes an anti-corruption policy for the directors, executives and employees of the Group to avoid any conduct that may be related to fraud and corruptions in all forms whether for a direct or indirect benefits of themselves, their families or an involved close person. In addition, the Company has established an organizational structure that clearly divides duties, responsibilities, work processes and chains of command in each department so that there is an appropriate balance of power and tight checks and balances among one another.

1. Definitions

Corruption refers to actions or omissions in performance of duties or exercising powers under the duty wrongfully to seek unduly benefits in various forms whether giving or accepting bribes, offering, promising to offer, requesting or demanding money, properties or any other benefits that are unsuitable for government officials, government agencies, private entities or any other person who conducts business with the Company in order for such person to perform or refrain from performing duties for the purpose of obtaining a business or for any other improper business benefits, except where it is permitted by laws, rules, announcements, regulations, local customs or trade customs.

2. Duties and responsibilities

2.1 The Board of Directors is responsible for formulating policies and supervising the implementation of an effective anti-corruption support system so that all employees in the company understand and realize the importance of anti-corruption and cultivate it as a corporate culture.

2.2 The Audit Committee is responsible for reviewing financial and accounting reports, internal control systems, internal audit systems and risk management systems and ensuring the appropriateness and efficiency, as well as receiving the whistleblowing of corruption which arises from people in the organization, being involved in the investigation of facts and submitting the matter to the Board of Directors to jointly consider punishing or finding solutions to such problems.

2.3 The Sustainability Management Team is responsible for overseeing, advising and monitoring compliance with the Corporate Governance Policy, Code of Conduct and Anti-Corruption Policy.

2.4 The Risk Management Team is responsible for conducting an assessment of risks associated with corruption as well as establishing measures and guidelines to prevent corruption risks to propose to the Audit Committee and the Sustainability Management Team.

2.5 The Executive Committee, managing director and executives are responsible for implementing the Anti-Corruption Policy by establishing a system to support the Anti-Corruption Policy and communicate it to all employees and related parties including reviewing the appropriateness of systems, policies and measures to comply with changes in business, rules, regulations and legal requirements.

3. Anti-Corruption Policy and Guidelines

The Board of Directors, executives and employees of the AddTech Hub Public Company Limited Group must strictly adhere to the Anti-Corruption Policy and must refrain from getting involved in all forms of corruption, both directly or indirectly, as follows:

3.1 Do not engage in any behavior that expresses the intent of corruption, giving or accepting bribes to government and private officials, or stakeholders associated with the Company in order to obtain or maintain a business or competitive advantage or for the benefit of oneself and those involved.

3.2 Do not ignore or neglect when seeing actions deemed as corruption which are related to the Company. It is considered a duty to notify the supervisor or responsible person and cooperate in the investigation of facts.

3.3 The Company will provide fairness and protection to persons who refuse corruption or report corruption clues to the Company as stipulated in the measures to protect complainants or those who cooperate in reporting corruption.

3.4 Those who commit corruption, which is an unethical conduct, will be subject to disciplinary action in accordance with the regulations set by the Company and may be subject to legal penalties if such actions are illegal.

3.5 The Company is aware of the importance of disseminating knowledge and understanding to persons who have to perform duties related to the Company or may affect the Company in matters that must be complied with this Anti-Corruption Policy.

3.6 The Company has established appropriate and efficient audit processes and internal control systems on an ongoing basis to prevent corruption and for operational efficiency and to reduce risks from the nature of the business. An appropriate internal control system consists of both preventive control and detective control, which are tools that help to reduce the likelihood and incentives for wrongdoing and corruption, where there are criteria for separating work duties. In addition, there is a follow-up evaluation process whereby management is promptly reported and informed of the

causes of defects or unusual circumstances as well as being able to appropriately improve the system in a preventive manner in evaluating the said internal control system, the process of which the Internal Audit Department is a crucial part.

3.7 The Company provides a human resource management process that reflects the Company's commitment to anti-corruption measures from recruitment, training, performance evaluation, compensation and promotion.

3.8 In order to clarify the operation in matters that pose a high risk of corruption, the company directors, executives, and employees at all levels of the Group must perform their duties with caution in the following matters:

3.8.1 Giving or receiving of gifts and entertainment must be carried out in a manner that is transparent, lawful, in accordance with the general trade customs or traditions at reasonable value.

3.8.2 Giving or receiving donations or sponsorships must be carried out in a manner that is transparent and lawful, ensuring that giving or receiving of such donations or sponsorships does not mask bribery.

3.8.3 The business operations, dealings, negotiations, bidding and other actions with government or private entities must be carried out in a transparent and lawful manner. In addition, directors, executives and employees of the Group must not give or accept bribes at all stages of business operations.

Number of cases or issues related to corruption

	2022	2023	2024
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 procedures : Yes
over the past year

The Company provides measures for whistleblowing or complaints regarding illegal actions, violations of the Code of Conduct or behaviors that may imply corruption of directors, executives or employees of the Group. Various communication channels have been established to allow employees and stakeholders to report clues or complaints to the Company conveniently and appropriately. The whistleblower or the complainant must specify the details of the matters of which clues and complaints they are submitting along with their names, addresses and telephone numbers that are reachable to the communication channels specified by the Company.

1. Channels for receiving whistleblowing or corruption complaints

- By E-mail to Audit Committee: audit.committee@addtechhub.com
- Via Company's website www.addtechhub.com

2. Measures to protect and maintain confidentiality

In order to protect the rights of complainants and informants acting in good faith, the Company will conceal names, addresses or any information that can identify the complainants or informants and keep the information of the complainants and informants confidential. Such information will be accessible only to those who are responsible for investigating complaints.

In the event of corruption complaints on executives, the Audit Committee will be responsible to protect whistleblowers or complainants, witnesses and persons who provide information in the investigation of the facts from any suffering, harm or injustice arising from whistleblowing, complaints, witnessing or providing information.

Persons responsible for the performance of duties related to complaints are responsible for keeping information, complaints and documentary evidence of complainants and informants confidential. It is prohibited to disclose information to persons whose duties are unrelated unless the disclosure is required by duty as stipulated by law.

Investigation procedures and penalties

1. Upon receipt of a whistleblower, the Audit Committee will assign an internal auditor or appoint a fact investigation committee to moderate the investigation and notify the investigation results to the whistleblower or the complainant periodically.

2. If the investigation reveals that the information or evidence obtained gives reasonable grounds to believe that the

alleged person was actually involved in corruption, the Company will grant the accused person the right to be informed of the allegations and to defend themselves by providing additional information or evidence demonstrating that they were not involved in the alleged corruption.

3. If the accused was actually engaged in the act of corruption, whether the person is a director, executive or employee, he or she is considered to have violated the Company's Anti-Corruption Policy and Code of Conduct and will be subject to disciplinary action according to the regulations set by the Company. If the act of corruption is against the law, the offender may be subject to legal penalties as well. In this regard, the disciplinary action according to the Company's regulations and the decision of the Audit Committee are deemed final.

The Company has no policy of demoting, penalizing or negatively affecting employees who reject corruption, even if doing so would cost the Company a business opportunity.

Training and communication

1. The Company arranges to provide communication and dissemination of Anti-Corruption Policy, including channels for whistleblowing or complaints to personnel within the Company for acknowledgement through various channels such as orientation for new directors and employees, posting announcements in public relations boards, e-mails or Company websites, in order for everyone in the Company to understand, agree and abide by the Anti-Corruption Policy seriously.
2. The Company communicates and disseminates Anti-Corruption Policy including whistleblowing or complaint channels to the public, subsidiaries, associates, as well as business representatives, related business partners and stakeholders through channels such as the Company website, Annual Report and Annual Registration Statement, to create understanding and promote compliancy with social responsibility standards for anti-corruption in the same manner as the Company.

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

Over the past year, the Company has not received any reports of wrongdoing and corruption from either employees or stakeholders.

