



ESG Performance Report for Listed Companies in 2024

BEGISTICS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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ESG Performance

Company Name : BEGISTICS PUBLIC COMPANY LIMITED Symbol : B
Market : SET Industry Group : Services Sector : Transportation & Logistics

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes
Environmental guidelines : Electricity Management, Greenhouse Gas and Climate Change Management, Air Quality Management

The Company recognizes the importance of environmental preservation and considers business operations that may be related to various laws and regulations concerning environmental impacts. Therefore, the Company has established policies for efficient resource utilization, safety, occupational health, and environmental policies in the workplace to guide operations. With prudence and caution, the Company ensures its operations do not impact the environment in surrounding communities. Furthermore, the Company encourages the appropriate use of resources and reduces waste. It has practices to promote understanding among its personnel, encouraging them to study and strictly comply with legal requirements, quality standards, safety, occupational health, and relevant environmental standards. The Company also promotes a corporate culture where all employees are aware of and participate in complying with laws related to environmental care. This aims to conserve and avoid environmental damage, such as separating paper or various office equipment for recycling or proper disposal to prevent environmental pollution. Additionally, the Company campaigns for the efficient use of energy and resources, such as turning off air conditioners and lights during lunch breaks and using energy-saving light bulbs.

Established a working group to study business operations management to increase carbon credit value and conduct business in generating revenue from carbon credits. A working group has also been set up to prepare for the procurement and investment in a smart battery management system to support business operations for various transportation businesses. It is expected that revenue from carbon credit sales and the provision of electricity management systems to transportation businesses will begin in early 2025.

Information on review of environmental policies, guidelines, and/or goals over the past year

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

Review of environmental policies, guidelines, and/or goals : No
over the past year

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

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

Information on 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	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

Objectives and Outcomes of Energy Management

Short-term goals

- Reduce electricity consumption by 2% starting from 2024.

Long-term goals

- Reduce electricity consumption by 10% from 2025 to 2031.

Energy Management Operations

- 1) The company plans to install solar panels at the Sriracha branch office, where the vehicle fleet and trucks are located. This initiative aims to generate clean and environmentally friendly energy for self-consumption, reduce electricity purchases from the state, decrease greenhouse gas emissions into the atmosphere, and promote a good quality of life for the nearby community.
- 2) Project to raise awareness about energy conservation among all employees.
- 3) Implement a campaign to promote electricity conservation, including a one-hour "Lights Out and Air Conditioner Off" program during lunch breaks.
- 4) Enhance the cooling efficiency of the air conditioning system by increasing the cleaning frequency to 4 times per year.

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 : No
management

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : No

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	152,188.80	158,010.64	125,594.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	792.65	963.48	951.47

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)	103.03913000	106.98079000	85.03316827

Electricity Expense (*)

	2022	2023	2024
Total electricity expense (Baht)	748,407.16	899,605.20	715,046.88
Percentage of total electricity expense to total expenses (%) ^(**)	0.27	0.13	0.15
Percentage of total electricity expense to total revenues (%) ^(**)	0.33	0.12	0.16
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	3,897.95	5,485.40	5,417.02

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	N/A
Diesel (Litres)	1,037,286.25	873,921.39	419,194.52
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	86,064.70	354,245.28	159,410.38
LPG (Kilograms)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Company's fuel expense (*)

	2022	2023	2024
Total fuel expense (Baht)	40,025,653.00	34,900,412.09	16,442,156.38

	2022	2023	2024
Percentage of total fuel expense to total expenses (%) ^(*)	14.53	5.21	3.45
Percentage of total fuel expense to total revenues (%) ^(**)	17.86	4.65	3.78

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)	152,188.80	158,010.64	125,594.00

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) ^(*)	0.67916263	0.21055319	0.28871719
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	103.03913000	106.98079000	85.03316827

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	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan	:	No
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Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management	:	No
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Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management	:	No
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Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.00	0.00	0.00
Water withdrawal by third-party water (cubic meters)	0.00	0.00	0.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	0.00	0.00	0.00
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 discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	0.00	0.00	0.00
Total wastewater discharge (cubic meters)	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	0.00	0.00	0.00

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total water consumption (Cubic meters / m ²)	28.13405000	19.69085000	N/A

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)⁽¹⁾	196,735.94	20,552.08	0.00
Total water withdrawal expense from third-party water (Baht)	196,735.94	20,552.08	N/A
Total water withdrawal expense from other sources (Baht)	0.00	0.00	N/A
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.07	0.00	0.00

	2022	2023	2024
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.09	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,024.67	125.32	0.00

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

Remark: ⁽¹⁾ Included in the building rental fee

Waste management

Disclosure boundary in waste management over the past years

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

Information on waste management plan

Waste management plan

The company's waste management plan : No

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 management : No
management

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	0.00
Total non-hazardous waste (kilograms)	0.00	0.00	0.00
Non-hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste – Others (kilograms)	0.00	0.00	0.00
Total hazardous waste (kilograms)	0.00	0.00	0.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste – Others (kilograms)	0.00	0.00	0.00

	2022	2023	2024
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

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

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

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	0.00
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	0.00

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

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

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

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 has participated in the Stock Exchange of Thailand's "Care the Bear Change the Climate Change" project to support listed companies interested in adjusting their behavior to reduce greenhouse gas emissions from events or all activities in both online and onsite formats.

1. Campaign for commuting by public transportation or carpooling.
2. Reduce the use of plastic paper from documents and packaging.
3. Refrain from using styrofoam packaging or decorations.
4. Reduce energy consumption from electrical appliances or switch to using energy-saving appliances.
5. Design using reusable decoration materials.
6. Reduce food waste from events or various activities.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	84,529.00	331,545.35
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	0.00	84,529.00	331,545.35
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A

Greenhouse Gas Emissions Intensity

	2022	2023	2024
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	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000000	0.112637	0.762161
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	515.42	2,511.71
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00000000	0.00000000	0.00000000

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 : No

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	84,532.31	331,545.35
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	84,532.31	331,545.35
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	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)	0.00	0.00	0.00

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ESG Performance

Company Name : BEGISTICS PUBLIC COMPANY LIMITED Symbol : B
Market : SET Industry Group : Services Sector : Transportation & Logistics

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, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

Social Policies and Practices

The Company is committed to conducting business based on human rights principles, emphasizing fair and equal treatment of all stakeholders. The Company has established principles and operational frameworks in its policies and practices regarding social, environmental, and governance responsibility, particularly in employee care and responsibility towards the community and society. The Company hopes that conducting business with social responsibility will benefit the public good alongside the Company's growth.

Fair Business Practices

The Company is committed to conducting business with honesty, integrity, and ethics. It is determined to compete in the marketplace ethically, adhering to business ethics, laws, and fair competition principles. The Company also rejects any behavior that hinders fair competition, such as seeking confidential information from competitors, soliciting, and not providing any unethical business benefits.

Furthermore, the Company respects the intellectual property rights of others. The Company has a policy for all personnel to comply with laws and regulations related to intellectual property rights, such as using licensed computer software legally. The Company also has campaigns to promote and instill awareness among personnel at all levels to be socially responsible.

Respect for Human Rights

The Company conducts business with an emphasis on and respect for human rights, not taking advantage of customers, partners, or employees. It treats all parties equally and fairly, and does not engage in any actions that violate the rights and freedoms of any individual, both directly and indirectly.

Fair Labor Practices

The Company recognizes the importance of human resource development and fair treatment of labor. It has established guidelines for treating employees with respect for their human rights and compliance with labor laws, providing appropriate compensation and benefits.

Personnel Development

The Company prioritizes employee development by organizing training sessions, seminars, workshops, and sending personnel to participate in various academic seminars and training programs. This aims to enhance employee knowledge and skills, create opportunities for career advancement, and cultivate positive attitudes, ethics, morals, and teamwork among personnel.

Ensuring Employee Well-being and Workplace Safety

The Company has established an operational framework for employee welfare and labor relations under the "Happy Worker" objective. This includes providing various benefits to employees as required by law, such as social security, and beyond legal requirements, such as health insurance and accident insurance. It also includes providing various types of financial assistance to employees, such as funeral expenses. The Company also provides annual health check-ups to personnel at all levels, considering risk factors based on age, gender, and the work environment of each individual. Additionally, the Company regularly monitors, controls hazards, and improves the work environment to ensure safety and good hygiene for employees.

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

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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
Data disclosure coverage (%) : 0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan : Yes
Employee and labor management plan implemented : Fair employee compensation, Employee training and
by the Company in the past year development, Promoting employee relations and
participation, Occupational health and safety in workplace

The company provides training for employees with an average of 8 hours per person per year. Due to the COVID-19 pandemic, training has been conducted online and in small groups. Personnel development has focused on continuous development of knowledge within the organization. Systems have been developed to support various legal requirements, including the development of training plans to systematically transfer knowledge to employees. To maximize the benefits of work for all parties, employees have been continuously sent to training on various operations related to the company's business, such as: driving safety courses for drivers, accounting standards training, effective communication and coordination techniques training, personal income tax planning courses, and preparation of the 56-1 One Report annual report. In 2024, there were no employee injuries resulting in lost time, which is unchanged from the previous year. However, the company will continue to control and prevent losses in various forms arising from accidents, fires, and errors, as well as maintain a safe working environment for the company's personnel. Safety drills are conducted regularly. The company conducts employee satisfaction surveys to adjust the organizational culture to align with the vision, operational goals, and employee expectations.

Information on setting employee and labor management goals

Setting employee and labor management goals

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

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 : No
management

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	192	164	132
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	192	164	132
Male employees (persons)	136	120	93
Percentage of male employees (%)	70.83	73.17	70.45

	2022	2023	2024
Female employees (persons)	56	44	39
Percentage of female employees (%)	29.17	26.83	29.55

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	184	148	117
Percentage of employees in operational level (%)	95.83	90.24	88.64
Total number of employees in management level (Persons)	5	12	10
Percentage of employees in management level (%)	2.60	7.32	7.58
Total number of employees in executive level (Persons)	3	4	5
Percentage of employees in executive level (%)	1.56	2.44	3.79

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	132	113	87
Percentage of male employees in operational level (%)	97.06	94.17	93.55
Total number of male employees in management level (Persons)	3	6	5
Percentage of male employees in management level (%)	2.21	5.00	5.38
Total number of male employees in executive level (Persons)	1	1	1
Percentage of male employees in executive level (%)	0.74	0.83	1.08

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	52	35	30
Percentage of female employees in operational level (%)	92.86	79.55	76.92
Total number of female employees in management level (Persons)	2	6	5

	2022	2023	2024
Percentage of female employees in management level (%)	3.57	13.64	12.82
Total number of female employees in executive level (Persons)	2	3	4
Percentage of female employees in executive level (%)	3.57	6.82	10.26

Significant changes in the number of employees

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

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	91	120	131
Percentage of disabled workers to total employment (%)	47.40	73.17	99.24
Total number of employees with disabilities (Persons)	1	1	0
Total male employees with disabilities (persons)	1	1	0
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.52	0.61	0.00
Total number of workers who are not employees with disabilities (persons)	90	119	131
Contributions to empowerment for persons with disabilities fund	No	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	33,658,438.47	36,539,966.15	35,113,022.67
Total male employee remuneration (baht)	16,905,452.82	19,663,102.44	16,418,418.25
Percentage of remuneration in male employees (%)	50.23	53.81	46.76
Total female employee remuneration (baht)	16,752,985.65	16,876,863.71	18,694,604.42
Percentage of remuneration in female employees (%)	49.77	46.19	53.24
Average remuneration of employees (Baht / Person)	175,304.36	222,804.67	266,007.74

	2022	2023	2024
Average remuneration of male employees (Baht / Person)	124,304.79	163,859.18	176,542.13
Average remuneration of female employees (Baht / Person)	299,160.45	383,565.07	479,348.82
Ratio of average remuneration of female employees to male employees	2.41	2.34	2.72

Provident fund management policy

Provident fund management policy : Have

The Company has established a provident fund and has selected a fund manager who manages investments responsibly using the principles of good corporate governance as a guideline leading to the best long-term benefits for the Company's employees. As the provident fund is considered a retirement savings fund for employees, the Company also encourages the fund management company to grant employees the right to choose a savings scheme that meets the savings objectives of each employee and campaigns to encourage employees to enroll in the provident fund.

In 2024, 77 out of 135 employees, representing 57.04%, have enrolled in the registered provident fund (the "Fund"). The Fund is managed by Krung Thai Asset Management Public Company Limited ("KTAM") under the name "Thai Manking Master Pool Fund". KTAM discloses information in accordance with the Investment Governance Code (I Code). KTAM is the only state-owned asset management company in Thailand that has been entrusted with providing provident fund services to large organizations continuously. It offers a variety of investment options to meet the needs of fund members, including both single funds and mutual funds.

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	88	76	26
Proportion of employees who are PVD members (%)	72.00	58.00	50.00
Total amount of provident fund contributed by the company (baht)	63,091.00	62,441.00	49,806.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.19	0.17	0.14

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	4.70	6.10	9.50
Total amount spent on employee training and development (Baht)	59,993.00	355,773.00	349,660.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000218	0.000531	0.000734

	2022	2023	2024
Percentage of training and development expenses to total revenue (%) ^(*)	0.000268	0.000474	0.000804

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 worked by employees (Hours)	0.00	N/A	N/A

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

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

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	65	32	75
Total number of male employee turnover leaving the company voluntarily (persons)	41	25	67
Total number of female employee turnover leaving the company voluntarily (persons)	24	7	8
Proportion of voluntary resignations (%)	33.85	19.51	56.82

	2022	2023	2024
Percentage of male employee turnover leaving the Company voluntarily (%)	21.35	15.24	50.76
Percentage of female employee turnover leaving the Company voluntarily (%)	12.50	4.27	6.06
	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 : No

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 : No

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 : 02-096-4999

Fax : -

Email : whistleblowing@begistics.co.th

Company's website : <https://www.begistics.co.th/th/home-thai/>

Address : Chairman of the Audit Committee, Begistics Co., Ltd.

52 Thaniya Plaza Building 28th Floor, Silom Road,
Suriyawongse, Bangrak, Bangkok 10500

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : No

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 : No
management

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?

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

ESG Performance

Company Name : BEGISTICS PUBLIC COMPANY LIMITED Symbol : B
Market : SET Industry Group : Services Sector : Transportation & Logistics

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Board of Directors is committed to developing and maintaining the Company's business operation standards in accordance with good corporate governance principles. By adhering to corporate governance principles and recognizing the importance of good corporate governance, it will enhance the organization's competitiveness in both the short and long term. It serves as a guideline for conducting business and a standard for directors, executives, and all employees to strictly adhere to in performing their duties. The Board of Directors has established various policies and a code of ethics in writing, including a good governance policy in accordance with the Corporate Governance Code (CG Code) of the Securities and Exchange Commission, for general awareness and compliance.

Policy and guidelines related to the board of directors⁽²⁾

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, Other guidelines regarding the board of directors

Nomination of Directors

Director Recruitment

The Nomination and Remuneration Committee is responsible for considering, screening, and recruiting directors for the Board of Directors' consideration. This process follows the criteria and procedures for director recruitment under an appropriate and verifiable process. The committee considers individuals with knowledge, abilities, experience, and relevant factors such as age, gender, diversity in professional skills, and expertise that would benefit the company. These factors are used as criteria for considering and recruiting company directors. Additionally, the committee considers the qualifications for being a director or independent director as stipulated by the Public Limited Companies Act, the Securities and Exchange Act, and other relevant laws and regulations. The Nomination and Remuneration Committee is also responsible for considering the performance, qualifications, and suitability of directors whose terms have expired and who deserve reappointment. They then present their recommendations to the Board of Directors for approval and subsequently to the shareholders' meeting for appointment as company directors.

Top Executive Recruitment

For the selection of individuals to be appointed as top executives, the Board of Directors assigns the Nomination and Remuneration Committee to consider, screen, and recruit top executives. This is done according to the criteria for considering, recruiting, and selecting individuals to hold top executive positions within the company, subsidiaries, and joint ventures, as the case may be. This process aligns with the appropriate laws and regulations of the company and is consistent with the size, strategies, and policies of the company. Currently, the company's Nomination and Remuneration Committee comprises three independent directors out of a total of three committee members, in line with good corporate governance principles. The Nomination and Remuneration Committee is responsible for considering and advising the Board of Directors in considering qualified individuals to hold top executive positions within the company. They then present their recommendations to the Board of Directors for appointment.

Determination of Director Remuneration

Regarding the remuneration of the Board of Directors, Chief Executive Officer, and senior management.

the Nomination and Remuneration Committee has established a policy for the remuneration and other benefits of the Board

of Directors, subcommittees, Chief Executive Officer, and senior management. The committee reviews the appropriateness of the current criteria, responsibilities, performance of each individual, along with the Company's performance. The committee considers adjustments to be appropriate in comparison to the same industry to ensure clarity, transparency, to motivate and retain valuable directors for the company, and/or propose criteria to the Board of Directors for approval and submission to shareholders for further consideration of such remuneration.

Independence of the Board of Directors from the Management

Independence of Directors

To enable independent directors to serve as a key mechanism in good corporate governance, safeguarding the interests of the company and shareholders, by balancing the decision-making power of the Board of Directors, including having the consciousness in performing their duties based on integrity and being able to express opinions independently and in accordance with relevant regulations, without being under the influence of any person or group of persons, the Board of Directors has defined the definition and qualifications of independent directors to be in line with the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET) in relation to shareholding not exceeding 0.5% (legally required at 1%) of the total voting shares of the company, subsidiaries, affiliates, major shareholders, or those who have control, and related persons of independent directors. Including if the decision of the Board of Directors is under pressure from work duties, family, or having a stake in the matter, it may distort the decision to make a decision in favor of oneself, close associates, or for one's own benefit. The independence of directors is therefore a matter that must be carefully considered in order to protect the interests of the company's shareholders. Directors who lack independence should therefore not make decisions.

Director Development

Board Development

The Company's Board of Directors has encouraged all directors to pursue further education and training to enhance their knowledge and understanding of their roles and responsibilities in effectively managing the company in accordance with good corporate governance principles. Currently, six directors have completed training on the roles and responsibilities of directors in the Director Accreditation Program (DAP) and one director in the Director Certification Program (DCP), both organized by the Thai Institute of Directors Association (IOD). Details of the training history are shown in Appendix 1.

Board Performance Evaluation

Board Self-Assessment

Criteria

The Board of Directors requires a performance evaluation to be conducted at least once a year. The evaluation is conducted both as a group, as a self-assessment by sub-committees, and as a self-assessment by individual directors. This serves as a framework for setting standards, monitoring performance, analyzing operating results, and comparing the results with the performance against the Board Charter. It also allows the Board to review its own performance. The Board utilizes the self-assessment guidelines from the Stock Exchange of Thailand and the Thai Institute of Directors Association as a framework for reviewing the performance of its duties. This reflects the Board's commitment to ensuring the effectiveness of its work. The scores and comments from the Board will be used to improve and develop the performance of the Board each year and to enhance the efficiency and effectiveness of the Board's work. The Board performance evaluation is divided into 2 formats:

- (1) Group Evaluation of the Board of Directors
- (2) Individual Director Evaluation (Self-Assessment)

Process

The Company arranges for an annual performance evaluation of the Board of Directors to assess the performance in the past year. The Company Secretary is responsible for sending the evaluation forms to each director to conduct both group and individual (self-assessment) evaluations. The results are then compiled and submitted to the Nomination and Remuneration Committee for performance evaluation and discussion at the Board of Directors meeting. The suggestions received from the Board performance evaluation will be used to improve the effectiveness of the Board's work for maximum benefit in conducting business.

In 2024, the Company Secretary sent the Board performance evaluation forms to the directors to evaluate the performance

of the Board as a whole, including individual self-assessments by the directors. The criteria and results of the performance evaluation can be divided as follows:

The average score of the overall Board of Directors evaluation for the year 2024 is 3.65. Divided into 6 topics as follows:

1. Structure and Qualifications of the Board of Directors
2. Roles, Responsibilities, and Duties of the Board of Directors
3. Board Meetings
4. Performance of Duties as Directors
5. Relationship with Management, Performance of Duties as Directors
6. Self-Development of Directors and Executive Development

The average score of the Audit Committee evaluation for the year 2024 is 3.62. Divided into 4 topics as follows:

1. Structure and Qualifications of the Audit Committee
2. Audit Committee Meetings
3. Roles, Responsibilities, and Duties of the Audit Committee
4. Reporting of the Audit Committee

The average score of the Executive Board evaluation for the year 2024 is 3.67. Divided into 4 topics as follows:

1. Structure and Qualifications of the Risk Management Committee
2. Risk Management Committee Meetings
3. Roles, Responsibilities, and Duties of the Risk Management Committee
4. Reporting of the Risk Management Committee

The average score of the Nomination and Remuneration Committee evaluation for the year 2024 is 3.72. Divided into 4 topics as follows:

1. Structure and Qualifications of the Nomination and Remuneration Committee
2. Meetings of the Nomination and Remuneration Committee
3. Roles, Responsibilities, and Duties of the Nomination and Remuneration Committee
4. Reporting of the Nomination and Remuneration Committee

The average score of the Executive Board evaluation for the year 2024 is 3.77. Divided into 4 topics as follows:

1. Structure and Qualifications of the Executive Committee
2. Executive Committee Meetings
3. Roles, Responsibilities, and Duties of the Executive Committee
4. Reporting of the Executive Committee

The average score of the individual Board members' self-assessment for the year 2024 is 3.71. Divided into 5 topics as follows:

1. Structure and Qualifications of the Board of Directors
2. Readiness to Perform Duties
3. Board Meetings
4. Roles, Responsibilities, and Duties of the Committee
5. Relationship with the Board and Management

The average score of the CEO's performance evaluation for the year 2024 is 3.79. Divided into 10 topics as follows:

1. Leadership
2. Strategy Formulation
3. Strategy Execution
4. Financial Planning and Performance
5. Relationship with the Board of Directors
6. External Relations
7. Personnel Management and Relations
8. Succession Planning
9. Product and Service Knowledge
10. Personal Attributes

The performance evaluation of the Board of Directors, both as a group and individually, in 2024, in the areas of the structure and qualifications of the Board of Directors, readiness to perform duties, performance of duties as directors, relationship with management, self-development of directors and executive development, roles, responsibilities, and duties of the Board of Directors, and Board meetings, found that the evaluation results were good.

Corporate Governance of Subsidiaries and Associated Companies

Corporate Governance of Subsidiaries and Associated Companies

The Company conducts its business through subsidiaries and associated companies. Details are provided in Section 1.3 Shareholding Structure. The Board of Directors has mechanisms in place to supervise and control the management and operations of subsidiaries and associated companies to safeguard the Company's investments.

Succession Plan

Succession Plan

The Board of Directors oversees the establishment of a succession plan and a development plan for senior executives, especially the Chief Executive Officer, to ensure business continuity and prepare personnel to succeed in key positions appropriately. The recruitment of the Chief Executive Officer and senior executives will follow the recruitment process

of the Nomination Committee, which considers both external and internal candidates. The Company has established a policy and guidelines for the recruitment of the Chief Executive Officer and senior executives that if there are qualified candidates from both outside or employees from the Senior Vice President level or above, they can be selected for the positions of Chief Executive Officer and senior executives to maximize benefits. In addition, the Nomination Committee is assigned to consider the criteria and methods for recruiting, developing, and evaluating the Chief Executive Officer and senior executives.

Board of Directors

Board Composition

The Board of Directors shall consist of no less than 5 members and a number appropriate to the size of the company's business. It shall comprise a Chairman of the Board, Vice Chairman of the Board, and directors, with at least one-third of the directors being truly independent from the management and free from any business or other relationships that could influence their independent judgment, but not less than 3 persons. Directors who must retire by rotation may be re-elected as directors. New directors must undergo an orientation program to understand the objectives, key goals, vision, mission, corporate values, nature and course of business, relevant regulations, good corporate governance policies, and other information necessary and beneficial for the effective performance of their duties.

The Chairman of the Board should be an independent director and must not be the same person as the Chief Executive Officer. They should also not hold a position on any subcommittees established to ensure a clear separation of duties and responsibilities. In the event that the Chairman of the Board is not an independent director, there must be more than half of the total directors who are independent, or an independent director must be appointed to jointly consider and set the agenda for board meetings.

Establishment of a Subcommittee

Establishment of Sub-Committees

To comply with good corporate governance principles and to ensure thorough and careful consideration of the Company's significant operations, effective monitoring and supervision, as well as the authority to make decisions on certain important matters as authorized by the Board of Directors in the Sub-Committee Charter, the Board of Directors has established 4 sub-committees: the Audit Committee, the Nomination and Remuneration Committee, the Risk Management Committee, and the Executive Committee. Practices for Recruitment and Remuneration.

Board Diversity

The Board of Directors has established a policy on diversity in the Board's structure. In considering the selection of directors, the Board will take into account the diversity of the Board in various aspects. The Board will consider the composition and qualifications of the Board of Directors as paramount, taking into account diversity of nationality, ethnicity, nationality, religion, age, educational background, professional experience, skills and knowledge, without limitation as to gender or any other difference or other specific qualifications (Skill Matrix) and the specific attributes required for the specific needs, fairly and without discrimination, to promote the effective performance of the Board of Directors. The Board of Directors has set a target that the Board of Directors will consist of at least 25 percent female directors to promote gender equality and the role of women. In 2024, the Company has achieved this target, with a total of 2 female directors, representing 25 percent of the total number of directors.

New Director Orientation

New Director Orientation

The Company places great importance on providing orientation to all new directors to inform them of their roles, responsibilities, and liabilities. This also includes providing knowledge and understanding of the Company's business and operations to prepare them for their duties. The Company has established a Board Orientation Guideline, which presents documents and information useful for new directors in performing their duties, such as the One Report (Form 56-1). It also includes meetings with the Chairman of the Board, the Board of Directors, subcommittees of the Board, the Chief Executive Officer, and senior management to acknowledge information regarding the Company's business operations.

Remark: ⁽²⁾ The 2023 performance evaluation of the Board of Directors, both as a group and individually, in the areas of Board structure and qualifications, readiness to serve, performance of duties, relationship with management, director and executive development, roles, responsibilities and accountabilities of the Board, and Board meetings, found that the evaluation results were good.

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, Government agencies, Community and society, Other guidelines regarding shareholders and stakeholders

Shareholder

Section 1: Shareholders' Rights

The Board of Directors recognizes and places importance on the rights of shareholders and will encourage shareholders to exercise their rights and not infringe upon the rights of other shareholders, whether they are fundamental rights, including the right to receive accurate, complete, appropriate, sufficient, and timely information, as well as the right to attend meetings and vote on matters related to the Company's operations, both ordinary matters, such as the approval of the minutes of the previous meeting, the approval of the annual financial statements, the payment of dividends, the appointment of directors of the Company, and special matters, such as capital reductions/increases, related party transactions, and to express their opinions fully. The Board of Directors has established a policy on corporate governance in accordance with the principles of the Stock Exchange of Thailand, taking into account the rights of shareholders beyond those stipulated by law. Details can be found on the Company's website. <https://www.begistics.co.th/> in the Corporate Governance section.

1. The Company has a policy of not obstructing or creating obstacles to communication among all shareholders.
2. The Company grants shareholders the right to be informed of matters to be considered at the Shareholders' Meeting, along with supporting information for decision-making, in advance of the meeting, to enable them to make informed decisions about attending the Shareholders' Meeting. The Company must not add any other agenda items requiring a vote that are not specified in the invitation to the Shareholders' Meeting, in fairness to shareholders who are not present at the meeting, except in cases of necessity for the benefit of the Company and in strict compliance with relevant legal regulations.
3. The Company supports and encourages all shareholders, including institutional shareholders, to attend the Shareholders' Meeting by considering the meeting venue, travel arrangements, and the date of the Shareholders' Meeting to be convenient for attendance.
4. The Company provides an opportunity for shareholders to propose agenda items or submit questions about the Company in advance of the meeting date. The Company must notify shareholders through the Stock Exchange of Thailand's news system, along with announcing the established criteria and outlining the clear steps for proposing such agenda items on the Company's website, including submitting questions in advance of the meeting date.
5. At the Shareholders' Meeting, if any agenda item involves a director with a special interest, the Company will disclose the director's interest in the invitation to the Shareholders' Meeting. At the Shareholders' Meeting, the Chairman of the meeting will announce this before considering the agenda item, and the director in question will abstain from the meeting and voting on that particular agenda item.
6. The Company shall prepare the minutes of the Shareholders' Meeting and publish them on the Company's website within 14 days from the meeting date, notifying shareholders through the Stock Exchange of Thailand's website and the Company's website.

The Company held its 2024 Annual General Meeting of Shareholders on Friday, April 26, 2024, at 2:00 p.m. at the Company's office on the 28th floor of Thaniya Plaza Building, 52 Silom Road, Suriyawong Subdistrict, Bang Rak District, Bangkok 10500. Eight directors attended the meeting, and a total of 30 shareholders and proxies were present, representing a total of 3,106,309,241 shares, or 38.47294697% of the total issued and sold shares of 8,074,009,105 shares. According to Section 98 of the Public Limited Companies Act, the Board of Directors must hold an Annual General Meeting of Shareholders within 4 months from the end of the Company's fiscal year (December 31 of each year), and any Shareholders' Meeting other than the Annual General Meeting of Shareholders shall be considered an Extraordinary General Meeting of Shareholders.

The meeting was attended by the Chairman of the Board of Directors, the Vice Chairman of the Board of Directors, the

Audit Committee, the Managing Director, the Chief Executive Officer, and the Chief Financial Officer, the Certified Public Accountant, legal counsel, and representatives from the Thai Investors Association. The Chairman of the Board of Directors presided over the meeting, which was conducted in accordance with all legal requirements.

To allow shareholders sufficient time to review the details of the meeting notice, the Public Limited Companies Act requires companies to send the meeting notice at least 7 days prior to the meeting date, and the Stock Exchange of Thailand requires listed companies to send the meeting notice at least 14 days in advance. The Company has disclosed information through the Stock Exchange's information system regarding the publication of the invitation to the meeting, both in Thai and English, on the Company's website at least 28 days prior to the Annual General Meeting of Shareholders, specifying the date, time, venue, agenda, and details of the reasons, the Board of Directors' opinions, and supporting documents, including the minutes of the meeting, proxy forms, the auditor's report, the annual report, the sustainability report, and details of each agenda item for consideration.

In 2024, the Company will provide an opportunity for all shareholders to propose agenda items and nominate individuals for election as directors of the Company 3 months in advance, from October 3, 2024, to January 31, 2025, by notifying shareholders through the Stock Exchange of Thailand's information system (SET Portal) and the Company's website (www.begistics.co.th) both in Thai and English. Shareholders who wish to propose agenda items and/or nominate directors to the Board of Directors can download the form from the website (www.begistics.co.th) Shareholders who wish to nominate a candidate must submit a written nomination letter to the Board of Directors by the date specified by the Company, along with evidence of shareholding, a letter of consent from the nominee, and supporting documents for consideration of qualifications. The nominee must meet the qualifications and not be disqualified under the Public Limited Companies Act. The right to propose agenda items includes providing reasons supporting the proposal and supporting documents for consideration. However, in 2024, no shareholder proposed any agenda items or nominated any individuals for consideration as directors of the Company.

The Company provides facilities to facilitate all shareholders in attending the Shareholders' Meeting, including institutional investors, and has implemented a barcode system for registration and vote counting for all agenda items. Registration opens at least 2 hours prior to the Shareholders' Meeting.

Shareholders entitled to attend the Shareholders' Meeting must hold shares on the Record Date, which means that shareholders must purchase or hold shares before the XM (Excluding Meeting) sign is posted, which is 1 business day prior. The Stock Exchange of Thailand will display the XM sign to notify shareholders in advance on its website. www.set.or.th

The Board of Directors has jointly considered and established criteria for selecting agenda items and individuals for election as directors of the Company. In the event that an item is included in the agenda, the Company will state in the notice of meeting that it is an agenda item proposed by shareholders. The Company places importance on respecting the rights and equality of all shareholders. The Company has therefore established a policy to facilitate and promote the participation of all shareholders, including institutional investors, in attending the Shareholders' Meeting, with the following practices:

Before the Shareholders' Meeting

1. Hold an Annual General Meeting of Shareholders within 120 days from the end of the fiscal year. The Company may hold other Shareholders' Meetings, known as Extraordinary General Meetings, as necessary and appropriate.
2. Disclose the resolutions of the Board of Directors' Meeting regarding the date of the Shareholders' Meeting or Extraordinary General Meeting of Shareholders, the meeting agenda, and material information related to the meeting agenda, through the Stock Exchange of Thailand's ("SET") information disclosure system, SetLink, immediately or by 9:00 a. m. of the next business day following the date on which the Board of Directors passes the resolution.
3. Prior to the Shareholders' Meeting, the Company will send the invitation to the meeting to shareholders in both Thai and English. The invitation to the meeting will specify the venue, date, and time of the meeting, the agenda, the objectives and reasons for each proposed agenda item, along with the opinions of the Board of Directors, as well as sufficient supporting information for the meeting. These documents will be sent to all shareholders listed as of the record date to allow shareholders time to review the information at least 14 days prior to the meeting. The Company has published this information on the Company's website at www.begistics.co.th and the Stock Exchange of Thailand's website, and send documents at least 21 days prior to the meeting date, except in urgent cases, in which case the Company will provide notice within the timeframe stipulated by law.

4. Shareholders may propose matters to be included in the agenda of the Shareholders' Meeting and may nominate qualified persons for consideration for appointment as directors of the Company prior to the meeting date, in accordance with the criteria set by the Company.

5. The Chairman of the meeting shall allocate time and encourage shareholders to have the opportunity to express their opinions and ask questions to the meeting on matters related to the Company, the nomination of persons for election as directors of the Company, as well as provide an opportunity for shareholders to submit questions in advance more than 3 months before the date of the Shareholders' Meeting through the Company's website or send them to: Investor Relations Department / Company Secretary, B Logistics Public Company Limited, 52 Thaniya Plaza Building, 28th Floor, Silom Road, Suriyawong Subdistrict, Bang Rak District, Bangkok 10500, Tel. 02-096 4999 ext. 3. The Company has established clear guidelines for submitting questions in advance and has notified shareholders through the Stock Exchange's information disclosure system (SETLINK) along with the submission of the invitation to the Shareholders' Meeting.

6. The Board of Directors will set the agenda for the Shareholders' Meeting in accordance with the law, which must include at least the following items:

(1) Annual General Meeting

- Consider and approve the minutes of the previous Shareholders' Meeting.
- Acknowledge the Company's performance in the past year.
- Consider and approve the statement of financial position and the statement of profit and loss for the fiscal year ended December 31 of the previous year.
- Consider and approve, or disapprove, the allocation of profits from the previous year's operations.
- Consider the election of directors to replace directors retiring by rotation.
- Consider the approval of directors' remuneration.
- Consider the appointment of auditors and determine the audit fees for the current year.
- In other agenda items, shareholders are given the opportunity to ask questions on matters of concern, allowing the Board of Directors to address questions beyond the aforementioned agenda items, or for shareholders to provide suggestions on various matters of interest. However, in all cases, no resolutions will be made.