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) : 6

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. Chirapan Sintunava (Chairman of the audit committee)	6	/	6
2 Ms. Yaowarote Klinboon (Member of the audit committee)	5	/	6
3 Mr. Sirutt Ratanapaitoon (Member of the audit committee)	6	/	6
4 Mr. Pat Sadavongvivad (Member of the audit committee)	6	/	6

The results of duty performance of the audit committee

The Audit Committee of AddTech Hub Public Company Limited has been appointed by the Board of Directors' meeting. The committee consists of four qualified independent directors who are experienced in accounting, finance, law, business administration and organization management; thus, they are qualified to perform the duty of reviewing the reliability of financial reports according to the regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand.

In 2024, the Audit Committee held a total of 6 meetings with the aim focusing on reviewing the sufficiency and efficiency of the internal control system, effectiveness of the operation and risk management, reliability of financial reports, compliance with applicable laws and regulations, corruption, and preservation of the Company and its subsidiaries' assets. Audit committee members attended all meetings which were also attended by the executives, auditor and internal auditor as appropriate. The performance of duty in 2024 can be summarized as follows:

1. Review quarterly and annual financial reports

The Audit Committee has reviewed key information of the Company and its subsidiaries' quarterly and annual financial reports for 2024. The review included important accounting policy issues, changes in the past year, possible future implications and listened to the clarifications from the auditor and the Chief Financial Officer regarding the accuracy and completeness of the financial statements and the adequacy of information disclosure as well as acknowledging the observations and recommendations of the auditor who are independent in performing their duties and expressing their opinions. The Audit Committee is of the same opinion with the auditor that the financial statements are presented fairly, in all material respects according to generally accepted accounting standards and no transactions have been found that may have a material impact on financial statements, including having 1 meeting specifically with the Company's auditor without the management attending the meeting to discuss independently.

2. Review to ensure that the Company has an appropriate and effective internal control system and internal audit system

The Audit Committee has reviewed to ensure that the Company and its subsidiaries have a good and effective internal control system and internal audit system, including the internal control system related to anti-corruption by reviewing the systems together with the auditor and the independent internal auditor, as well as reviewing the adequacy and independence of the internal auditors in their work performance. Performance results are continuously monitored and corrective actions are taken according to audit reports on significant issues leading to a good internal control system, effective risk management and good corporate governance in accordance with the approved plans which cover the Company's critical work systems, including both information technology systems and operating systems. The assessment form on the sufficiency of the internal control system has been prepared according to the assessment form of the Securities and Exchange Commission and the Audit Committee is of the view that it is appropriate and efficient enough to conduct business with transparency without finding any significant issues that may affect the Company's operations.

3. Risk management review

The Audit Committee has reviewed the policies and compliance with risk management principles of the Company and subsidiaries to be certain that the Company and its subsidiaries have an appropriate and effective risk management processes by monitoring the implementation of assessments of risks that may arise from the changing business environment, including financial risks, risks from the instability and insecurity of information system and risks of data and information loss. For the mentioned risks, the Company has established measures to eliminate or reduce risks on a continuous basis, both short-term and long-term, whereby it has assessed the internal control system and risk management according to the international standard guidelines COSO-ERM (The Committee of Sponsoring Organizations of the Treadway Commission – Enterprise Risk Management). The Audit Committee's review results showed that the Company's implementation of risk management is effective and adequate in accordance with the Company's policies and strategic plans.

4. Legal compliance review

The Audit Committee has reviewed and supervised the Company and its subsidiaries to comply with the rules, regulations and policies and to operate their business in accordance with the Securities and Exchange Act, the regulations of the Securities and Exchange Commission, the Stock Exchange of Thailand and according to the laws applicable to the business of the Company. There were no indications to believe that it was flawed in respect of non-compliance and/or inconsistent with applicable requirements, regulations and laws.

5. Consideration to propose the appointment of the Company's auditor

In 2024, the Audit Committee has selected auditor based on their independence, where the auditor has no relationship with the Company and its subsidiaries whatsoever and based on knowledge, ability, experience, past performance, including appropriate audit fees of the Company and its subsidiaries and presented to the Board of Directors for consideration and approval at the 2024 Annual General Meeting of Shareholders. The shareholders' meeting resolved to approve the appointment of auditors from PricewaterhouseCoopers ABAS Company Limited to be the auditors of the Company and its subsidiaries.

6. Consider connected transactions or transactions that may have conflicts of interest

The Audit Committee has considered connected transactions, in which the practice must comply with the laws, relevant

rules and regulations of the Stock Exchange of Thailand, which may cause conflicts of interest. In this regard, the Audit Committee is of the opinion that the connected transactions were carried out under normal commercial terms, in a fair and reasonable manner and without conflicts of interest. There were no unusual transactions detected and there was sufficient disclosure of information.

Overall, in 2024, the Audit Committee has performed the duties and responsibilities specified in the Charter of the Audit Committee by using knowledge, caution, prudence and sufficient independence as well as giving opinions and suggestions for the benefit of stakeholders equally. The Audit Committee has an opinion that the Company's financial statements are accurate, reliable, in accordance with generally accepted accounting standards. There are auditors and internal auditors who are independent and qualified to assist the audit and internal control systems to be appropriate and effective. There have been a good corporate governance system, an adequate risk management and internal control system and compliance with regulations. In entering into connected transactions or transactions that may have conflicts of interest, the Company has arranged to comply with the law, relevant rules and regulations of the Stock Exchange of Thailand strictly free from fraud and corruption. In addition, the Audit Committee also evaluates performance both as a whole and individually and report to the Board of Directors every year. The Audit Committee's duty performance during 2024 received good cooperation from the Board of Directors, executives, auditors, internal auditors, and all parties involved, the Audit Committee hereby would like to express sincere gratitude.

Yours respectfully,

- Chirapan Sintunava -
(Mr. Chirapan Sintunava)
Chairman of the Audit Committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 13

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. Chawan Boonprakobsap (The chairman of the executive committee)	13	/	13
2 Mr. Jenvit Jivakulchainan (Member of the executive committee)	13	/	13
3 Mr. Sompoch Tanutantivong (Member of the executive committee)	13	/	13

The results of duty performance of Executive Committee

The Company's Executive Committee is appointed by the Board of Directors' meeting to perform duties in managing and controlling the Company's business and assigned by the Board of Directors in order to support the operations, build trust among shareholders, and grow the Company sustainably.

In 2024, the Executive Committee has organized a total of 13 meetings where all three Executive Committee members were present at all the meetings. The essence of the powers, duties and responsibilities are as follows:

1. Prepare visions, strategies, business directions, goals, guidelines, policies, business plans, budgets, management structures and limits of approval of the Company for submission to the Board of Directors for approval and proceed as approved by the Board of Directors including monitoring and following up on the results of such executions to ensure that they are efficient and effective.

2. Consider and scrutinize the proposals of the management in determining investment policy, business expansion, public relations, formulating financial plans, annual report, budgets including annual budget, human resource management and information technology investments and present to the Board of Directors for further consideration.
3. Has the power to appoint the Teams to carry out the operation or administration of the Company and determining the authority, duties and responsibilities of the Teams, as well as controlling and supervising the operation of the appointed Teams to ensure that the set policies and goals are achieved.
4. Monitor the Company's performance to ensure that it is in accordance with the policy framework and goals approved by the Board of Directors and supervise the quality and efficiency of operations.
5. Consider the annual budget allocation as proposed by the management before submitting it to the Board of Directors for consideration and approval.
6. Has the power to consider and approve financial expenditures for the normal business transactions of the company but not exceeding the budget approved by the Board of Directors.
7. Study the feasibility of new projects and has the power to consider and approve the bidding of various works, as well as to undertake various projects as deemed appropriate, including carrying out legal acts related to such matters until completion.
8. Approve the expenditure of significant investments that have been specified in the annual expenditure budget as assigned by the Board of Directors or as previously approved by the Board of Directors in principle.
9. Approve the entry into contracts and/or any transactions related to the normal business operations of the Company (such as trading, investing or joint ventures with other parties for the normal business transactions of the Company and for the benefit of the operations according to the Company's objectives) within the limits according to the approval authority table approved by the Board of Directors. In case the amount exceeds the budget approved by the Board of Directors, it must be presented to the Board of Directors for approval at the next meeting.
10. Having the power to consider and approve loans, financial transactions with banks or financial institutions for supporting normal business operations such as opening a bank account, closing a bank account, acquiring credit lines or applying for any credit of the Company in accordance with the approval authority table approved by the Board of Directors. In case where the limit exceeds the budget approved by the Board of Directors, the matter must be presented to the Board of Directors for approval in the following meeting. Moreover, in case where the Company's asset is required as collateral, it must be proposed to the Board of Directors to request for an approval.
11. Consider and monitor the Company's performance and propose for approval of the payment of interim dividends or annual dividends to the Board of Directors.
12. Determine the organizational structure, organizational management authority, including appointment, employment, transfer, termination, determination of wages, compensation, bonuses for executive-level employees from the level of Chief Department Officer or equivalent, except for the position of Chief Executive Officer.
13. Having the power to appoint an advisor or an advisory board of the Executive Committee as appropriate and has the power to determine the remuneration, allowance, welfare, facilities, and other expenses of the Chairman of the advisory board, advisor or the aforementioned advisory board as appropriate.
14. Perform any other tasks as assigned by the Board of Directors or in accordance with the policies set by the Board of Directors.
15. Authorize one or more persons to perform any task on behalf of the Executive Committee.