(2) Extraordinary General Meeting

- Consider and approve the minutes of the previous Shareholders' Meeting.
- For other agenda items, the Company will provide complete and sufficient information.
- Consider important agenda items as proposed by the Board of Directors to the shareholders.

7. In the event of any cancellation, addition, or change to a material agenda item, the Company must notify the Stock Exchange at least 14 days prior to the Record Date (RD) or the Book Closing Date (BC).

8. The Company shall publish the notice of the Shareholders' Meeting in a daily newspaper for at least 3 consecutive days and at least 7 days prior to the meeting date.

9. Appoint the Company Secretary and Investor Relations to be the contact persons and facilitate communication between the Company and investors and/or shareholders.

The Company provides an opportunity for shareholders who are unable to attend the meeting in person to appoint a proxy or an independent director of the Company, whose name the Company will propose to act as their proxy at the meeting, by using a proxy form. The Company will send Proxy Form A, Form B, and Form C along with the invitation to the meeting, which can also be downloaded from the Company's website. The Company will also provide information on the documents or evidence required and guidance on the proxy process. Proxy Form B allows shareholders to specify their voting instructions for each agenda item.

Shareholders' Meeting Date

1. The Company facilitates shareholders' exercise of their right to attend and vote at meetings and does not take any action that restricts the equal opportunity of all shareholders to attend meetings. The Company encourages shareholder participation, particularly from institutional investors, and provides adequate staff to welcome and assist attendees.
2. Allow shareholders to register for the Annual General Meeting of Shareholders or Extraordinary General Meeting of Shareholders 2 hours prior to the start of the meeting.
3. The Company sets the date, time, and venue of the Shareholders' Meeting, taking into account the convenience of shareholders in attending the meeting.
4. The Company uses a computer system and/or barcodes for registration and vote counting to facilitate the speed, accuracy, and reliability of the information. In addition, the Company invites legal counsel to attend the meeting as witnesses to the vote counting.

5. The Company encourages shareholders to use their voting cards for each agenda item, in every agenda item, for transparency and verifiability.
6. Facilitate shareholders who are unable to attend the meeting in person: The Company shall enclose Proxy Form A, Form B, and Form C with the invitation to the Shareholders' Meeting to facilitate shareholders who are unable to attend the Shareholders' Meeting in person. This allows shareholders to authorize a shareholder's representative or an independent director appointed by the Company to act as their proxy, acting as a representative of minority shareholders, or to authorize another person to attend the meeting and vote on their behalf, in accordance with the conditions specified in the proxy form, which are the conditions under the general law.
7. The Company clearly explains the rules governing the Shareholders' Meeting and the voting process to shareholders from the beginning of the meeting.
8. The Company shall not add any agenda items beyond those specified in the invitation to the Shareholders' Meeting or change any material information without prior notice to the shareholders.
9. The Board of Directors and management of the Company shall attend the Shareholders' Meeting and provide an opportunity for shareholders to ask questions, express their opinions, and seek clarification from the Board of Directors, management, or the auditors on relevant agenda items.
10. The Chairman of the meeting conducted the meeting in accordance with the agenda specified in the invitation to the meeting without changing the order of the agenda and without requesting the meeting to consider any other matters not specified in the meeting.
11. The Company provides shareholders with the opportunity to vote for directors individually. The Company counts the votes and discloses the voting results for each agenda item to the Shareholders' Meeting clearly and transparently.
12. The Company records the meeting in video format and records the voting, and publishes them on the Company's website to facilitate shareholders and interested outsiders in viewing the Shareholders' Meeting.
13. The Chairman provides an opportunity for clarification and discussion on each agenda item, allowing shareholders equal opportunity to review the Company's performance and to ask questions and express their opinions. The Company records key issues in the minutes of the meeting for shareholders to review.
14. During the meeting, if any shareholders arrive late, the Company will recount the number of shareholders and shares each time a shareholder arrives. Shareholders who arrive late may only vote on agenda items that have not yet been voted on at the meeting. The Chairman will summarize the voting results for each agenda item to the meeting.
15. Before voting on any agenda item, the Chairman will allow shareholders to ask questions and seek clarification. The Chairman or the person designated to conduct the meeting will announce the voting results, stating the number of shares voted for, against, abstentions, and invalid ballots. The exercise of voting rights to approve each agenda item shall be based on a majority vote and in accordance with the law, using the 1 Share: 1 Vote method, or 1 share equals 1 vote.

After the Shareholders' Meeting

1. The Company shall notify the resolutions of the Shareholders' Meeting and the voting results for each agenda item within the day of the Shareholders' Meeting or no later than 9:00 a.m. of the next business day through the Stock Exchange of Thailand's (SET) news system for dissemination to investors.
2. The Company shall make an audio recording of the entire meeting and prepare minutes of the meeting containing all material information for submission to the Stock Exchange of Thailand and publication on the Company's website within 14 days from the date of the Shareholders' Meeting (both for the Annual General Meeting of Shareholders and the Extraordinary General Meeting of Shareholders).
3. The Company publishes the minutes of the Shareholders' Meeting on its website. www.begistics.co.th and through the Stock Exchange of Thailand's (SETLINK) news system, particularly the details of the voting procedures and counting methods, as well as the voting results, including votes for, against, abstentions, and invalid ballots, and the opinions and questions of all shareholders. The minutes of the Shareholders' Meeting are published on the Company's website (www.begistics.co.th) within 14 days after the meeting, both in Thai and English.
4. The Company places importance on disclosing accurate, complete, timely, and sufficient information to investors, shareholders, stakeholders, and the general public through the Stock Exchange's communication channels and the Company's website. If there are any questions, comments, or suggestions, please contact "Investor Relations" at 02-096 4999 ext. 3 or via email at ir_investment@begistics.co.th The Company will take all comments and suggestions into consideration to improve the Company's operations in the future.

Section 2: Equal Treatment of Shareholders

To ensure that all shareholders, both executive and non-executive shareholders, including Thai and foreign shareholders, large and small shareholders, individual and institutional shareholders, are treated equally and fairly, and to assure shareholders that the Board of Directors and management will ensure that the use of shareholders' funds is appropriate

and is a key factor in their confidence in investing in the Company, the Company must establish corporate governance in various matters to set guidelines for shareholders to be confident that the Company treats its shareholders equally. All shareholders will receive the same basic rights as shareholders, with the following practices:

Information Provided Before the Shareholders' Meeting

In 2024, the Company held its Annual General Meeting of Shareholders, treating all shareholders equally, as detailed below:

1. The Company provides shareholders with the right to propose matters to be included in the agenda of the Shareholders' Meeting and to nominate individuals for consideration for appointment as directors at the Annual General Meeting of Shareholders, in accordance with the criteria set by the Company. In 2024, the Company published a letter to shareholders through the Stock Exchange's system to allow shareholders to propose matters to be included in the agenda and to nominate individuals for consideration for election as directors of the Company through the nomination process 3 months in advance of the Annual General Meeting of Shareholders. The Company disseminated this information through the Stock Exchange's Set Link system and the Company's website at www.begistics.co.th for the Nomination and Remuneration Committee to consider before submitting to the Board of Directors for approval and inclusion in the agenda of the Shareholders' Meeting for consideration and election as directors.
2. The Company provides an opportunity for shareholders to submit questions in advance of the meeting date and has established guidelines for submitting questions in advance, which are published on the Company's website.
3. The Company has established a policy and procedures for the use of inside information, addressing the misuse of information and the use of inside information for securities trading, to prevent directors, executives, and employees from using inside information for direct or indirect personal gain. The Company has communicated this policy and procedures to all members of the organization and monitors compliance on a regular basis.
4. The Company prohibits directors, executives, and all employees from using material inside information that could affect the Company's share price and has not yet been disclosed to the public for personal gain or for the benefit of others. All directors, executives, and employees must comply with the Securities and Exchange Act of 1992, the rules and regulations of the Securities and Exchange Commission (SEC), and the Stock Exchange of Thailand.
5. The Company has established a written policy and guidelines for the safekeeping and prevention of insider trading to guide everyone in the Company to comply with.
and related parties from trading in the Company's securities within 1 month prior to the disclosure of the quarterly and annual financial statements.
6. The Board of Directors will conduct the Shareholders' Meeting in the order of the agenda specified in the invitation to the meeting and will not add any agenda items at the meeting without prior notice to shareholders, beyond those specified in the invitation to the meeting, in fairness to shareholders who are not present at the meeting, except in cases of necessity for the benefit of the Company and in strict compliance with relevant legal regulations.
7. Shareholders who are unable to attend the meeting in person: The Company shall enclose Proxy Form A, Form B, and Form C with the invitation to the Shareholders' Meeting to facilitate shareholders who are unable to attend the meeting in person. This allows shareholders to authorize the independent director appointed by the Company to act as their proxy, acting as a representative of minority shareholders, or to authorize another person to attend the meeting and vote on their behalf, in accordance with the conditions specified in the proxy form, which are the conditions under the general law.
8. The Board of Directors and executives of the Company, as defined by the Securities and Exchange Commission (SEC), are required to report their conflicts of interest and those of related persons, which are interests related to the management of the Company or its subsidiaries. Upon assuming the position of director or executive of the Company for the first time, they shall report any changes in their interests in accordance with the format approved by the Board of Directors to the Chairman of the Audit Committee immediately upon notification from the Company. This is to comply with the Securities and Exchange Act of 1992 and to enable the use of such information in monitoring and preventing conflicts of interest.
9. The Board of Directors and senior management of the Company are required to report their trading in the Company's securities, including changes in their holdings of securities issued by the Company, both for themselves, their spouses, and their minor children, to the Board of Directors or a person designated by the Board of Directors regarding trading in the Company's own shares, at least 1 day prior to the transaction or 1 day from the date of the sale of securities. They must also report to the Securities and Exchange Commission at least 1 day prior to the transaction or 1 day from the date of the sale of securities, in accordance with Section 59 of the Securities and Exchange Act of 1992. The Company has established disciplinary actions for any violation or non-compliance.

Providing shareholders with the opportunity to exercise their right to appoint directors individually: At the 2024 Annual

General Meeting of Shareholders, under the agenda item for the approval of the appointment of new directors to replace directors retiring by rotation, the Company provided shareholders with the opportunity to exercise their right to vote for directors individually. The Company collected voting ballots from all shareholders present at the meeting, including those who voted for, against, or abstained.

Employee

The company treats its employees fairly and appropriately in terms of opportunities, compensation, appointments and/or transfers, potential development, and workplace safety and security to ensure their well-being. The company is open to feedback and suggestions from employees and treats all employees fairly, without discrimination, and with equal opportunities. The company supports continuous professional development to foster organizational commitment.

Furthermore, the company prioritizes fundamental human rights to promote respect for rights and freedoms by upholding non-discrimination, promoting equality, embracing gender and social inclusion, prohibiting child labor, and opposing all forms of corruption as an integral part of its corporate governance policy. The company demonstrates a clear and firm commitment to not supporting or conducting business with entities associated with human rights violations. This includes treating employees fairly and equitably, providing welfare, occupational health and safety in the workplace, ensuring fair and reasonable compensation, and prohibiting all forms of child labor.

Customer

The company is committed to building trust and maximizing customer satisfaction by providing attentive care and responsibility to ensure that customers receive excellent service in accordance with established standards. We treat customers fairly and appropriately under the conditions of fair practice and responsibility. We provide complete, accurate, and unbiased information about our services. We survey customer satisfaction to continuously improve our services. To date, the company has not received any customer complaints and has the following guidelines for customer service:

- a. Committed to providing and delivering standard goods and services that meet customer needs.
- b. Adhere to the terms and conditions agreed upon with customers to the best of our ability.
- d. Offering prices and trading conditions to customers in the same group must be equal.
- g. Provide accurate and truthful information about the characteristics and quality of goods and services to build trust and fairness for customers.
- c. We are ready to answer customer questions and handle complaints, provide advice, and follow up on various issues reported by customers.

Business competitor

The company prioritizes ethical business practices with all parties, maintaining transparent and auditable processes free from corruption. We compete fairly within the framework of integrity, refraining from obtaining competitors' confidential information through unethical or inappropriate means, such as bribing their employees. We uphold the reputation of our competitors by avoiding slander and refrain from any actions that infringe upon the intellectual property rights of others, including competitors. We adhere to the policies and practices towards competitors as stipulated in our Code of Conduct.

In 2024, the company had no disputes with competitors and received no complaints from them regarding unfair trade practices or unethical business conduct. The company did not engage in any agreements with competitors or other businesses that would result in monopolies or reduce market competition.

Business partner

The company has a partner selection process that ensures fair competition among potential partners based on equal access to trade information. The selection is conducted with impartiality, adhering to the company's partner evaluation and selection criteria. The process follows the company's procurement regulations, strictly complies with relevant laws, rules, and contractual terms, and avoids taking advantage of any parties. The company strives to build trade alliances and maintain good relationships with all parties. The company will not engage in transactions with individuals or entities involved in illegal activities or exhibiting suspicious behavior. The company considers fair and reasonable purchase prices, taking into account price reasonableness, quality, and services received. Clear and fair regulations are established for procurement and related operations, emphasizing mutual benefits. To prevent corruption involving partners

and employees, the company will immediately terminate relationships with partners found to be involved in corrupt practices, such as offering bribes or benefits to individuals to secure contracts or transactions with the company.

The company rigorously selects suppliers, carefully considering factors such as quality, reliability, sales volume, and other supplementary aspects. Additionally, the company requires most suppliers to adhere to standard agreements for purchasing and selling the company's products.

Creditor

The company has fair and responsible policies and practices towards creditors, adhering to equality and integrity in business operations and mutual benefits based on good ethics, compliance with laws, treating creditors fairly, being responsible and transparent, and strictly adhering to the various terms and conditions of contracts and financial obligations, including the repayment of principal, interest, and the care of collateral under relevant contracts. This is especially true for guarantee conditions, capital management, and debt repayment, as well as managing capital to have an appropriate structure to ensure creditors' confidence in the company's financial position and ability to repay debts. In the event that any of the conditions cannot be met, creditors must be notified in advance to jointly consider solutions.

Government agencies

Practices related to the public sector

Strictly comply with relevant laws and regulations in various aspects, including environment, safety, labor, tax and accounting management, as well as regulations and announcements of government agencies related to the Company's business operations. This includes cooperating with and supporting government policies for the benefit of the nation under relevant laws and regulations.

Community and society

The company acknowledges and recognizes the importance of being a part of society and the community. It prioritizes its responsibility towards the community, society, and the environment. The company promotes education and training for employees to cultivate awareness and responsibility towards the community, environment, and society at all levels. It also encourages employees to participate in various company-organized activities. The company is committed to and prioritizes the safety of the community, society, the environment, and the quality of life of those involved in its operations. It encourages its employees to be aware of and responsible for the environment and society. The company also ensures strict compliance with relevant laws and regulations. Furthermore, the company strives to participate in various activities that promote the creation and preservation of the environment and society, as well as supporting the local culture where it operates.

Community and Social Aspects

The company recognizes its role as a part of society in helping and supporting each other. To give back to society, the company creates jobs and opportunities for the community, organizes social activities such as blood donations, candle offerings, temple donations, tree planting, and continuous donations for public benefits.

Environmental Aspects

The company recognizes and prioritizes the importance of campaigning, instilling values, and raising awareness about environmental conservation and resource sustainability through various company activities. These include mangrove planting, reducing paper usage in the office, turning off lights during breaks or when not in use, and providing employees with water glasses/jugs instead of drinking from plastic bottles.

Disclosure of Interest

The company recognizes the importance of treating stakeholders fairly and considers the rights of both internal and external stakeholders. Stakeholders are cared for by the company in accordance with their rights. The company promotes collaboration with stakeholders to create sustainability. A policy regarding the company's role towards stakeholders has been established in the Good Corporate Governance Policy.

Vendor and Service Provider Selection Policy

The company has a policy of selecting vendors and service providers as defined in the procurement practices by requiring compliance with relevant standards and laws, both Thai and international. In addition, the company has established an anti-corruption and bribery policy for the board of directors, management, employees, and to consider and select vendors who meet the criteria before starting a business together, with the following details:

1. Comply with laws, social ethical standards, and prioritize respect for human rights and the environment.
2. Have a good and stable business status and be reliable.
3. Quality, quantity, price, and delivery date are appropriate and in accordance with the conditions and agreements.
4. Be able to deliver goods and services consistently and respond flexibly to changes in supply and demand.
5. In the event of an unexpected disaster or emergency, the seller can still deliver goods and services continuously.

Company Securities Trading Practices and Insider Information Usage

Practices Regarding Trading in Company Securities and the Use of Inside Information

The Board of Directors oversees the use of inside information in accordance with the law and the principles of good corporate governance, giving importance to conducting all operations fairly and equitably to all shareholder groups. The Board has established a written policy specifically on the use of inside information or material non-public information that could affect the price of securities, which is considered inside information and confidential information of the Company. Therefore, the Company's directors, executives, and employees have a duty to keep inside information confidential and not disclose inside information they become aware of in the course of their duties to others or use it to seek profit or benefit from securities trading improperly or to the detriment of the group, whether directly or indirectly. The principles and practices for the use of inside information, maintaining confidentiality of information, disclosing information, and providing information, news, and opinions to outsiders are as follows:

1. All directors, executives, and employees must not use the Company's material inside information that has not yet been disclosed to the public for their own benefit or the benefit of others.
2. The Company's directors, executives, and employees have the right and freedom to invest in the Company's securities. However, to prevent conflicts of interest, directors, executives, and employees, including their spouses and unemancipated minor children, must not trade, transfer, or accept the transfer of the Company's securities during the period of 1 month prior to the disclosure of financial statements to the public and after the disclosure of quarterly and annual financial statements to allow the public to have equal access to information for at least 24 hours.
3. The Company requires directors and executives (as defined by the SEC) to notify the Board of Directors or its designee of any trading in the Company's shares at least 1 day prior to the transaction.
4. Directors, executives, and employees, including their spouses and unemancipated minor children, who trade, transfer, or accept the transfer of the Company's securities, must prepare and disclose a report of their shareholding and changes in their shareholding in the Company to the regulator as required.
5. The Company Secretary is responsible for collecting information on the shareholding of directors and executives, including their spouses and unemancipated minor children, to the Board of Directors on a quarterly basis.
6. Directors, executives, and employees are required to strictly maintain the confidentiality of the Company's information, especially inside information that has not yet been disclosed to the public or information that could affect the Company's business operations or share price.
7. To prevent the use of inside information for personal gain, which is a breach of fiduciary duty to the Company and its shareholders, the Company has established a classification of information confidentiality. Important information that has not yet been disclosed to the public or information that could affect the Company's business operations or share price will be restricted to directors, executives, or relevant employees only.
8. Trade secrets or confidential documents of the group must be kept confidential and protected from leakage, as determined by the importance of the information, such as public information, confidential information, secret information, or top secret information.
9. Prepare information and documents of the group in accordance with their duties and responsibilities with integrity, accuracy, and in accordance with the established standards. In addition, the sharing of inside information within the department or within the group must be within the scope of their assigned duties and responsibilities.
10. In the event that shareholders or investors inquire about information from the Company, it shall be the duty of the Investor Relations, Compliance, Company Secretary, or other unit as assigned by the Chief Executive Officer or the Chief Operating Officer to respond to such inquiries. The information provided must be publicly disclosed, and the response to such inquiries must be conducted in accordance with the regulations of the SEC and the Stock Exchange of Thailand.

In 2024, the Company Secretary informed the Board of Directors' meeting in advance of the Blackout Period, and no directors, executives, or relevant employees were found to have traded in securities during the period when the Company prohibited securities trading.

In this regard, if any director, executive, or employee violates or fails to comply with the regulations on the control of inside information and the regulations on the holding of securities of the Company, as well as other regulations of the relevant regulatory authorities, it shall be deemed a disciplinary offense under the Company's regulations and may be subject to legal penalties.

Summary of Internal Information Protection Operations in 2024

In the past, the directors and executives have disclosed the number of shares held at the end of the year, including the total number of securities traded during the year by the directors and executives, which was 1 time. From the examination of both direct and indirect transactions, it was found that the Company's policy was complied with correctly and completely, which has been reported in the annual report.

Monitoring and Evaluation

Monitoring and Review

The management will review various policies, including the company's code of conduct, to be presented to the Audit Committee and the Board of Directors for approval if there are any changes. In addition, the management will monitor and follow up on the implementation of this policy and provide continuous advice. If any improvements are required, they must be carried out as soon as possible.

Penalty

Disciplinary Process

The company has established a disciplinary process for personnel who violate the internal data usage policy. Any unauthorized use of internal data for personal gain or for the benefit of others, whether directly or indirectly, and whether or not compensation is received, will be subject to disciplinary action according to company regulations or legal penalties. The punishment will be determined based on the intent of the action and the severity of the offense.

Whistleblowing or Complaints

Whistleblowing or Complaints:

The Board of Directors has established measures to oversee stakeholders. Stakeholders can report concerns or complaints to the company through various channels to enhance the effectiveness of stakeholder engagement. The company has established a policy for the protection of informants and the investigation of complaints. Complaints or feedback can be submitted to the company according to the regulations on the process for receiving and considering complaints through the following channels:

Mail: Investor Relations/Company Secretary, B Logistics Public Company Limited, 52 Thaniya Plaza Building, 28th Floor, Silom Road, Suriyawong Subdistrict, Bang Rak District, Bangkok 10500

Website: <http://www.begistics.co.th>

Email: ir_investment@begistics.co.th

Telephone: (662) 096 4999 # 3

Chapter 3: Roles of Stakeholders

Section 3 Role of Stakeholders

The Company recognizes the treatment of stakeholders and respects the rights of both internal and external stakeholders. Stakeholders are taken care of by the Company in accordance with their rights. Encourage cooperation between the Company and stakeholders in creating stability. The Company has established a policy on the Company's role towards stakeholders in the Good Corporate Governance Policy.

Reporting of Conflicts of Interest

Require directors, executives, and/or persons involved with the company to report their own conflicts of interest and those of related persons upon assuming office, which are conflicts of interest related to the management of the company's business in accordance with the rules, conditions, and methods prescribed by the SEC. Every time there is a change, the company secretary shall submit a copy of the conflict of interest report to the chairman of the board and the chairman of the audit committee within 7 business days from the date of receipt of the report.

Requesting vendor cooperation in adhering to business ethics The Company is committed to ethical business practices. Therefore, we ask for the cooperation of all sellers to comply with the following business ethics.

1. Compliance with laws and ethical standards of society

- Comply with and strictly enforce the relevant laws of each country and locality in which the seller conducts business, such as antitrust laws, commercial laws, contractor laws, foreign exchange laws, personal data protection laws, copyright laws, etc.
- Do not give bribes to any stakeholders. Do not give benefits, whether by giving, paying, or rewarding illegally, both monetary and non-monetary, etc.

2. Taking into account human rights, safety, and occupational health at work

- No illegal forced labor, human trafficking, inhumane treatment, child labor, discrimination, etc.

- Pay fair wages and set working hours in accordance with labor law.
 - Provide a safe and healthy work environment in accordance with occupational health and safety principles.
3. Environmental considerations
- Conduct activities or develop production processes to reduce environmental impact and promote the production of environmentally friendly products.
 - Promote environmental conservation activities
4. Conduct business with transparency.
- Transparent business conduct is essential for continuous business together. Therefore, we ask all sellers to disclose their business policies and operating conditions, including their financial status.
5. Maintaining good quality
- Comply with quality standards and safety standards for products and services · Continuously deliver products and services that meet the specified quality and characteristics.
6. Reasonable price
- Deliver products and services at a reasonable and fair price compared to the market price.
7. Deliver on time and have a system in place to deliver consistently.
- Deliver products and services on time and have a consistent and flexible delivery system in place to respond to changes in supply and demand.
8. Technological capability development
- Continuously develop technological capabilities to deliver quality and safe products and services and reduce environmental impact.
9. Continuous delivery of goods in the event of disasters or unexpected emergencies
- Cooperation in the continuous delivery of goods in the event of various events such as natural disasters, epidemics, fires, riots, terrorism, etc.

Section 4 Disclosure and Transparency

Section 4 Disclosure and Transparency

The company places importance on disclosing important information about the company, both financial and non-financial information, including other important information that may affect the company's securities prices. In disclosing such information, the company considers accuracy, completeness, transparency, straightforwardness, verifiability, timeliness, and usefulness for investment decisions, management, and decision-making for all stakeholders. It is therefore necessary to have measures in place to disclose both financial and non-financial information correctly as required by law. The company provides information to all stakeholders fairly and reliably, and all stakeholder groups have equal access to information, such as

- Preparing annual information reports that are relevant, complete, accurate, reliable, and delivered on time.
- Publish meeting reports, documents, and information related to the meeting in advance sufficiently and timely through the company's website before sending meeting documents to shareholders to allow shareholders to study the information for the meeting in advance sufficiently.
- Directors and senior management must disclose changes in shareholdings by disclosing the number of shares held at the beginning of the year, the end of the year, and reporting the trading of the company's ordinary shares during the year of themselves, their spouses, and their unemancipated children in the annual report.
- Require directors who may have conflicts of interest or be interested in the agenda to abstain from voting and not participate in the meeting on that agenda and require directors and senior management to report their own conflicts of interest and those of related persons.
- Require the disclosure of the performance evaluation of the Board of Directors as a whole and of individual directors.

1. Authorized Disclosers

1.1. The Chief Executive Officer, the highest-ranking executive responsible for accounting and finance, or the designated Investor Relations officer may consider and decide on the content of material information for disclosure consideration. They will clarify the information themselves or may assign relevant persons to clarify.

1.2. Those assigned to act as Investor Relations have the authority to disclose material information of the company, answer questions from shareholders, investors, and securities analysts.

1.3. The company secretary is responsible for disclosing material information to the Stock Exchange of Thailand, the Office of the Securities and Exchange Commission, shareholders, and investors.

1.4. Those who are not responsible for disclosing company information or are not assigned by the Chief Executive Officer are prohibited from disclosing inside information that may affect the reputation and image of the company, including information that may affect changes in the price and trading volume of the company's securities.

2. Omissions and Corrections to Disclosures

2.1. Do not disclose confidential business information, important business information, or information that, if disclosed, may be detrimental to the company's competitive advantage, information that has not been concluded or is under negotiation, which is uncertain.

2.2. Do not disclose information that is overly optimistic or promotional without reasonable justification. Avoid using inappropriate language or formats that may lead to misunderstandings about the company's securities prices.

2.3. In the event of incorrect, inaccurate, or misleading disclosures, or if there is a material misinterpretation or mistranslation, the Chief Executive Officer, the highest-ranking executive responsible for accounting and finance, or the designated Investor Relations officer has the authority to clarify the facts to ensure proper understanding immediately.

3. Procedures in Case of Information Leakage or Rumors

In the event of information leakage, inaccuracies, or incorrect information references, important information leaks to others, or is disclosed prematurely, resulting in rumors that affect the securities price and/or the company's operations, the authorized discloser or the officer assigned to be responsible for clarifying the important information and facts should notify the Stock Exchange of Thailand and/or other disclosure channels to ensure proper understanding immediately.

4. Quiet Period

The company has a policy to avoid providing information about operating results that affect the stock price or benefit any particular person during the 10 days prior to the official submission of financial statements and operating results through the Stock Exchange of Thailand's news distribution system. Unless there are issues or events that cause the company's operating results to be significantly mispredicted, resulting in misunderstandings by those who use the information, the company will disclose information to the Stock Exchange of Thailand. Including not having information meetings, group meetings, or answering any inquiries related to operating results to shareholders, investors, securities analysts, and the media and to comply with the confidentiality and internal information usage policies set by the company.

5. Investor Relations Code of Conduct

Investor Relations is responsible for investor relations and taking care of institutional and retail shareholders, securities analysts, and those interested in business information. To ensure that employees working in investor relations have principles and a framework for performing their duties appropriately, the company has established a Code of Conduct for Investor Relations as follows:

- 1) Perform duties with honesty and integrity.
- 2) Disclose important and necessary information for investment decisions accurately, completely, adequately, timely, in accordance with the criteria and provide information equally, taking into account the interests of stakeholders.
- 3) Provide opportunities for stakeholders to access and inquire about information.
- 4) Comply with the rules and regulations, including the company's policies regarding the confidentiality of inside information and do not use inside information for personal gain or for the benefit of others.
- 5) Refrain from answering questions related to quarterly earnings to external parties 14 days prior to the earnings announcement date of each quarter.
- 6) Refrain from buying/selling/transferring securities of the company and its affiliates during the 45 calendar days from the end of the period for quarterly statements and 60 calendar days from the end of the period for annual statements until the date of announcement to the Stock Exchange of Thailand and should be at least 24 hours after the public disclosure.

Disclosure Summary

In 2024, the company disclosed its Code of Business Conduct and relevant policies in its annual report, including disclosing the roles and responsibilities of the Board of Directors and subcommittees, the number of meetings, the number of times each director attended meetings, disclosing audit fees and other service fees, and disclosing the company's articles of association on the company's website. In addition, the company has communicated its financial position through various channels, including issuing press releases, and the company participated in Opportunity Day on December 6, 2024.

Auditors and Financial Reporting

The company's financial statements are audited by independent auditors who have the knowledge, expertise, and qualifications as required to assure the Board of Directors and shareholders that the financial statements of the company and its subsidiaries reflect the financial position and operating results of the company realistically. The company has a policy of changing auditors every 5 years to ensure that the auditor's opinion is truly independent. The Board of Directors attaches great importance to and is responsible for the financial statements of the company, subsidiaries, and associated companies, which are prepared in accordance with generally accepted accounting standards and principles, using appropriate accounting policies based on the principles of prudence, accuracy, and completeness to be able to reflect the company's operating results realistically. The Board of Directors ensures that operating results are reported and important information is disclosed transparently and adequately by reporting to relevant agencies, including the Office of the Securities and Exchange Commission, the Securities and Exchange Commission, and the Stock Exchange of Thailand on

an ongoing basis for the benefit of shareholders and investors. In addition, the Board of Directors has appointed an Audit Committee to review the reliability and accuracy of the financial statements. As well as the internal control system to be sufficient and appropriate to ensure that the company's financial statements are reliable.

Chapter 5 Responsibilities of the Board of Directors

Chapter 5: Responsibilities of the Board of Directors

The Board of Directors comprises individuals with knowledge, abilities, and experience beneficial to the business and who are committed to managing the business for efficiency, quality growth, and sustainability. They focus on ethical management that maximizes benefits for shareholders. The Board of Directors is responsible for setting policies, visions, missions, goals, and overseeing management to ensure that operations align with established policies, laws, regulations, and shareholder resolutions, with responsibility, caution, honesty, transparency, and in accordance with good corporate governance principles.

Currently, the Company's Board of Directors consists of 8 members, including 3 audit committee members, which provides a balance of votes in considering various matters in accordance with the criteria set by the Office of the Securities and Exchange Commission of Thailand. According to the Company's Articles of Association, at each annual general meeting of shareholders, one-third of the directors must retire from office. If the number of directors cannot be divided equally into three, the number closest to one-third shall retire. The directors who must retire in the first and second years after the Company's registration shall be determined by drawing lots. In subsequent years, the directors who have been in office the longest shall retire. However, the retiring directors may be re-elected to office.

The roles, responsibilities and liabilities of the Board of Directors and management are clearly defined, with the Board of Directors responsible for setting policy and overseeing management operations at the policy level, while management is responsible for managing the Company's business in various areas in accordance with established policies.

The Company Secretary is responsible for advising the Board of Directors on various rules and regulations that the Board of Directors must be aware of and perform its duties in overseeing the activities of the Board of Directors, as well as coordinating compliance with Board resolutions, organizing Board of Directors' meetings and shareholders' meetings, preparing minutes of Board of Directors' meetings, minutes of shareholders' meetings, the Company's annual report, and maintaining documents as required by law.

Roles, Responsibilities, and Duties of the Board of Directors

The Board of Directors is responsible to shareholders for the Company's business operations and oversees management in accordance with corporate governance policies, guidelines, and goals that maximize shareholder benefits, adhere to business ethics, and consider the interests of all stakeholders. The Board's responsibilities include:

1. Manage the business in the best interests of shareholders (Fiduciary Duty) by adhering to 4 key practices:
 - (1) Performing duties with responsibility, care, and diligence (Duty of Care).
 - (2) Duty of Loyalty
 - (3) Compliance with laws, the Company's objectives, the Board of Directors' resolutions, and shareholders' resolutions (Duty of Obedience).
 - (4) Disclosure of information to shareholders accurately, completely, transparently, verifiably, and timely (Duty of Disclosure).
2. Conduct the Company's business in accordance with the law, the Company's objectives and articles of association, as well as the resolutions of the Board of Directors and the shareholders' meeting.
3. Establish plans and policies for the Company's management, as well as monitor the Company's operating results, and establish various regulations and policies of the Company.
4. Consider and approve other important matters relating to the Company or those deemed appropriate for the benefit of the Company.
5. Appoint an Executive Committee or authorize one or more directors or other persons to act on behalf of the Board, within the scope of the Board's powers and rights, and may revoke, cancel, amend, or modify such powers.
6. Establish, review, and approve authorization limits, vision, policies, missions, goals, strategies, business plans, and budgets of the company at least annually. Supervise, control, monitor, and follow up on the implementation of the work regularly to ensure that the operations are in accordance with the established policies and plans effectively and efficiently.
7. Approve and review the following policies:
 - Anti-Fraud and Corruption Policy
 - Corporate Governance Policy

- Code of Conduct
- Information Disclosure Policy
- Whistleblower Protection Policy, Complaint Investigation Policy and other Company policies.

8. The Board of Directors encourages the Company to adhere to and prioritize management in accordance with business ethics and good corporate governance policies, both in terms of organizational structure and management strategies, by defining roles and guidelines for systematic, transparent, and verifiable operations.

9. The Board of Directors requires a process for receiving complaints and taking action in the event of whistleblowing through the Company's website, by mail to the Company's address, or by reporting directly to supervisors.

10. Establish a system for assessing risks related to fraud within the Company, approve the implementation of policies, guidelines, and measures/procedures to combat fraud and corruption correctly and throughout the organization.

11. Oversee compliance with guidelines, measures/procedures for anti-fraud and corruption, and provide an effective anti-fraud and corruption system to ensure that management is aware of and committed to combating all forms of fraud and corruption in all of the Company's activities and to cultivate it as an organizational culture.