However, the delegation of powers, duties and responsibilities of the Executive Committee shall not be in the form of a delegation or sub-delegation that allows the Executive Committee or the person authorized by the Executive Committee to approve transactions that they or other individuals may have a conflict of interest in (as defined in the Notification of the Securities and Exchange Commission or the Notification of the Capital Market Supervisory Board), may have interest in or may benefit in any manner or may have any other conflict of interest with the Company or its subsidiaries, except for the approval of transactions that are in accordance with the policies and rules approved by the Board of Directors' meeting.

The Executive Committee is committed to performing the duties assigned by the Board of Directors by using their knowledge and competence with caution and prudence in managing the business in order to achieve the Company's vision, mission, strategy and goals, taking into account the best interests of the Company, shareholders and all stakeholders under the principles of good corporate governance with transparency and accountability, along with conducting business with social and environmental responsibility for the organization to grow sustainably and with stability. In 2024, the Company is interested in acquiring ordinary shares in Glory Limited and Ocean Shine Far East Limited, which are engaged in music monetization service business while located in Hong Kong. This is considered the first investment in overseas subsidiaries that will lead the Company to grow in the Asian region as targeted by the Company and create consistent good returns for shareholders in the future.

Yours respectfully,
 - Chawan Boonprakobsap -
 (Mr. Chawan Boonprakobsap)
 Chairman of Executive Committee

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 2
 Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. Yaowarote Klinboon (The chairman of the subcommittee)	2	/	2
2 Mr. Sirutt Ratanapaitoon (Member of the subcommittee)	2	/	2
3 Mr. Chawan Boonprakobsap (Member of the subcommittee)	2	/	2

The results of duty performance of Nomination and Remuneration Committee

The Company's Nomination and Remuneration Committee is appointed by the Board of Directors' meeting to nominate qualified persons to serve as directors, sub-committees and Chief Executive Officer, including considering and preparing policies and criteria for the remuneration of directors, sub-committees and Chief Executive Officer to propose their opinions to the Executive Committee and/or the Board of Directors and/or to propose to the shareholders' meeting for further consideration and approval, as the case may be.

In 2024, the Nomination and Remuneration Committee held a total of two meetings where all three members of the Nomination and Remuneration Committee were present at all the meetings. The essence of the powers, duties and responsibilities are as follows:

Nomination

1. Prepare policies, criteria and procedures for nominating Company directors, sub-committees, Managing Director and Chief Executive Officer by considering the appropriateness of the number, structure and composition of the Board of Directors, and determining the qualifications of directors to propose to the Board of Directors and/or propose to the shareholders' meeting for approval, as the case may be.
2. Consider the recruitment and nomination of qualified persons with appropriate knowledge and expertise in order for such persons to hold positions of directors, sub-committees, Managing Director and Chief Executive Officer including considering the background of such persons to ensure that they possess all the qualifications as stipulated in the Company's charter and relevant laws, as well as not contradicting to or inconsistent with the laws related to the Company's business operations.
3. Consider formulating policies of succession plan.
4. Review the criteria and procedures for nomination of directors to propose to the Board of Directors prior to the selection of directors to replace those who complete their terms.
5. In the event that the Nomination and Remuneration Committee nominates a retired director to be re-elected, the Nomination and Remuneration Committee shall consider the performance of such director and present the results of their performance and contributions, including the history of their attendance to the Board of Directors and shareholders' meetings for the shareholders to incorporate the information into their consideration.
6. Prepare a director development plan to develop knowledge of current directors and new directors to understand the Company's business, roles and duties of directors and important developments such as economic and industrial conditions and rules or laws related to the Company's business.
7. Perform other tasks as assigned by the Board of Directors with the approval of the Nomination and Remuneration

Committee.

Determining remuneration

1. Prepare policies and criteria for determining remuneration and other benefits (whether in cash, securities or others) of the Board of Directors, sub-committees, Managing Director and Chief Executive Officer to propose to the Board of Directors and/or for approval at the shareholders' meeting.
2. Prepare policies and criteria for evaluating the performance of the Board of Directors, sub-committees, Managing Director and Chief Executive Officer to consider annual remuneration.
3. Disclosure of policies and criteria for determining remuneration and other benefits and prepare a report on the determination of such remuneration in the Company's Annual Report.
4. Scrutinize the salary structure and other benefits of the organization.
5. Perform other tasks as assigned by the Board of Directors with the approval of the Nomination and Remuneration Committee.

The Nomination and Remuneration Committee has performed its duties as assigned by the Board of Directors with prudence, transparency, fairness, and independence in accordance with good corporate governance principles by considering the best interests of the Company and all stakeholders. Also, in every year, the Board of Directors has given minority shareholders the opportunity to nominate suitable persons to be elected as directors. It appeared that no shareholder nominated any person for the nomination process at the 2025 Annual General Meeting of Shareholders.

Yours respectfully,

- Yaowarote Klinboon -

(Miss Yaowarote Klinboon)

Chairman of Nomination and Remuneration Committee

Meeting attendance of Risk Management Team

Meeting Risk Management Team (times) : 2

List of Directors	Meeting attendance of Risk Management Team		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. Chawan Boonprakobsap (The chairman of the subcommittee)	2	/	2
2 Mr. Sompoch Tanutantivong (Member of the subcommittee)	2	/	2
3 Ms. Rattinart Boonprakobsap (Member of the subcommittee)	2	/	2
4 Mr. Rawin Viruchpintu (Member of the subcommittee)	2	/	2
5 Mr. Peerapong Khantaruje (Member of the subcommittee)	2	/	2

The results of duty performance of Risk Management Team

The Company's Risk Management Team has been appointed by the Board of Directors' meeting to realize the importance of risk management in the management system and operations with the aim to make risk management a culture of all operators. This will not only help the organization achieve its main objectives and goals, but it also supports the Company to carry out operations that create concrete added value for the organization and to have the same direction of risk management approach.

In 2024, the Risk Management Team held a total of 2 meetings where all five members of the team were present at all the

meetings. The essence of powers, duties and responsibilities are as follows:

1. Determine the overall risk management structure of the Company to cover a wide range of important risks such as financial risk, investment risk and risk affecting the reputation of the business, and present to the Board of Directors for approval whereby the risk management structure must be consistent and in accordance with the risk management guidelines of the Stock Exchange of Thailand and the Association of Internal Auditors of Thailand.
2. Determine the company's risk management strategy and guidelines in accordance with the risk management policy to be able to assess, monitor and control each type of risk to be within the risk appetite level by allowing various departments to participate in risk management and control.
3. Oversee and monitor the implementation of the risk management policy under the guidelines and policies approved by the Board of Directors.
4. Determine risk measurement criteria and risk appetite level for the Company.
5. Determine risk measures to be imposed in managing risks that are appropriate to the circumstances.
6. Assess risks at the organizational level and determine methods to manage the risks to be within the risk appetite level, including oversee to ensure that the risk management is practiced according to the established methods.
7. Review risk management policies and improve them to be efficient and effective to control risks adequately.
8. Having the power to summon relevant persons to clarify or appoint and assign roles for operators at all levels to manage risks as appropriate and report to the Risk Management Team in order to achieve the risk management objectives.
9. Report the results of the Company's management, operations, risk status and any changes including changes that need to be made in order to be in line with the set policies and strategies to the Audit Committee for submission to the Board of Directors on a regular basis.
10. Prepare a risk management manual.
11. Identify various risks, as well as analyze and assess potential risks and trends affecting the Company.
12. Develop a plan to prevent or reduce risks.
13. Evaluate and prepare a risk management report.
14. Establish an integrated risk management system by linking with information systems.
15. Perform other tasks as the Board of Directors deems appropriate.

In 2024, the Company has adjusted its business strategy to be more cautious, including diversifying risks by investing in other businesses with similar operations to the Company, which the Company believes will be able to enhance growth opportunities in foreign markets and be effective enough to positively impact the Company's shareholders' return in the future. Amidst the rapidly changing economic, social and environmental conditions, the Risk Management Team is of the opinion that the Company has adequately managed risks in line with good corporate governance guidelines and regulations related to business operations.

Yours respectfully,

- Chawan Boonprakobsap -

(Mr. Chawan Boonprakobsap)

Chairman of Risk Management Team

Meeting attendance of Sustainability Management Team

Meeting Sustainability Management Team : 5

(times)

List of Directors	Meeting attendance of Sustainability Management Team		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. Sompoch Tanutantivong (The chairman of the subcommittee)	5	/	5
2 Ms. Rattinart Boonprakobsap (Member of the subcommittee)	5	/	5
3 Mr. Rawin Viruchpintu (Member of the subcommittee)	4	/	5

List of Directors	Meeting attendance of Sustainability Management Team		
	Meeting attendance (times)	/	Meeting attendance right (times)
4 Mr. Peerapong Khantarujee (Member of the subcommittee)	4	/	5
5 Mr. Prayoon Wachirapansathit (Member of the subcommittee)	3	/	5
6 Ms. Nichapa Saeueng (Member of the subcommittee)	5	/	5
7 Ms. Supak Amornwachikul (Member of the subcommittee)	5	/	5
8 Ms. Chindarat Phanchindawan (Member of the subcommittee)	5	/	5
9 Mrs. Tararat Rawdmue (Member of the subcommittee)	5	/	5
10 Ms. Kannikar Sukcharee (Member of the subcommittee)	5	/	5
11 Ms. Aunrat Dolwachirapokin (Member of the subcommittee)	5	/	5

The results of duty performance of Sustainability Management Team

The Company's Sustainability Management Team was appointed by the Executive Committee's meeting with the objective of working together to enable the Company to conduct business under good corporate governance while being socially and environmentally responsible in the Company's operation.

In 2024, the Sustainability Management Team has held five meetings with the essence of powers and responsibilities as follows:

1. Jointly propose guidelines for actions to achieve the goals set.
2. Follow up and report on the progress of activities to be complete, including coordinating with relevant departments in data collection.
3. Communicate training to those involved in the organization.
4. Jointly analyze the sources of greenhouse gas emission from various activities of the organization, set goals and find ways to reduce the organization's greenhouse gas emission.
5. Consider setting guidelines, suggesting policies/practices regarding code of conduct and business ethics according to the good corporate governance system to the Board of Directors and management to set as the organization's regulations. This is to be a standardized practice for the organization as a correct guideline and to make the Company aware of the importance of conducting business for sustainable growth under responsibility towards society, the environment and stakeholders.
6. Supervise, advise, evaluate and review policies and compliance with the principles of good corporate governance, business ethics, sustainability management policies and the organization's carbon footprint policy to develop and elevate the Company's corporate governance system to international standards.
7. Perform other tasks as assigned

The Company has conducted an assessment of the organization's carbon footprint in accordance with the "Revised Organizational Carbon Footprint Calculation and Reporting Requirements" with auditors and consultants registered with the Greenhouse Gas Management Organization (Public Organization) since 2021 to the present. The Company will use the amount of greenhouse gas emission calculated in 2023 as the base year because in 2021 and 2022, the Company's employees mostly worked from home during the COVID-19 pandemic, and the Company has moved to a new office. The amount of greenhouse gas emission from the Group's operations in each year is relatively low due to the nature of the Company's business. However,

the Company has purchased carbon credit for the absorption of greenhouse gases every year to demonstrate social and environmental responsibility, which is a commitment to reduce greenhouse gas emission voluntarily and be carbon neutral. In addition, the Company has organized the "Carpool to Our Office" project, in which the Company provides a shuttle van service to facilitate and reduce travel expenses for the Company's employees, as well as to reduce greenhouse gas emission from employee travel in another way.

Yours respectfully,

- *Sompoch Tanutantivong* -

(Mr. Sompoch Tanutantivong)

Chairman of Sustainability Management Team

Meeting attendance of Information Security Management System Team

Meeting Information Security Management : 3
System Team (times)

List of Directors	Meeting attendance of Information Security Management System Team		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. Rawin Viruchpintu (The chairman of the subcommittee)	3	/	3
2 Mr. Sompoch Tanutantivong (Member of the subcommittee)	3	/	3
3 Ms. Weereeya Pratchyakul (Member of the subcommittee)	3	/	3
4 Mr. Passakorn Hamprasatporn (Member of the subcommittee)	3	/	3
5 Mr. Sahapop Sangwan (Member of the subcommittee)	3	/	3
6 Mr. Ittipan Langkulanon (Member of the subcommittee)	3	/	3
7 Mr. Jesadavut Saengsawang (Member of the subcommittee)	3	/	3
8 Ms. Metta Benjarattananon (Member of the subcommittee)	3	/	3
9 Ms. Nichapa Saeueng (Member of the subcommittee)	3	/	3
10 Ms. Kannikar Sukcharee (Member of the subcommittee)	3	/	3
11 Ms. Chindarat Phanchindawan (Member of the subcommittee)	3	/	3
12 Mrs. Tararat Rawdmue (Member of the subcommittee)	3	/	3
13 Ms. Supak Amornawichkul (Member of the subcommittee)	3	/	3

List of Directors	Meeting attendance of Information Security Management System Team		
	Meeting attendance (times)	/	Meeting attendance right (times)
14 Ms. Aunrat Dolwachirapokin (Member of the subcommittee)	3	/	3

The results of duty performance of Information Security Management System Team

Information Security Management System Team of the Company has been appointed by the Board of Directors' meeting to ensure that the Group's information technology system maintain the confidentiality, integrity and availability of information, and that users and related persons are aware of the importance of maintaining information security and are informed of their responsibilities and guidelines for controlling various risks.

In 2024, Information Security Management System Team held 3 meetings, with the main content of the responsibilities as follows:

- Define the area and scope of the information security management system implementation
- Conduct a review of the Company's information security context and risks
- Conduct a review of the identification of issues and risk assessments, and identify opportunities for improvement in information security
- Develop and present a review of the Applied Information Security Management System Policy
- Develop and present the objectives, goals, and implementation plans of the information security management system
- Conduct internal audits of the information security management system
- Conduct an information security management system review meeting
- Conduct monitoring and assessment of the information security management system
- Monitor the effectiveness of the control of various information security practices

Information Security Management System Team has applied for certification of the information security management system standard (ISO/IEC 27001: 2022) and in 2024, the Company has been certified.

Yours respectfully,

- Rawin Viruchpintu -

(Mr. Rawin Viruchpintu)

Chairman of Information Security Management System Team

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

AddTech Hub Public Company Limited (the “**Company**”) values business growth under good corporate governance and effective risk management in cooperation with operating with responsibility towards society, environment and the value chain by creating technological security for sustainable society and environment, consistent with one of the Group’s missions and stakeholders’ expectations. The Company also places importance on continually increasing efficiency in creating transparency and anti-corruption in business operations, including the introduction of human rights as part of the working principles. The Board of Directors reviewed and approved the enforcement of the Sustainability Management Policy during the Board of Directors’ Meeting No. 5/2021 on 15 November 2021. The policy was later revised to better align with operational practices on 6 March 2024, and was made effective immediately.