12. Oversee the company's risk management to ensure that it is at a level that drives sustainable growth.

13. Continuously develop knowledge and work ability, attend training or participate in courses related to the performance of duties as a director or seminars that enhance knowledge in the performance of duties on an ongoing basis.

14. The Board of Directors must comply with the company's anti-corruption policy, guidelines, practices, and measures/procedures to combat corruption strictly. The Board of Directors must also set a good example in terms of honesty, transparency, and fairness, and be able to provide advice and guidance to relevant parties who have doubts or questions in case of non-compliance, with penalties as prescribed by law.

15. Consider the senior management development plan and the CEO succession plan. Oversee the annual performance evaluation of senior executives to ensure effectiveness and maintain a comprehensive, transparent, and performance-based system for determining senior executive compensation to incentivize both short-term and long-term performance.

16. Ensure that management establishes an investor relations department or designates a person responsible for investor relations to communicate with shareholders and other stakeholders, such as investors and analysts, appropriately, equally, and in a timely manner.

17. Oversee the establishment of policies and guidelines regarding safety and hygiene in the workplace.

Term of Office

At each annual general meeting, one-third of the directors shall retire from office. If the number of directors cannot be divided equally into three, the number closest to one-third shall retire. The retiring directors may be re-elected to office. The Board of Directors will consider the independence and effectiveness of such directors and disclose the reasons and performance to the shareholders. Independent directors have a term of 3 years and may serve for no more than 3 consecutive terms, unless the Nomination and Remuneration Committee unanimously resolves that such directors have made significant contributions to the Company and that serving the term does not impair their independence. Such resolution must be approved by the Board of Directors and the shareholders.

Holding positions in other companies by directors and senior executives

The Board of Directors has determined that directors of the Company may hold positions in no more than 5 listed companies and no more than 5 non-listed companies and subsidiaries. Exceptions may be made in cases where the Company assigns directors to hold positions. The Board of Directors has determined that the Chief Executive Officer of the Company may hold positions as a director in no more than 5 listed companies and no more than 5 non-listed companies and subsidiaries. This does not include subsidiaries, affiliates, and joint ventures of the Company where the Company needs to oversee management to protect the Company's interests.

Board of Directors' Report

The Audit Committee is responsible for reviewing the financial statements accurately and adequately. The company's accounting and finance department and the company's auditor attend a joint meeting and present the financial statements to the Board of Directors every quarter. The Board of Directors is responsible for the company's financial statements, including the financial information (Report of the Board of Directors' Responsibility for the Financial Statements) appearing in the annual report. The financial statements are prepared in accordance with accounting standards and audited by the company's auditor. The disclosure of material information, both financial and non-financial, is conducted on the basis of complete and consistent facts.

Board Meetings

The Board of Directors shall hold regular meetings every 3 months, 4 times a year before the last day of the financial year. The company secretary will inform the directors of the meeting schedule and agenda for the entire year in advance,

starting from the end of the year before the meeting in the following year. Special meetings may be held as needed to allow the directors to manage their time and attend the meetings. The agenda for each meeting shall be clearly defined. The company secretary is responsible for organizing the meeting and sending the notice of meeting, agenda, and meeting materials to the directors at least 3 days before the meeting date to allow the directors sufficient time to study the information before the meeting, except in urgent cases. At the meeting, the Chairman of the Board of Directors and the Chief Executive Officer will jointly set the agenda and consider matters to be included in the agenda of the Board of Directors meeting. Each director has the opportunity to propose matters for consideration as an agenda item. Each director must attend at least 75% of the total number of Board of Directors meetings held each year, unless there is a reasonable and necessary excuse.

In considering various matters, the Chairman of the Board of Directors, who acts as the chairman of the meeting, will provide an opportunity for directors to express their opinions freely. In some instances, senior executives may attend the meeting to provide necessary and useful information as stakeholders. They will also be informed of the policies directly to ensure effective implementation. The quorum at the time the Board of Directors will make a resolution at the Board of Directors meeting must have no less than 2/3 of the total number of directors. The resolution shall be passed by a majority vote, with each director having one vote. Directors with conflicts of interest shall not attend the meeting and/or shall not exercise their voting rights on that matter. If there is a tie, the chairman of the meeting shall have an additional casting vote.

In 2024, the Company held a total of 11 Board of Directors meetings. For each meeting, the Company assigned the Company Secretary to attend all Board of Directors meetings. The Company Secretary will record the minutes of the meeting and forward them to the Chairman of the Board of Directors for signature to certify their accuracy. The minutes will be presented to the meeting for approval at the first agenda item of the next meeting. The Company Secretary is also responsible for keeping records or documents related to various meetings for easy retrieval and reference.

Reporting

- 1) The Board of Directors is responsible for reporting financial and general information to shareholders and the general investing public accurately, completely, transparently, and with reasonable explanations and supporting figures, including policies, operating results, future prospects, as well as the Company's achievements and obstacles.
- 2) The Board of Directors understands and supports compliance with the professional standards of the auditors.
- 3) The Board of Directors has prepared a report demonstrating the Board's responsibility for the preparation and disclosure of the financial statements of the business, which is included in the annual report, along with the financial statements and the auditor's report, covering
 - 3.1 Compliance with legal requirements that require the Company's Board of Directors to ensure the preparation of financial statements that reflect the true and fair financial position and performance of the past year.
 - 3.2 Responsibility of the Board of Directors in ensuring accurate, complete, and adequate accounting information to safeguard the Company's assets, identify weaknesses, and prevent fraud or irregularities.
 - 3.3 Represents that the Company has complied with generally accepted accounting standards, applied appropriate and consistently applied accounting policies, and exercised due care in the preparation of the Company's financial statements.

Communication with Management

The Board of Directors encourages senior management of the Company to meet with the Board of Directors, with senior management presenting information relating to their respective agendas to the Board of Directors' meetings, so that the Board of Directors is informed of the views of management directly responsible for the work. At the same time, management has the opportunity to learn and understand the Board's perspective. In addition, the Company has established a Management Committee, whose members meet to follow up on work and exchange views with senior management on a monthly basis.

Reporting of Conflicts of Interest by Directors, Executives, and Related Persons

The Company requires that the Board of Directors and executives of the Company, as defined by the Securities and Exchange Commission (SEC), report their conflicts of interest and those of their related persons, which are interests related to the management of the Company, upon assuming office for the first time, as baseline information for monitoring conflicts of interest at the director and senior executive levels, and to report whenever there is a change in the information on conflicts of interest in the form approved by the Board of Directors. The Company Secretary is assigned to receive notifications of conflicts of interest and to collect and compile conflicts of interest reports as soon as there is a change in information, in order to comply with the Securities and Exchange Act of 1992 and to be able to use such information to monitor and prevent conflicts of interest.

Reporting of Changes in Shareholdings

To monitor the use of inside information, the Company requires that directors and executives, including their spouses and minor children, report their shareholdings upon any change in their shareholdings in B Logistics Public Company Limited to the Office of the Securities and Exchange Commission pursuant to Section 59 of the Securities and Exchange Act of 1992 within 3 business days from the date of purchase, sale, transfer or receipt of transfer. They are also required to report the purchase or sale of shares/holdings of the Company's securities by directors to the Board of Directors' meeting at the next meeting. Every quarter and at the end of the year, the Office of the Company Secretary will issue a letter prohibiting directors, executives or departments that have received inside information from disclosing such information to outsiders or unauthorized persons, and from trading in the Company's securities during the 45-day period from the closing date of the financial statements until the date of announcement of the financial statements to the Stock Exchange of Thailand, i.e., before the financial statements are released to the public, in order to prevent the misuse of inside information. During the past year, the directors and executives have strictly complied with this policy.

The Company Secretary notifies the directors, executives and relevant employees of the blackout period for securities trading every quarter, one month prior to the public disclosure of the financial statements. The Company Secretary also monitors changes in shareholdings of directors and senior executives, including their spouses and minor children, in order to report such changes to the Board of Directors on a quarterly basis.

Internal Control System

The Company places great importance on internal control systems at both the management and operational levels, and to safeguard shareholder capital and Company assets. Operating manuals have been prepared to enhance the adequacy and effectiveness of the internal control system. The Company has announced its policy to be implemented and has defined the duties, responsibilities and authority of employees and management in writing. The duties of the operators, controllers and evaluators are clearly separated. The use of Company assets is monitored and controlled to ensure that they are used for their intended purpose.

The company has appointed an Audit Committee to review the internal control system to ensure that it is adequate, effective, and appropriate for the business operations, as well as to oversee the assets and the use of assets to be efficient in order to prevent damage or fraud that may occur. The Internal Audit Department is responsible for monitoring the internal control system, regularly auditing important transactions, and reporting directly to the Audit Committee on the adequacy and effectiveness of the internal control system, which covers both operations and compliance control, risk management, and attention to all irregularities. The Internal Audit Department also provides recommendations for improving the internal control system to ensure that the company has an effective system in place, which will enhance the reliability of the company's financial statements.

Corporate Governance Policy for Stakeholder Care

The Board of Directors has established policies and measures to manage stakeholders, divided as follows:

- (1) Shareholders: The company has a duty to protect and respect all fundamental rights of shareholders, including the right to buy, sell, or transfer shares; the right to receive dividends; the right to receive adequate information about the company; the right to attend shareholder meetings to approve various agendas as prescribed by law, including the appointment or removal of directors, the appointment of auditors, the allocation of dividends, or other matters related to the fundamental rights of shareholders. The company has a duty to promote and encourage shareholders to exercise their rights at the Annual General Meeting of Shareholders, including the right to propose agenda items in advance, the right to nominate candidates for directors in advance, the right to submit questions to the meeting in advance, the right to express opinions and ask questions at the meeting. The company is also committed to achieving quality and sustainable growth to provide shareholders with sustainable returns, respecting the rights of shareholders to receive necessary information equally, disclosing information that is accurate and true, and conducting business with honesty, transparency, and fairness. The company shall not commit any act that violates or restricts the rights of shareholders.
- (2) Customers: The Company is committed to customer satisfaction to ensure that customers receive good service by treating customers fairly and appropriately, providing complete and accurate information about products and services without distortion of facts, as well as monitoring customer satisfaction surveys to bring the results to continuous development and improvement. The Company is responsible for building long-term relationships and cooperation with customers based on honesty, integrity, mutual trust, and confidence by taking responsibility, being attentive, and prioritizing customer problems and needs. All executives and employees must comply with the following measures:
 - a. Committed to offering and delivering products and services that meet standards and customer needs.
 - b. Adhere to the terms and conditions agreed upon with customers to the best of their ability.

- c. Offers and trading terms to customers in the same group must be equal.
 - d. Provide accurate and truthful information regarding the characteristics and quality of products and services in order to build customer confidence and fairness.
 - f. Ready to answer customer inquiries and handle complaints, provide advice, and follow up on various issues reported by customers.
 - f. Announce policies and procedures for personal data protection related to the Group's subsidiaries to demonstrate transparency in operations. The operations are managed under the unit responsible for overseeing the protection of customer personal data. The operational framework is in line with the Personal Data Protection Act (PDPA).
- (3) Business Partners: Treat business partners with equality and consider mutual benefits, develop and maintain sustainable relationships with business partners, and build mutual trust. The Company adheres to the procurement regulations, which clearly define the steps and procedures. The Company is responsible for providing equal opportunities for all business partners to offer goods/services. Executives and employees involved with business partners must comply with the following measures:
- a. Must conduct business with business partners with honesty, integrity, and equality.
 - b. Consideration and decision-making must be based on a comparison of quality and conditions, taking into account the best interests of the Company both in the short and long term.
 - c. Must maintain the confidentiality of trading partners by prohibiting the acceptance of bribes or commissions from trading partners and including the disclosure of information or proposals of one or more trading partners to other customers, both directly and indirectly.
- (4) Creditors: The Company will comply with the terms and conditions of contracts and financial obligations to creditors, ensure timely and complete payments to creditors, including repayment of principal, interest, and collateral management under relevant contracts. The Company will not use dishonest methods to conceal information or facts that may cause damage to creditors. The Company will build relationships and treat creditors based on honesty, integrity, mutual trust, and confidence. In the event that any condition cannot be met, the Company must immediately notify the creditor in advance to jointly consider solutions.
- (5) Employees: Treat and treat employees fairly and appropriately in terms of opportunities, compensation, transfers, development, respect for the dignity and personal rights of all employees, and control and maintain a safe and secure working environment for the lives and property of employees. Listen to and receive feedback from employees, as well as provide opportunities for employees to file complaints through various channels in the event that they are treated unfairly. Treat all levels of employees fairly and without discrimination. Respect the right to form and join labor organizations, trade unions, or any other organization. Provide opportunities for employees to have the right to bargain for terms and conditions of employment. In terms of human rights, the Company will not engage in forced labor, child labor, or the employment of persons under the age prescribed by law. There will be no discrimination against employees on the basis of sex, religion, race, nationality, or ethnicity, and no discrimination of any kind. The Company agrees to set terms and conditions of employment for all employees at all levels and positions that are not less than the criteria prescribed by law.
- (6) Competitors: The company places importance on conducting business ethically with all parties under the framework of fair competition rules, complying with the law and good business ethics. The company has transparent and verifiable processes, free from corruption, does not damage the reputation of competitors by making false accusations, does not seek confidential information of competitors by dishonest or inappropriate means, and does not commit any act that infringes upon the intellectual property of others or competitors.
- (7) Financial Institutions: The Company deals with and values lenders and/or financial institutions and maintains good relationships with them in order to build confidence and trust and to honor lenders and/or financial institutions under binding agreements.
- (8) Society, Community, and Environment: Comply with relevant laws and/or regulations. Take care to prevent the company's operations from causing damage to the quality of life of society, community, and the environment. Promote and create a better society, including quality of life development, energy conservation, and environmental protection, for the overall progress of society. The company and employees must adhere to being good citizens, respecting human rights, and treating local communities near the office with friendliness, such as children, women, the disabled, and the elderly. The company also provides opportunities for local communities to participate in supporting and developing the community in various aspects to achieve well-being as appropriate, such as education, culture, public health, economics, job creation, and income generation. This includes supporting and sponsoring activities that benefit society.
- Government Agencies : Cooperate with and support government policies for the benefit of the nation under relevant laws and regulations and cooperate with the government and other agencies.

Confidentiality and Insider Information Policy

The Company places importance on preventing information leakage to unrelated parties, especially information that may

affect the Company or its stakeholders. The Company prohibits the use of inside information for personal gain or for the benefit of others. This is to ensure fairness and equality for all stakeholders. Information is disclosed to employees only on a need-to-know basis.

1. Educate directors and executives about their duty to report their shareholdings, as well as those of their spouses and minor children, to the SEC under Section 59 and the penalty provisions under Section 275 of the Securities and Exchange Act of 1992 (as amended), as well as their duty to report the acquisition or disposal of securities by themselves, their spouses and minor children to the SEC under Section 246 and the penalty provisions under Section 298 of the Securities and Exchange Act of 1992 (as amended).
2. Require directors and executives of the Company, including their spouses and minor children, to prepare and disclose reports on their shareholdings and changes in shareholdings of the Company to the Securities and Exchange Commission (SEC) in accordance with Section 59 and the penalties under Section 275 of the Securities and Exchange Act of 1992 (as amended). Submit a copy of this report to the Company on the same day as the report is submitted to the SEC, and report it to the Board of Directors meeting every quarter.
3. Require directors, executives, employees and employees of the Company and its affiliates who become aware of material inside information that could affect the price of securities to refrain from trading in the Company's securities during the 1 month period prior to the public disclosure of such financial statements or inside information and during the 24 hour period after the public disclosure of such inside information. Persons privy to inside information must not disclose such information to others until such information has been disclosed to the Stock Exchange of Thailand. As for disciplinary action in the event of a violation of these regulations, the Company considers it to be a disciplinary offense under the Company's work rules and will consider disciplinary action as appropriate, including verbal warnings and disciplinary action in the following order:
4. Require directors and senior executives (as defined by the SEC) to report their trading to the Board or its designee regarding the trading of their own company's shares at least 1 day prior to the transaction or 1 day from the date of the sale of securities. They must also report to the Securities and Exchange Commission at least 1 day prior to the transaction or 1 day from the date of the sale of securities, in accordance with Section 59 of the Securities and Exchange Act of 1992. The Company has established disciplinary penalties for violations or non-compliance.
5. Prohibit directors, executives, employees and employees of the Company from using the Company's or its affiliates' inside information, which they have become aware of in the course of their duties, to buy, sell, offer to buy, or offer to sell, or induce others to buy, sell, offer to buy, or offer to sell securities of the Company or its affiliates for their own benefit or the benefit of others, and to strictly comply with applicable laws. However, the Company encourages directors, executives and employees to hold shares for at least 3 months from the date of the last purchase of the Company's securities, except for the sale of the Company's shares purchased under the Warrant.
6. Directors, executives, and employees are responsible for maintaining the confidentiality of company information, such as trade secrets, confidential information about joint ventures, formulas, technologies, and technical knowledge, and preventing it from being leaked to unrelated parties, which may cause damage to the company or stakeholders, except as required by law or with authorization from authorized persons.
7. Must comply with the procedures and methods for maintaining the confidentiality of the Company's document management policy and the Group's filing system regulations.
8. When personal information is received, it must be kept confidential or used only as necessary and within the scope of the law. Confidential information must not be used for personal gain or for the benefit of others, and no attempt should be made to access the confidential information of others.
9. In addition to information disclosed to the public, the company considers all company information to be for internal use only. Directors, executives, and employees must use such information within the scope of their duties and responsibilities.
10. Directors, executives, and employees will be notified not to use inside information for their own benefit or for the benefit of others through various channels of the company, such as email or the company's Good Corporate Governance and Business Ethics Handbook.
11. Directors and executives from the level of Senior Manager or equivalent in the finance and accounting functions will be notified of a request for cooperation to refrain from trading in the Company's securities during the period when the Company will disclose important information that may affect the price of the Company's securities. Directors and executives from the level of Senior Manager or equivalent in the finance and accounting functions are required to report their shareholdings and changes in shareholdings of the Company in accordance with the law and must submit a copy to the Company Secretary for reporting to the Board of Directors.

To ensure compliance, the Company has communicated and raised awareness among directors, executives, and employees by assigning the Company Secretary to communicate the policies and procedures for preventing insider trading via email to the aforementioned individuals. This includes notification of trading restrictions during the Silent Period / Blackout

Period, communication to comply with the Company's securities trading guidelines, and a review of the procedures for accessing the Company's inside information to ensure appropriateness.

In this regard, if any director, executive, or employee violates or fails to comply with the regulations on internal information control and the regulations on the holding of the company's securities, as well as other regulations of relevant regulatory agencies, it shall be deemed a disciplinary offense according to the company's regulations. Disciplinary actions may include a written warning, reprimand, or termination of employment by dismissal, discharge, or resignation, as the case may be. Legal penalties may also apply.

Conflict of Interest Policy

The Company recognizes the importance and understands the purpose of conducting business with a clear and transparent shareholding structure, without cross-shareholdings with major shareholders, similar to transactions with the general public. This is for the benefit of shareholders, stakeholders, and related parties fairly and transparently. The Company exercises caution in matters involving conflicts of interest to prevent conflicts of interest for any party.

Good Practices

1. The Company's directors, executives and employees have disclosed and submitted their conflicts of interest and those of their related persons to the Company Secretary. The Company Secretary must submit the conflicts of interest report to the Chairman of the Board, the Chairman of the Audit Committee and the Board of Directors within 7 days from the date of receipt of the report, in order to be aware of the relationship and transactions with subsidiaries that may give rise to a conflict of interest immediately prior to entering into the transaction. The Company has assigned the Company Secretary to review the conflicts of interest on an annual basis. The review will be conducted with the Company's directors, executives, employees and/or related persons, including relevant employees. The information will be presented to the Audit Committee and the Board of Directors for acknowledgement at least once a year.
2. Avoid engaging in self-dealing and/or related party transactions that may lead to conflicts of interest with the Company and its subsidiaries, and refrain from any actions that are detrimental to the interests of the Company or its subsidiaries, or that constitute seeking personal gain and/or benefits for related parties, and comply with the Company's Code of Conduct.
3. Directors must not attend meetings and must not participate in expressing opinions or approving matters in which they have a conflict of interest to ensure that the decisions of the Board of Directors and management are fair and in the best interests of the shareholders.
4. The following acts, which result in a director, executive or related person receiving a financial benefit other than that to which he or she is normally entitled or which cause damage to the Company or a subsidiary, shall be presumed to be acts that materially conflict with the interests of the Company and the subsidiary:
 - (a) Transactions between the Company or a subsidiary and a director, executive or related person that are not in accordance with the rules on related party transactions.
 - (b) Use of information of the Company or its subsidiaries that is known but not yet publicly disclosed.
5. The Board of Directors shall ensure that the company and its subsidiaries comply with the laws of the Stock Exchange of Thailand and other relevant laws. The company shall also disclose information in accordance with the regulations of the Stock Exchange of Thailand and other relevant agencies.
6. Establish a clear system to demonstrate that the subsidiary has adequate systems in place to continuously and reliably disclose material transactions in accordance with established criteria. There should be channels for the company's board of directors and executives to receive information from the subsidiary to monitor its performance and financial position and to ensure that the subsidiary complies with the established systems consistently.
7. Avoid holding shares, being a director, executive or consultant in a business that operates in the same business as the Company or its subsidiaries, or is a competitor of the Company or its subsidiaries. Holding shares and being a director, executive or consultant in other organizations is permitted if such shareholding or holding of such position does not conflict with the interests of the Company and does not affect the performance of duties in the Company or its subsidiaries, and complies with the principles stipulated in the Securities and Exchange Act.

Conflict of Interest Management

The Company has a policy of conducting business with honesty, integrity, openness, transparency and fairness by requiring all directors, executives and employees to refrain from engaging in businesses that compete with the Company, avoid engaging in self-dealing or related party transactions that may create conflicts of interest with the Company. The Board of Directors is responsible for ensuring that all executives and employees comply with the rules, procedures and disclosure requirements for related party transactions as prescribed by law or regulators.

In the event that it is necessary to enter into a related party transaction, it must be on arm's length terms as approved by the Board of Directors, with transparency and fairness, as if it were a transaction with an outside party, and must be in the best interests of the Company. The relationship of the related parties must be disclosed, the price must be clearly defined, the total value of the transaction must be disclosed, and the Board of Directors' opinion on the related party transaction must be reported prior to submission for approval by the Board of Directors or shareholders. Interested parties must not participate in the consideration of transactions in which they have a conflict of interest.

In the case of related party transactions that are not on arm's length terms as approved by the Board of Directors, which may give rise to a conflict of interest, they must be reviewed and commented on by the Audit Committee before being submitted for approval by the Board of Directors or shareholders.

Summary of Conflict of Interest Management Performance

In 2024, the Company required directors and senior executives to report conflicts of interest of themselves and related persons. At Board of Directors meetings, if any director has a conflict of interest or is involved in any agenda item, that director will not participate in the meeting or abstain from voting on that item to ensure fair decision-making. To date, there have been no reported violations by directors or executives.

Human Rights Policy and Practices

The Company has a human rights policy in place for internal enforcement and public dissemination. All levels of personnel are required to comply with such policies and practices, which are established in accordance with human rights laws, both Thai and international, to promote respect for human rights and labor practices throughout the organization and to help ensure that all employees and stakeholders are treated, protected and respected for their fundamental rights equally and fairly. The Company has therefore established the following guidelines:

- 1) All personnel must cooperate and be vigilant in ensuring that there is no harassment or unfair discrimination within the organization on the grounds of race, ethnicity, color, ancestry, national or social origin, religion, social status, sex, age, physical appearance, language, political opinion, property, or other status.
- 2) Encourage personnel to express their opinions openly on any matter. The Company will not treat employees unfairly for expressing their opinions. Employees and business partners can express their opinions through the processes provided by the Company. There is a complaint handling process and measures to protect complainants, as well as a serious investigation process when complaints are made about the conduct of personnel at all levels.
- 3) In the event of a violation of company regulations, there will be no excessive punishment that constitutes a violation of human rights. There will be no corporal punishment, physical or mental harassment, or verbal abuse.
- 4) All branches of the Company must have a humane working environment, i.e., a safe and standard workplace, clean hygiene, adequate drinking water and restrooms for the number of personnel, fire escapes and necessary safety equipment in case of fire or emergency, a first aid kit, participation in an emergency plan, and equal access to facilities and resources provided by the Company.
- 5) Recruitment must be fair and equitable, without unfair discrimination against applicants, and without the use of child labor or forced labor under any circumstances.
- 6) In conducting the business of the company and its subsidiaries, the company shall ensure that it will not be a part of or involved in any process that violates human rights. The company shall screen its potential counterparties or joint venture partners to ensure that they are not engaged in any business that violates human rights.
- 7) Establish a system for identifying, assessing risks, and recording statistics on accidents occurring during the year, or work stoppage rates, or occupational illness rates to control and prevent accidents and occupational diseases.
- 8) Provide benefits and welfare to employees that they are entitled to receive from the Company, such as provident fund, group health and accident insurance, vacation leave, annual recreational activities, annual health check-ups, etc.
- 9) Establish appropriate and fair procedures, methods, and processes for filing and resolving complaints. In the event of a violation of regulations or disciplinary action that requires disciplinary investigation, the Human Resources Department or the management will conduct an investigation of the offender to ensure fairness.

Information Security Policy

The Board of Directors recognizes the importance of data protection and, in order to prevent data leakage, has established directions, principles, and a framework of requirements for information security management to enable employees and those who need to use the Company's computer system to use it correctly and appropriately, and to prevent the Company's computer system and information from being hacked, stolen, destroyed, interfered with, or stolen in various forms that may cause damage to the Company's business operations.

Practices

1. Must learn, understand and comply with the Company's policies, standards, operational frameworks, work procedures,

practices, recommendations and processes related to information security.

3. Immediately notify the Company upon witnessing any improper or inappropriate conduct, or any intrusion, theft, destruction, interference with work, or theft that may cause damage to the Company.
4. If any abnormality is detected in the computer system, immediately stop working, unplug the LAN cable, or disconnect the system from the Company's computer network. Notify the IT department to investigate the problem.
5. Must log off from all systems when not in use for extended periods and shut down computers and peripherals immediately after work.
6. Must lock the screen (Lock Screen) with a password if not in use or away for other activities for a short period of time to prevent others from accessing it.
7. Must check the information entered into their own computers every time using an anti-virus program with up-to-date virus definitions.
8. Must keep passwords and other codes designated by the Company for accessing computer systems, information, or company data confidential. These are the personal property of employees and must be kept secret from others and not shared. Employees must change their passwords and other codes when the old ones expire or when they deem it necessary. Passwords and other codes must be set with caution. Do not set passwords that are the same as old passwords, easily guessed by others, or the same across all systems that the employee has access to. Password setting standards for security are referenced in the IT Security Standard document.

Supervision of personnel

1. User Access Control: The project owner or the department assigned to manage the company's information system must ensure that the use of information assets and information systems is controlled as follows:
 - Establish measures to protect information assets in the form of equipment when not in use: The project owner or the unit assigned to oversee the Company's information system must require users to access computers or information technology systems by entering a password and to log off from the information system, computer system, and computer immediately when not in use or upon completion of work. They must also lock the computer screen or other important devices when not in use or when away from the computer for a specified period of time.
 - Regulations for the use of mobile devices and working from networks outside the Company: The project owner or the unit assigned to oversee the Company's information system must establish appropriate measures to control the security of portable communication devices by considering the risks associated with connecting the devices to the Company's computer network. Measures must also be established to control the use of devices outside the Company.
 - Establish measures to control software installation on the system: The project owner or the unit assigned to oversee the Company's information system must establish work procedures and measures to control software installation on the live system to limit software installation by users and prevent the installation of unauthorized software. A written list of standard software (Software Standard) allowed to be installed on the Company's computers must be defined and kept up to date. This list must be communicated to internal users for their acknowledgement and compliance.
2. Supervision of External IT Outsourcing Service Providers: The project owner or the unit assigned to oversee the Company's information system must establish requirements and a framework for the operation of external IT service providers to ensure efficiency and security. The requirements and framework must cover cases where the contractor subcontracts IT work to other external service providers.

Information Management and Confidentiality

1. Classification of Information Assets: The project owner or the unit assigned to oversee the Company's information system must define guidelines for the categorization of information assets and classify the confidentiality of information. The confidentiality level must be in line with the laws and regulations related to the Company. The Company shall jointly consider the appropriate confidentiality level and manage the information confidentiality hierarchy according to the established operational guidelines.
2. Establishment of a backup system and contingency plan. The project owner or the department assigned to maintain the Company's information system must establish an appropriate backup information system to be in a ready-to-use condition by selecting critical information systems and establishing a contingency plan in the event that electronic processing is not possible, in order to ensure the continued availability of information. The contingency plan must be updated to be appropriate and consistent with operational use. The duties and responsibilities of personnel responsible for the information system, backup information system, and contingency planning in the event that electronic processing is not possible must be defined. The information system, backup system, and contingency plan must be tested regularly for readiness.
3. Data Encryption Control. The project owner or the department assigned to maintain the Company's information system

must establish data encryption measures and guidelines for selecting data encryption standards that are appropriate to the risks that may arise to the information at each level of confidentiality defined, and monitor compliance with such policies and procedures on a regular basis.

Protection Against Information System Threats

1. Protection against threats from malicious programs. The project owner or the department assigned to maintain the Company's information system must establish measures for detection, prevention, and system recovery to protect assets from malicious software, and must raise awareness among users as appropriate.
2. Technical Vulnerability Management. The project owner or the department assigned to maintain the Company's information system must ensure that the Company's information system is tested for potential technical vulnerabilities.

Policy Review

The information technology security policy must be reviewed and updated at least annually, when there are significant changes, or when security incidents occur that affect the organization. This ensures that the information security policy, including practices, requirements, procedures, and any documents related to the policy, are up to date and applicable. The IT department and related units must update their procedures and practices to align with the revised policy.

Occupational Safety, Health and Environment Policy

The Company recognizes and places great importance on the safety, occupational health and working environment of its employees. The Company provides a safe and hygienic working environment and promotes and supports the safety of its employees. Employees at all levels are responsible for cooperating and complying with the rules, regulations and requirements of relevant agencies in accordance with safety standards and the Company's policies and regulations, and to ensure that they are in line with the organization's direction. The following are the main practices:

1. Comply with rules, regulations, announcements, orders, and standards regarding safety, occupational health, and the environment as prescribed by relevant agencies.
2. Comply with laws and customer requirements, and implement risk control measures that may arise to the life and property of employees, the organization, customers, and the community.
3. Prioritizing Workplace Safety: It is the duty of all employees to prioritize their own safety, the safety of colleagues, and company assets at all times during work.
4. Employees at all levels can participate in providing feedback and preventing and preserving the environment. The Company will listen to suggestions and feedback from employees and consider making appropriate improvements to ensure safety and a good environment for employees, including reporting any unsafe conditions.
5. The Company has a system for managing safety, occupational health, and environmental aspects of work to meet standards, be continuously effective, comply with safety laws, including international standards and other requirements that the Company applies.
6. The company promotes and supports various safety activities by providing training, knowledge sharing, reviews, drills, and organizing various activities to enhance employees' safety awareness.
7. Provide support for various resources in the implementation of safety, occupational health, and environmental work to ensure continuous development.
8. The Company continuously improves and develops the environment within the Company, the workplace, and the surrounding cleanliness to prevent accidents and occupational diseases, leading to overall quality of work life and good health.
9. Continuously monitor, improve, and evaluate the performance of safety, occupational health, and environmental aspects of work to ensure effective implementation and maximum efficiency.
10. The company has arranged for its personnel to register as "Transport Safety Personnel (TMS)" with the Department of Land Transport, Office of Transport and Traffic Policy and Planning.

Anti-Fraud and Corruption Policy and Measures

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Bribery

- 1) Prohibit directors, executives and employees at all levels from soliciting or accepting any benefit or property that induces them to perform or refrain from performing their duties improperly or that may cause the Company to lose its legitimate interests.
- 2) Directors, executives, and employees at all levels shall refrain from offering or giving benefits or other assets to external parties to induce them to commit or omit to perform any act that is illegal or improper in relation to their position or duties.

Giving or receiving gifts, gratuities, business entertainment or other benefits

- 1) Giving or receiving gifts, entertainment, or other benefits to customers, partners, or business representatives must be in accordance with the regulations on giving or receiving gifts, entertainment, or other benefits. The principles of anti-corruption must be adhered to, and expenses must be reasonable, justifiable, and verifiable.
- 2) Employees are prohibited from giving or receiving any gifts or benefits from business partners or stakeholders, except during festivals or customary occasions where the value is insignificant and without expectation of reciprocity. The recipient should consider and consult with their supervisor for appropriate advice.
- 3) Employees should avoid giving or receiving entertainment that is excessive in nature from others who have business dealings with the Company.
- 4) All directors, executives and employees at all levels must not engage in or support any act that constitutes fraud, corruption, bribery or acceptance of bribes from stakeholders of the Group in matters for which they are directly or indirectly responsible, in order to obtain benefits for themselves or related persons. They must adhere to and strictly comply with the Company's anti-fraud and corruption guidelines.
- 5) Control and monitor the effective implementation of anti-corruption policies and measures, identify risks, investigate, and manage to have adequate measures to resolve problems appropriately and promptly.
- 6) The company establishes working regulations that include the division of responsibilities according to the chain of command and have a multi-step approval process. The company has an internal control system, review, and control processes that are in line with anti-corruption standards and are audited by internal auditors. All employees must comply with the regulations related to their work and the company's requirements.
- 7) Directors, executives, and employees at all levels shall refrain from offering or giving any benefits or other assets to any outside person in order to induce such person to commit or omit to act illegally or improperly in connection with their position or duties.
- 8) The Company does not provide assistance or support to political parties, political groups, or politicians, directly or indirectly, including the use of any Company assets for such purposes.
- 9) The Company has established guidelines for charitable expense reimbursements and donations to comply with the Company's expense reimbursement procedures and authorization limits for operating expenses. Information must be submitted to the relevant central unit for consolidation, consideration of duplication, and recommendations for supervisor approval. Each reimbursement request must clearly state the purpose and be supported by verifiable evidence.
- 10) The Company reviews, monitors, and updates its anti-corruption policies and measures annually. There are communication methods that enable all personnel to participate in compliance with these policies through various channels, such as email, intranet, the Company's LINE group, training/video presentations for new employees during orientation, and regular annual anti-corruption activities.
- 11) The Company has a system in place to monitor and assess risks, as standardized in the regulations and manuals. The Company also provides channels for complaints from employees, business partners, agents, the public, government agencies, etc.
- 12) Disclose the Company's list of conflicts of interest. Employees must not be involved in the procurement process, recruitment, work monitoring, enforcement, or inspection of work under their responsibility, including direct or indirect involvement in the form of nominees.
- 13) Employees must not engage in corruption, whether directly or indirectly, and must strictly comply with the Company's procedures and operating procedures, especially employees involved in core processes that are vulnerable to corruption, such as procurement, credit, finance, sales, employee-related work, government relations, support, and investment.
- 14) Immediately report any suspicion or knowledge of fraud and corruption, and cooperate in the investigation of facts related to suspected fraud and corruption.