Reference link for sustainability policy : <https://www.addtechhub.com/wp-content/uploads/2024/07/16.-Sustainability-Management-Policy.pdf>

Sustainability management goals

Does the company set sustainability management goals : Yes

The Company has defined sustainability issues in the economic, social and environmental aspects and has presented these key issues to the Board of Directors by setting goals and business plans of 4 issues in total as follows:

1) Focus on increasing revenue by expanding services and expanding business

- Increase the Group’s revenue through service expansion from the existing business as well as increasing revenue from business expansion based on business opportunities and continuously developing technologies.

Performance

In 2024, the Group still continue to operate its business as usual with revenue of THB 317.43 million, a slight decrease of THB 0.46 million or 0.14% from 2023, profit from operating activities of THB 44.49 million, an increase of THB 8.35 million or 23.10% from 2023. This is because in 2024, the Group focused on expanding digital solution services, which is a high profit margin business. As a result, the operating profit margin significantly increased, which is in line with the Group’s plan to increase its profit margin potential. In addition, the Group continues to seek opportunities to expand its profitable businesses and help spread the risk of relying on mobile operators by investing in companies with potential, such as Glory Limited (“GLORY Limited”) and Ocean Shine Far East Limited (“OCEAN”), which plan to invest within the second quarter of 2025 in accordance with the resolutions of the Board of Directors and the shareholders’ meeting.

2) Increase the efficiency of the service system and maintain the level of security

- Increase the efficiency and operational potential of the system in every work process to be faster and more compact.
- Enhance cybersecurity capabilities to protect system infrastructure and continually promote new services in terms of process, technology and employee readiness.
- Conduct business in accordance with contracts made with partners and customers as well as comply with the requirements of relevant laws.

Performance

To ensure that the Company’s information technology services meet standards, are comprehensive, align with objectives qualitatively, and operate securely, the Company has pursued and achieved ISO/IEC: 27001 certification for Information Security Management System in 2024.

3) Recruit, develop and care for personnel in all dimensions

- Able to recruit sufficient personnel with new digital technology skills to support the growth of the organization.
- Current employees are continually trained and enhanced with new skills in accordance with their duties and responsibilities.

- The rate of employees participating in the employee engagement survey of the organization is not less than 70%.
- Support diversity and inclusion of employees within the organization.

Performance

- In 2024, the Company successfully recruited personnel with new digital technology skills to fully support organizational growth.
- Current employees continuously received training and skill development relevant to their roles and responsibilities, with an average training duration of 26.20 hours per employee per year.
- Employee participation in the organizational engagement survey reached 70%.
- The Company promotes diversity and inclusivity within the organization, ensuring equal opportunities regardless of gender, age, or religion.

4) Use energy efficiently to reduce environmental impact

- The Company has resolved the impact of climate change by using energy efficiently to reduce environment impact and has assessed the risks related to climate change, including, efficiently manage the risks that may arise to ensure continuous operations. The Company has participated in the preparation of the organization's greenhouse gas emission and absorption report since 2021 and included the received report into consideration in order to lay guidelines for continually reducing the amount of greenhouse gas emission generated by the Company's business activities.

Performance

In 2024, the Company conducted the assessment of organization's greenhouse gas emission and absorption and found that the total greenhouse gas emission of the Company amounted to approximately 99 tons of CO₂ equivalent.

United Nations SDGs that align with the organization's sustainability management goals	: Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 17 Partnerships for the Goals
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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 : Yes

The Board of Directors reviewed and approved the enforcement of the Sustainability Management Policy during the Board of Directors' Meeting No. 5/2021 on 15 November 2021. The policy was later revised to better align with operational practices on 6 March 2024, and was made effective immediately.

Information on impacts on stakeholder management in business value chain

Business value chain

1. Business partner management

The outsourcing process for content partners and marketing partners who are competent to create quality work is in accordance with the agreements between the Group and Operators, exhibits continuous development to keep up with the technology, conducts business legally with consideration towards human rights principle and impacts on society and environment.

2. Operation

- Maintain the working standards of all systems that provide services including cyber security for both system users and data of all parties involved in the system.
- Choose a cloud service provider whose system's efficiency is high enough for system operations and secure.
- Commit to developing a wide range of digital services to support business growth including supporting economic development and improving the quality of life of society as a whole.

- Carry out marketing activities and provide information about the service fully in a transparent manner and with accuracy, as well as supervise marketing activities in accordance with relevant laws.

3. Service development

Encourage employees to continually develop their abilities, including raising awareness of ethical conduct, respect for the law, respect for human rights and environmental and social impacts.

4. Customer service

- Maintain good relationship with customers while take into account their future usage and needs in order to be ready to deliver the appropriate service.
- Comply strictly with the terms of the customer both on the system services and the security of personal data stored in the system.
- Cooperate with customers in terms of organizing marketing activities and awarding prizes in accordance with the plan and in accordance with the relevant laws

5. Other supporting activities

- Manage human resources with fairness and aim to promote and develop employees' potential to support the vision of business growth with appropriate compensation and benefit system.
- Create safety and good hygiene at work.
- Manage accounting system that is reliable, accurate and transparent with a focus on financial stability to support business growth.
- Allow good corporate governance in accordance with principles of good governance and business ethics.

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
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> Employees 	<ol style="list-style-type: none"> 1. Provide appropriate benefits and compensation in accordance with capabilities. 2. Develop personnel potential by enhancing their skills, knowledge, and abilities to be proficient in their work and to possess leadership. 3. Ensure a safe and suitable work environment for all employees. 	<ol style="list-style-type: none"> 1. Ensure fair compensation and benefits for employees by considering market wages and comparing them with other companies. 2. Provide relevant training programs to enhance employees' skills and knowledge for their respective roles. 3. Ensure that the workplace is suitable, safe, and promote occupational health and well-being. 	<ul style="list-style-type: none"> Online Communication Internal Meeting Complaint Reception Employee Engagement Survey Satisfaction Survey

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Shareholder / Joint Venture / Creditor 	<ol style="list-style-type: none"> Maintain competitiveness in digital content service business Increase the growth of information technology development services by expanding the business to new services to create growth. Communicate quarterly results regularly across all channels with complete and timely disclosure of important information. 	<ol style="list-style-type: none"> Management analyzes and assesses the feasibility of each project, including budget consideration and investment return, before making investment decision. Conduct business with caution and transparency, in accordance with corporate governance principles. 	<ul style="list-style-type: none"> Press Release Online Communication External Meeting Annual General Meeting (AGM) Complaint Reception Satisfaction Survey Others <ul style="list-style-type: none"> Investor Relations website, E-mail ir@addtechhub.com and telephone
<ul style="list-style-type: none"> Suppliers 	<ol style="list-style-type: none"> Grow together with the Company in expanding services to reach a wide range of customers. Expect the Company to perform the contractual obligations in doing business with each other as it always has. 	<ol style="list-style-type: none"> Operate business fairly and transparently. Emphasize equality and mutual benefits in partnerships with business partners. 	<ul style="list-style-type: none"> Online Communication External Meeting Complaint Reception Satisfaction Survey
<ul style="list-style-type: none"> Community 	No expectation has been notified.	Conduct business responsibly	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> Company website and telephone
<ul style="list-style-type: none"> Customers 	<ol style="list-style-type: none"> Quality of service is stable with high-speed data connection and a variety of business solutions to enhance business performance. Have a variety of services that meet the customers needs. Personal data security is strict and standardized. 	<ol style="list-style-type: none"> Continuously improve service quality and offer a variety of business solutions. Ensure the security of personal data in accordance with international standards. 	<ul style="list-style-type: none"> Online Communication External Meeting Complaint Reception Satisfaction Survey

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Conducting business with fairness	• Good Governance
2. Anti-corruption	• Good Governance
3. Respect for human rights	• Human Rights
4. Fair labor treatment	• Fair Labor Practices
5. Customer stewardship	• Customer / Consumer Responsibility
6. Responsibility to Community, Society and Environment	• Community / Social Responsibility

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesn't Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : Other : Annual Registration Statement/Annual Report
guidelines (56-1 One Report)

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

AddTech Hub Public Company Limited is aware of the importance of risk management as a part of good corporate governance and an essential basis for achieving the Company's objectives. Risk identification and management will support the Company in making better decisions and identifying opportunities including mitigation of impact from events or risks that may occur to the shareholders.