Guidelines for Monitoring/Evaluating Compliance with the Anti-Fraud and Corruption Policy

The Board of Directors reviews, monitors, and updates the Company's Code of Conduct and anti-corruption measures annually, and has methods of communication that engage the entire organization in complying with these policies through multiple channels, such as e-mail, the Company's LINE group, and training/video presentations for new employees on their first day of orientation.

Complaint Handling Process

1. Upon receipt of a complaint, the Head of Internal Audit or the designated person in charge will forward the matter to the investigator or working group to gather and verify the preliminary facts. In the case of complaints submitted via email, whistleblow@begistics.co.th The recipients of complaints are the Head of Internal Audit, the Chairman of the Board of Directors, the Chairman of the Audit Committee, and the Company Secretary.
2. In the event of a complaint against the Chief Executive Officer, the complaint should be filed with the Chairman of

the Board of Directors, the Chairman of the Audit Committee, or the Company Secretary. If the information is credible, the Board of Directors shall appoint a working group to investigate the matter further.

3. The investigator or working group will review the information and investigate the complaint independently and fairly in order to reach a conclusion to confirm or refute the complaint and the facts received, including giving the respondent the right to be informed of the complaint and to prove himself or herself. Further action will be considered, such as dismissing the complaint due to lack of merit or basis, or disciplinary action and legal action against the respondent if the act is deemed to be an offense under the law.

4. The investigator or working group shall take a statement or record the voice of the complainant, the respondent and other relevant persons in writing, read it to the person giving the statement for acknowledgement or correction, and have it signed. In the event that the aforementioned person refuses to sign, the investigator or head of the working group shall read it to such person and sign the respondent's name.

5. The investigator or working group shall inform the reporter, complainant, or cooperating person of the progress of the investigation on a regular basis through the channels provided and shall complete the investigation without delay.

6. The investigator or the investigation team shall prepare a summary report containing at least the following information:

1. Date, time, location, cause, nature, type, suspected incident, and individuals involved.

2. The amount and value of the damage, if any.

3. Has a complaint been filed with the state authorities according to the law, as appropriate?

4. Are there any insurance policies in place for incidents suspected of wrongdoing?

5. Conclusion of the investigation, which should indicate whether there are any weaknesses in the Company's operating system.

7. During the investigation, the investigator or working group may propose to the Chief Executive Officer that the respondent or related person be temporarily assigned to other duties. If the respondent is the Chief Executive Officer, the matter shall be submitted to the Board of Directors for consideration.

8. The investigator or the special investigation working group has no authority to punish the accused but may make recommendations for punishment.

9. The Company will keep the personal information of reporters, complainants, or cooperating persons confidential and will not tolerate any intimidation or harassment. In the event of such an incident, the matter should be reported to the Head of Human Resources or a higher-ranking person for specific protection measures to be taken as appropriate to the situation.

10. When the Company has conducted an investigation and found that there is no wrongdoing as alleged, the Company will not take any disciplinary action against the complainant (if it is a director or employee of the Company, a subsidiary, or an associated company in which the Company has invested) who acted in good faith. However, if the investigation reveals that the complainant made the complaint with malicious intent or provided false information, the Company will consider disciplinary action against the complainant and/or take legal action as appropriate.

Channels for Reporting Corruption

The Company provides channels for reporting whistleblowing or complaints regarding violations of laws, ethics, or conduct that may indicate fraud or misconduct by individuals within the organization, both from employees and other stakeholders, including inaccurate reports or deficient internal control systems. The Company has mechanisms in place to protect employees and whistleblowers by establishing a confidential database accessible only to authorized personnel. This allows stakeholders to participate in monitoring the Company's interests more effectively. In the event of a complaint alleging wrongdoing, an investigation committee will be appointed, consisting of representatives from departments not involved in the matter, to investigate and proceed in accordance with regulations. The results will be reported back to the complainant through the following channels:

- Chairman of the Board of Directors, Chairman of the Audit Committee, trusted supervisors at all levels.
- Website : <https://www.begistics.co.th/th/home-thai/> (Subject: Complaints, Whistleblowing, Request for Fairness Against Fraud and Corruption)
- Via Email: whistleblowing@begistics.co.th
- Telephone : (662) 02-096 4999
- By Mail: Head of Internal Audit Unit, B Logistics Public Company Limited, 52 Thaniya Plaza Building, 28th Floor, Silom Road, Suriyawong, Bangrak, Bangkok 10500

Investigator or Working Group Consists of

1. Chairman of the Audit Committee, 2. Head of Human Resources, 3. Head of Internal Audit, 4. Company Secretary

Whistleblower Protection and Refusal to Engage in Corruption

The Company has established a mechanism to protect those who cooperate with the Company in combating fraud and corruption, such as whistleblowing or providing information, including refusing to engage in fraud and corruption, in order to ensure that such actions will not cause hardship or damage to the whistleblower, as follows:

1. The Company will protect those who cooperate with the Company in reporting or refusing to engage in fraud and corruption related to the Company from any hardship, danger or unfairness arising from such cooperation in combating fraud and corruption.
2. The company will not demote, punish, or take any negative action against employees or executives who refuse to engage in corruption, even if such action results in the company losing business opportunities.
3. In the event that a whistleblower/complainant finds that he or she is unsafe or may be harmed, he or she may request the Company to provide appropriate protection measures.
4. To protect the rights of complainants and ensure that information is provided in good faith, the Company will keep the identity of whistleblowers confidential or keep such information confidential and restrict access to those responsible for investigating the truth. If it is found that such information has been misused or improperly disclosed, it will be considered a violation and a disciplinary offense. If any employee or executive is found to have treated another person unfairly or caused damage to another person motivated by the fact that the other person has reported or refused to engage in corruption, it shall be considered a disciplinary offense. Summary of whistleblowing, complaints, or suggestions:

In 2024, there were no reports of whistleblowing, complaints, feedback, or suggestions through the designated channels.

Penalties

The Company is committed to promoting transparency, honesty, and anti-corruption at all levels, both directly and indirectly, among its directors, executives, and employees. The Company communicates and disseminates this Anti-Corruption Policy to directors, executives, employees at all levels, and the public. The Company also promotes and develops knowledge and understanding to ensure strict adherence to this policy.

Any person who intentionally or negligently fails to comply with these regulations, including conduct that appears to be harassment, intimidation, disciplinary action, or unfair discrimination against a whistleblower/complainant or any person involved in the implementation of these regulations, shall be deemed to have committed a disciplinary offense and shall be liable for any damages caused to the Company and to the person affected by such conduct.

Therefore, failure to comply with this policy is considered a disciplinary offense under the Company's regulations, which is subject to disciplinary action. Ignorance of this measure cannot be used as an excuse for non-compliance. In the event that fraud and corruption results in a violation of the law, the Company reserves the right to take legal action against the offender.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The company first established its written Code of Business Conduct in 2018. The current version, revised in 2023, encompasses good corporate governance policies, a code of business conduct, and an anti-corruption policy. These serve as guidelines for the Board of Directors in conducting sound business practices, setting operational and behavioral standards for personnel, and importantly, shaping the company's culture. The Code of Business Conduct outlines ethical conduct that reflects a sense of responsibility and integrity in carrying out duties, aligning with and supporting the company's vision, mission, goals, and strategies. The Board of Directors exemplifies these principles, leading by example in corporate governance and ensuring that management has mechanisms to foster a corporate culture rooted in ethics and integrity.

All executives and employees acknowledge and agree to these policies upon joining the company. In the past year, all employees have acknowledged and adhered to the Code of Conduct and Corporate Governance Policy.

Furthermore, the Code of Business Conduct and Corporate Governance Policy are published on the company's website, ensuring accessibility for all stakeholders and interested parties.

In 2023, there were no instances of misconduct by the Board of Directors, executives, or employees related to breaches of

the Code of Business Conduct or corruption. The company's Code of Business Conduct consists of

Policy and guidelines related to business code of conduct

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

Prevention of Conflicts of Interest

Employees shall not engage in any act that constitutes a conflict of interest with the Company, including engaging in activities or acts that may cause the Company to suffer disadvantages or receive less benefit than it should, or share benefits from the Company. In the event that it is necessary to enter into a transaction, it must be in accordance with the general conditions as approved by the Board of Directors with transparency and fairness, taking into account the best interests of the Company.

Best Practices

1. The Company's directors, executives and employees disclose and submit their conflicts of interest and those of related persons by reporting to the Company Secretary, and the Company Secretary must submit this conflict of interest report to the Chairman of the Board, the Chairman of the Audit Committee and the Board of Directors within 7 days from the date of receipt of the report to be aware of the relationship and transactions with subsidiaries in a manner that may cause a conflict of interest immediately before the transaction. The Company has assigned the Company Secretary to regularly survey the conflict of interest transactions at the end of each year. The survey will be conducted with the Company's directors, executives, employees and/or related persons, including related employees, and the information will be presented to the Audit Committee and the Board of Directors for acknowledgement at least once a year.
2. Avoid transactions that are related to oneself and/or related persons that may cause a conflict of interest with the Company and subsidiaries and refrain from acting in any manner that is detrimental to the interests of the Company or subsidiaries or for personal gain and/or that of related persons, and comply with the Company's Code of Conduct.
3. The Board of Directors must not attend the meeting and/or participate in expressing opinions and approving matters in which they have a conflict of interest to ensure that the decisions of the Board of Directors and executives are fair for the true benefit of the shareholders.
4. The following acts, which result in directors, executives or related persons receiving financial benefits other than those normally due or causing damage to the Company or subsidiaries, shall be deemed to be acts that are significantly conflicted with the interests of the Company and subsidiaries:
 - (a) Transactions between the Company or subsidiaries with directors, executives or related persons that are not in accordance with the connected transaction principles.
 - (b) The use of information of the Company or subsidiaries learned, except for information that has already been disclosed to the public.
5. The Board of Directors must ensure that the Company and its subsidiaries comply with the laws of the Stock Exchange of Thailand and other relevant laws, as well as disclose information or submit information in accordance with the rules of the Stock Exchange of Thailand and other relevant agencies.
6. Establish a clear system to demonstrate that the Company or its subsidiaries have an adequate system to disclose material transactions in accordance with the specified criteria on a continuous and reliable basis, including channels for the Company's Board of Directors and executives to receive sufficient information of the Company to monitor the operating results, financial position, transactions between subsidiaries and the Company's directors, executives and/or material transactions of subsidiaries effectively to ensure that the subsidiaries comply with the established system

consistently.

7. Avoid holding shares, being a director, executive or consultant in a business that operates in the same business as the Company or subsidiaries or is a competitor of the Company or subsidiaries. Holding shares and being a director, executive or consultant in other organizations can be done if such shareholding or holding of such position does not conflict with the interests of the Company or subsidiaries and does not affect the performance of duties in the Company or subsidiaries, and complies with the criteria stipulated in the Securities and Exchange Act.

8. Establish clear and appropriate procedures within the Company or subsidiaries that are consistent with the corporate governance and ethics policy, including the Company's code of conduct, as well as relevant regulations and laws governing business operations.

9. Establish a mechanism to audit the systems of subsidiaries by allowing the Company's independent directors, audit committee and internal auditors to have direct access to information and report the results of such system audits to the Board of Directors, Audit Committee and executives for acknowledgement to ensure that subsidiaries comply with the Company's policies, laws and guidelines on good corporate governance, including the regulations and rules of the Capital Market Supervisory Board, the SEC Office and the Stock Exchange of Thailand on a consistent basis.

Anti-corruption

The Company supports and encourages personnel at all levels to recognize the importance of and be aware of anti-corruption in all forms, including establishing an internal control system to prevent fraud and receiving or giving bribes in all forms, including any actions that may risk fraud and corruption, including money laundering, and to prevent the Company from being used as a channel or tool for embezzlement, transfer, or concealment of the source of illegal assets. Personnel at all levels of the Company and its subsidiaries must perform their duties with due care and diligence. In addition, the Company supports and encourages any person who acts for the benefit of the Company, such as customers, partners, and business alliances, to recognize the importance of and comply with the law. Regulations on Anti-Corruption, Anti-Corruption Policies and Practices, and other related policies of the Company.

Policies and work practices are in line with the Anti-Corruption Policy.

All directors, executives, and employees of the Company and its subsidiaries must comply with this policy, including the Anti-Corruption Manual and the Code of Ethics and Business Conduct, and must not neglect or ignore any acts that may be considered corruption. They shall report such information to their supervisors or through the designated channels. The Company will provide fairness and protection to employees by using the measures to protect complainants or those who cooperate in reporting corruption as prescribed. Violators of corruption will be subject to disciplinary action in accordance with the Company's regulations. In addition, they may be punished according to the laws of Thailand if the act is illegal. All directors, executives, and employees of the Company and its subsidiaries must comply with the policies and practices in dealing with partners and other related departments in both the public and private sectors to avoid corruption. In addition, the Company prohibits all directors, executives, and employees from soliciting, engaging in, or accepting corruption for the benefit of themselves, their families, friends, and acquaintances. Corruption can occur in various forms, such as:

Political Contributions

- The Company does not have a policy of providing political support, whether financially, in resources, or in any assets, either directly or indirectly, to politicians, political parties, or any political groups for the business benefit of the Company.
- All employees of the Company and its subsidiaries have the right to participate in political activities under the provisions of the Constitution, relevant laws, and regulations, but must not impersonate employees or use any property, equipment, or tools of the Company for the benefit of any political activities. If participating, they must be careful not to make any actions that would lead to the understanding that the Company supports or favors any particular political party.

Facilitation Payments

- The Company has a policy of not paying facilitation fees in any form to government officials, both directly and indirectly, and will not engage in any actions that may be considered facilitation payments, as there is a high risk of it becoming bribery, increasing business costs, damaging reputation, and potentially leading to corruption.
- The Company will conduct contact and coordination with government agencies in accordance with the prescribed procedures with transparency and strictly comply with relevant laws.

Bribery

1. Directors, executives, and employees at all levels are prohibited from soliciting or accepting any benefits or assets that induce them to perform or fail to perform their duties improperly or that may cause the Company to lose legitimate benefits.
2. Directors, executives, and employees at all levels shall refrain from offering or giving benefits or any assets to outsiders to induce such persons to commit or fail to perform their duties illegally or improperly.

Giving or receiving gifts, souvenirs, business entertainment, or other benefits.

1. Giving or receiving gifts, souvenirs, entertainment, or other benefits to customers, partners, or business representatives shall be in accordance with the regulations on giving or receiving gifts, souvenirs, business entertainment, or other benefits. The principles of anti-corruption must be adhered to, and expenses must be reasonable and verifiable.
2. Employees are prohibited from giving or receiving any items or benefits from partners or those involved in the Company's business, except during festivals or customary occasions with insignificant value and without any return. Recipients should consider and consult their supervisors for advice as appropriate.
3. Employees should avoid giving or receiving entertainment that is excessive in nature from other persons whose business is related to the Company's work.

Regulations on Giving and Receiving Gifts, Souvenirs, Entertainment, or Other Benefits

Directors, executives, and employees may give or receive gifts, souvenirs, entertainment, or other benefits from customers, partners, or business representatives to a reasonable extent, but it must not influence decision-making in the business operations. The Company has therefore established the following guidelines:

Giving and Receiving Gifts, Souvenirs, or Other Benefits/Entertainment

- 1.1 If it is giving cash or anything that can be converted back into money, directors, executives, and employees are prohibited from giving and receiving it to customers, business representatives, or those involved in the Company's business, as well as supervisors, subordinates, and colleagues.
- 1.2 Directors, executives, and employees may give and receive personal gifts. However, gifts, souvenirs, or entertainment must not exceed 3,000 Baht in value to customers, business representatives, or those involved in the Company's business, as well as supervisors, subordinates, and colleagues. If the value exceeds 3,000 Baht, they must be submitted to the supervisor or the Corporate Governance Department for consideration of returning them to the giver or taking other appropriate actions.
- 1.3 Giving gifts, souvenirs, or other benefits to customers, partners, business representatives, or those involved in the Company's business in the case of bearing the Company's logo, giving according to customs, festivals, or in the case of promoting sales, building business relationships, or on the occasion of congratulations, expressing gratitude, welcoming, expressing condolences, providing assistance according to social etiquette, can be done.
- 1.4 Directors, executives, and employees may entertain outsiders for reasonable purposes. Entertainment expenses and other expenses must be reasonable, directly related to business practices, or customary in the trade, and must not affect decision-making in the performance of duties or create conflicts of interest. The venue for the entertainment must be appropriate for the purpose of the entertainment.
- 1.5 Invitations to attend meetings and site visits organized by customers/business representatives/partners. Invitations to attend meetings and site visits organized by customers/business representatives/partners can be made under the following conditions:
 - 1.5.1 Approved by the top management of the department.
 - 1.5.2 There must be clear objectives and details of the meeting or site visit, and a plan should be made in advance.
 - 1.5.3 After attending the meeting or site visit, the invitee must summarize the results of the meeting or site visit and submit them to the top management of the department.
 - 1.5.4 Do not attend training, seminars, or site visits that are disguised as tourism without the intention of truly transferring or seeking knowledge.
- 1.6 The form and value of gifts, souvenirs, entertainment, or other benefits must not be extravagant and must be reasonable and verifiable.
- 1.7 Recipients and givers must be transparent, accountable, and auditable.

The Company will communicate this policy on receiving gifts, souvenirs, or other benefits to partners or stakeholders from time to time during various festivals. In the event that gifts or souvenirs may be at risk of damage or incur unreasonably high shipping costs, a gift and souvenir registry shall be established and distributed to employees.

Hiring of Government Officials

- The recruitment, selection, employment, and compensation setting in the hiring of government officials to hold positions as directors, executives, employees, or consultants of the Company must be carried out under a thorough consideration process in accordance with the Company's director recruitment process or human resources work regulations to ensure that the hiring of government officials will not be in exchange for any benefits and will benefit the Company.
- The Company conducts background checks on individuals it will recruit to be appointed as directors to examine potential conflicts of interest prior to appointment.
- The Company will disclose information about government officials appointed as directors in the Company's public documents.

Charitable Donations, Public Benefits, and Financial Support

- Donations of money or property for charitable or public purposes by providing financial support must be transparent, lawful, and ethical, and must not be done in any way that would be detrimental to society as a whole.
- Giving or receiving money or property donated to charity or financial support will be considered for approval according to the hierarchy of authorized persons as determined by the Company by reference to the Authorization Manual to prevent it from being used as an excuse for bribery.
- Reimbursement of expenses for charitable purposes and the provision of financial support shall be in accordance with the Company's expense reimbursement procedures and the Company's operational expense authorization manual. Information must be sent to the relevant central agency for compilation and consideration of duplication, as well as providing opinions for supervisors to consider before signing. The reimbursement must state clear objectives and have verifiable evidence.
- In case of any doubts that may affect the Anti-Corruption Policy and Measures, please consult the Corporate Governance Department in writing. For other important matters, it is at the discretion of the management.

Whistleblowing/Reporting Corruption

Upon witnessing or becoming aware of any work practices that conflict with the Company's regulations or orders, or witnessing any acts that are suspected of being corruption related to the Company, employees can inform their supervisors or responsible persons of such information by following the whistleblowing and complaint procedures regarding corruption strictly. If there are any doubts or questions, they can consult their supervisors or inquire with the Corporate Governance Department. In cases involving senior management or the Board of Directors, the matter can be reported directly to the Chairman of the Audit Committee as follows:

- Chairman of the Board of Directors/Chairman of the Audit Committee
- Supervisors at all levels whom they trust.
- Website : <https://www.begistics.co.th/th/home-thai/> (Subject: Complaints, Whistleblowing, Request for Fairness Against Fraud and Corruption) • E-mail : whistleblowing@begistics.co.th
- Telephone : 02-096-4999
- By mail: Chairman of the Audit Committee, B Logistics Public Company Limited, 52 Thaniya Plaza Building, 28th Floor, Silom Road, Suriyawong Subdistrict, Bang Rak District, Bangkok 10500

Whistleblowing/Complaint Process

- Gather facts. The complaint recipient will gather facts and forward the matter to the Chief Executive Officer.
- Filter information and inquire. The Chief Executive Officer will appoint an Investigation Committee to filter information and investigate. Representatives of the Investigation Committee participating in the consideration activities include:
 - Human Resources Director or a representative from the department.
 - The supervisor of the complainant, who must be a person who has no conflict of interest with the complainant's representative.
 - Representatives from the Corruption Risk Management Working Group.
 - The secretary or representative of the Audit Committee attends as an observer.

Determine the course of action.

The secretary or representative of the Audit Committee will summarize the report and submit the report to the Audit Committee for consideration and approval of such actions. In the case of matters affecting the Company's reputation, image, financial status, or conflicting with the Company's business conduct policy, or involving senior management, the Audit Committee will submit them to the Board of Directors for further consideration.

Policy Violations

- The Company will take disciplinary action against directors, executives, and employees of the Company and its subsidiaries who violate this policy and/or the Anti-Corruption Manual, including direct supervisors who neglect the offense or are aware of the offense but fail to take appropriate action. Ignorance of this policy and/or relevant laws cannot be used as an excuse for non-compliance with this policy.
- If it is found that corruption has actually occurred in the Company, the Investigation Committee has the duty to present the facts and evidence to the Audit Committee and the Board of Directors to consider penalties in accordance with the Company's policies and other relevant laws. The Company assigns the Human Resources Department to be responsible for proposing penalties to the Company, which shall include disciplinary actions ranging from verbal warnings, written warnings, deductions from wages or suspension without pay, to termination.
- The Company will consider penalties based on the severity of the offense committed, the offender's disciplinary history, and intent. The Company may impose penalties under one or more of the following sections at the same time:
- In addition, in the event that the penalty poses a legal risk to the Company, the representative of the Investigation Committee must consult with the Legal Department and the management clearly before presenting it to the Audit Committee and the Board of Directors. In the event that the Company's agents, business intermediaries, distributors/service providers, or contractors fail to comply with the guidelines of this policy, the Investigation Committee has the duty to present the facts and evidence to the Audit Committee. The Company may consider terminating business with such agents, business intermediaries, distributors/service providers, or contractors as it deems appropriate.

Communication and Disclosure

- The Company provides orientation training to all directors, senior executives, and new employees on the Company's anti-corruption policies and practices to ensure that all directors, senior executives, and new employees are aware of the anti-corruption measures, the Company's expectations, and the penalties.
- Directors, senior executives, and all employees will receive a copy of this policy in leaflet form. The full policy can be found on the Company's website. www.begistics.co.th In addition, the Company publicizes the policy to all personnel to participate in compliance with the policy through various channels, such as e-mail, intranet, the Company's Employee Communication News (EC News), training/video screenings at annual events, and on anti-corruption on a regular basis.
- The Company communicates this Anti-Corruption Policy to subsidiaries, agents, business intermediaries, and service providers from the beginning of the business relationship and thereafter as appropriate through notice boards, leaflets, annual reports, and the Company's website, or other means as appropriate.

Monitoring and Auditing

- The Company shall have its anti-corruption policy reviewed annually (at least once a year) by assigning the Corruption Risk Management Working Group to submit it to the Audit Committee for consideration of its adequacy, appropriateness, and effectiveness, including reporting the risk assessment results and recommendations to the Board of Directors on further actions to be taken.
- The internal control system and various regulations will be periodically reviewed by the Internal Audit Department, and any issues found will be reported urgently to the Audit Committee to ensure that the internal control system is effective and adequate to combat corruption.

Risk Assessment

The Company conducts regular risk assessments of potential corruption and reviews existing risk management measures to ensure they are appropriate, adequate, and at an acceptable level. Reference can be made to the Corruption Risk Management Manual.

Training of employees on the Company's anti-corruption policies and practices.

The Company provides training on anti-fraud policies and practices to employees who are responsible for or involved in preventing fraud within the organization and sends personnel for external training on an ongoing basis, which is organized by various agencies, both public and private. The Company provides training on corruption to employees from the beginning of their employment by providing training to employees on anti-corruption in the form of announcements, codes of conduct, whistleblowing procedures, complaint procedures regarding corruption, procedures for giving and receiving gifts, souvenirs, entertainment, or other benefits through various channels of the Company, including annual training and other related activities.

Protection and Confidentiality Measures

- The Company will keep confidential the name, surname, address, or any information that could identify the complainant or informant and will keep the information of the complainant and/or informant confidential, limited only to those

responsible for conducting the investigation of the complaint.

- Whistleblowers or complainants will be taken seriously and will be treated fairly.
- Informants must act in good faith. If the Company finds that the whistleblowing is false or intended to harass others, causing damage, defamation, insult, hatred, or embarrassment, the Company will take appropriate actions.

Business Data Recording and Document Retention

Recording of business, financial, and accounting data and record keeping must be accurate, complete, and carried out in accordance with the Company's procedures and accounting standards, including the preparation of financial reports and other related processes in accordance with the Anti-Corruption Policy and Measures, and such documents shall be kept in a safe place in accordance with the Company's document retention policy.

Internal Control, Audit, and Data Retention

- The Company has established an internal control system to manage corruption, covering sales and services, trading and investment, borrowing and lending, commitments, procurement, accounting and finance operations, human resources operations, licensing operations, and internal record keeping, etc.
- All departments must establish written operating procedures for the department heads to review and approve for enforcement, taking into account the segregation of duties of personnel covering checks and balances between each other in accordance with the operating procedures and processes to ensure transparency, independence, and the ability to prevent or detect corruption risks.
- Currently, the Company has assigned the Internal Audit Department to assess the adequacy, appropriateness, effectiveness, and efficiency of the organization's internal control, along with providing recommendations and solutions to improve/develop internal control to be effective and efficient, and to prevent and detect potential corruption risks.
- For the storage of documents up to various business processes related to this policy, the Internal Audit Department will be the unit that ensures that data storage complies with the prescribed policy, which will store both physical and electronic data and evidence for at least 5 years or until the statute of limitations expires to ensure that the Company has sufficient evidence if it needs to be used in court.

Review and Update

This Anti-Corruption Policy is under the supervision of the Audit Committee, which will review and update this policy annually (at least once a year) or when there are significant changes affecting corruption risk management to ensure that this policy is in line with the Company's practices, as well as complies with other applicable regulations and laws. In addition, amendments to the Anti-Corruption Policy must be approved by the Board of Directors and the updated policy must be communicated to all.

Penalties

The Company is committed to promoting directors, executives, and employees at all levels of the Company to be aware of performing their duties with transparency, honesty, integrity, and against corruption in all forms, both directly and indirectly. The Company communicates and disseminates this Anti-Corruption Policy to directors, executives, and employees at all levels, as well as to the public, and promotes the development of knowledge and understanding for strict adherence.

Therefore, failure to comply is considered a disciplinary offense under the Company's regulations, which must be subject to disciplinary action. Ignorance of these measures cannot be used as an excuse for non-compliance. In the event that corruption results in a violation of the law, the Company has the right to take legal action against the offender.

Whistleblowing and Protection of Whistleblowers

Reporting Whistleblowing / Fraud and Corruption

All company personnel must not ignore or disregard any work practices that conflict with the company's regulations or orders, or any actions that are suspected of being fraudulent or corrupt and related to the company. Employees must report such matters through the channels designated by the company. If there are any doubts or uncertainties in their own judgment, employees can seek advice from their supervisors or inquire with the Corporate Governance Department. Personnel must cooperate in the investigation and provide facts regarding any observed actions that may constitute fraud and corruption.

Matters Reported for Whistleblowing / Fraud and Corruption

(1) Abuse of authority for personal gain or for the benefit of others.

- (2) Witnessing the destruction of any documents or evidence, distortion, or concealment of information to support fraud and corruption.
- (3) Witnessing any act suspected of being fraudulent or corrupt, or having an event/information that may fall under such an act.
- (4) Being affected by whistleblowing, providing information, cooperating in finding the truth, or refusing to engage in fraud and corruption, such as being intimidated, demoted, punished, dismissed from work, or suffering other consequences that cause harm to the whistleblower.

Whistleblowing / Fraud and Corruption Reporting Channels

If you witness any suspicious circumstances or have evidence of fraud and corruption, or have evidence that any director, executive, employee, or agent acting on behalf of the Group is involved in fraud and corruption, violating the law, policies, regulations, as well as good corporate governance principles, or has been affected by the rejection of fraud and corruption, you can report whistleblowing/complaints. You can choose to disclose or not disclose your name, along with specifying your suspicions or facts, and provide sufficient clear evidence to show that there are reasonable grounds to believe that fraud and corruption has actually occurred or that you have been affected by the rejection of fraud and corruption through any of the following channels:

- Chairman of the Board of Directors / Chairman of the Audit Committee
- Supervisors at all levels whom they trust
- Website: <https://www.begistics.co.th/th/home-thai/> (Subject: Complaint, Whistleblowing, Request for Fairness Against Fraud and Corruption)
- By E-mail: whistleblowing@begistics.co.th
- By phone: 02-096-4999
- By mail: Chairman of the Audit Committee, B.Grimm Joint Stock Company, 52 Thaniya Plaza Building, 28th Floor, Silom Road, Suriyawong Subdistrict, Bang Rak District, Bangkok 10500

In the event that the matter is related to the Directors and/or Executives, please notify the Chairman of the Board of Directors / Chairman of the Audit Committee directly.

Note: : The Company will investigate complaints based on credible facts. However, whistleblowers or complainants should be aware that reporting in bad faith or making anonymous reports may limit the Company's ability to investigate the facts.

How to Report Whistleblowing or Complaints

- 1) Complaints can be made directly in writing. The complainant should submit the complaint or whistleblowing of wrongdoing and fraud through their direct supervisor (manager level or above) in the company to which they belong. However, if the situation is not appropriate or convenient, the complainant can report via email or send a letter to the Head of Human Resources of the company or the Head of Internal Audit of the company (as appropriate).
- 2) The supervisor who receives the complaint or whistleblowing of wrongdoing and fraud shall notify the Head of Human Resources of the company or the Head of Internal Audit of the company (as appropriate) within 7 days to proceed with the verification process.
- 3) In the event that the complainant chooses to remain anonymous, sufficient details or evidence must be provided to demonstrate reasonable grounds to believe that there has been an act of corruption or a violation of the law, company regulations, or the code of business conduct of the Company and its subsidiaries.

All complaints will be treated with the strictest confidence. Those involved in receiving complaints or whistleblowing of wrongdoing and fraud, and complainants are not required to disclose the identity of the complainant, unless such disclosure would enable the Company to inform the complainant of the outcome or further details of the matter complained of. The Company will consider the complaint and complete its investigation within 30 days from the date of receipt of all supporting documents. However, in the event that it takes longer than 30 days, the Company will inform the informant or complainant and provide periodic updates.

The investigator or working group shall consist of:

1. Chief Financial Officer
2. Head of Human Resources
3. Head of Internal Audit
4. Company Secretary

Investigation and Action Process

1. Upon receipt of a complaint, the Head of Internal Audit will forward the matter to an investigator or working group to gather and verify the initial facts. In the case of complaints submitted via email, whistleblow@begistics.co.th The recipients of complaints are the Head of Internal Audit, the Chairman of the Audit Committee, and the Company Secretary.
2. In the event of a complaint to the Chief Executive Officer, the complaint should be made to the Chairman of the Audit Committee or the Head of Internal Audit. If the information is credible, the Board of Directors shall appoint a working group to conduct an investigation.
3. The investigator or working group will examine the information received and conduct an independent and fair investigation of the complaint in order to reach a conclusion to confirm or refute the complaint and the facts received, including giving the respondent the right to be informed of the complaint and to prove themselves. Further action will be considered, such as dismissing the complaint due to lack of merit or basis, or taking disciplinary action and legal action against the respondent if the act is deemed unlawful.
4. The investigator or working group shall record the statements or use a recording device to record the statements of the complainant, the respondent, and other related persons in writing. The person giving the statement shall read, acknowledge, or make any amendments and sign the statement. In the event that the aforementioned person refuses to sign, the investigator or the head of the working group shall read the statement to such person and sign the respondent's name.
5. The investigator or working group will report the progress of the investigation periodically to the reporter, complainant, or collaborator through the channels provided and will complete the investigation without delay.
6. The investigator or the investigation working group shall prepare a summary report containing at least the following information:
 - 1) Date, time, location, cause, nature, type, incident suspected of wrongdoing, persons involved.
 - 2) The amount and value of the damage, if any.
 - 3) Whether a complaint has been filed with the state authorities according to the law, as appropriate.
 - 4) Whether the incident suspected of wrongdoing is covered by insurance.
 - 5) A summary of the investigation findings, which should indicate whether there are any weaknesses in the Company's operating system.
 - 6) During the investigation, the investigator or working group may propose to the Chief Executive Officer that the respondent or related person be temporarily assigned to other duties.
 - 7) The investigator or ad hoc investigation working group does not have the authority to punish the respondent but may make recommendations for punishment.
 - 8) The Company will keep the personal information of reporters, complainants, or collaborators confidential and will not tolerate any intimidation or harassment. If such cases occur, please report the matter to the Head of Human Resources or a higher-ranking person for specific protection measures according to the situation.
 - 9) Once the Company has conducted an investigation and found that there has been no wrongdoing as alleged, the Company will not take any disciplinary action against the complainant (if they are a director or employee of the Company, a subsidiary, an associate, or an investee) who acted in good faith. However, if the investigation finds that the complainant made the complaint maliciously or provided false information, the Company will consider disciplinary action against the complainant and/or take legal action as appropriate.

Protection of Complainants/Whistleblowers/Informants and Refusal to Engage in Fraud and Corruption

All stakeholders of the Company, if they become aware of any whistleblowing of fraud and corruption by the Board of Directors, Executives, or employees and/or are affected by such fraud and corruption, and in order to build confidence in the measures to protect and maintain the confidentiality of whistleblowers, employees can report whistleblowing or suggestions through the channels designated by the Company in these regulations. The Company will provide protection to all those who cooperate in whistleblowing or reporting fraud and corruption, and will be fair to those accused of such acts. This is to ensure that such actions will not cause hardship or damage to the whistleblower, as follows:

- 1) The Company will protect those who cooperate with the Company in whistleblowing or refusing to engage in corruption related to the Company from any hardship, danger, or unfair treatment arising from such cooperation in combating corruption.
- 2) The Company will not demote, punish, or impose any negative consequences on employees or executives who refuse to engage in corruption, even if such action results in the Company losing business opportunities.
- 3) In the event that the whistleblower/complainant finds themselves unsafe or potentially harmed, they can request the company to provide appropriate protection measures.
- 4) To protect the rights of complainants and to ensure that information is provided in good faith, the Company will keep the identity of the whistleblower or informant confidential and will restrict access to such information to those responsible for investigating and finding the truth. If it is found that such information has been misused or improperly disclosed, it will be considered a violation and a disciplinary offense.
- 5) In the event that it is found that any director, executive, or employee has treated another person unfairly or caused

damage to another person motivated by the fact that such other person has reported whistleblowing/complaints or refused to engage in fraud and corruption, it shall be deemed a disciplinary offense.