Risks refers to opportunities or events that may occur and affect the achievement of objectives or goals set by the Company, the impact may be on the financial or on the public image and reputation of the Company.

Objectives

1. Establish an operational framework in the Company's risk management process for implementation throughout the organization
2. Ensure that there is an appropriate specification of identified risk control responsibilities.

Scope

This policy applies to all operations including directors, executives and all employees of the Company.

Policy Procedure

1. The Company sets up risk management system and processes throughout the organization and its Group companies to be in line with business strategies and goals and in accordance with the international standards. The risk assessment shall cover various areas including strategic risk, operational risk, financial risk, compliance risk, information technology risk and corruption risk.
2. All executives and employees of the Company are risk owners who are responsible for identifying and assessing the risks of the departments for which they are responsible, as well as establishing appropriate measures to manage the risks. The Company will manage the risks to be within the risk appetite level or deviate not more than risk tolerance level.
3. All risks affecting the achievement of the Company's objectives must be addressed as follows:
 - Timely risk identification
 - Assess the likelihood of risks and consequences if such events occur
 - Manage risks in accordance with established risk management criteria, taking into account the costs involved and the benefits to be gained from managing such risks
 - Regularly monitor and review risk management to ensure that the Company's risks are properly managed
4. All high and very high risks that may affect the Company's business plans and strategies must be reported to the Risk Management Team, the Audit Committee and the Board of Directors.
5. The Risk Management Team must review this policy annually and propose to the Board of Directors for approval if there is any change.

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 Risk from reliance on large or few customers

Related risk factors	: <u>Strategic Risk</u>
	• Reliance on large partners / distributors or few partners / distributors
ESG risk factors	: Yes

Risk characteristics

Almost all of the Group's revenue comes from the business of providing digital content service and digital solution service to mobile operators ("Operators"). During 2024, the Group's revenue from two operators accounted for more than 90% of total revenue. The revenue or revenue sharing ratio is determined according to the contract that has been agreed upon in advance. In the future, if the operator negotiates to reduce the revenue sharing ratio that the Group will receive from the current rate, it will have a significant impact on the Group's income.

Risk-related consequences

The Group shall conduct its business under the terms of each Operator from the establishment of a system for connection with the Operator that is efficient enough to provide services to mobile users, determining the nature of the service or the content, and determining the service or content delivery frequency which must be approved by the Operator prior to the service launch, including the storage of proof of subscription and proof of service for later review. If the Group fails to comply with the Operator's requirements, the Group can be suspended from providing services.

Risk management measures

The Group's management has been in business with the Operator for more than 15 years, with its employees regularly communicate with the Operator about operational guidelines and ready to adjust the operational methods to match with the operational methods of the Operators. In the past, the Group has never encountered any serious operational problems that would affect its business operations. In addition, the Company's executives believe that with its reputation and quality of service, the Company is considered a system service provider with good relationships with all Operators and someone who has been trusted by the Operator continuously. The Company therefore believes that it will be able to maintain the revenue sharing ratio with the Operator at a rate that is acceptable to both parties in the long term.

Risk 2 Risk from relying on personnel in important positions

Related risk factors	: <u>Operational Risk</u>
	• Reliance on employees in key positions
ESG risk factors	: Yes

Risk characteristics

The Company's business operations and development of information technology services are carried out by personnel with specialized knowledge, competence, and experience, which are valuable resources and a key contributor to business operations, hereby referring to information technology employees. Therefore, if the Company loses those personnel, it may take a lot of time to train the replacement personnel, which may affect the development of the Company's business.

Risk-related consequences

The Company's operations may be disrupted due to lack of important personnel in the work process and may affect the corporate image and operating results of the Company.

Risk management measures

The Company is aware of the aforementioned risk and has diversified the risk by allowing employees to work on one another's behalf without having to depend on any specific employee. In addition, the Company values its personnel by promoting the development of knowledge and understanding of the business and participation in the operations of the Company as much as possible.

Risk 3 Risk from changes in the industry

Related risk factors	: <u>Strategic Risk</u>
	• Volatility in the industry in which the company operates
ESG risk factors	: No

Risk characteristics

The Group is a provider of digital content that operates in conjunction with the Operator, whereby the Company supplies the content for the Operator's service to the end users and the Company receives a share of the service revenue charged by the Operator from the users. At present, the Company has entered into such service agreements with all major Operators. It is considered an important operational strategy that the Company wants to reach all users that are not limited to users of a particular network. Most of these contracts are automatically renewed every year and they have been

renewed continuously.

Risk-related consequences

The Group's main revenue comes from provision of digital content service operated with three major Operators, with a combined share of more than 65% of total revenue in 2022-2024, where the Company may be at risk from not having the said contract renewal or projects are delayed waiting for clarity from changes in the industry resulting in a large loss of income, including having a significant impact on the Company's business operations.

Risk management measures

The Group is aware of such risk and the management believes that the good relationship with Operators for more than 15 years can help to mitigate such risk. In addition, the Group also has experienced IT development personnel who can facilitate Operators both in terms of quick remedial actions and the development of various systems related to the existing business to be more efficient and stable. This will help the Group to continue delivering reliable performance in the long run.

Risk 4 Risk from relying on large or few trading partners or distributors

Related risk factors	:	<u>Strategic Risk</u>
		• Reliance on large partners / distributors or few partners / distributors
ESG risk factors	:	Yes

Risk characteristics

In 2024, the Group's revenue from digital content service exceeds 65% of total revenue. Currently, the Group is dependent on certain marketing partners because the Group's revenue share from Operators is a result of the effective marketing by its marketing partners.

Risk-related consequences

In 2024, the Group has operations and allocated revenue sharing with more than 50 partners. The proportion of revenue sharing of the 2 main marketing partners is 40.20% and 11.02% of the total revenue sharing of digital content service.

Risk management measures

The Group is aware of such risk and believes that the good relationship with partners and Operators that the Group has always had will enable the Company's operations to continue. In addition, the Company manages good relationships with its partners by considering jointly to understand the market needs and related requirements to ensure that the operation is professional and efficient in order to maintain the good relationship.

Risk 5 Risk from changes in the business of trading partners or operators in the supply chain

Related risk factors	:	<u>Strategic Risk</u>
		• Business operations of partners in the supply chain
ESG risk factors	:	No

Risk characteristics

The Group is dependent on certain marketing partners because the Group's revenue share from Operators is a result of the effective marketing by its marketing partners.

Risk-related consequences

If there is a business change in the supply chain when an efficient trading partner becomes a competitor, this may cause the Company to lose revenue and make operations more difficult due to the increased number of competitors.

Risk management measures

The Group believes that with the good relationships with trading partners and Operators that the Group has always had as well as the reputation and quality of service, the Company will gain the trust of partners and Operators to continue operating smoothly.

Risk 6 Risk related to changes in customer/consumer behavior or needs

Related risk factors	:	<u>Strategic Risk</u>
		• Behavior or needs of customers / consumers
ESG risk factors	:	Yes

Risk characteristics

Consumer behavior and needs change with the evolution of new products and services, as well as changes in regulatory rules, which also contribute to the opening of markets and services with new technologies. The factors mentioned above have an impact on the business operations of the Group in term of service model.

Risk-related consequences

The Group's revenue largely depends on revenue from providing digital content services in collaboration with Operators, the Group's revenue risk therefore also depends on the Operator's efficiency and capability in the provision of digital content service.

Risk management measures

The Group provides new digital solutions to Operators based on the usage and payment behavior of mobile users who have wider choices, which is the development of payment through Operators ("Carrier Billing") for the purchase of content or other digital goods ("Digital Assets"). This is a convenient payment channel and easily accessible to all mobile users. It is able to reach more users in Thailand than other payment channels such as credit card, cash card, and electronic payment.

In terms of the competitive landscape of digital media, today is an era where there is a large amount of content on the internet which has created business models to generate revenue from various types of information. The commonly seen formats are (1) free content services and earning income from advertising from businesses such as YouTube, Facebook, Instagram, TikTok, etc. (2) subscription services such as Netflix, Disney+, etc., or a combination of (1) and (2) which is free content with advertising or subscribing to remove advertisement and additional premium services such as Spotify as well as a wide range of mobile applications, (3) direct payment for content, for example electronic books ("E-books") such as Ookbee, Meb, Shutterstock, and online magazines such as TIME, The Economist. Business model (1) providing free content and earning income from advertising is an increasingly popular business model today due to its fastest accessibility to users and when there is a large number of users, there will be demand for advertisements from businesses to users of such platforms. However, the management considers that the business model (2) and (3), which is a direct content sale, while it can reach a smaller audience than the business model (1), it is less risky because it can generate revenue directly in relation to the content it produces.

Therefore, the management believes that the change in technology will not affect the services of the Group. If the Group can prepare information technology personnel who have the ability to develop systems to meet the needs of service users, the Group will then be able to provide Operators with new services that will continue to evolve in the future.

Risk 7 Risk from technological advancements

Related risk factors	:	<u>Strategic Risk</u>
		• Changes in technologies
ESG risk factors	:	Yes

Risk characteristics

Communication and entertainment technology is changing rapidly. This will have an impact on the service business of the Group becoming obsolete.

Risk-related consequences

The Group's revenue largely depends on revenue from providing digital content services in collaboration with Operators, the Group's revenue risk therefore also depends on the Operator's efficiency and capability in the provision of digital content service.

Risk management measures

The management is of the opinion that the strength of the Group's services to Operators is the development of information management system as if it is a subcontractor for digital content service from the Operator's core business. It can be seen that the technology of customer service channels has evolved from dialing 1900 numbers to receive content to become an interactive voice response and now it is the era that mainly uses short message service (SMS) and information on the internet. The Group has always been aware of the technological changes that have occurred and has been constantly following the trends with the Operators to ensure that the Group will be able to develop the information technology system to support the Operator's services continuously. Therefore, the management believes that the change in technology will not affect the services of the Group. If the Group can prepare information technology personnel who have the ability to develop systems to meet the needs of service users, the Group will then be able to provide Operators with new services that will continue to evolve in the future.

Risk 8 Risk from changes in regulations and laws regarding business operations

Related risk factors	:	<u>Compliance Risk</u>
		• Change in laws and regulations
ESG risk factors	:	Yes

Risk characteristics

Operators are under the supervision of the Office of the National Broadcasting and Telecommunications Commission (NBTC), and the business operations of the Group are controlled by laws and regulations that aim to protect individuals in various aspects, such as Consumer Protection Act, Computer Crime Act, and Personal Data Protection Act. These laws and regulations are complex and frequently changed and tend to become more stringent.

Risk-related consequences

The Operators have adopted the rules and regulations of the NBTC to formulate policies and procedures in the Operator's operations. This has affected the way the Group operates business in relation to the business of digital content services and the Group needs to store phone number information of users who do not give consent to marketing and phone number information of those who subscribe to the service. Therefore, there may be a risk of errors in the process if there has been a leak of personal information or data is used without permission, which may lead to violation of the Personal Data Protection Act.

Risk management measures

During the past year, the Office of the NBTC has discussed with Operators to enhance the quality of the content subscription process and methods of canceling subscriptions for users to reduce complaints in case of involuntary subscription. The Office of the NBTC has required Operators to send a message confirming the subscription and thanking for using the service and inform the standard cancellation method by pressing *137. At present, the Group has strictly operated in accordance with the guidelines of the Office of the NBTC and the Operators by sending a message to the subscriber to thank them for their subscription specifying the service name, service rate, the Group's telephone number for further detail inquiry, and cancellation method by pressing *137 as required.

In addition to sending a notification of the cancellation method, each Operator has different subscription processes to reduce the likelihood of involuntary subscriptions. These include sending a One-time-Password (OTP) to confirm the subscription and the process of subscribing to a service via an online channel that will add a subscription screening system with protection against malicious programs (Malware). The Group expects that the addition of a more rigorous subscription process will help to prevent unintentional subscriptions. However, if the Office of the NBTC shall implement additional measures in the future, the Group is ready to proceed according to specifications by the Operators.

However, in the operation of the Group's digital content service to Operators, the Operators are responsible for controlling and storing all personal information of mobile users in accordance with the terms and conditions of the mobile service. The Group is solely responsible for processing and managing only the information it receives from the operators, which is only the phone number of the subscribers and there is no access to other personal information of the mobile users. In addition, all operators are in strict compliance with Personal Data Protection Act and have issued measures and requirements for the Group to comply with and the Group also specifies the terms in the contract with all relevant marketing partners to comply with the same operational process as the Operators.

The Group values compliance with the above laws by studying and monitoring the progress of amendments and enforcement of laws and guidelines issued by the relevant regulatory bodies for employees and marketing partners of the Group to continue following strictly. In addition, the Group has conducted regular audit by internal auditor in respect of compliance with the Personal Data Protection Act to ensure that the Group can manage and prevent potential risks in their entirety.

Risk 9 Risk from violating relevant regulations and laws.

Related risk factors	:	<u>Compliance Risk</u>
		• Violations of laws and regulations
ESG risk factors	:	Yes

Risk characteristics

Operators are under the supervision of the Office of the National Broadcasting and Telecommunications Commission (NBTC), and the business operations of the Group are controlled by laws and regulations that aim to protect individuals in various aspects, such as Consumer Protection Act, Computer Crime Act, and Personal Data Protection Act. Especially the Company being a listed company on the Stock Exchange of Thailand, the Company needs to comply with regulations, related laws, and various regulations that are more stringent than general companies.

Risk-related consequences

Violation of relevant regulations and laws by the Company may be subject to fines or other legal proceedings, additionally, the Company's reputation and the trust of customers, partners, shareholders, and other stakeholders may be

affected.

Risk management measures

The Company places great importance on complying with laws, rules, and regulations related to business operations so that there are no errors that may occur. The Company believes that in conducting its business, it uses the principles of good corporate governance to fully protect the interests of the Company, shareholders, and stakeholders.

Risk 10 Risk related to climate change

Related risk factors : Operational Risk
• Climate change and disasters
ESG risk factors : Yes

Risk characteristics

Climate change impacts can be divided into two types: 1. Physical Risk such as rising temperature, severe storms that may hinder business operations, droughts, floods, etc.; and 2. Transition Risk such as new environmental laws or changes in consumer and investor behavior that are more concerned with the climate change which may affect business models.

Risk-related consequences

Climate change risk can impact the Company's operations and may cause disruptions to its value chain. They also impact asset valuations, business value and employee safety. As stakeholders become more aware of climate risk and their impact on investments, regulators are also paying more attention to climate change risk and how they are disclosed.

Risk management measures

The Company places importance on climate change risk management and is aware of the importance of risks associated with climate change. Therefore, the Company has managed risks as follows:

1. Physical risk

1.1 Higher temperature and severe weather conditions may affect the operation of the Company's information technology system, which may lead to downtime or loss of network connectivity in areas affected by the weather. The Company has managed the risks by moving its operations to be on the cloud instead and has developed a business continuity plan to prepare relevant personnel to be able to effectively cope with potential incidents and continue operations.

1.2 Flooding, the Company has measures to allow employees to work from home to avoid traveling.

2. Risk arising from the impact of government regulations to address environmental issues

The government and regulatory agencies that oversee listed companies have given importance to the risks from climate change and the methods of disclosing related information. Therefore, the Company has assessed the amount of greenhouse gas emission from the Group's operations and disclosed the information in Form 56-1 One Report since 2021 for interested investors to be aware of. However, the nature of the Group's business does not emit a large amount of greenhouse gases. In addition, the Company has purchased carbon credit for the absorption of all greenhouse gases that occur every year in order to demonstrate social and environmental responsibility. This is the Company's voluntary goal to reduce greenhouse gas emission and become carbon neutral.

Risk 11 Risk from delays in project implementation in the future

Related risk factors : Operational Risk
• Delays in the development of future projects
ESG risk factors : No

Risk characteristics

In delivering work and providing services of the Company, unexpected events may occur that make it impossible to deliver products and provide services to customers on time, such as communication and coordination difficulties during long holidays and various festivals or sudden requests to accept work from customers.

Risk-related consequences

The Company may be unable to deliver products and provide services which affects the loss of income of the Company as well as customer satisfaction.