Prevention of Misuse of Inside Information

B Logistics Public Company Limited (“the Company”) and its subsidiaries maintain the confidentiality of information, especially information that may affect the Company or its stakeholders, and do not allow the use of inside information for the benefit of oneself or others. To ensure fairness and equality for stakeholders, information is disclosed to employees only on a need-to-know basis.

Trading in the Company's Securities Using Inside Information

Employees at all levels should follow best practices in securities trading by not using inside information that is not publicly available to ensure fairness to all shareholders and investors and to prevent wrongdoing by employees, including their families and associates.

Best Practices

- (1) Provide knowledge to directors and executives regarding their duty to report their shareholdings, those of their spouses, and their minor children to the SEC under Section 59 and the penalty provisions under Section 275 of the Securities and Exchange Act B.E. 2535 (as amended), including the reporting of the acquisition or disposal of securities of themselves, their spouses, and their minor children to the SEC under Section 246 and the penalty provisions under Section 298 of the Securities and Exchange Act B.E. 2535 (as amended).
- (2) The Company's directors and executives, including their spouses and minor children, shall prepare and disclose a report of their shareholdings and a report of changes in their shareholdings in the Company to the SEC under Section 59 and the penalty provisions under Section 275 of the Securities and Exchange Act B.E. 2535 (as amended) and shall submit a copy of such report to the Company on the same date as the report is submitted to the SEC, together with a report to the Board of Directors' Meeting every quarter.
- (3) Directors, executives, employees, and employees of the Company and the Group who become aware of material inside information that affects the price of securities are prohibited from trading in the Company's securities during the 1-month period prior to the public disclosure of such financial statements or inside information and during the 24-hour period after the Company's inside information has been publicly disclosed. Those involved with inside information must not disclose such information to others until such information has been reported to the Stock Exchange of Thailand. In the event of a violation of these rules of conduct, the Company considers it a disciplinary offense under the Company's work rules and will consider appropriate penalties, such as verbal warnings, written warnings, disciplinary action, up to and including termination of employment for cause, depending on the circumstances.
- (4) The Company requires directors and high-ranking executives (as defined by the SEC) to notify the Board of Directors or a person designated by the Board of Directors, such as the Chairman of the Board, the Chairman of the Audit Committee, and the Company Secretary, of any purchase or sale of the Company's shares at least 1 day in advance of such transaction.
- (5) Directors, executives, employees, and employees of the Company are prohibited from using inside information of the Company or companies with which they are doing business, which they have learned in the course of their duties, to buy, sell, offer to buy, offer to sell, or induce others to buy, sell, offer to buy, or offer to sell securities of the Company or joint ventures for their own benefit or the benefit of others, and must comply with applicable laws. However, the Company encourages directors, executives, and employees to hold shares for at least 3 months from the date of their last purchase of the Company's securities, except for the sale of the Company's shares purchased under the rights in the Warrant.
- (6) Directors, executives, and employees have a duty to keep confidential information of the Company, such as trade secrets, joint venture information, formulas, inventions, technologies, academic knowledge, etc., from being leaked to unrelated persons, which may cause damage to the Company or its stakeholders, except as required by law or with the approval of an authorized person.
- (7) Must comply with the procedures and confidentiality practices of the Company's document management policy and the Group's filing system requirements.
- (8) When personal information is received, it must be kept confidential or used only as necessary within the scope of the law. Confidential information must not be used for personal gain or for the benefit of others, and no attempt should be made to access the confidential information of others.
- (9) Do not disclose confidential information of the Company, even after leaving or ceasing to be employed by the Company.
- (10) In addition to publicly available information, the Company considers all Company information to be for internal use only, which directors, executives, and employees must use within the scope of their assigned duties and responsibilities.

(11) Directors, executives, and employees will be reminded not to use inside information for their own benefit or the benefit of others through various channels of the Company, such as e-mail or the Company's Good Corporate Governance and Business Ethics Handbook.

(12) Directors and executives at the director level or equivalent in the finance and accounting function will be notified to refrain from trading in the Company's securities during the period when the Company will disclose material information that may affect the price of the Company's securities. Directors and executives at the senior manager level or equivalent in the finance and accounting function are responsible for reporting their shareholdings and changes in shareholdings of the Company in accordance with the law and must send a copy to the Company Secretary for the attention of the Board of Directors.

(13) Ethics on the use of computer systems, information technology, and communications are established to control and maintain the security of information in the information system and/or to prevent unauthorized access to Company information by outsiders. The level of access to Company information is also defined for employees at different levels to be appropriate to their responsibilities.

Confidentiality

To ensure transparency and equality, the Company has established a policy and responsibilities for maintaining the confidentiality of customer and business partner information regarding transactions between customers or business partners and the Company, including personal information received from customers and/or business partners. The use of such information must be for the purpose of conducting the normal course of business of the Company and must not be used for the personal benefit of any individual. It is therefore the responsibility of the Company's directors, executives, and employees to protect the confidentiality of customer and/or business partner information and to always exercise caution when such information needs to be used. The duty of executives and employees to maintain the confidentiality of customer and/or business partner information will continue even after such person ceases to be an employee of the Company.

Best Practices

1. Confidentiality

1.1 Must maintain the confidentiality of information and documents that cannot be disclosed and/or are trade secrets, intellectual property, which are the rights of the Company, to outside parties, especially competitors, even after leaving the position for a period of 2 years. However, this period does not include confidential information that must comply with the terms of a confidentiality agreement that requires the relevant person to comply with such agreement.

1.2 Do not use the opportunity or information gained from being a director, executive, or employee of the Company to seek personal gain or to engage in business that competes with the Company, subsidiaries, or related businesses.

1.3 Prepare information and documents of the Company in accordance with their duties and responsibilities with honesty, prudence, and in accordance with established standards.

1.4 It is forbidden to falsify information, documents, or reports of the Company or its subsidiaries. Violators will be subject to disciplinary action and/or legal action, as the case may be.

1.5 To prevent the unintentional disclosure of confidential information, it is the duty of the data owner or possessor of information not yet disclosed to the public to be aware of and comply with the security procedures for such information. Supervisors must also ensure that those involved comply strictly with the security procedures.

1.6 Confidential business information or important documents of the Company and its subsidiaries must be kept from being lost or leaked by means of proper and appropriate control methods, in accordance with the information handling guidelines. The level of confidentiality of the information is defined, such as public information, confidential information, secret information, or top secret information.

1.7 The sharing of internal information within a department or within the Company and subsidiaries must be within the scope of assigned duties and responsibilities only.

1.8 Retain information for the period and in accordance with the criteria set by the Company, under the provisions of the law, by keeping information carefully and systematically for ease of retrieval. When the information retention period has expired, the relevant employees must have it destroyed in a manner appropriate to the type of information or document.

2. Providing Information, News, and Expressing Opinions to Outsiders

2.1 The Chief Executive Officer or an authorized person of the Company shall approve and disseminate the Company's information to the public.

2.2 The Company will disclose material information to the public accurately, transparently, timely, and equally.

2.3 Must not disclose information or express opinions that have or may have a negative impact on the Company, its subsidiaries, and related parties to any other person outside the Company.

2.4 If asked or requested to disclose information that one is not authorized to disclose or answer, please politely decline to comment and advise them to inquire directly with the department assigned and responsible for disclosing the information. This is to ensure that the information/opinion is accurate and consistent.

2.5 The unit that serves as a channel for disseminating the Company's information is the Corporate Finance and Investor Relations Department, with the internal unit that owns the information providing the details.

3. Personal Data Protection

The Company has established regulations for all directors, executives, and employees to comply with in accessing personal information, including compliance with laws, policies, rules, regulations, or any practices of the Company and relevant organizations regarding the protection of personal information, both in terms of the supervision and management of personal information, the collection, use, and disclosure of personal information in the Company's possession, as well as the secure storage of such personal information, including the process of deleting or destroying unnecessary information by appropriate means. In order to prevent any impact on the Company and its subsidiaries, the Board of Directors, executives, employees, and stakeholders involved, the Company has measures in place to protect the personal information of customers, contractors, service users, and personnel, both physically, electronically, and in terms of operational systems that meet standards and are practicable. The Company will review and update its personal information security measures annually.

Money laundering prevention

Risk Management and Financial Reporting

The company is committed to creating value and sustainability for its business in accordance with good corporate governance principles. To achieve these results, the company has established an internal control and internal audit policy that is effective and consistent with international standards and risk management at an appropriate level to manage significant risks to an acceptable level without affecting the achievement of the company's objectives. It also has a good monitoring and evaluation system, regular system reviews, and the preparation of accurate, complete, reliable financial statements in accordance with the law, which is an important part of building shareholder and investor confidence in the company.

Best Practices

5.1 Internal Control / Internal Audit / Risk Management

- 1) The Board of Directors, the Audit Committee, and the Risk Management Committee must review and report the results of the review to shareholders.
- 2) Executives must establish internal control and risk management systems related to their responsibilities, evaluate, improve, review, and comply with the established systems, including cultivating employee discipline, understanding, good attitude, and cooperation in auditing and developing internal control systems.
- 3) The Internal Audit Department assesses the adequacy of internal control, supports the corporate governance process and risk management, proposes appropriate internal control measures, and implements operations that help create added value for various departments, appropriate to the changing environment and risk factors.
- 4) Employees must comply with rules, regulations, orders, and internal control systems, including risk management and self-assessment of the adequacy of internal control systems within the company and subsidiaries.
- 5) Provide risk assessments in all dimensions, including assessing the risk of corruption that may occur to the company, and establish an internal control framework. The objective covers the assessment of corruption risks at the process level and requires a process for regular assessment of the company's internal control system to ensure that the company has an adequate and appropriate internal control system for business operations.

5.2 Financial Reporting

- 1) The recording of business transactions of the company and subsidiaries must be factual, without distortion or fabrication, accurate, complete, and verifiable, without exception, to reflect the actual performance of the company.
- 2) Business transactions must be consistent with and comply with the company's regulations and requirements, including accurate, complete, adequate, and timely documentation to support the recording of business transactions to be complete.
- 3) All employees are responsible for business transactions, responsible for preparing and/or providing information on such business transactions to employees responsible for financial accounting.
- 4) Comply with relevant laws, regulations, standards, and requirements both domestically and/or internationally to ensure that the company's accounting is accurate and complete.
- 5) Adhere to the principles of honesty and impartiality to ensure that data recording and financial reporting are done fairly.

Gift giving or receiving, entertainment, or business hospitality

Giving and Receiving Gifts, Entertainment, or Other Benefits

All personnel of the company and subsidiaries should avoid actions that may affect decision-making in the performance of their duties with bias or create a conflict of interest with the company. The company has established regulations and procedures in accordance with the Anti-Corruption Policy on Giving and Receiving Gifts, Souvenirs, Entertainment, or Other Benefits (No Gift Policy), including participation in domestic and international travel activities, as well as travel expenses received from those involved in the company's business. The objective is to ensure that the business operations of the company and its subsidiaries are transparent, free from corruption, and promote good practices.

Good Practices

- 1) Employees of the company shall refrain from accepting gifts or any other benefits in all cases and shall be responsible for informing outsiders of the No Gift Policy.
- 2) In the event that it is necessary to accept and cannot be returned, such as on important festivals or customary traditions, it may be done appropriately. It must not be demanded or accepted in any way that deviates from customary practices or is inappropriate. It must be property or benefits that are entitled to under the law or regulations issued by virtue of the law. It must not be an illegal receipt of property and must not be illegal. It must be received from a general, non-specific offering.
- 3) In the case of acceptance as necessary under Clause 2, such person shall report on the receipt of gifts, souvenirs, or any other benefits to the supervisor in accordance with the form prescribed by the company.
- 4) In the event that the supervisor deems it inappropriate to accept, the gift shall be delivered to the parent organization or the unit responsible for governance for the benefit of the company.
- 5) Employees of the company must not accept bribes or similar benefits to employees of the company or outsiders, especially government officials.
- 6) Giving gifts or other benefits to government officials and other individuals should be done in a manner that promotes a positive image of the company and subsidiaries. It must be ensured that such giving does not violate the law and local customs and is not extravagant or excessive. According to the announcement of the National Anti-Corruption Commission (NACC), government officials are allowed to accept assets or other benefits with a price or value not exceeding 3,000 Baht per person per occasion.
- 7) The company regularly notifies employees about reporting on receiving gifts or any other benefits and conducts inspections to ensure that donations and/or support are used for the benefit of the public in accordance with the objectives of the donation and support.
- 8) Company personnel must understand and comply with the guidelines on receiving and giving gifts, entertainment, or other benefits.

Compliance with laws, regulations, and rules

B Logistics Public Company Limited has announced the implementation of a policy for compliance with laws and regulations to ensure that executives and employees at all levels are aware of the importance of performing their duties in accordance with company regulations, domestic laws, and international standards. This policy aligns with the principles of good corporate governance and business ethics, which will help the company achieve its goal of becoming a leader in the global logistics industry. The company has therefore established the following policy for compliance with laws and regulations:

1. All executives and employees must adhere to and comply with all regulations, including laws, rules, company regulations, important agreements, business ethics, policies, and guidelines.
2. All executives and employees are responsible for being aware of and understanding their work in relation to applicable laws, rules, regulations, and guidelines, including understanding the impacts and consequences of non-compliance. Failure to comply with established regulations may result in disciplinary action according to the company's work regulations.
3. All executives and employees must respect and comply with laws and regulations, both domestically and internationally, where the company conducts business, and recognize that any act that violates or is inconsistent with the law is unacceptable.
4. All executives and employees must raise awareness by communicating, promoting, and supporting knowledge, understanding, and building a culture of integrity and strict compliance with company regulations in a concrete manner.
5. The company has established a risk management committee to oversee the effectiveness of its operations and to improve processes to align with both internal and external business operations, including responding to potential changes and mitigating potential risks.
6. The company has established guidelines for operational supervision, control, monitoring, and effective risk prevention to promote and support compliance with laws and regulations accurately and comprehensively. This includes providing necessary support in various areas, such as personnel and knowledge, to ensure that all executives and employees

7. Employees who provide information or report on acts that are or may be in violation of laws, rules, and regulations will be protected and treated fairly in accordance with the company's complaint handling policy.

Information and assets usage and protection

Intellectual Property, Use of Information Technology and Communication

Intellectual property, information technology, and communication are important factors that help promote business operations and increase work efficiency. Therefore, it is the joint responsibility of the board of directors, executives, and all employees of the company to respect the rights of intellectual property owners and to use information technology and communication under the provisions of the law, orders, and standards set by the company strictly, with caution and prudence. Information technology can be used as part of strategies and operations. The company has a data security system to maintain confidentiality, integrity, and availability of information, as well as to prevent the misuse of information. The company also considers the allocation and management of information technology, establishing criteria and factors in prioritizing information technology plans.

Best Practices

1. Intellectual Property

- (1) The company promotes knowledge to employees on the matter of not infringing on inventions, research and development, or intellectual property of any other person, conducting research, writing textbooks, and creating various creative media.
- (2) All employees of the company have a duty to respect, not infringe, or commit acts that risk infringing on the intellectual property of others, whether directly or indirectly.
- (3) In the event of an infringement of the company's intellectual property, employees are required to report such infringement to their supervisor or the personnel responsible for intellectual property.
- (4) In accessing the workplace for research and development of intellectual property or places with regulations for the protection of intellectual property and confidentiality, employees are obligated to strictly comply with such rules or regulations.
- (5) The use of trademarks or brand names registered under the company's mark should be considered for appropriateness and with caution for the benefit of the company only.

2. Use of Information Technology and Communication

- (1) The company has established information system security management, which adheres to the policy according to the "Information Security Standards" by establishing an information security policy, data classification policy, and personal data protection policy according to the law. Therefore, all employees of the company are responsible for protecting and ensuring that the company's information system in their possession or responsibility is not accessed by unauthorized persons, and not disclosing business-critical information to unrelated persons. However, the aforementioned actions of employees must not violate relevant laws.
- (2) Employees must be disciplined in using the information system, using the company's data recording and communication devices so as not to negatively affect the company and others. Do not use it as a tool to access the information system without authorization, which may damage reputation and property, disturb or annoy the operation of the information system, intercept data, steal passwords, falsify company information, disseminate images, text, or sounds that are inappropriate to ethics, traditions, and customs, including not using them for personal business or illegal activities.
- (3) Employees must not infringe on software, copyrighted works, software, or intellectual property of the company or others, including but not limited to software, copyrights, patents, know-how, trade secrets, etc., by using, reproducing, modifying, disclosing, or disseminating to the public, in whole or in part, unless permitted by the owner of the information. In case of doubt, always contact the legal department or the personnel responsible for intellectual property for advice and must comply with the data classification policy to prevent disclosure or leakage of information.
- (4) Employees must keep their passwords and other codes assigned by the company for accessing the company's computer information system or information confidential. They must be kept secret from others and must not be shared with others to prevent others from accessing their passwords. Use the information system correctly according to the authorized rights, including not using the Internet to access unfamiliar websites or websites without data security systems, which may be harmful to the company's computer system. If an employee finds a deception using fake emails or websites to obtain information such as usernames, passwords, or other personal information in the possession of the company, immediately notify the department responsible for the company's information technology security system.
- (5) Employees must undergo training and testing to raise awareness of information security and cybersecurity on a regular basis, as well as strictly comply with policies, regulations, announcements, and orders regarding information security and cybersecurity.

- (6) Always check the information downloaded to your computer using an anti-virus program (Anti-virus) with up-to-date virus protection information.
- (7) Employees must be cautious in using electronic mail to avoid damage to the company's business operations, infringement of the rights of others, violation of ethics, annoyance to others, or violation of the law. Do not seek benefits or allow others to seek business benefits from using electronic mail through the company's network system. Employees must use the company's email address for company work only. (8) If there is a suspicion that any employee is using the information technology system inappropriately, or there is a violation or reasonable cause to prevent security in the company's information technology system and information, the authorized unit will inspect, search, track, investigate, and control the use of the information technology system of that employee.

Anti-unfair competitiveness

Supporting Fair Competition

The Company is committed to complying with the laws on the prevention of monopolies or competition law, supporting free and fair trade competition, non-discrimination, or exploitation by setting a policy to comply with competition law both domestically and internationally where the Company conducts its business, including any laws, rules, and regulations related to competition law. Therefore, the Company must exercise caution and comply with the guidelines set by the Company.

Best Practice

- (1) "Market Dominant" under the criteria of each country's law must not engage in any act that may be considered unfair trade practices or abuse of market dominance.
- (2) Any act of business consolidation that may result in a reduction of competition or a monopoly in any market, such as a merger that monopolizes access to assets, acquisition of shares, domination of a business, or cross-investment in shares or assets, joint ventures, or joint directorship in a company, etc., must be reviewed by a legal advisor or expert in competition law for the necessary legal process before proceeding with such action. Before any business consolidation.
- (3) Do not engage in any business that constitutes an agreement to monopolize, limit, or reduce competition.
- (4) Do not engage in any conduct that may constitute unfair trade practices, even if not in a position of market dominance.
- (5) Do not engage in any act that constitutes an agreement between other operators (both domestic and international) that will create restrictions on competition and have a serious impact on the economic system and consumers.

Information and IT system security

Information Technology Security Policy

To ensure that the information technology systems, networks, and computers of the company and subsidiaries that use the information systems, networks, and computers together are appropriate, secure, and able to support the company's operations continuously. The system is used correctly in accordance with the provisions of the Computer Crimes Act and other relevant laws, as well as to prevent threats that may cause damage to the company. The company has therefore established an information technology security policy as a guideline for all employees to follow.

Objectives

1. To set the direction, principles, and framework of requirements for information technology security management.
2. Raise awareness and understanding among employees to comply with policies, standards, operational frameworks, operating procedures, recommendations, and laws related to computer systems correctly and appropriately.
3. To enable employees and those who need to connect to the company's computer system to use the company's computer system correctly and appropriately.
4. To prevent the company's computer systems and information from being hacked, stolen, destroyed, interfered with, or stolen in various forms that may cause damage to the company's business.

Scope

This policy covers the protection and security of the company's information systems, both inside and outside the company's premises, including company-provided clouds, which covers:

1. All employees and departments of the company
2. External parties who are granted access to assets related to the company's computer systems, networks used to communicate or transmit data and information.
3. Strictly adhere to the company's "Information Security Standards" policy.

Definition

The definitions in this section define the terms used in this Information Technology Security Policy and Practices to ensure clarity and mutual understanding.

1. "Company" means B.Grimm Joint Public Company Limited, its subsidiaries, and affiliates that share information systems, networks, and computers.
2. "Human Resources Department" means the Human Resources Department of B. Logistics Public Company Limited.
3. "Information Technology Department" means the Information Technology Department of B.Grimm Joint Public Company Limited.
4. "User" means the company's directors, executives, employees, related users, and external users who are authorized to access the company's network.
5. "Employee" means an employee, probationary employee, and temporary employee of the company.
6. "Related User" means a person or juristic person who is a party to a contract with the company who comes to conduct activities within the company.
7. "External User" means any person or legal entity other than those specified in (5) and (6).
8. "System Administrator" means the IT Manager or other employee assigned by a supervisor at the department director level or above to be responsible for developing, modifying, improving, and maintaining the information systems and networks used in the company or the department that has the duty and responsibility to take care of the information systems and networks directly.
9. "Information" means facts derived from data that have been processed and organized, which may be in the form of numbers, text, documents, diagrams, maps, photographs, films, video recordings, computer recordings, or graphics into a system that users can easily understand and can be used for management, planning, decision-making, and other purposes.
10. "Information System" means a system of the company that uses, stores, processes data, and disseminates information that works in conjunction with hardware, software, data, users, and processing processes to generate information that can be used in planning, management, and support of the company's operating mechanisms.
11. "Network System" means a system that can be used to communicate or transmit data and information between various information technology systems of the company, such as LAN systems, Wireless systems, Intranet systems, Internet systems, and other communication systems.
12. "Asset" means any tangible or intangible asset that has value or worth to the company, including information, data systems, and information technology and communication assets such as personnel, hardware, software, computers, servers, information systems, network systems, network equipment, IP addresses, or copyrighted software, or anything else of value to the company.
13. "Information Technology Security" means the security and safety of information technology systems and the company's network systems by maintaining the confidentiality, integrity, and availability of information, including other properties such as authenticity, accountability, non-repudiation, and reliability.
14. "User Rights" means the hierarchy of access to information of employees and related users, including general rights, special rights, and other rights related to the company's information systems and networks.
15. "Access to or Control of Information" means the authorization, granting of rights, or empowerment of users to access or use networks or information systems, both electronically and physically, as well as defining practices regarding unauthorized access.
16. "User Account" means the username and password for employees, related users, and external users.
17. "Security Incident" means a case where there is an indication of an event, service condition, or network that indicates the possibility of a violation of security policies or failed safeguards, or an event that cannot be known to be security-related.
18. "Undesirable or Unforeseen Security Situation" means a situation that may cause the company's system to be hacked or attacked and security is compromised.
19. "Encryption" means encrypting data to prevent unauthorized access. Those who can open encrypted data files must have decryption software to restore the data to normal use.
20. "Authentication" means a security measure for accessing the system. It is a step in verifying the identity of the service user. Generally, it is verified by using a username and password.
21. "SSL (Secure Socket Layer)" means data encryption technology to enhance communication security or data transmission over the Internet between a server and a web browser or application in use.
22. "VPN (Virtual Private Network)" means a virtual private computer network. By using actual data transmission, the data transmission will be encrypted specifically over the Internet, making it unreadable by others and invisible to the destination.

IT Security Policy

1. The company shall ensure that an information technology security policy is established in writing, and the company

must communicate such policy to ensure understanding and proper implementation, especially between the information technology department and other departments within the company, to ensure coordination and the ability to conduct business according to established goals.

2. The company must review the information technology security policy at least once a year or when there are changes that affect the company's information technology security.

IT Risk Management Policy

Must be consistent with the Corporate Risk Management policy and cover the following:

1. Defining roles and responsibilities in IT risk management, the person responsible for providing information technology methods or guidelines to mitigate or manage existing risks and presenting them to management for consideration in managing information system risks.
2. Information Technology Related Risk Identification.
 - Physical and environmental risks include the Data Center Room, which houses network servers, network equipment, and other equipment, must have access control and usage monitoring systems, such as room temperature alarm systems, fire alarm systems, etc.
 - Risks from using computer programs on company computers to prevent the use and installation of unsafe or malicious programs, such as downloading and installing programs from outside, which may contain malware or computer viruses, or have vulnerabilities to connect to external networks to attack the computer in use or other machines on the same network, etc.
 - Risks from the use of the company's computer network system must be monitored and monitored for internal network and Internet usage. A system must be established to prevent access and attacks from outside to the server and client computers used by employees, such as a system to prevent access through the Internet, installation of anti-virus programs, email filtering, etc.
 - Personnel risks must have access rights to computer systems, network devices, and data defined according to their rightful privileges to prevent unauthorized access, modification, or alteration of data.
3. Risk assessment covering the likelihood of risk and the impact that will occur to prioritize risk management. The risks are divided into 4 types as follows:
 - Technical risks that may arise from computers and devices being attacked
 - Employee risk arising from improper rights management, resulting in access to information beyond their duties and may cause damage to information.
 - Risks from hazards and emergencies arising from disasters or nature, including other situations such as power outages, rallies, etc.
 - Administrative risks arising from existing policies that may not be consistent with the risks that may occur.
4. Defining methods or tools to manage risk to an acceptable level for the company, creating a Description of Risk table with headings such as Risk Name, Risk Type, Risk Characteristics, Risk Factors, and Impact, etc. Determine the likelihood of occurrence and the severity of the impact of the risk, including creating a Risk Map.
5. Establish Information Technology Risk Indicators, including monitoring and reporting of indicators to responsible persons, to enable appropriate and timely risk management.

IT Security

Additional Practices Regarding IT Information Security Policy

Objectives

To prevent violations of the Information Technology Security Policy.

Practices

1. Do not use the company's computer resources and networks for illegal activities and violations of social ethics, such as creating websites to conduct trade or disseminate illegal or unethical content, etc.
2. Do not access the computer network or computers using the account name of another person, whether authorized or unauthorized by the account owner.
3. Do not access computer systems and data that are protected from access by others to modify, delete, add, or copy.
4. It is forbidden to disclose information of others or of the department without permission from the owner of such information.
5. Do not disrupt, obstruct, or damage the company's computer resources and networks, such as sending viruses to company computers, entering programs that cause computers or network devices to deny service (Denial of Service), etc.
6. Do not intercept data on the company's computer network and/or that of others while it is being transmitted on the computer network.
7. Before using portable storage media or opening files attached to emails or files downloaded from the Internet, they

must be scanned for viruses by an anti-virus program every time.

8. Users must not allow others to use their accounts and passwords to access shared computers.

Organization of Information Security

Objectives

To establish a framework for managing the security of information systems within the company.

Practices

1. Senior management is responsible for overseeing security in accordance with the company's information system security policies and practices.
2. The IT Manager must assign duties to IT staff to be responsible for maintaining the security of the company's information systems and controlling operations to maintain the company's information security policies and practices.
3. The Information Technology Manager is responsible for managing, supervising, monitoring, and reviewing the overall information security policy of the company.
4. IT staff assigned as Administrator-level system administrators are responsible for the systems they manage. They must also monitor the security of the system. When there are undesirable or unforeseen security situations, they must take corrective action and report to their supervisor.
5. Users and both internal and external departments are responsible for complying with company policies and practices in maintaining the security of the company's information systems, including not violating laws related to computer crimes.

Human Resource Security

Objectives

To ensure that users understand the policies, duties, and responsibilities in using the company's information system.

Practices

1. Must define the duties and responsibilities for information system security in writing for individuals or external agencies hired to work and must be in accordance with the company's information system security policy.
2. A non-disclosure agreement (NDA) must be signed between the employee and the department. This signature will be part of the hiring of that employee. This must be binding both during employment and continuously for a period of not less than 1 year after the termination of employment.
3. To ensure that user account management is accurate and up-to-date, the Human Resources Department or relevant departments must immediately notify the Information Technology Manager when the following events occur:
 - Hiring
 - Changes in employment status
 - Resignation or termination of employment as a director and employee of the company.
 - Department relocation
4. Users and external agencies hired to work must be informed of policies related to maintaining information technology security.
5. New company employees must be trained on information technology security policies, which should be part of the orientation.
6. After a change or termination of employment or the end of a project, access to information in the information system must be terminated immediately.

Asset Management

Controlling the use of computers and computer equipment

Objectives

To inform users of their duties and responsibilities in using company computers and computer equipment, as well as to ensure their understanding and strict compliance, which will protect the company's resources and data to be secure, accurate, and always available.

Practices

1. Users of company computers and computer equipment must be responsible for the assets they use.
2. Do not use the company's computers and computer network systems to conduct any personal or inappropriate business or services.
3. Users are not permitted to install and modify programs on company computers unless they have consulted with or received advice from the system administrator or have obtained permission from the highest authority of the department.
4. Do not modify or repair any components of the computer and peripherals unless approved by the system administrator or the responsible department, and the user must keep the computer and peripherals in their original condition.

5. Users must not store or use computer equipment in hot, humid, or dusty places, and must be careful of impacts.
6. Do not use or place any type of computer equipment near liquids, near magnetic fields, high voltage, in vibrating areas, and in environments with temperatures higher than 35 degrees Celsius.
7. When moving computer equipment, it should be done with caution, do not place heavy objects on top or throw it.
8. Do not move the machine while the hard disk is running or while it is in use.
9. Avoid hard objects touching the computer screen, which may cause scratches or damage. The computer screen should be cleaned as gently as possible and wiped in the same direction. Do not wipe in a circular motion as this will scratch the screen.
10. Users who are terminated or whose projects have ended must return all responsible computers and computer equipment to the responsible department in working condition.
11. For the movement of computer equipment for work outside the office, users must comply with the regulations for taking company property outside the company.
12. Users are responsible for preventing loss, not leaving the device in public places, or areas where there is a risk of loss.

Software License Control

Objectives

To make users aware of their roles and responsibilities in using computer programs, as well as understand the use of copyrighted programs and strictly adhere to practices, including using computer programs securely and in accordance with the Computer Crimes Act and related laws.

Practices

Requirements for system administrators

1. Responsible for controlling and supervising the use of computer programs, as well as allocating the use of computer programs within the company according to the specified usage rights.
2. Responsible for installing and upgrading computer programs for users at the appointed date and time.
3. Terminate and revoke the right to use the computer program immediately when the company and/or department notifies the termination and/or transfer of the right to use the computer program.

User Requirements

1. Must use computer programs as a good person would use their own property. Do not use it illegally or violate the law against others, causing damage to the company.
2. The programs installed on the company's computers are legally licensed programs. Therefore, users are prohibited from copying programs and installing them on computers, modifying them, or giving them to others to use.
3. It is prohibited to copy, sell, or distribute infringing software and unauthorized command sets, especially for use as a tool in committing legal offenses.
4. It is strictly forbidden to install and use illegal computer programs on the company's computers. In the event that the user brings any other computer program than the one the company has to use on the computer system, whether it is Licensed Software or Freeware, if there is any damage or tort, the user will be solely responsible.
5. Installation, decommissioning, relocation, and return of computers and computer programs. Users are required to notify the authorized person for consideration and approval in each case. The IT administrator is responsible for proceeding in accordance with the approval in each case.

Control of information assets and access to computer systems

Practices

Control must be in place to prevent information assets, including documents, data storage media, computers, and information, from being at risk of unauthorized access while the equipment is unattended. Users must be required to log out of the information system when not in use, as follows:

1. Log out of the information system immediately upon completion of work.
2. There is protection for computers by using appropriate authentication before use.
3. Important information of the department must be stored and backed up in a safe place. User data can be stored in the following formats:
 - In the database of the Application system stored in the company's Data Center, exporting data from the Application system cannot be done.
 - Can be stored in Shared File (Central Drive) in Folder according to the permissions granted.
4. Turn off the computer you are using when not in use for more than 1 hour or when you finish working for the day, unless the computer is a server that needs to be running 24 hours a day.

5. Set the screen saver of the computer you are using to automatically lock the screen after the computer has been idle for more than 10 minutes.
6. Approval must be obtained from the highest authority of the department or above in the event that it is necessary to take information technology assets, such as documents, data storage media, and computer equipment, out of the company at all times, in accordance with the company's regulations on taking assets out of the company.
7. Be careful and take care of company property that you use as your own. If lost due to negligence, you must be responsible or compensate for the damage.

Email Usage

Objectives

To ensure that the receipt and/or transmission of information via company email can support operations and be accurate, convenient, fast, timely, efficient, and secure under the provisions of laws, regulations, rules, and measures to safeguard company information. In addition, to ensure that users understand the importance and are aware of the problems arising from the use of email services on the Internet, users must understand the rules set by the administrator, not violate rights or take any action that would create problems or disrespect the rules set forth. Users must strictly follow the administrator's instructions.

Practices

1. Users of electronic mail services must not violate the Computer Crimes Act, the Electronic Transactions Act, related laws, and the company's information technology policies and regulations.
2. Departments or personnel using the company's email service must use email for the benefit of the company.
3. Employees will be entitled to use the electronic mail service. The system administrator will register the electronic mail service users according to the list of employees notified by the Human Resources Department.
4. Do not use the email address of others to read or send messages unless consent is obtained from the owner of the service. The owner of the email address is deemed responsible for the use of their email.
5. When using email, users must not forge the sender's account name or other user accounts.
6. Sending electronic mail to service recipients according to the company's mission, users must use only the company's electronic mail system. The use of other electronic mail systems is prohibited, except in the event that the company's electronic mail system is down and permission has been obtained from the supervisor.
7. The use of electronic mail must use polite language, not contrary to good morals, not provocative, inciting, sarcastic, implying illegality, and users must not send messages that are personal opinions, claiming to be the company's opinion or causing damage to the company.
8. Do not use the company's electronic mail system to disseminate information, messages, pictures, or anything else that is contrary to good morals, national security, law, defamation of the monarchy, or affects the company's operations, as well as disturbing other users, including the company's service recipients.
9. Service users are prohibited from using their email addresses for personal matters, such as personal business, applying for social networking, etc. If such actions are found, the owner of the email address or the owner of the service shall be held responsible for such actions.
10. Do not perform actions that would create problems in the use of system resources, such as creating chain mail, sending spam mail, sending letter bombs, sending mail to spread computer viruses, etc.
11. Do not send confidential company information to other individuals or entities not related to the company's mission.
12. Sending confidential company information should be encrypted, and the importance of the information should not be indicated in the subject line of the email.
13. After using the email system, you should log out every time.
14. In the event of a complaint, request, or discovery of an unlawful incident, we reserve the right to cancel or temporarily suspend services to the operator in question to investigate and determine the cause.
15. If users encounter any inappropriate behavior or suspected wrongdoing within the company, please report it to the company's whistleblowing channels.
16. Any action related to disclosure or dissemination, both in the form of electronic mail and the user's homepage, shall be deemed to be the sole responsibility of the user. The system administrator and the company are not involved in any way.