Risk management measures

1. The Company requires that there is a plan for accepting work from customer or providing important services especially in the area that is the main business of the Company.

2. The Company will also notify customers in advance for products and services when it is obvious that they will need to be provided to prevent problems that may occur during the long holiday season or disaster events that may occur in the future.

Risk 12 Risk from changes in product and service features (Specification) or properties do not meet the agreed upon

requirements without the customer notifying in advance

Related risk factors	:	<u>Operational Risk</u>
		• Loss or damage from non-compliance of partners or counterparties
ESG risk factors	:	No

Risk characteristics

Risk from changes in product/service specifications or product/service specifications do not meet the agreed upon requirements according to the immediate situation as the customers do not notify in advance and want to change immediately.

Risk-related consequences

This makes the Company unable to deliver products and provide services to customers or not provide appropriate resources for the work processes that need to be changed to produce the results the customer requires, which affects customer satisfaction.

Risk management measures

1. Every time the Company receives an order for products and services from a customer, the Company will determine and specify the conditions of the order completely and comprehensively, including confirming the order in writing in order to avoid a situation where the customer will make changes to the specifications without sending prior notice.
2. In the event that the products or services to be delivered do not match with the specifications, the Company will check with the customer and will deliver replacement work that can be substituted without conflicting with the conditions that the customer and the Company have jointly agreed.

Risk 13 Risk from employee mistakes in performing work

Related risk factors	:	<u>Operational Risk</u>
		• Human error in business operations
ESG risk factors	:	Yes

Risk characteristics

The preparation of financial reports and executive reports is incorrect and timely as specified and/or the submission of tax reports and tax payments are incomplete or delayed from the specified date due to information has not been audited and reviewed, lack of skills, knowledge and abilities of officer, important information used in report important information for disclosure in financial reports is incorrect or there is a delay in delivery.

Risk-related consequences

Executives lack important sources of information to make decisions regarding the operations of the Company's various activities. Therefore, if this information is inaccurate and incomplete on time, It will affect management and decision-making including the submission of tax reports and tax payments that are incomplete or delayed from what was specified. This may cause the Company to have to pay fines from incomplete tax returns or may be subject to further investigation by government agencies. This will affect the reputation and image of the Company.

Risk management measures

1. The Company has implemented a process for reviewing and verifying accounting records by both the Accounting Manager and the Chief Financial Officer. Additionally, the accuracy of accounting records and financial reporting is audited by a certified public accountant, ensuring that the Company prepares financial statements accurately and in compliance with applicable standards.
2. For the submission of key information required for accounting entries or financial statement disclosures, the Company has established clear timelines for data submission from relevant departments to avoid delays in operations.
3. The Company continuously develops the knowledge and skills of its accounting staff and stays updated on changes in tax regulations. In case where there is a lack of clarity regarding new measures, the accounting department regularly consults with the Company's auditor for advice and guidance to ensure compliance with the regulations.

Risk 14 Risk from fluctuations in returns on assets or investments

Related risk factors	:	<u>Financial Risk</u>
		• Fluctuation in return on assets or investment
ESG risk factors	:	No

Risk characteristics

To ensure long-term business growth, the Company has invested in various businesses with promising operations, as well as in various funds. These investments may introduce investment risk factors that the Company must closely monitor and

manage to ensure that the investments align with the planned business expansion strategy.

Risk-related consequences

The Company may face the risk of investment returns not meeting the projected estimates.

Risk management measures

1. The Company has a thorough and rigorous investment review process, covering all steps from identifying investment opportunities to obtaining investment approval. For major investment projects requiring substantial funds, the Executive Committee evaluates the adequacy of risk assessment and risk management measures, providing opinions and recommendations to support the Board of Directors in making investment decisions.
2. The Company closely monitors the progress of its investments to ensure that its investment projects can be executed according to the planned objectives.
3. The Company considers maintaining an appropriate proportion of investments in various businesses in line with its investment policy. This allows the Company to participate in policy formulation and monitor the operations of its investees, reducing the impact in case where the performance of investee companies do not meet expectations.

Risk 15 Risk from investing in securities of foreign companies

Related risk factors	:	<u>Strategic Risk</u>
		• Policies or international agreements related to business operations
		<u>Financial Risk</u>
		• Fluctuation in exchange rates, interest rates, or the inflation rate
		• Fluctuation in return on assets or investment
		• Income volatility
ESG risk factors	:	Yes

Risk characteristics

To ensure long-term business growth, the Company has invested in various businesses with promising operations, as well as in various funds. These investments may introduce investment risk factors that the Company must closely monitor and manage to ensure that the investments align with the planned business expansion strategy.

Risk-related consequences

The Company may face the risk of investment returns not meeting the projected estimates.

Risk management measures

1. The Company has a thorough and rigorous investment review process, covering all steps from identifying investment opportunities to obtaining investment approval. For major investment projects requiring substantial funds, the Executive Committee evaluates the adequacy of risk assessment and risk management measures, providing opinions and recommendations to support the Board of Directors in making investment decisions.
2. The Company closely monitors the progress of its investments to ensure that its investment projects can be executed according to the planned objectives.
3. The Company considers maintaining an appropriate proportion of investments in various businesses in line with its investment policy. This allows the Company to participate in policy formulation and monitor the operations of its investees, reducing the impact in case where the performance of investee companies do not meet expectations.

Risk 16 Risk from shortage of potential workers

Related risk factors	:	<u>Operational Risk</u>
		• Shortage or reliance on skilled workers
ESG risk factors	:	Yes

Risk characteristics

Some of the Company's services require specialized operational skills, and the responsible personnel may lack specific expertise in the tasks they are assigned. This could lead to errors, such as misinterpretation of data and procedure used in operations.

Risk-related consequences

The Company may fail to deliver products and services that meet customer requirements, leading to rework and potentially increasing operational costs. Additionally, this could result in lost revenue for the Company and negatively impact customer satisfaction.

Risk management measures

To meet customer requirements, the Company ensures the development of employee capabilities by providing knowledge and additional training beyond their regular assignments. This is to prepare them to handle new and diverse requirements that may arise from changing customer demands.

Risk 17 Risk from information or computer system security and cyberattacks

Related risk factors	: <u>Operational Risk</u>
	• Information security and cyber-attack
ESG risk factors	: Yes

Risk characteristics

The absence of an appropriate system to prevent unauthorized access to data, databases, or computer systems (servers), making data easily accessible and malicious intent from external parties attempting to gain access to the Company's information can both lead to Company's data being leaked, incorrectly modified, or unavailable to operate as usual.

Risk-related consequences

Unauthorized access to the information system, including data or databases, by individuals not authorized to use such information whether internal or external to the Company may result in the misuse or alteration of the Company's data. This could lead to severe consequences for the Company's reputation and image, as well as legal repercussions, particularly regarding the storage of customers' personal data.

Risk management measures

1. The Company requires the use of complex security system for accessing both client computers and servers.
2. The Company has established a secure server room for storing servers, with access restricted to authorized personnel.
3. The Company has structured the organization to ensure the information technology department reports directly to the Chief Executive Officer, maintaining its independence. The information technology department is responsible for regularly reporting information system security issues to management.
4. The Company conducts regular reviews and audits of data and database access and reports the results to management in accordance with established procedures.
5. A firewall has been installed to prevent unauthorized individuals from accessing the Company's information.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP)	: Yes
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Since the Company is engaged in the information technology service business, it has prepared the Information Technology Continuity Operation Manual in the event of an emergency (Business Continuity Plan) by analyzing factors, suggestions, guidelines for operations, and action plans to be used as guidelines for preventing possible impacts to the information technology system to return it to normal and to be able to operate continuously and efficiently, with the following objectives:

1. To create a mutual understanding between executives and officers in taking care of and maintaining the security of the organization's information technology system.
2. To reduce possible damage to the organization's system.
3. To serve as guidelines for maintaining the security system of the organization's system to be stable and ready for use.
4. To be able to operate continuously and efficiently and to be able to resolve situations promptly.
5. To prepare for possible emergency situations.

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 policy and : No
guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with : No
new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

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 acknowledge : No
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 : No

Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	0.00

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

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 from : No
innovation development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
innovation development?

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