Roles and Responsibilities

Supervisor's Responsibilities

1. Clarify to employees the policies, standards, operational frameworks, operating procedures, guidelines, and various company processes related to maintaining information security.
2. Supervise, advise, and warn in case of encountering incorrect or inappropriate behavior.
3. Consider disciplinary action against offenders equally and fairly.

Employee Responsibilities

1. Learn, understand, and comply with the company's policies, standards, operational frameworks, operating procedures, practices, recommendations, and processes related to information security.
2. Cooperate fully with the company in protecting the company's computer systems and information.
3. Notify the company immediately upon encountering incorrect or inappropriate behavior, or witnessing any intrusion, theft, destruction, interference, or theft that may cause damage to the company.
4. If any abnormalities are found in the computer system, stop working, unplug the LAN cable, or disconnect the system from the company's computer network immediately and notify the information technology staff to investigate the problem.

Employees assigned to use computers must do the following:

1. Must log off all systems when not in use for a long time and turn off the computer and other peripherals immediately after work.
2. The screen must be locked with a password if not in use or doing other activities for a short period of time to prevent others from sneaking in to use it.
3. Always check the data downloaded to your computer using an anti-virus program with up-to-date virus information.
4. Must keep passwords and other codes confidential in the place designated by the company for use in accessing computer systems, information, or company data as the employee's personal secret, which must be kept confidential from others and must not be shared with others. Employees must change their passwords and other codes when the old codes expire according to the specified period or when the employee deems it appropriate to change the password. Set passwords and other codes with caution. Do not set passwords that are the same as old passwords. Do not set passwords that can be easily guessed by others. And do not set the same password for all systems that the employee is authorized to use. The standard for setting a secure password is referenced in the IT Security Standard document.

All employees are prohibited from doing the following:

1. Taking important company documents and information out of the company without permission from an authorized person is strictly prohibited.
2. Modifying or altering company information without authorization from an authorized person.
3. Connecting computers, smartphones, or any devices not authorized by the company or affiliated organizations.
4. Do not use data storage devices such as flash drives, CDs, DVDs without permission from authorized personnel or the affiliated department.
5. Taking computer equipment out of the company without permission
6. Install computer programs that are not authorized by the company or the responsible department.

Supervising personnel

1. User access control

The project owner or the department assigned to manage the company's information system must ensure that the use of information assets and information systems is controlled as follows:

- **Define measures to protect information assets, such as equipment, while not in use.**

The project owner or the department assigned to manage the company's information system must require users to access computers or information technology systems by entering a password and to log out of the information system, computer system, and computer immediately when there is no need to use it or upon completion of work. They must also lock the screen of the computer or important devices when not in use or when leaving the computer for an appropriate amount of time.

- **Define the use of mobile devices and working from networks outside the company.**

The project owner or the department assigned to manage the company's information system must establish appropriate measures to control the security of portable communication devices by considering the risks of bringing the device to connect to the company's computer network, including defining control measures for taking the device outside the company.

- **Define controls for installing software on production systems.**

The project owner or the department assigned to take care of the company's information system must establish operating procedures and measures to control the installation of software on the actual service system to limit the installation of software by users and prevent the installation of unauthorized software. A list of standard software (Software Standard) that is allowed to be installed on the company's computers must be specified in writing and updated to be current, as well as communicating to users within the company to acknowledge and comply.

2. Supervision of IT Outsourcing

The project owner or the department assigned to take care of the company's information system must establish requirements

and a framework for the operation of external information technology service providers to be efficient and secure. The requirements and operational framework must cover cases where the recipient has subcontracted other external service providers to handle information technology work.

Information Management and Confidentiality

1. Information asset classification

The project owner or the department assigned to take care of the company's information system must define guidelines for classifying information assets and ranking the confidentiality of information. The confidentiality level must be determined in accordance with laws and regulations related to the company. The determination of an appropriate confidentiality level must be considered, including the management of data confidentiality levels according to the defined operational guidelines.

2. Establishing a backup system and contingency plan

The project owner or the department assigned to take care of the company's information system must establish an appropriate backup information system that is ready for use by selecting important information systems. It must also develop a contingency plan in the event that electronic methods are not possible to ensure continued normal use of information. The contingency plan must be updated to be appropriate and consistent with operational use. It must also define the duties and responsibilities of personnel who are responsible for the information system, backup information system, and the development of a contingency plan in the event that electronic methods are not possible. The readiness of the information system, backup system, and contingency plan must be tested regularly.

3. Data encryption control

The project owner or the department assigned to take care of the company's information system must define data encryption measures and guidelines for selecting data encryption standards. It should be appropriate to the risks that may occur to the data in each level of confidentiality defined, as well as monitoring compliance with such policies and procedures on a regular basis.

Protection against information system threats

1. Protection against threats from malicious programs, the project owner or the department assigned to take care of the company's information system must define measures for detection, prevention, and system recovery to protect assets from malicious software. It must also raise awareness among users.
2. Technical Vulnerability Management: The project owner or the department assigned to manage the company's information system must ensure that the company's information system is tested for potential technical vulnerabilities.

Environmental management

The company places importance on social responsibility in environmental conservation. The company operates and controls its management to comply with relevant laws, coupled with serious and strict environmental care. The objective is to maximize the efficient circulation of shared resources, to conserve and avoid environmental destruction. Therefore, the company has established an environmental policy as a guideline for conducting business with caution and prudence to prevent or minimize environmental impacts on surrounding communities. The company promotes efficient resource utilization by recognizing the capacity to maximize resource value.

Good practices towards the community, society, and the environment.

- (1) Consider options for utilizing natural resources without causing damage to society, the environment, and the quality of life of the people, or to minimize such impacts.
- (2) Continuously and seriously instill awareness of social and environmental responsibility among employees at all levels. Prioritize responsibility towards the community, society, and the environment.
- (3) Comply with the law and/or
Relevant regulations, ensuring that the company's operations do not harm the quality of life of society, communities, and the environment.
- (4) To be a leader in promoting efficient energy use and conservation for the common good.
- (5) It is a duty and a key policy to prioritize community and social activities by focusing on sustainable social, community, and environmental development. Aim to create and conserve natural resources, including supporting education for youth and public benefits for underprivileged communities to become self-reliant.
- (6) Listen to the opinions and needs of the community to respond and develop effective operational guidelines.
- (7) Participate in and support activities that align with social and national development policies, including prevention campaigns and promotion policies.
- (8) Promote learning and educational skills development among youth and the general public, as well as promote awareness

of natural resource conservation and the environment in communities and Thai society.

(9) Provide accurate information, create understanding, and listen to problems and potential impacts on surrounding communities for timely resolution, which will be the foundation for harmonious coexistence between the factory and the community without conflict and mutual benefit.

(10) Support and promote public benefit activities, especially those in the localities where the company operates, by considering the appropriateness and benefits that society and communities should receive sustainably.

Human rights

The company is committed to conducting business with an emphasis on and respect for human rights, not taking advantage of customers, partners, and employees. The company treats all parties equally and fairly and does not engage in any act that violates the rights and liberties of any person, both directly and indirectly, by establishing a written human rights policy. The company also places importance on treating all employees equally, without discrimination based on origin, nationality, gender, age, skin color, religion, disability, or any other distinction not relevant to job performance. It also includes not engaging in or being complicit in human rights abuses, not using illegal labor and any activities that would affect human rights throughout the supply chain, and being aware of the limitations of labor laws in each country in which the company has invested.

Good Practices

- 1) All personnel must adhere to the company's human rights policy, which has been issued in writing.
- 2) All personnel must cooperate and ensure that there is no harassment or unfair discrimination within the organization on the grounds of race, ethnicity, skin color, ancestry, nationality or social origin, religion, culture, social status, sex, age, physical characteristics or appearance, language, political opinion, property, or other status.
- 3) Encourage personnel to express their opinions openly on any issue. The company will not treat unfairly employees who have expressed their opinions. Employees and partners can express their opinions through the company's processes. There is a grievance process and measures to protect complainants. There is also a serious investigation when there is a complaint about the conduct of personnel at all levels.
- 4) In the event of a violation of company regulations, no punishment shall be excessive or constitute a violation of human rights. There shall be no corporal punishment, physical or mental abuse, or verbal abuse. In the event of a disciplinary offense that requires disciplinary investigation, only the Human Resources Department or the management shall investigate the offender to ensure fairness.
- 5) All branches of the company must have a humane working environment, that is, a workplace with safety standards, hygiene, and cleanliness. The company shall provide drinking water and restrooms that are clean and adequate for the number of personnel, fire escapes, necessary safety equipment in case of fire or other emergencies, first aid kits, and participation in emergency plans, both fire and medical. All personnel have equal access to the facilities and resources provided by the company.
- 6) Provide for the identification, risk assessment, and recording of accidents occurring during the year, or the rate of work stoppages, or the rate of illnesses caused by work, in order to control and prevent accidents and occupational diseases.
- 7) In conducting the business of the company and its subsidiaries, it must be ensured that the company will not be a part of or involved in any process that violates human rights. The company shall screen its potential contractors or joint ventures to ensure that they do not engage in any business that constitutes a violation of human rights.
- 8) Recruitment must be conducted in an equal and fair manner, without unfair discrimination against applicants, and without the use of child labor or forced labor in any case that indicates a violation of human rights.
- 9) Establish appropriate and fair procedures, methods, and processes for filing and resolving grievances.
- 10) Provide benefits and welfare to employees as they are entitled to receive from the company, such as provident funds, group accident insurance, vacation leave, and annual recreational activities.
- 11) Communicate, disseminate policies, raise awareness, create understanding, set guidelines, and provide other support to employees, trading partners, businesses in the value chain, and business partners to participate in conducting business ethically, respecting human rights, and treating everyone in accordance with human rights principles under this policy. The company will review understanding regularly and provide training on human rights.
- 12) Monitor and report on performance, including human rights impact assessments, to demonstrate business transparency.

Safety and occupational health at work

The company places importance on managing quality, security, safety, occupational health, environment, and business continuity in operations with continuous standards. It defines and reviews policies on quality, security, safety, occupational health, environment, and business continuity, including best practices for sustainable development.

Best Practices

- (1) All employees must operate with a quality management system, security, safety, occupational health, environment, and business continuity to enhance efficiency, effectiveness, and maximize value for both work, life, body, property, and the environment.
- (2) Executives and employees must adhere to and comply with laws, policies, regulations, and standards regarding quality, security, safety, occupational health, environment, and business continuity.
- (3) The company will take all possible measures to control and prevent losses in various forms arising from accidents, fires, injuries, or illnesses from work, loss or damage to property, security breaches, improper work practices, and errors that occur. This includes maintaining a safe working environment for employees, volunteers, and employees of contractors. It is the responsibility of management and employees to report accidents or incidents by following the established procedures.
- (4) The company has an emergency control and prevention plan in place at all operating areas. There are plans to cope with emergencies and organizational crises to prepare for various emergencies that may occur, such as fires, spills, leaks of oil, gas, chemicals, or waste. There is also preparedness for other crises that may cause business interruption, damage to the reputation and image of the organization.
- (5) The company provides public relations and communication to create understanding and disseminate information to employees and relevant stakeholders. This is to ensure they are aware of and understand the policies, rules, regulations, procedures, practices, and precautions regarding quality, safety, occupational health, and environment. This knowledge allows them to adhere to the guidelines correctly without causing harm to health, property, and the environment.
- (6) The company promotes and instills awareness of quality, safety, occupational health, and environment as a way of life for employees.
- (7) The company participates in social responsibility for quality, safety, occupational health, and the environment seriously and continuously. The use of natural resources must be maximized by recognizing the importance of the environment and the safety of stakeholders. The company also promotes social activities in environmental conservation and community quality of life development according to the principles of sustainable development.
- (8) Establish relevant agencies to assess and monitor the security status according to the alert level regularly.
- (9) Develop a security management system that complies with laws and international standards, and have it regularly audited and reviewed.
- (10) Provide regular testing and drills of emergency procedures and continuously improve them.
- (11) Provide adequate and appropriate resources for security operations.

Investor Relations Code of Conduct

Good Practices

- (1) Perform duties with honesty, integrity, and professionalism.
- (2) Disclose necessary information completely, taking into account the benefits, rights, and equality of shareholders and relevant stakeholders.
- (3) Provide opportunities for all stakeholders to access and inquire about information.
- (4) Maintain the confidentiality of the company and do not seek benefits for oneself and related parties by using company information that has not yet been disclosed to the public.
- (5) Continuously seek knowledge to develop work efficiency.
- (6) Investor Relations should refrain from disclosing information related to the company's financial performance in the near future to outsiders at least 14 days before the next financial reporting period to the Stock Exchange of Thailand.
- (7) Prohibit executives and employees in the investor relations department from trading in the company's securities before the announcement of financial statements to the Stock Exchange of Thailand for at least 30 days and after the date the company discloses financial statements for at least 24 hours.

Promotion of compliance with the business code of conduct

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

Significant changes and developments regarding the review of policies, practices, and corporate governance systems in the past year

The Board of Directors has developed a corporate governance system in accordance with good corporate governance principles to be comparable to other companies, which will contribute to the sustainable growth of the Company. The Board therefore reviews the appropriateness and adequacy of the Company's corporate governance policies, practices, and code of conduct annually to align with the changing business environment.

In 2024, the Board of Directors reviewed and considered the Board Charter, Sub-Committee Charters, policies and practices, as well as the good corporate governance system. The Board is of the view that the essence of the good corporate governance policy remains appropriate and consistent with the criteria of the Corporate Governance Report of Thai Listed Companies 2017 (CG Code) of the Securities and Exchange Commission (SEC), as well as the Principles of Good Corporate Governance for Listed Companies 2012 (CG Code) of the Stock Exchange of Thailand, the Principles of Good Corporate Governance of the Corporate Governance Report (CGR) project of the Thai Institute of Directors Association (IOD), and the assessment criteria of the Annual General Meeting Checklist project of the Thai Investors Association. In 2023, the Company has implemented corporate governance as follows:

1. The Board of Directors and all sub-committees conducted individual and committee self-assessments for the year 2024 performance and presented them to the Board of Directors for consideration in order to use the assessment results to develop the performance of the directors.
2. The Board of Directors has reviewed its practices to be in line with the Principles of Good Corporate Governance for Listed Companies (CG Code) of the Securities and Exchange Commission (SEC).
3. The Board of Directors and sub-committees have reviewed the charters of the Board and all sub-committees.

Compliance with the Principles of Good Corporate Governance for Listed Companies 2017 and other good corporate governance

For the year 2024, the Board of Directors has reviewed the adoption of the Principles of Good Corporate Governance for Listed Companies 2017 to be applied in accordance with the Company's business context. The Board has recorded the practices that have not yet been implemented and the reasons as part of the Board's resolutions. The practices that the Company has not yet implemented and the reasons are as follows:

Setting the proportion of female directors to at least 30 percent, the Board of Directors consists of 8 members, including 6 male directors and 2 female directors, who have sufficient knowledge, expertise, and experience appropriate for the Company's business. The Board of Directors has acknowledged the recommendations of the Nomination and Remuneration Committee on the Company's operational guidelines regarding gender diversity on the Board of Directors by expanding the base of female director candidates and appointing them appropriately when appropriate.

Practices in other matters according to good corporate governance principles

With commitment and determination to conduct business based on good corporate governance, the Company has continuously received rankings and awards in corporate governance, such as:

1. In 2024, the Company received an assessment result from the CORPORATE GOVERNANCE REPORT OF THAI LISTED COMPANIES (CGR) project by the Thai Institute of Directors Association at the "Excellent" or "5 Stars" level for the second consecutive year.
2. In 2024, the Company received an assessment result for the Annual General Meeting Checklist 2024, which was assessed by the Thai Investors Association. The Company received 99 points, ranked as "Excellent and deserve as an example" out of a total of 808 listed companies surveyed in 2024.

Diagram of promotion of compliance with the business code of conduct

สรุปผลคะแนนประเมิน AGM Checklist ประจำปี 2567

โครงการ การประเมินคุณภาพการจัดประชุมสามัญผู้ถือหุ้น ของบริษัทจดทะเบียนในตลาดหลักทรัพย์แห่งประเทศไทย

ข้อมูล AGM ระหว่าง 1 มกราคม – 30 เมษายน 2567 บริษัทจดทะเบียนจัดประชุม 808 บจ.

ดีดีดีดี 5 เกณฑ์ 100 คะแนน ถือว่าสมบูรณ์แบบอย่างยิ่ง
ดีดีดี 4 เกณฑ์ 90-99 คะแนน ดีเยี่ยม
ดีดี 3 เกณฑ์ 80-89 คะแนน พอใช้
N/A ต่ำกว่า 79 คะแนน


บริษัทจดทะเบียนที่ได้คะแนนประเมินฯ ระหว่าง 90-99 คะแนน (4 เกณฑ์) จำนวน 379 บริษัท

ลำดับ	ชื่อย่อ หลักทรัพย์	ชื่อหลักทรัพย์	ตลาด
28	ARIP	บริษัท เออาร์ไอพี จำกัด (มหาชน)	mai
29	ARROW	บริษัท แอร์โรว์ อินดิเคท จำกัด (มหาชน)	mai
30	AS	บริษัท แอสเพียร์ อินโนเวชั่นส์ จำกัด (มหาชน)	SET
31	ASEFA	บริษัท อาซิฟา จำกัด (มหาชน)	SET
32	ASIA	บริษัท เอเชียโฮเต็ล จำกัด (มหาชน)	SET
33	ASIAN	บริษัท เอเชียเอ็นซี คอร์ปอเรชั่น จำกัด (มหาชน)	SET
34	ASK	บริษัท เอเชียเสริมกิจลิสซิ่ง จำกัด (มหาชน)	SET
35	ASN	บริษัท เอเอสเอ็น โบรกเกอร์ จำกัด (มหาชน)	mai
36	AU	บริษัท ออฟเตอร์ ยู จำกัด (มหาชน)	mai
37	AUCT	บริษัท สหการประมูล จำกัด (มหาชน)	mai
38	AYUD	บริษัท อลิอันซ์ อยุธยา แคปปิตอล จำกัด (มหาชน)	SET
39	B	บริษัท บี จิสติกส์ จำกัด (มหาชน)	SET
40	BA	บริษัท การบินกรุงเทพ จำกัด (มหาชน)	SET
41	BAFS	บริษัท บริการเชื้อเพลิงการบินกรุงเทพ จำกัด (มหาชน)	SET
42	BBGI	บริษัท บีบีจีไอ จำกัด (มหาชน)	SET
43	BBL	ธนาคารกรุงเทพ จำกัด (มหาชน)	SET
44	BDMS	บริษัท กรุงเทพดุสิตเวชการ จำกัด(มหาชน)	SET
45	BE8	บริษัท เบริล 8 พลัส จำกัด (มหาชน)	mai
46	BGT	บริษัท บีจีที คอร์ปอเรชั่น จำกัด (มหาชน)	mai
47	BIOTEC	บริษัท ไบโอ กรีน เอ็นเนอร์ยี่ เทค จำกัด (มหาชน)	SET
48	BIS	บริษัท ไบโอชาयน์ แอนิมัล เฮลธ์ จำกัด (มหาชน)	mai
49	BJC	บริษัท เบอร์ลี่ ชูคเกอร์ จำกัด (มหาชน)	SET
50	BJCHI	บริษัท บีเจซี เฮฟวี่ อินดัสทรี จำกัด (มหาชน)	SET
51	BLC	บริษัท บางกอกแล็ป แอนด์ คอสเมติก จำกัด (มหาชน)	SET
52	BLISS	บริษัท บลิส อินเทลลิเจนซ์ จำกัด (มหาชน)	SET
53	BOL	บริษัท บีทีเอส ออนไลน์ จำกัด (มหาชน)	mai
54	BRI	บริษัท บริทาเนีย จำกัด (มหาชน)	SET
55	BROCK	บริษัท บ้านร็อคคาร์เด็น จำกัด (มหาชน)	SET

หน้า 2 จาก 14

Summary of AGM Checklist Assessment Results for 2024

สรุปข้อเสนอแนะเพื่อการพัฒนาการกำกับดูแลกิจการตามโครงการ CGR ประจำปี 2567

บริษัท	บริษัท บี จิสติกส์ จำกัด (มหาชน)
หลักทรัพย์	B
วันปิดรอบบัญชี	31/12
ตลาด	SET
กลุ่มอุตสาหกรรม	บริการ
หมวดธุรกิจ	ขนส่งและโลจิสติกส์
ดัชนี	-
มูลค่าหลักทรัพย์ตามราคาตลาด	1,000-2,999 ล้านบาท
ผลประเมิน	
คะแนนรวม	91
หมวด A	97
หมวด B	88
หมวด C	90
หมวด D	80

ข้อ	หลักเกณฑ์	คะแนน
A10	ในรายงานการประชุมผู้ถือหุ้น มีการเปิดเผยถึงการทำให้มีผู้ตรวจสอบการนับคะแนนเสียงในการประชุม	Good
A18	บริษัทเปิดโอกาสให้ผู้ถือหุ้นสามารถเข้าร่วมประชุมผู้ถือหุ้นในรูปแบบอิเล็กทรอนิกส์	Good
A35	ในปีที่ผ่านมา บริษัทมีการให้ความรู้แก่กรรมการ ผู้บริหารและพนักงานเกี่ยวกับการป้องกันการใช้อิทธิพลภายใน	Good
B3	บริษัทเปิดเผยข้อมูลเกี่ยวกับผู้มีส่วนได้เสียที่สัมพันธ์กับกิจกรรมในห่วงโซ่มูลค่าของธุรกิจพร้อมแสดงให้เห็นถึงแนวทางตอบสนองความคาดหวังของผู้มีส่วนได้เสียแต่ละกลุ่ม	Good
B6	บริษัทเปิดเผยนโยบายหรือการปฏิบัติตามพนักงานแรงงานอย่างเป็นธรรม	Good
B7	บริษัทเปิดเผยข้อมูลเกี่ยวกับการจ้างงานที่ให้ออกสอย่างเท่าเทียมกันโดยไม่เลือกปฏิบัติที่ครอบคลุมผู้พิการและผู้ด้อยโอกาสอื่น	Good
B12	บริษัทเปิดเผยข้อมูลเกี่ยวกับแผนงานและผลการส่งเสริมความผูกพันและการรักษาพนักงาน	Good
B16	บริษัทเปิดเผยข้อมูลแผนบริหารความสัมพันธ์กับลูกค้า และมีการประเมินผลความพึงพอใจของลูกค้า	Good
B19	บริษัทเปิดเผยข้อมูลเกี่ยวกับการส่งเสริมการจัดซื้อจัดจ้างที่เป็นมิตรต่อสิ่งแวดล้อม (Green Procurement)	Good
B23	บริษัทเปิดเผยข้อมูลเกี่ยวกับผลการดำเนินการหรือโครงการ ที่บริษัทเป็นผู้ดำเนินการเองหรือร่วมกับหน่วยงานพันธมิตรในการพัฒนาชุมชนและสังคม	Good
B30	บริษัทเปิดเผยข้อมูลเกี่ยวกับการดำเนินงานและผลการส่งเสริมความรู้แก่พนักงานในเรื่องการต่อต้านการทุจริตคอร์รัปชัน	Good
B32	บริษัทเปิดเผยข้อมูลเกี่ยวกับการดำเนินงานและผลการส่งเสริมความรู้แก่พนักงานที่สอดคล้องกับนโยบายและแนวปฏิบัติด้านการจัดการด้านสิ่งแวดล้อมของบริษัท	Good
B34	บริษัทเปิดเผยแผนงานและผลการดำเนินงานเรื่องการจัดการพลังงาน	Good
B38	บริษัทเปิดเผยแผนงานและผลการดำเนินงานเรื่องการจัดการขยะ ของเสีย และ/หรือการลดมลพิษ	Good
C9	บริษัทเปิดเผยลักษณะการประกอบธุรกิจและภาวะการแข่งขัน	Good
D9	บริษัทเปิดเผยประวัติของคณะกรรมการแต่ละคนไว้อย่างครบถ้วน	Good
D11	บริษัทเปิดเผย แหล่งข้อมูล หลักเกณฑ์และกระบวนการในการคัดเลือกและแต่งตั้งกรรมการใหม่	Good
D17	คณะกรรมการตรวจสอบมีกรรมการอย่างน้อย 1 คนที่จบการศึกษาหรือมีความเชี่ยวชาญด้านบัญชี รวมถึงเปิดเผยกฎบัตรหรือบทบาทหน้าที่	Good

Participation or declaration of intent to join anti-corruption : Yes
networks

Anti-corruption networks or projects the company has joined : Thai Private Sector Collective Action Against Corruption (CAC)
or declared intent to join CAC membership certification status : Certified
Certification document of CAC membership status :
1741051935136.jpg

Diagram of participation in anti-corruption networks



Thai Private Sector Collective Action Against Corruption

Certificate of Membership

This Certificate is Granted to




SINCE 2023

BEGISTICS PUBLIC COMPANY LIMITED

has met the commitments to the CAC
Declaration on anti-corruption by
putting in place good business principles
and controls against bribery
and is now a full member of CAC

During the Period from March 2023 to March 2026


(Mr. Kulvech Janvatanavit)
Councilor and Secretary


(Dr. Kulpatra Sirodorn)
CAC Chairman

Do Good • Do Right • **Fight Corruption**



Certificate of Membership (CAC)

ทั้งนี้ เมื่อวันที่ 31 มีนาคม 2566 สมาคมส่งเสริมสถาบันกรรมการบริษัทไทย (IOD) ได้มีมติรับรองการต่ออายุสถานะการเป็นสมาชิกแนวร่วมต่อต้านคอร์รัปชันของภาคเอกชนไทย Collective Action Coalition (CAC) ของบริษัท บี จิสติกส์ จำกัด (มหาชน) ซึ่งเป็นการพิจารณารับรองการขอต่ออายุเป็นสมาชิกครั้งที่ 2 โดยการรับรองดังกล่าวมีอายุ 3 ปี นับถึงวันที่ 31 มีนาคม 2569 จากการประกาศเจตนารมณ์ในการเข้าร่วมโครงการแนวร่วมปฏิบัติของภาคเอกชนไทยในการต่อต้านการทุจริต



Certificate of Membership (CAC)

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 Board of Directors has developed a corporate governance system in accordance with good corporate governance principles to be comparable to other companies, which will result in the sustainable growth of the company. The Board of Directors, therefore, reviews the appropriateness and adequacy of the company's corporate governance policies, practices, and code of business conduct annually to align with the changing business environment.

In 2024, the Board of Directors reviewed and considered the Board of Directors' regulations, Sub-Committee regulations, policies, practices, and the good corporate governance system. The Board is of the view that the essence of good corporate governance policies remains appropriate and consistent with the criteria of the 2017 Corporate Governance Report of Listed Companies (CG Code) of the Securities and Exchange Commission (SEC), as well as the Principles of Good Corporate Governance for Listed Companies 2012 (CG Code) of the Stock Exchange of Thailand, the Principles of Good Corporate Governance of the Corporate Governance Report (CGR) project of the Thai Institute of Directors Association (IOD), and the assessment criteria of the Shareholders' Meeting Quality Assessment Project of the Thai Investors Association. In 2024, the company has implemented corporate governance as follows:

1. The Board of Directors and all sub-committees conduct individual and committee self-evaluations for the performance of the year 2024 and present them to the Board of Directors for consideration in order to use the evaluation results to develop the performance of the directors.
2. The Board of Directors has reviewed its operations to be in line with the good corporate governance for listed companies (CG Code) of the Securities and Exchange Commission (SEC).
3. The Board of Directors and sub-committees have reviewed the regulations of the Board of Directors and all sub-committees.

Implementation of the CG Code for listed companies

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

For the year 2024, the Board of Directors has reviewed the adoption of the Principles of Good Corporate Governance for Listed Companies 2017 to be applied in accordance with the Company's business context. The Board has recorded the practices that have not yet been implemented, along with the reasons, as part of the Board's resolutions. The practices that the Company has not yet implemented and the reasons are as follows:

Regarding the requirement to have at least 30 percent female directors, the Board of Directors, consisting of 8 members (6 male directors and 2 female directors), possesses sufficient knowledge, expertise, and experience appropriate for the Company's business. The Board of Directors acknowledges the recommendations of the Nomination and Remuneration Committee regarding the Company's operational direction on gender diversity in the Board of Directors. This includes expanding the pool of female director applicants and making appointments based on suitability when appropriate.

The Company has not yet established a Corporate Governance Committee as the Board of Directors believes that the current number of directors is sufficient and that such matters can be considered at regular Board of Directors meetings. In addition, the Board of Directors must also comply with the best practices for listed companies, such as complying with relevant laws, complying with the Company's Articles of Association, being honest and responsible to the Company and shareholders, being knowledgeable and capable, and being committed to using their knowledge, abilities, and experience in conducting business continuously, and being responsible for financial reporting, etc.

Other corporate governance performance and outcomes

This achievement reflects the Company's unwavering commitment and determination to conduct business based on good corporate governance principles, which has resulted in continuous recognition and awards in corporate governance, as follows:

1. In 2024, the Company received an "Excellent" or "5-star" rating for the second consecutive year in the CORPORATE GOVERNANCE REPORT OF THAI LISTED COMPANIES (CGR) assessment project by the Thai Institute of Directors Association (IOD).
2. In 2024, the Company received a score of 99, categorized as "Excellent and deserve as an example," in the Annual General Meeting Checklist assessment conducted by the Thai Investors Association. This assessment covered a total of 808 listed companies in 2024.

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



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	8	
	6	2

	2024	
	Male (persons)	Female (persons)
Executive directors	1	
	1	0
Non-executive directors	7	
	5	2
Independent directors	5	
	4	1
Non-executive directors who have no position in independent directors	2	
	1	1

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	75.00	25.00
Executive directors	12.50	
	12.50	0.00
Non-executive directors	87.50	
	62.50	25.00
Independent directors	62.50	
	50.00	12.50
Non-executive directors who have no position in independent directors	25.00	
	12.50	12.50

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

	2024	
	Male (years)	Female (years)
Average director age	54	
	58	44

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Police Lieutenant General SOMKID BOONTANOM</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't 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 : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<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>	5 Nov 2020	Law, Audit, Change Management, Leadership, Governance/ Compliance
<p>2. Police Major General PRAPASS PIYAMONGKOL</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't 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 : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Vice-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>	10 Nov 2020	Law, Risk Management, Audit, Leadership, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Ms. SUTTIRAT LEESWADTRAKUL Gender: Female Age : 43 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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<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 : Continuing director (Full term of directorship and being re-appointed as a director)</p>	27 Feb 2018	Human Resource Management, Change Management, Economics, Governance/ Compliance, Corporate Social Responsibility
<p>4. Mr. PAIROJ WAIWANIJCHAKIJ Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : 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 : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	8 Sep 2020	Project Management, Design, Energy & Utilities, Engineering, Electronic Components

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. PANYA BOONYAPIWAT</p> <p>Gender: Male</p> <p>Age : 61 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Management Psychology</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 7,933,333 Shares (0.098258 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	5 Nov 2020	Strategic Management, IT Management, Data Analysis, Negotiation, Leadership
<p>6. Mr. JAKKARAT LERTOPAS</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Barrister</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<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>	13 Dec 2021	Law, Strategic Management, Internal Control, Leadership, Negotiation

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Ms. CHAYASINEE TIENTONG</p> <p>Gender: Female</p> <p>Age : 45 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't 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 : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<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>	1 Sep 2022	Accounting, Commerce, Economics, Audit, Finance
<p>8. Mr. VIRIYA CHINVIRIYA</p> <p>Gender: Male</p> <p>Age : 35 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>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<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 : Newly appointed director to replace the ex-director</p>	15 May 2024	Marketing, Data Management, Negotiation, Project Management, Business Administration

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

คณะกรรมการบริษัท



พล.ต.ท. สมคิด บุญนอม
ประธานกรรมการ



นางสาวสุทธิรัตน์ สีสวัสดิ์ตระกูล
รองประธานกรรมการคนที่ 1
กรรมการบริหาร
ประธานกรรมการสรรหาและกำหนดค่าตอบแทน



พล.ต.ต.ประภาส ปิยะมงคล
กรรมการอิสระ
รองประธานกรรมการคนที่ 2
ประธานกรรมการตรวจสอบ



นายปัญญา บุญญาภิวัฒน์
ประธานกรรมการบริหาร
ประธานกรรมการบริหารความเสี่ยง

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คณะกรรมการบริษัท



นายจักรรัฐ เลิศโอภาส
กรรมการอิสระ
กรรมการสรรหาและกำหนดค่าตอบแทน



นางสาวชญาสินี เทียรทอง
กรรมการอิสระ
กรรมการตรวจสอบ



นายวิริยะ จินตวิริยะ
กรรมการอิสระ
กรรมการตรวจสอบ
กรรมการสรรหาและกำหนดค่าตอบแทน
กรรมการบริหารความเสี่ยง



นายไพโรจน์ ไววนิชกิจ
กรรมการบริหาร
กรรมการบริหารความเสี่ยง

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

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Mr. SMITH LEAMMANEE</p> <p>Gender: Male</p> <p>Age : 58 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>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't 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 : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p>	30 Apr 2024	<p>Mr. VIRIYA CHINVIRIYA</p> <p>Appointment date of replacement director : 15 May 2024</p>

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Police Lieutenant General SOMKID BOONTANOM	Chairman of the Board of Directors		✓	✓		
2. Police Major General PRAPASS PIYAMONGKOL	Vice-chairman of the Board of Directors		✓	✓		
3. Ms. SUTTIRAT LEESWADTRAKUL	Vice-chairman of the Board of Directors		✓		✓	✓
4. Mr. PAIROJ WAIWANIJCHAKIJ	Director		✓		✓	
5. Mr. PANYA BOONYAPIWAT	Director	✓				✓
6. Mr. JAKKARAT LERTOPAS	Director		✓	✓		
7. Ms. CHAYASINEE TIENTONG	Director		✓	✓		
8. Mr. VIRIYA CHINVIRIYA	Director		✓	✓		
Total (persons)		1	7	5	2	2

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	25.00
2. Energy & Utilities	1	12.50
3. Commerce	1	12.50
4. Electronic Components	1	12.50
5. Law	3	37.50
6. Marketing	1	12.50
7. Accounting	1	12.50
8. Finance	1	12.50
9. Corporate Social Responsibility	1	12.50
10. Human Resource Management	1	12.50
11. IT Management	1	12.50
12. Data Management	1	12.50
13. Data Analysis	1	12.50
14. Negotiation	3	37.50
15. Project Management	2	25.00
16. Engineering	1	12.50
17. Design	1	12.50
18. Change Management	2	25.00
19. Leadership	4	50.00
20. Strategic Management	2	25.00
21. Risk Management	1	12.50
22. Audit	3	37.50
23. Internal Control	1	12.50
24. Governance/ Compliance	3	37.50
25. Business Administration	1	12.50

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

	2024
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	Yes

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

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

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

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

Methods of balancing power between the board of directors and Management : Increasing the proportion of independent directors to more than half

As of December 31, 2024, the Company's Board of Directors comprises 8 members, consisting of 7 non-executive directors and 5 independent directors, representing 62.5% of the Board of Directors, which is in accordance with the requirements of the Securities and Exchange Commission. There is 1 executive director. Of these, there are 2 female directors and 6 male directors, representing 25% of the total number of directors. All directors possess skills, expertise, knowledge, and experience beneficial to the Company's business operations and success, along with independence, transparency, checks and balances, and effective corporate governance.

In doing so, the Company's directors must perform their duties in accordance with the Company's rules, objectives, and regulations, as well as the resolutions of the shareholders' meeting. The Chairman of the Board is not the same person as the Chief Executive Officer and does not hold any position on the subcommittees to ensure clarity in the separation of duties and operations.

Information on the roles and duties of the board of directors

Board charter : Have

Board Composition

There shall be a Board of Directors of not less than five (5) persons and an appropriate number for the size of the Company's business, consisting of a Chairman of the Board, Vice Chairman of the Board, and directors, with not less than one-third (1/3) of the directors being independent directors who are truly independent from management and free from any business or other relationships that could influence the exercise of independent judgment, but not less than three (3) persons. Directors who retire by rotation may be re-elected.

The Board of Directors shall consist of not less than 3 independent directors who are not executives to ensure independence in performing their duties and expressing their opinions adequately. They must meet the specified qualifications, and at least 1 independent director should have knowledge, expertise, and experience in accounting and finance.

Appointment of the Board of Directors

(1) Directors must pass the criteria and comply with the recruitment and selection process of the Company's Nomination and Remuneration Committee.

(2) Considered for appointment by the Board of Directors, having qualifications as required by the Securities and Exchange Act, including announcements, regulations, and rules of the Stock Exchange of Thailand, the Company's Articles of Association, and other relevant regulations and laws. The process must be transparent and clear to facilitate the decision-making of the Board of Directors and shareholders. Documents as required by the Securities and Exchange Commission and the Stock Exchange of Thailand shall be submitted.

(3) Each shareholder shall have one vote for each share held.

(4) Each shareholder may cast all of his or her votes under (3) to elect one or more persons as directors. In the case of electing more than one person as a director, the shareholder may not divide his or her votes among such persons.

(5) The persons who receive the highest number of votes in descending order shall be elected as directors, equal to the

number of directors to be appointed or elected at that time. In the event that the persons who receive the same number of votes in the next descending order exceed the number of directors to be appointed or elected at that time, the chairman of the meeting shall have the casting vote.

(6) Term of Office and Termination of Office

(6.1) At each Annual General Meeting of Shareholders, one-third (1/3) of the directors then in office shall retire from office. If the number of directors is not divisible by three, the number nearest to one-third (1/3) shall retire. The directors to retire in the first and second years after the registration of the Company shall be determined by lot. In subsequent years, the directors who have been in office the longest shall retire.

(6.2) The Company shall set the term of office of the directors in accordance with the Company's Articles of Association.

(6.3) A director may cease to hold office other than by retirement by rotation upon the occurrence of any of the following events:

(1) Death

(2) Resignation

(3) Lack of qualifications or having prohibited characteristics according to the regulations or notifications issued pursuant to the law or the Company's Articles of Association.

(4) If the shareholders' meeting resolves to remove a director from office before the expiration of his or her term, the vote shall not be less than 3/4 of the number of shareholders present at the meeting and entitled to vote, and the shares held by such shareholders shall not be less than one-half of the total number of shares held by the shareholders present at the meeting and entitled to vote. (5) The court orders the removal.

(6.4) Any director wishing to resign from office shall submit a letter of resignation to the Company. The resignation shall take effect from the date the letter of resignation reaches the Company. The director who resigns under paragraph one may also notify the Registrar of Public Limited Companies of his or her resignation.

(6.5) If a vacancy on the Board of Directors occurs for any reason other than the expiration of the term, the Board of Directors shall elect a person who has the qualifications and is not disqualified under the Public Company Limited Act and the Securities and Exchange Act to be a director at the next Board of Directors meeting, unless the remaining term of the outgoing director is less than 2 months. The person who is appointed as a replacement director shall hold office only for the remaining term of the director whom he or she replaces.

Qualifications of the Board of Directors and Independent Directors

Qualifications of the Board of Directors

(1) All directors must meet the qualifications stipulated in the Public Limited Company Act and the Company's Articles of Association, including not having any prohibited characteristics as specified in the Notification of the Capital Market Supervisory Board. In the case of independent directors, the Board of Directors has set the qualifications of independent directors to be more stringent than the minimum requirements of the Office of the Securities and Exchange Commission and the Stock Exchange of Thailand, and the Notification of the Capital Market Supervisory Board. (2) Directors must be knowledgeable, honest, ethical, have good business ethics, and possess any other qualifications that may be additionally prescribed by law or as deemed appropriate by the Board of Directors.

(3) Directors must have diverse qualifications, including knowledge, ability, experience in the Company's business and related industries, expertise that is beneficial to the Company, or in finance, accounting, management, or other areas as deemed appropriate by the Board of Directors, to ensure effective management and maximize benefits for the Company.

Note Board Diversity Policy: The Board of Directors has established desired qualifications and seeks to recruit a diverse group of individuals to serve as directors, considering the skills needed and lacking on the Board, including profession, expertise, and gender, to create a diverse Board composition. In addition, to enhance the effectiveness of the Board of Directors, there should be at least one female director, as women are meticulous and prudent in management.

(4) Independent directors must meet the qualifications specified in the Notification of the Capital Market Supervisory Board Tor Jor. 4/2552 Re: Application for Permission and Permission to Offer Newly Issued Shares (No. 2).

(5) Independent directors must be knowledgeable, competent, trustworthy, and independent in performing their duties, having no business relationship with the Company and no other relationship that could influence their independent judgment and performance of duties.

(6) Directors must have sufficient time and independence to be able to fully dedicate themselves to acting in the best interests of the Company, particularly in deciding on important matters, and to attend all Board and shareholder meetings, except in cases of necessity or force majeure.

(7) A director shall not engage in any business, become a partner, or become a director in another juristic person that is identical and competitive with the business of the Company, unless the director has disclosed such matter to the shareholders' meeting prior to the resolution to appoint the director, and the director must notify the Company without delay.

(8) Holding positions in listed companies and non-listed subsidiaries

(8.1) The Board of Directors stipulates that the directors of the Company may hold positions in no more than 5 listed companies, except in cases where they are assigned by the Company to hold positions in

(8.2) The Board of Directors stipulates that the Managing Director of the Company, or the Chief Executive Officer, or any other person holding such title, may hold the position of director in no more than 5 listed companies and no more than 5 non-listed subsidiaries. This does not include subsidiaries, affiliates, and joint ventures of the Company where the Company needs to oversee management to protect the Company's interests.

Independent Directors

An independent director means a director who meets the criteria of the Office of the Securities and Exchange Commission and the requirements of the Stock Exchange of Thailand, and must have the qualifications specified in the Notification of the Capital Market Supervisory Board Tor. 4/2552 Re: Application for Permission and Permission to Offer Newly Issued Shares (No. 2) as follows:

- (1) Hold no more than 1 percent of the total voting shares of the Company, parent company, subsidiary, joint venture, or juristic person that may have a conflict of interest, including shares held by related persons of such independent director (including related persons as defined in Section 258 of the Securities and Exchange Act).
- (2) Not be or have been a director, executive, employee, consultant who receives a regular salary, or person with controlling power of the Company, parent company, subsidiary, joint venture, affiliate, person with controlling power of the Company, or juristic person that may have a conflict of interest, unless such person has ceased to hold such position for at least 2 years prior to being appointed as a director.
- (3) Not be a person who has a blood relationship or by registration in the nature of being a father, mother, spouse, sibling, and child, including the spouse of a child, with the executives, major shareholders, persons with controlling power, or persons to be nominated as executives, persons with controlling power, or persons to be proposed as executives or persons with controlling power of the Company or subsidiaries.
- (4) Have no or have had no business relationship with the Company, parent company, subsidiary, joint venture, major shareholder, person with controlling power of the Company, or juristic person that may have a conflict of interest in a manner that could interfere with the director's independent judgment, and not be or have been a significant shareholder or person with controlling power of a person who has a business relationship with the Company, parent company, subsidiary, joint venture, major shareholder, or juristic person that may have a conflict of interest, unless such person has ceased to hold such position for at least 2 years prior to being appointed as a director.
- (5) Not be a director appointed to represent a director of the Company, a major shareholder, or a shareholder who is related to a major shareholder of the Company.
- (6) Not be or have been an auditor of the Company, parent company, subsidiary, joint venture, major shareholder, or person with controlling power of the Company, and not be a significant shareholder, person with controlling power, or partner of an audit firm to which the auditor of the Company, parent company, subsidiary, joint venture, or major shareholder belongs, unless such person has ceased to hold such position for at least 2 years prior to being appointed as a director.
- (7) Not be or have been a provider of any professional services, including legal and financial advisory services, who has received fees exceeding 2 million baht per year from the Company, parent company, subsidiary, joint venture, major shareholder, or person with controlling power of the Company, and not be a significant shareholder, person with controlling power, or partner of such professional service provider, unless such person has ceased to hold such position for at least 2 years prior to being appointed as a director.
- (8) Not engage in any business that is identical and materially competitive with the business of the Company or its subsidiaries, or be a partner in a partnership, or be a director, executive, employee, consultant who receives a regular salary, or holds more than 0.5 percent of the total voting shares of another company that operates a business that is identical and materially competitive with the business of the Company or its subsidiaries.
- (9) Have no other characteristics that would prevent them from providing independent opinions on the Company's operations.

Roles, Responsibilities, and Authority of the Board of Directors

The Board of Directors is responsible to the shareholders for the Company's business operations and for overseeing management in accordance with the corporate governance policy, guidelines, and objectives to maximize shareholder value, within the framework of business ethics, and taking into account the interests of all stakeholders. The Board's responsibilities are as follows:

- (1) Manage the business for the best benefit of the shareholders (Fiduciary Duty) by adhering to four important practices:
 - 1.1.1 Performing duties with responsibility, care, and diligence (Duty of Care)
 - 1.1.2 Performing duties with honesty and integrity (Duty of Loyalty)

1.1.3 Compliance with laws, objectives, company regulations, resolutions of the Board of Directors, and resolutions of the shareholders' meeting (Duty of Obedience)

1.1.4 Disclosure of information to shareholders accurately, completely, transparently, verifiably, and in a timely manner (Duty of Disclosure)

(2) Conduct the Company's business in accordance with the law, the Company's objectives and Articles of Association, as well as the resolutions of the Board of Directors and the shareholders' meeting.

(3) Plan and formulate the Company's management policies, as well as monitor the Company's performance and establish the Company's regulations.

(4) Appoint the Executive Committee or authorize any one or more directors or other persons to act on behalf of the Board of Directors, and within the scope of the Board of Directors' authority, and have the right to revoke, cancel, amend, or change such authority.

(5) Consider and approve other important matters relating to the Company or which it deems appropriate to undertake for the benefit of the Company.

(6) The Board of Directors shall define, review, and approve the Company's vision, policies, missions, strategies, goals, business plans, and budgets at least annually. The Board shall also monitor, oversee, and follow up on the performance of the Company to ensure that its operations are in accordance with the established policies and plans effectively and efficiently.

(7) Approve and review the following policies:

- Anti-Corruption Policy
- Code of Business Conduct
- Information Disclosure Policy
- Whistleblower Protection and Complaint Investigation Policy

(8) The Board of Directors encourages the Company to uphold and prioritize good corporate governance and business ethics, both in terms of organizational structure and management strategy, by establishing systematic, transparent, and accountable roles and guidelines for operations.

(9) The Board of Directors shall establish a process for receiving complaints and taking action in the event of any whistleblowing through the Company's website, sending a letter to the Company's address, or reporting directly to the department head.

(10) Establish a risk assessment related to fraud within the Company, approve the implementation of policies, guidelines, and measures/procedures for anti-corruption correctly and throughout the organization.

(11) Oversee compliance with the guidelines and measures/procedures for anti-corruption, establish an effective anti-corruption system to ensure that management emphasizes and prioritizes anti-corruption in all forms in all of the Company's activities, and cultivate it as an organizational culture.

(12) The Board of Directors must comply with the anti-corruption policy, guidelines, and measures/procedures for anti-corruption of the Company strictly, including being a good role model in terms of honesty, transparency, and fairness, and providing advice and guidance to relevant persons who have doubts or questions. In the event of non-compliance, there will be penalties according to the law.

(13) Oversee the Company's risk management to ensure that it is at a level that drives sustainable growth for the Company.

(14) Consider the senior management development plan and the CEO succession plan, and oversee the effective annual performance evaluation of senior management and a prudent, transparent, and accountable system for determining senior management compensation, aligned with responsibilities and performance to create both short-term and long-term incentives.

(15) Continuously develop knowledge and work ability, attend training or participate in courses related to the duties of directors or seminars that enhance work knowledge on an ongoing basis.

(16) Oversee management to establish an investor relations department or designate a person to be responsible for investor relations to communicate with shareholders and other stakeholders, such as investors and analysts, appropriately, fairly, and timely.

(17) Oversee the establishment of policies and practices regarding safety and hygiene in the workplace.

(18) Review the Board Charter at least once a year.

Conflict of Interest: The Board of Directors will carefully consider transactions with conflicts of interest. Interested parties are not involved in the decision-making process. The Board will also monitor and ensure compliance with the regulations regarding the operating procedures and the disclosure of complete and accurate information.

The Board of Directors will establish an independent internal audit function or may hire an outside party to report directly to the Audit Committee. The internal audit function is responsible for auditing the financial reporting control

system and compliance with regulations and policies. The Board of Directors will review and evaluate the adequacy of the internal control system at least annually.

The Board of Directors must disclose their shareholdings and those of their related persons within 30 business days of their appointment, report share trading at least 1 day in advance, and report any purchase or sale of securities within 3 business days. The Company Secretary shall be responsible for compiling and presenting the information to the meeting.

Board Meetings

- (1) The Company will schedule Board meetings in advance throughout the year and notify each director accordingly.
- (2) The Company shall hold a Board of Directors meeting at least three (3) times a year.
- (3) The Chairman of the Board, or a person designated by the Chairman of the Board, or the Chief Executive Officer, shall consider and determine the matters to be included in the agenda of the Board of Directors meeting. However, each director has the right to propose matters to be included in the agenda.
- (4) Each Board meeting shall have a clear agenda, complete and adequate meeting materials, and shall be distributed to the Board of Directors no less than seven (7) days in advance, except in urgent cases to protect the best interests of the Company. The Company shall notify the meeting by other means and may set the meeting date earlier to allow the Board of Directors sufficient time to study the information before the meeting.
- (5) The Chairman of the Board or the acting Chairman of the Board will allocate sufficient time in the meeting for management to present matters and for the Board to discuss important issues thoroughly and comprehensively. Written minutes of the meeting will be prepared and kept for the Board and relevant parties for inspection.
- (6) All directors have access to additional necessary information or data from the Chief Executive Officer or the Company Secretary.
- (7) The Board of Directors shall encourage the Chief Executive Officers of various departments and related officers to attend the Board meetings.

Quorum

In a meeting of the Board of Directors, there must be present not less than one-half of the total number of directors to constitute a quorum. In the event that the Chairman of the Board of Directors is not present at the meeting or is unable to perform his or her duties, if there is a Vice Chairman of the Board of Directors, the Vice Chairman of the Board of Directors shall preside over the meeting. If there is no Vice Chairman of the Board of Directors, or if there is one but he or she is not present at the meeting or is unable to perform his or her duties, the directors present at the meeting shall elect one of the directors to preside over the meeting. The minimum number of directors required to be present at the time the Board of Directors votes at the meeting must not be less than 2/3 of the total number of directors. The resolution of the meeting shall be decided by a majority vote of the directors present at the meeting. Each director shall have one vote. In case of a tie, the chairman of the meeting shall have an additional casting vote. Each director shall have one vote, except that a director who has an interest in any matter shall not be entitled to vote on that matter.

Reporting

The Board of Directors places importance on disclosing information accurately, completely, transparently, up-to-date, regularly, and timely, in accordance with the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand, which are publicly available in both Thai and English, including: (1) Financial information (2) Non-financial information

Review and Update of the Board Charter

The Board of Directors will review, recommend, amend, and change the Board Charter as it deems appropriate.

Performance Evaluation

The Board of Directors should evaluate its own performance and the effectiveness and achievement of objectives of the Board as a whole.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Nomination Remuneration Subcommittee
- Sustainability Subcommittee

Scope of authorities, role, and duties

Roles and Responsibilities of the Board of Directors

The Board of Directors is responsible to the shareholders for the company's business operations and for overseeing management in accordance with corporate governance policies, guidelines, and objectives that maximize shareholder value, adhere to business ethics, and consider the interests of all stakeholders. The scope of duties is as follows:

(1) Manage the business for the best interests of shareholders (Fiduciary Duty) by adhering to four key principles:

1.1 Duty of Care: Act responsibly, diligently, and prudently.

1.2 Duty of Loyalty: Act with honesty and integrity.

1.3 Duty of Obedience: Comply with the company's regulations, objectives, articles of association, Board of Directors' resolutions, and shareholder resolutions.

1.4 Duty of Disclosure: Disclose information to shareholders accurately, completely, transparently, verifiably, and timely.

(2) Conduct the company's business in accordance with the law, the company's objectives and articles of association, as well as the resolutions of the Board of Directors and shareholders' meetings.

(3) Formulate the company's business plans and policies, monitor the company's operating results, and establish company regulations.

(4) Appoint the management team or authorize one or more directors or other persons to act on behalf of the Board of Directors within the scope of the Board's authority, and has the right to revoke, withdraw, modify, or change such authority.

(5) Consider and approve other important matters relating to the company or those deemed appropriate to undertake for the benefit of the company.

(6) Establish and Review Authorization Limits:

The Board of Directors establishes, reviews, and approves the company's vision, policies, mission, objectives, strategies, business plans, and budget at least annually. It also supervises, controls, monitors, and follows up on the performance of these plans and policies regularly to ensure effective and efficient implementation.

(7) Approve and Review the Following Policies:

- Anti-corruption Policy
- Code of Business Conduct
- Information Disclosure Policy
- Whistleblower Protection and Investigation Policy

(8) The Board of Directors promotes the company's commitment to and prioritizes ethical business practices and good

corporate governance in terms of both organizational structure and management strategies. It establishes roles and operational guidelines that are systematic, transparent, and auditable.

(9) The Board of Directors mandates a process for receiving complaints and handling whistleblowing reports through the company's website, by mail to the company's address, or by reporting directly to supervisors.

(10) Requires the assessment of fraud risks within the company, approves the implementation of policies, guidelines, and procedures/steps to prevent fraud and corruption effectively throughout the organization.

(11) Oversees compliance with anti-fraud and corruption practices and procedures/steps, and ensures an effective anti-fraud and corruption system is in place. This ensures that management is aware of and prioritizes the prevention of all forms of fraud and corruption in all company activities, fostering this as part of the corporate culture.

(12) The Board of Directors must strictly adhere to the company's anti-corruption policy, guidelines, and procedures/steps for preventing fraud and corruption. They must also set a good example of honesty, transparency, and fairness, and provide advice and guidance to stakeholders who have questions or concerns. Failure to comply will result in penalties under the law.

(13) Oversees the company's risk management to ensure it is at a level that drives sustainable growth.

(14) Reviews the senior management development plan and CEO succession plan. It also oversees the effective annual performance evaluation of senior management and ensures a prudent, transparent, and performance-based system for determining senior management compensation to incentivize both short-term and long-term performance.

(15) Continuously develops knowledge and skills for effective performance by attending training or participating in programs related to board duties or seminars that enhance their knowledge and skills.

(16) Oversees management in establishing a dedicated investor relations department or personnel responsible for communicating with shareholders and other stakeholders, such as investors and analysts, appropriately, equitably, and timely.

(17) Oversees the establishment of policies and practices related to workplace safety and hygiene.

(18) Reviews the Board of Directors' charter at least once a year.

Reference link for the charter

https://www.begistics.co.th/wp-1-03-2565_Signed.pdf

Executive Committee

Role

- Climate Change Governance

Scope of authorities, role, and duties

1. Establish company policies, objectives, strategies, operational plans, annual budgets, and authorities for the Board of Directors' approval.
2. Oversee the company's business operations to ensure alignment with the policies, objectives, strategies, operational plans, and annual budgets approved by the Board of Directors, promoting efficiency and adaptability to the business environment, while providing consultation and management guidance to senior executives.
3. Consider and approve expenditures for investments, financial transactions with financial institutions for account opening, loans, pledges, guarantees, and other related activities, including the purchase, sale, or registration of land ownership for the company's ordinary course of business, within the defined authority limits.
4. Establish an effective organizational structure and management system, encompassing employee recruitment, training, hiring, and termination for executive and senior management positions. The Board may delegate the authority to sign employment contracts to the Chief Executive Officer or other senior executives.
5. Supervise and approve matters related to the company's operations and may appoint or authorize any person or persons to act on behalf of the Executive Committee as deemed appropriate. The Executive Committee may revoke, modify, or amend such authorities.
6. Review and deliberate on all matters proposed by other subcommittees of the company for further consideration before submission directly to the Board of Directors.
7. Perform other duties as assigned by the Board of Directors.
8. Review and consider for approval the Executive Committee regulations at least once a year.
9. Consider and approve the hiring of company advisors in various fields, ensuring compliance with the company's advisor selection and hiring policies.

Reference link for the charter

https://www.begistics.co.th/wp-content/uploads/2022/07/%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%AB%E0%B8%B2%E0%B8%A3_1-03-2565_Signed.pdf

Nomination and Remuneration Committee

Role

- Nomination Subcommittee
- Remuneration Subcommittee

Scope of authorities, role, and duties

1. Consider, provide opinions and recommendations on the Board of Directors' committee, structure, size, composition, and diversity to align with the company's size, strategies, and policies.
2. Consider, determine the methods and criteria for recruiting and nominating individuals for director positions within the company, subsidiaries, and affiliated companies, as appropriate. This should be based on their relevant knowledge, experience, expertise, time commitment, and other qualifications as required by law or company regulations. Ensure alignment with the company's size, strategies, and policies, both for directors retiring by rotation or other circumstances, for presentation to the Board of Directors for appointment or to the shareholders, as the case may be.
3. Consider the structure, amount, form, and criteria for all types of remuneration, both monetary and non-monetary, to be appropriate for the company's directors, directors of subsidiaries, and affiliated companies, as the case may be. Review the appropriateness of the current criteria used to motivate and retain valuable directors for the company. Present the criteria to the Board of Directors for approval and further submission to the shareholders.
4. Consider and establish criteria for the recruitment, selection, performance evaluation, and remuneration considerations for the Chairman of the Board of Directors, Chief Executive Officer, and other high-ranking executives. Present the evaluation results and remuneration proposals to the Board of Directors for approval.
5. Consider and develop a director development plan to enhance the knowledge, roles, and essential development of current and newly appointed directors. This includes considering guidelines for the orientation of new directors.
6. Consider granting bonuses or other forms of compensation to employees of the company, subsidiaries, and affiliated companies, as appropriate.
7. Have the authority to engage consultants or independent individuals for opinions or advice as necessary.
8. Screen, verify the background, and qualifications of proposed candidates against legal requirements and regulations set by relevant authorities. Submit the shortlisted candidates to the Board of Directors for consideration.
9. Evaluate the performance, qualifications, and suitability of directors whose terms expire and deserve re-election. Propose the recommendations to the Board of Directors for approval and further submission to the shareholders' meeting for their appointment as company directors.
10. Review the appropriateness of continuing directorship in case of changes related to a director's qualifications.
11. Review the Nomination and Remuneration Committee Charter at least annually.

Reference link for the charter

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Risk Management Committee

Role

- Risk Management Subcommittee

Scope of authorities, role, and duties

1. Review, consider, and propose the company's risk management policies and operational procedures, including providing recommendations to the Board of Directors and management on enterprise risk management for approval.
2. Consider and assess the company's key risks at the enterprise level, such as strategic, developmental, investment, financial, legal, and regulatory risks. Provide recommendations on preventive measures and methods to mitigate risks to an acceptable level. Endorse the Risk Appetite and present it to the Board of Directors for acknowledgement.
3. Oversee the development and implementation of risk management policies and frameworks on an ongoing basis. Support the success of risk management at the enterprise level by focusing on increasing the importance and consideration of risk in each factor for decision-making. This ensures that the risk management system is effective throughout the organization and is consistently adhered to.
4. Coordinate with the Audit Committee on significant risks and have the Internal Audit unit conduct reviews to ensure that the company has an appropriate internal control system for managing risks, including the proper adoption and implementation of the risk management system throughout the organization.
5. Regularly report risk assessment results and risk mitigation activities to the Board of Directors on significant risks and risk management. In the event of a material event that significantly impacts the company, the Board of Directors must be informed for immediate consideration.
6. Perform other duties related to risk management as assigned by the Board of Directors.
7. Provide advice and consultation to working groups related to risk management, including considering appropriate approaches to resolving various issues related to the development of the risk management system.
8. Consider appointing additional or replacement working groups and/or personnel to the risk management working group and/or units involved in risk management as appropriate, including defining roles, responsibilities, and accountability to facilitate the achievement of objectives.

Executives and/or working groups involved in risk management, internal auditors, and/or external auditors must report or submit relevant information and documents to the Risk Management Committee to support the Risk Management Committee's work in fulfilling its assigned responsibilities.

Reference link for the charter

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Audit Committee

Role

- Audit Subcommittee

Scope of authorities, role, and duties

1. Review the company's financial reports (quarterly and annual) to ensure accuracy and sufficient disclosure of relevant information before submission to the Board of Directors.
2. Review the company's internal control and internal audit systems to ensure they are appropriate, sufficient, and effective. This includes considering the independence of the internal audit function and approving the appointment, transfer, and termination of the Head of Internal Audit, the Secretary of the Audit Committee, or any other personnel responsible for internal audit.
3. Review and approve the audit plan to ensure it aligns with the organization's risks. Oversee the implementation of audit work to ensure compliance with the plan and the International Standards for the Professional Practice of Internal Auditing.
4. Review the company's risk assessment system, including fraud risks, to ensure that it can prevent opportunities for fraud that could materially impact the company's financial position and performance.
5. Review and revise the following policies to ensure they are appropriate for the company's business model, operating environment, and corporate culture:
 - Anti-fraud and Corruption Policy
 - Corporate Governance Policy
 - Business Ethics Code
 - Information Disclosure Policy
 - Whistleblowing Policy and Protection of Whistleblowers
6. Ensure that management establishes a process for receiving and handling complaints.
7. Review the company's compliance with the Securities and Exchange Act, the Stock Exchange of Thailand's regulations, and other relevant laws and regulations.
8. Select, propose, appoint, remove, and determine the remuneration of the company's independent auditor. Coordinate with the auditor on audit objectives, scope, approach, plan, and issues identified during the audit, including significant issues. Attend meetings with the auditor without management present at least once a year.
9. Review the connected transactions or transactions that may involve conflicts of interest to ensure accuracy and completeness in accordance with laws and regulations of the Stock Exchange of Thailand. Ensure proper and complete disclosure of information related to these transactions to ensure they are reasonable, justifiable, and in the best interests of the company.
10. Prepare a report on the Audit Committee's corporate governance oversight, to be disclosed in the company's annual report. This report must be signed by the Audit Committee Chairman and include the following information:
 - Opinion on the accuracy, completeness, and reliability of the company's financial reports.
 - Opinion on the adequacy of the company's internal control system.
 - Opinion on compliance with the Securities and Exchange Act, the Stock Exchange of Thailand's regulations, and other relevant laws and regulations.

- Opinion on the appropriateness of the auditor.
- Opinion on the report on transactions that may involve conflicts of interest.
- Number of Audit Committee meetings held and the attendance of each member.
- Overall approvals or observations received by the Audit Committee in performing its duties as per the charter.
- Other matters that shareholders and investors should be aware of, within the scope of duties and responsibilities assigned by the Board of Directors.

11. Perform other duties as assigned by the Board of Directors, with the approval of the Audit Committee. In performing its duties, the Audit Committee is directly accountable to the Board of Directors, and the Board of Directors remains responsible for the company's operations to external parties.

12. Hold meetings between the Audit Committee and the Risk Management Committee to consider risk management and internal control in the same direction.

13. Review the Audit Committee Charter at least annually.

14. Review and approve the Internal Audit Charter at least annually.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Police Major General PRAPASS PIYAMONGKOL^(*)</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	10 Nov 2020	Law, Risk Management, Audit, Leadership, Governance/ Compliance
<p>2. Ms. CHAYASINEE TIENTONG^(*)</p> <p>Gender: Female</p> <p>Age : 45 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	31 Aug 2022	Accounting, Commerce, Economics, Audit, Finance
<p>3. Mr. VIRIYA CHINVIRIYA</p> <p>Gender: Male</p> <p>Age : 35 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>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	15 May 2024	Marketing, Data Management, Negotiation, Project Management, Business Administration

Additional explanation :

(*) Directors with expertise in accounting information review

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. SMITH LEAMMANEE ^(*) Gender: Male Age : 58 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 Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director)	30 Apr 2024	Mr. VIRIYA CHINVIRIYA Appointment date of replacement committee member : 15 May 2024

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. PANYA BOONYAPIWAT Gender: Male Age : 61 years Highest level of education : Doctoral degree Study field of the highest level of education : Management Psychology Thai nationality : Yes Residence in Thailand : Yes	Chairman of the executive committee	5 Nov 2020
2. Ms. SUTTIRAT LEESWADTRAKUL Gender: Female Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	27 Feb 2018
3. Mr. PAIROJ WAIWANIJCHAKIJ Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	8 Sep 2020
4. Ms. Peeraya Photiprasat Gender: Female Age : 44 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	24 Sep 2021

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Ms. SUTTIRAT LEESWADTRAKUL	The chairman of the subcommittee
	Mr. JAKKARAT LERTOPAS	Member of the subcommittee (Independent director)
	Mr. VIRIYA CHINVIRIYA	Member of the subcommittee (Independent director)
	Mr. SMITH LEAMMANEE	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
Risk Management Committee	Mr. PANYA BOONYAPIWAT	The chairman of the subcommittee
	Mr. PAIROJ WAIWANIJCHAKIJ	Member of the subcommittee
	Mr. VIRIYA CHINVIRIYA	Member of the subcommittee (Independent director)
	Mr. SMITH LEAMMANEE	Member of the subcommittee (Independent director)

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
1. Mr. PANYA BOONYAPIWAT Gender: Male Age : 61 years Highest level of education : Doctoral degree Study field of the highest level of education : Management Psychology Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Executive Officer (The highest-ranking executive)	5 Nov 2020	Strategic Management, IT Management, Data Analysis, Negotiation, Leadership

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

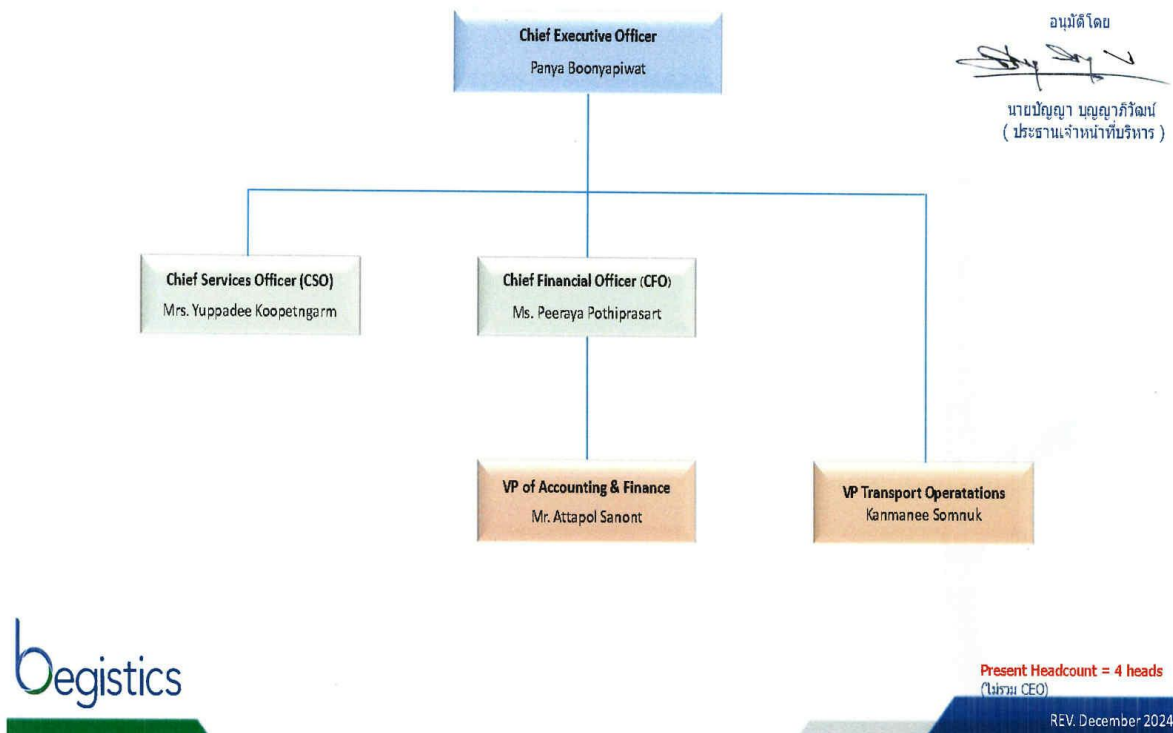
*(***) Appointed after the fiscal year end of the reporting year*

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

Management



Remuneration policy for executive directors and executives

The Company has determined the remuneration of the Board of Directors and executives.

taking into account the organization's objectives and key goals, including the long-term benefits of the business. This is determined by the appropriateness of the salary and performance-based compensation ratio for both short-term and long-term business performance, business size, and the individual's responsibilities. It is also compared to the remuneration data of other listed companies of similar size in the same industry, as advised by the Nomination and Remuneration Committee. The compensation is in the form of monthly or quarterly salaries, meeting allowances, and bonuses. Currently, this compensation structure is appropriate for the responsibilities and can motivate the Board of Directors and executives to lead the organization to achieve its short-term and long-term goals. It is also comparable to the levels practiced in the industry.

Chief Executive Officer's Remuneration

The remuneration of the Chief Executive Officer is reviewed annually. It is based on the nature and remuneration policies set by the Nomination and Remuneration Committee, which evaluates the CEO's performance annually. The evaluation results are used to determine the CEO's compensation in the form of salary. The Committee reviews the appropriateness of the current criteria, compares them with the remuneration data of other companies in the same industry, and establishes appropriate criteria to achieve the expected performance, ensure fairness, and reward individuals who contribute to the company's success. The Nomination and Remuneration Committee will review all types of compensation, such as salary and performance-based compensation, taking into account industry practices, the company's performance and size, and the responsibilities, knowledge, abilities, and experience of the Chief Executive Officer. This must be in line with financial performance and the achievement of long-term strategic objectives, executive development, business expansion, and profit growth. The Committee then proposes the CEO's remuneration to the Board of Directors for approval.

Senior Executive Remuneration

The remuneration of senior executives is reviewed annually by the Chief Executive Officer, in accordance with the principles and policies of remuneration. The Nomination and Remuneration Committee and the Chief Executive Officer will review the appropriateness of the current criteria, compare them with the remuneration data of other companies in the same industry, and establish appropriate criteria to achieve the expected performance, ensure fairness, and reward individuals who contribute to the company's success. The Chief Executive Officer will review all types of compensation,

such as salary and performance-based compensation, taking into account industry practices, the company's performance and size, and the responsibilities, knowledge, abilities, and experience of senior executives.

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

The Board of Directors has established a policy to provide fair and reasonable remuneration for directors and executives at a level commensurate with their duties, responsibilities, and the Company's performance benchmarks, referencing industry practices. The remuneration for directors is set at an appropriate level to motivate them to achieve the goals and business direction set by the company. It also aims to retain competent directors who are dedicated to working in the best interests of the company. The Remuneration and Nomination Committee will review directors' remuneration annually to ensure its appropriateness and will submit it to the Board of Directors for their approval.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	6,099,256.00	5,846,064.00	7,502,000.00
Total remuneration of executives (baht)	6,099,256.00	5,846,064.00	7,502,000.00

The Company provided vehicles to executives, as defined by the SEC, for use in the performance of their duties. Executives received the same benefits as employees in various areas, such as medical expense benefits, health insurance, annual health check-ups according to a plan that divides employees by age group, life insurance for all employees, financial assistance for employee family funeral expenses, employee uniforms, and annual parties.

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	165,312.00	133,083.00	228,400.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

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. Peeraya Pothiprasart	peeraya.po@begistics.co.th	086-2572222

List of the company secretary

General information	Email	Telephone number
1. Mrs. Yuppadee Koopetngarm	yuppadee.ko@begistics.co.th	081-488 3513

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Thanasarn Wasun	lapplus@hotmail.com	081-788 3344

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. Itsaret Umsriwieng	itsaret.um@begistics.co.th	089-353 9645

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
A.M.T. & ASSOCIATES 491/27 SILOM PLAZA, SILOM ROAD BANG RAK Bangkok 10500 Telephone +66 2234 1676	5,600,000.00	-	<p>1. Mrs. NATSARAK SAROCHANUNJEEN Email: mailboxes@amt-asso.com License number: 4563</p> <p>2. Ms. DARANEE SOMKAMNERD Email: mailboxes@amt-asso.com License number: 5007</p> <p>3. Ms. JARUNEE NUAMMAE Email: mailboxes@amt-asso.com License number: 5596</p> <p>4. Mr. SIRAMATE AKKHARACHOTKULLANUN Email: mailboxes@amt-asso.com License number: 11821</p> <p>5. Ms. NATTAYA TUNGPRADIT Email: mailboxes@amt-asso.com License number: 11591</p>

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

The Board of Directors has reviewed and revised the company's strategies, vision, goals, objectives, and operational directions to ensure alignment with business operations. The Board is committed to overseeing the implementation of the company's strategies in accordance with relevant policies, regulations, laws, and rules. Furthermore, the Board manages risks at an appropriate level that the company can accept, within the legal framework, objectives, and resolutions of the shareholders' meeting. This is done with honesty, prudence, and consideration for the best interests of the company, with responsibility towards shareholders and all stakeholders. The Board also promotes good corporate governance to enhance competitiveness and create value for sustainable business growth. Key activities include reviewing company policies and the regulations of all board committees.

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
Ms. SUTTIRAT LEESWADTRAKUL	Vice-chairman of the Board of Directors	27 Feb 2018	Human Resource Management, Change Management, Economics, Governance/ Compliance, Corporate Social Responsibility
Mr. PANYA BOONYAPIWAT	Director	5 Nov 2020	Strategic Management, IT Management, Data Analysis, Negotiation, Leadership

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. VIRIYA CHINVIRIYA	Director	15 May 2024	Marketing, Data Management, Negotiation, Project Management, Business Administration

Selection of independent directors

Criteria for selecting independent directors

In the selection and recruitment of directors, the Board of Directors focuses on transparency in the selection of individuals to serve as directors by assigning the Nomination and Remuneration Committee to consider and recruit in accordance with the Board Diversity Policy, which must include elements of knowledge, skills, profession, gender, age, and experience of the Board according to the Board Skill Matrix to consider the qualifications necessary and consistent with the Company's business strategy and responsibility in selecting individuals to serve as directors of the Company, subcommittees, and senior management of the Company, and to propose the names of qualified individuals to the Board of Directors and/or the shareholders' meeting. The persons appointed as directors and senior management must meet the qualifications stipulated in Section 68 of the Public Limited Company Act B.E. 2535 (as amended) and the Securities and

Exchange Act, the relevant notifications of the Securities and Exchange Commission, as well as other relevant laws.

(1) Independent Director

Independent directors must possess the qualifications for independence as prescribed in the Notification of the Securities and Exchange Commission and in accordance with the guidelines for the qualifications of audit committee members as prescribed in the Notification of the Securities and Exchange Commission No. Thor.Jor. 4/2552 Re: Application for and Permission to Offer New Securities for Sale (No. 2) or the Notification of the Stock Exchange of Thailand Re: Qualifications and Scope of Work of the Audit Committee and be able to safeguard the interests of all shareholders equally without any conflict of interest. In addition, they must be able to attend meetings of the Board of Directors and express their opinions independently.

(2) Recruitment of company directors, independent directors, audit committee members, chief executive officers, and senior management.

1) Company directors must meet the criteria and comply with the recruitment and selection methods of the Nomination and Remuneration Committee.

2) Considered and appointed by the Board of Directors, with qualifications as required by the Securities and Exchange Act, including notifications, rules, and regulations of the Stock Exchange of Thailand, the Company's Articles of Association, and other relevant rules and regulations. The process must be transparent and clear for the benefit of the Board of Directors and shareholders in making their decisions. Documents must be submitted as required by the Securities and Exchange Commission and the Stock Exchange of Thailand.

3) Each shareholder shall have one vote for each share held.

4) Each shareholder shall cast all of his/her votes in accordance with (3) to elect one or more persons as directors. In the case of electing more than one person as directors, the votes shall not be divided among such persons.

5) The persons who receive the highest number of votes in descending order shall be elected as directors up to the number of directors to be appointed or elected at that time. In the event that the persons who receive the same number of votes in the next descending order exceed the number of directors to be appointed or elected at that time, the chairman of the meeting shall cast the deciding vote.

6) Term of Office and Termination of Office

6.1 At each annual general meeting, one-third (1/3) of the directors then in office shall retire from office. If the number of directors is not a multiple of three, the number nearest to one-third (1/3) shall retire. The directors to retire in the first and second years after the incorporation of the Company shall be determined by lot. In subsequent years, the directors who have held office the longest shall retire.

6.2 The Company shall specify the term of office of directors in accordance with its Articles of Association.

6.3 A director may cease to hold office other than by retirement by rotation upon

(1) Death

(2) Resignation

(3) Lacks the qualifications or possesses any prohibited characteristics as prescribed by the regulations or notifications issued pursuant to the law or the Company's Articles of Association.

(4) At the shareholders' meeting, a resolution is passed to remove any director from office before the expiration of their term, the votes cast must not be less than 3/4 of the total number of shares held by the shareholders attending the meeting and entitled to vote and whose shares together represent not less than one-half of the total number of shares held by the shareholders attending the meeting and entitled to vote.

(5) Court order for removal

6.4 Any director who wishes to resign from office shall submit a letter of resignation to the Company. The resignation shall take effect from the date on which the letter of resignation is received by the Company. The director who resigns in accordance with the first sentence shall notify the Registrar of Public Limited Companies of his/her resignation.

6.5 If a vacancy occurs on the Board of Directors for any reason other than by retirement by rotation, the Board of Directors shall, at its next meeting, elect a person who is qualified and does not possess any prohibited characteristics under the Public Limited Companies Act, the Securities and Exchange Act, to fill the vacancy, unless the term of office of such director is less than 2 months. The person so elected shall hold office only for the unexpired term of the director whom he or she replaces.

In the case of an election to fill a vacancy other than by expiration of term, the Nomination and Remuneration Committee may nominate a qualified person to the Board of Directors for election to fill the vacancy by a vote of not less than three-fourths (3/4) of the remaining directors. The replacement director shall serve for the remainder of the term of the director being replaced.

Recruitment and Appointment of Independent Directors and Audit Committee

1. The Board of Directors shall appoint the members of the Independent Directors/Audit Committee.
2. The Audit Committee or the Board of Directors shall select one of the audit committee members to serve as the Chairman of the Audit Committee.
3. The Audit Committee has a term of 3 years per term and shall not serve for more than 3 consecutive terms or 9 years from the date of appointment by the Board of Directors or the end of the term, as the case may be, as follows:

- Resignation
- Removal from the Board of Directors

Termination of Directorship

The audit committee members who retire by rotation may be reappointed by the Board of Directors.

4. When the term of office of an audit committee member expires or there is a reason why the audit committee member is unable to remain in office until the end of the term as mentioned above, resulting in the number of members being less than the prescribed number of 3, the Board of Directors shall appoint a new audit committee member to complete the term immediately or within 3 months from the date on which the number of audit committee members falls below 3. The person who is appointed as a replacement audit committee member shall hold office only for the remaining term of the audit committee member whom he or she replaces.
5. In the event that all members of the Audit Committee cease to hold office, the outgoing Audit Committee members must remain in office until the new Audit Committee members assume their duties.

Qualifications of Independent Directors

1. Holds not more than 1 percent of the total voting shares of the Company, its parent company, subsidiaries, affiliates, or any juristic person which may have a conflict of interest, including shares held by the related persons of such independent director (including related persons as defined in Section 258 of the Securities and Exchange Act).
2. Is not or has never been a director, executive, employee, consultant who receives a regular salary, or a person having control of the Company, its parent company, subsidiaries, affiliates, subsidiaries of the same level, a person having control of the Company, or any juristic person which may have a conflict of interest, unless such person has ceased to have such characteristics for at least 2 years prior to being appointed as a director.
3. Is not a person who has a blood relationship or by registration in the nature of father, mother, spouse, sibling, and child, including the spouse of a child, with an executive, a major shareholder, a person having control, or a person to be nominated as an executive, a person having control, or a person to be proposed as an executive or a person having control of the Company or its subsidiaries.
4. Does not have or has never had a business relationship with the Company, its parent company, subsidiaries, affiliates, major shareholders, or persons having control over the Company, or any juristic person which may have a conflict of interest in a manner that may hinder the exercise of his/her independent judgment, including not being or having been a significant shareholder or a person having control over a person who has a business relationship with the Company, its parent company, subsidiaries, affiliates, major shareholders, or any juristic person which may have a conflict of interest, unless such person has ceased to have such characteristics for at least 2 years prior to being appointed as a director.
5. Is not a director appointed to represent a director of the Company, a major shareholder, or a shareholder who is related to a major shareholder of the Company.
6. Is not or has never been an auditor of the Company, its parent company, subsidiaries, affiliates, major shareholders, or persons having control over the Company, and is not a significant shareholder, a person having control, or a partner of an auditing firm to which the auditor of the Company, its parent company, subsidiaries, affiliates, or major shareholders belongs, unless such person has ceased to have such characteristics for at least 2 years prior to being appointed as a director.
7. Is not or has never been a provider of any professional services, including legal and financial advisory services, who receives a fee of more than 2 million Baht per year from the Company, its parent company, subsidiaries, affiliates, major shareholders, or persons having control over the Company, and is not a significant shareholder, a person having control, or a partner of such professional service provider, unless such person has ceased to have such characteristics for at least 2 years prior to being appointed as a director.
8. Does not engage in any business that is similar to and materially competes with the business of the Company, its subsidiaries, or is not a partner in a partnership, or is a director, executive, employee, consultant who receives a regular salary, or holds more than 0.5 percent of the total voting shares of another company that engages in any business that is similar to and materially competes with the business of the Company or its subsidiaries.
9. Has no other characteristics that would prevent him/her from providing an independent opinion on the Company's operations.

10. An independent director shall hold office for a term of not more than 9 years from the date of appointment. An independent director shall not hold office as a director in more than 5 listed companies.

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

Rights of minority shareholders on director appointment

Each shareholder shall exercise all of their voting rights in accordance with the number of shares held to elect one or more persons as directors. In the case of electing more than one person as a director, the votes shall not be divided among such persons.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Qualifications, knowledge, or experience	Skill and expertise
<p>1. Does not hold shares exceeding 1% of the total voting rights of the company, its parent company, subsidiary, associated company, or juristic person that may have a conflict of interest. This includes shares held by related persons of such independent director (including related persons as defined in Section 258 of the Securities and Exchange Act).</p> <p>2. Is not or has never been a director involved in management, employee, permanent consultant, or person with control of the company, its parent company, subsidiary, subsidiary of the same tier, person with control of the company, or juristic person that may have a conflict of interest, unless such status has ceased for at least 2 years prior to being appointed as a director.</p> <p>3. Is not a person related by blood or registration in the nature of father, mother, spouse, sibling, and child, including the spouse of a child, to the executive, major shareholder, person with control, or person nominated to be an executive, person with control, or person nominated to be an executive or person with control of the company or subsidiary.</p> <p>4. Does not have or has never had a business relationship with the company, its parent company, subsidiary, associated company, major shareholder, person with control of the company, or juristic person that may have a conflict of interest, in a manner that may interfere with the independent judgment of such director, including not being or having never been a significant shareholder or person with control of a person who has a business relationship with the company, its parent company, subsidiary, associated company, major shareholder, or juristic person that may have a conflict of interest, unless such status has ceased for at least 2 years prior to being appointed as a director.</p> <p>5. Is not a director appointed to represent a director of the company, a major shareholder, or a shareholder who is a related person of a major shareholder of the company.</p> <p>6. Is not or has never been an auditor of the company, its parent company, subsidiary, associated company, major shareholder, or person with control of the company, and is not a significant shareholder, person with control, or partner of an audit firm of which the auditor of the company, its parent company, subsidiary, associated company, or major shareholder is a member, unless such status has ceased for at least 2 years prior to being appointed as a director.</p>	<p>Economics, Accounting, Finance, Audit, Internal Control</p>

7. Is not or has never been a provider of any professional services, including legal and financial advisory services, receiving fees exceeding 2 million baht per year from the company, its parent company, subsidiary, associated company, major shareholder, or person with control of the company, and is not a significant shareholder, person with control, or partner of such professional service provider, unless such status has ceased for at least 2 years prior to being appointed as a director.

8. Does not operate a business that is identical and materially competitive with the business of the company or its subsidiary, or is not a partner in a partnership, or is a director involved in management, employee, permanent consultant, or holds more than 0.5% of the total voting rights of another company that operates a business that is identical and materially competitive with the business of the company or its subsidiary.

9. Does not have any other characteristics that would prevent them from providing independent opinions on the company's operations.

10. Independent directors have a term of office not exceeding 9 years from the date of appointment. An independent director shall not hold a directorship in more than 5 listed companies.

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. Police Lieutenant General SOMKID BOONTANOM (Chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP)
2. Police Major General PRAPASS PIYAMONGKOL (Vice-chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) • 2019: Advanced Audit Committee Program (AAP) • 2018: Director Accreditation Program (DAP)
3. Ms. SUTTIRAT LEESWADTRAKUL (Vice-chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) • 2024: Advanced Audit Committee Program (AAP) • 2007: Director Accreditation Program (DAP)
4. Mr. PAIROJ WAIWANIJCHAKIJ (Director)	Participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP)
5. Mr. PANYA BOONYAPIWAT (Director)	Participating	Thai Institute of Directors (IOD) • 2016: Role of the Chairman Program (RCP) • 2007: Director Certification Program (DCP)
6. Mr. JAKKARAT LERTOPAS (Director)	Participating	Thai Institute of Directors (IOD) • 2016: Director Certification Program (DCP) • 2015: Director Accreditation Program (DAP)
7. Ms. CHAYASINEE TIENTONG (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Advanced Audit Committee Program (AAP) • 2023: Director Accreditation Program (DAP)
8. Mr. VIRIYA CHINVIRIYA (Director)	Non-participating	-
9. Mr. SMITH LEAMMANEE (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Individual Performance Evaluation Criteria

Criteria

The Board of Directors conducts an annual performance evaluation of each subcommittee at least once a year. The evaluation includes a group evaluation, a self-assessment of the subcommittee, and a self-assessment of the Board of Directors. The self-assessment guidelines for the Board of Directors from the Stock Exchange of Thailand are used, which cover topics related to the structure and qualifications of each subcommittee, ensuring appropriateness. The subcommittee meetings, roles, responsibilities, and the importance given to each subcommittee, along with the time spent considering, reviewing, and implementing various matters, are all included in the process.

The Company conducts an annual performance evaluation of each subcommittee to assess the performance in the past year. The company secretary is responsible for sending the evaluation form to each director for both group and individual (self-assessment) evaluations. The results are then compiled and submitted to the Nomination and Remuneration Committee for performance evaluation and further discussion at the Board of Directors' meeting.

The Company will use the suggestions received from the Board of Directors' performance evaluation to improve the effectiveness of the Board's work. This ensures maximum benefit in conducting business, setting a framework for establishing benchmarks, monitoring performance, analyzing operating results, and comparing the results with the performance stipulated in the Board Charter. This process also allows the Board to review its performance using the self-assessment guidelines for the Board of Directors from the Stock Exchange of Thailand and the Thai Institute of Directors Association. These guidelines are applied as a framework for inspecting the performance of the Board of Directors' duties and reflect accountability for truly effective performance. The scores and comments from the Board of Directors will be used to improve and develop the performance of the Board of Directors each year, enhancing the effectiveness and efficiency of the Board's work. The Board of Directors' performance evaluation is divided into 2 forms as follows:

- (1) Board Evaluation as a Group
- (2) Individual Director Evaluation (Self-Assessment)

Process

The Company conducts an annual performance evaluation of the Board of Directors to assess the performance in the past year. The company secretary is responsible for sending the evaluation form to each director for both group and individual (self-assessment) evaluations. The results are then compiled and submitted to the Nomination and Remuneration Committee for performance evaluation and further discussion at the Board of Directors' meeting. The suggestions received from the Board of Directors' performance evaluation will be used by the Company to improve the effectiveness of the Board's work to achieve maximum benefit in conducting business.

In 2024, the company secretary sent the Board Performance Evaluation Form to the directors to assess the performance of the Board as a whole, including the self-assessment of each director. The criteria and performance evaluation results can be divided as follows:

Evaluation of the duty performance of the board of directors over the past year⁽³⁾

Board Performance Evaluation (Overall Board Evaluation)

The questionnaire consists of 6 main categories: 1) Board Structure and Characteristics 2) Roles, Duties, and Responsibilities of the Board 3) Board Meetings 4) Board Performance 5) Relationship with Management 6) Board and Executive Development. The evaluating directors are those who held positions during the evaluation period as of December 2024, totaling 8 people. In summary, the Board Performance Evaluation for 2024 has an average score of 3.65 percent.

Individual Performance Evaluation

The questionnaire consists of 5 main categories: 1) Board Structure and Characteristics 2) Readiness to Perform Duties 3) Board Meetings 4) Roles, Duties, and Responsibilities of the Board 5) Relationship with the Board and Management. In summary, the Individual Performance Evaluation for 2024 has an average score of 3.71 percent.

For the Board's self-assessment in 2024, the Company Secretary arranged for the Board and sub-committees to conduct self-evaluations in 2 formats: self-evaluation of the Board's overall performance and individual performance evaluation, which are conducted annually. The evaluation results were presented to the Board at the Board of Directors Meeting No. 1/2024 on February 29, 2024, which were considered and approved by the Board.

Remark: ⁽³⁾ The assessment of the Board of Directors and individual directors' performance in 2023, covering aspects such as the Board's structure and qualifications, readiness to perform duties, performance of directors' duties, relationship with management, directors' self-development and executive development, roles, responsibilities, and liabilities of the Board, and Board meetings, indicated satisfactory results.

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
Nomination and Remuneration Committee	Group assessment	3.72	4.00
	Self-assessment	3.71	4.00
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Risk Management Committee	Group assessment	3.67	4.00
	Self-assessment	3.71	4.00
	Cross-assessment (assessment of another director)	None	None
Board of Directors	Group assessment	3.65	4.00
	Self-assessment	3.71	4.00
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	3.62	4.00
	Self-assessment	3.71	4.00
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	3.77	4.00
	Self-assessment	3.71	4.00
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

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 : 11
(times)

Date of AGM meeting : 26 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. Police Lieutenant General SOMKID BOONTANOM (Chairman of the Board of Directors, Independent director)	11	/	11	1	/	1	N/A	/	N/A
2. Police Major General PRAPASS PIYAMONGKOL (Vice-chairman of the Board of Directors, Independent director)	11	/	11	1	/	1	N/A	/	N/A
3. Ms. SUTTIRAT LEESWADTRAKUL (Vice-chairman of the Board of Directors)	11	/	11	1	/	1	N/A	/	N/A
4. Mr. PAIROJ WAIWANIJCHAKIJ (Director)	10	/	11	1	/	1	N/A	/	N/A
5. Mr. PANYA BOONYAPIWAT (Director)	11	/	11	1	/	1	N/A	/	N/A
6. Mr. JAKKARAT LERTOPAS (Director, Independent director)	10	/	11	1	/	1	N/A	/	N/A
7. Ms. CHAYASINEE TIENTONG (Director, Independent director)	11	/	11	1	/	1	N/A	/	N/A
8. Mr. VIRIYA CHINVIRIYA (Director, Independent director)	3	/	11	0	/	1	N/A	/	N/A
9. Mr. SMITH LEAMMANEE (Director, Independent director)	6	/	11	1	/	1	N/A	/	N/A

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

Mr. Somrit Liammanee resigned from the Company's Board of Directors, effective 30 April 1964.

Mr. Viriya Chinwiriya has been appointed as a member of the Company's Board of Directors, effective 15 May 1964.

Remuneration of the board of directors

Types of remuneration of the board of directors

Directors' Monetary Compensation

The Company has established a policy to provide fair and reasonable compensation to directors and executives at a level commensurate with their duties and responsibilities. This policy is benchmarked against industry practices to ensure that directors' compensation is appropriate and sufficient to motivate them to perform their duties effectively, achieve the Company's goals and business direction, and retain competent directors who are dedicated to maximizing value for the Company. The Nomination and Remuneration Committee reviews directors' compensation annually to ensure its appropriateness and presents its recommendations to the Board of Directors for approval. These recommendations are then included as an agenda item for approval at the Annual General Meeting of Shareholders.

The Annual General Meeting of Shareholders 2024, held on April 26, 2024, approved the directors' compensation for 2024, not exceeding 3 million Baht, which is the same rate as in 2023. This compensation, including monthly remuneration and meeting attendance fees paid to directors and executives, has been disclosed in the format prescribed by the Securities and Exchange Commission in 2024. The Annual General Meeting of Shareholders 2024 has considered and approved the directors' compensation.

Other Compensation

In addition to monetary compensation for directors in the form of monthly remuneration and meeting attendance fees, the Company also provides other forms of compensation to directors in the form of various benefits. These generally include group health insurance, covering both inpatient and outpatient medical treatment (IPD+OPD), with an annual premium not exceeding 50,000 Baht (excluding value-added tax) per director.

The Company has also arranged for Directors and Officers Liability Insurance, as well as training and seminar expenses, which are covered by the Company within the limits set forth in the relevant company policies. The total annual budget for the Board of Directors' compensation, excluding subsidiaries, is not to exceed 3 million Baht, as approved by the Annual General Meeting of Shareholders 2024, held on April 26, 2024.

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. Police Lieutenant General SOMKID BOONTANOM (Chairman of the Board of Directors)			415,000.00		0.00
Board of Directors	55,000.00	360,000.00	415,000.00	No	
2. Police Major General PRAPASS PIYAMONGKOL (Vice-chairman of the Board of Directors)			320,000.00		0.00
Board of Directors	55,000.00	0.00	55,000.00	No	
Audit Committee	25,000.00	240,000.00	265,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
3. Ms. SUTTIRAT LEESWADTRAKUL (Vice-chairman of the Board of Directors)			355,000.00		0.00
Board of Directors	55,000.00	0.00	55,000.00	No	
Executive Committee	45,000.00	0.00	45,000.00	No	
Nomination and Remuneration Committee	15,000.00	240,000.00	255,000.00	No	
4. Mr. PAIROJ WAIWANIJCHAKIJ (Director)			225,000.00		0.00
Board of Directors	50,000.00	120,000.00	170,000.00	No	
Executive Committee	45,000.00	0.00	45,000.00	No	
Risk Management Committee	10,000.00	0.00	10,000.00	No	
5. Mr. PANYA BOONYAPIWAT (Director)			355,000.00		0.00
Board of Directors	55,000.00	0.00	55,000.00	No	
Executive Committee	45,000.00	240,000.00	285,000.00	No	
Risk Management Committee	15,000.00	0.00	15,000.00	No	
6. Mr. JAKKARAT LERTOPAS (Director)			185,000.00		0.00
Board of Directors	50,000.00	120,000.00	170,000.00	No	
Nomination and Remuneration Committee	15,000.00	0.00	15,000.00	No	
7. Ms. CHAYASINEE TIENTONG (Director)			200,000.00		0.00
Board of Directors	55,000.00	0.00	55,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee	25,000.00	120,000.00	145,000.00	No	
8. Mr. VIRIYA CHINVIRIYA (Director)			105,000.00		0.00
Board of Directors	10,000.00	80,000.00	90,000.00	No	
Audit Committee	10,000.00	0.00	10,000.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
Nomination and Remuneration Committee	5,000.00	0.00	5,000.00	No	
9. Ms. Peeraya Photiprasat (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
10. Mr. SMITH LEAMMANEE (Director)			80,000.00		0.00
Board of Directors	25,000.00	40,000.00	65,000.00	No	
Audit Committee	5,000.00	0.00	5,000.00	No	
Risk Management Committee	5,000.00	0.00	5,000.00	No	
Nomination and Remuneration Committee	5,000.00	0.00	5,000.00	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	410,000.00	720,000.00	1,130,000.00
2. Audit Committee	65,000.00	360,000.00	425,000.00
3. Executive Committee	135,000.00	240,000.00	375,000.00
4. Nomination and Remuneration Committee	40,000.00	240,000.00	280,000.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
5. Risk Management Committee	30,000.00	0.00	30,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	680,000.00
Other monetary remuneration (Baht)	1,560,000.00
Total (Baht)	2,240,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(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, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The Company has established a policy for managing subsidiaries and associated companies, with the Board of Directors responsible for setting the direction and objectives. This ensures the management structure and business operations of the Company, including those of subsidiaries and associated companies, align with the Company's business plans, objectives, and strategies as approved by the shareholders. This is done in good faith, in accordance with the law, and the Company's objectives and regulations. The Company also ensures that subsidiaries and associated companies comply with the laws governing securities and the stock exchange, as well as the regulations of the Stock Exchange of Thailand.

The Company has established a mechanism to oversee subsidiaries and associated companies, both directly and indirectly, with measures to monitor their management. This ensures compliance with established policies to safeguard the Company's investment interests. A suitable and effective internal control system is in place, with the Audit Committee responsible for reviewing the accuracy and reliability of financial reports. The committee also examines the internal control system, internal audit processes, related party transactions, compliance with relevant laws and regulations, and oversees the operations of subsidiaries and associated companies. This ensures the management and operations of subsidiaries and associated companies are handled as if they were an integral part of the Company.

Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders' agreement)

1. The Board of Directors has the duty to monitor and supervise the management and operations of subsidiaries and associated companies to comply with the policies set by the Company, laws related to business operations, including the Securities and Exchange Act, the notifications of the Securities and Exchange Commission, and the regulations of the Stock Exchange of Thailand, mutatis mutandis, to the extent not contrary to or inconsistent with other laws.
2. The Board of Directors has the duty to oversee and ensure that subsidiaries and associated companies disclose important information to the Stock Exchange of Thailand, the Office of the Securities and Exchange Commission, and the general investing public, such as information on financial status, operating results, connected transactions, acquisitions or disposals of significant assets, and any other significant transactions that are not in the ordinary course of business of the subsidiary and associated company. The disclosure of such information must be adequate, complete, accurate, and within a timely manner and in accordance with the regulations of the relevant authorities.
3. In the event that a subsidiary enters into a connected transaction with a connected person of the subsidiary or a transaction relating to the acquisition or disposal of assets of the subsidiary in accordance with the criteria specified in the Notification of the Capital Market Supervisory Board and/or the Notification of the Stock Exchange of Thailand (as the case may be), the Company and the subsidiary must comply with the criteria and procedures as prescribed in such Notification prior to entering into such transaction, mutatis mutandis, whereby the subsidiary must comply with the criteria and procedures as prescribed in such Notification in the same manner as if the Company itself were entering into such transaction. In the event that such type of transaction requires the approval of the Company's Board of Directors Meeting and/or the Company's Shareholders' Meeting pursuant to the Notification of the Capital Market Supervisory Board and/or the Notification of the Board of Governors of the Stock Exchange of Thailand and/or relevant laws, the Company and the subsidiary shall consider the size of the transaction in relation to the consolidated financial statements of the Company.
4. The making of any significant transaction or undertaking that affects the financial status and operating results of the subsidiary and associated company, which is subject to the approval of the Company's Board of Directors or the Company's shareholders' meeting (as the case may be), the Board of Directors shall have the duty to convene a meeting of the Board of Directors and/or a meeting of the Company's shareholders (as the case may be) to consider approving such matters before the subsidiary and associated company convene a meeting of the Board of Directors and/or its shareholders (as the case may be) to consider approving the transaction or undertaking. In this regard, the Company shall disclose information and comply with the rules, conditions, procedures, and methods related to the matters for which approval is requested as prescribed in the Public Limited Company Act, the Securities and Exchange Act, and related laws, including the notifications, regulations, and rules of the Securities and Exchange Commission, the Board of Governors of the Stock Exchange of Thailand, the Office of the Securities and Exchange Commission, and the Stock Exchange of Thailand, mutatis mutandis (to the extent not inconsistent), completely and accurately.

For the year 2024, the Company has appointed directors and/or persons to hold positions as representative directors in subsidiaries and associated companies to safeguard the interests of the Company, as follows:

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

Conflict of Interest Prevention

The Company has established a written conflict of interest policy to prevent conflicts of interest. It has been approved by the Board of Directors' meeting and is regularly reviewed to ensure that the implementation of the control system is standardized and transparent. Management is carried out in accordance with good corporate governance principles, and the Company's corporate governance policies and practices are continuously adhered to. The focus is on developing, reviewing,

and improving policies to comply with relevant laws, regulations, and requirements to enhance operational efficiency. Furthermore, guidelines have been established for directors regarding the procedures for conducting and disclosing information on transactions that may involve conflicts of interest for the Company. The Company's operations are aligned with and responsive to business conditions, and the independence of directors' decision-making is prioritized for the best interests of the Company and its shareholders as a whole. Directors perform their duties with honesty, integrity, and prudence in safeguarding the Company's interests. This includes overseeing compliance with the regulations of the Office of the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand, and relevant regulatory agencies. The Audit Committee is appointed to consider, approve, and provide opinions on transactions that may involve conflicts of interest.

The Board of Directors and management of the Company are mindful of conflicts of interest. A written policy and practices on conflicts of interest have been established for directors, executives, and employees in the Code of Business Conduct. This code requires directors, executives, and employees to report their own conflicts of interest and those of related persons to avoid using their positions as directors, executives, or employees of the Company for personal gain.

The Company has therefore established the following guidelines for directors, executives, and employees:

- (1) For any transaction in which directors, employees, or related persons have a conflict of interest with the Company, such directors or employees are prohibited from participating in the approval of such transactions. Pricing must be determined fairly, as if dealing with an outside party.
- (2) In determining the price, to prevent conflicts of interest, a fair and reasonable price in accordance with general trade terms shall be used. Documents or information obtained from being a director, executive, or employee of the company shall not be used in transactions that compete with or are related to the company.
- (3) Compliance with the regulations set by the Stock Exchange of Thailand regarding related party transactions requires that related party transactions be submitted to the Audit Committee for consideration before seeking approval from the Board of Directors in accordance with good corporate governance principles.
- (4) Disclosure of transactions that may involve conflicts of interest, related party transactions, or intergroup transactions according to the criteria set by the Office of the Securities and Exchange Commission (SEC) / Stock Exchange of Thailand is made in Form 56-1 One Report. This includes disclosing such intergroup transactions in the financial statements as required by accounting standards.

In the event that a director has a conflict of interest in any agenda item, that director shall not be entitled to vote on such agenda item. The Board of Directors has also established policies and procedures to prevent senior management and related persons from using the Company's inside information for personal gain. In addition, the Company has established regulations and defined the scope of transactions with related persons, specifying the types and approval processes for transactions that may involve conflicts of interest, which are transactions that the Company conducts on a regular basis.

In approving intergroup transactions, the responsible department will initially assess such transactions. It will provide information and analyze whether the transactions are reasonable, beneficial to the company, and have a fair price. For example, in the case of asset acquisition, the investment department must analyze the return on investment, which may involve hiring external experts for additional opinions. Then, it will be presented according to the approval steps and process. Executives or directors with conflicts of interest will not be involved in approving such transactions. Additionally, the Audit Committee will jointly oversee such intergroup transactions to ensure they are necessary and at a fair price.

The Company has communicated and fostered understanding among directors, executives, and employees through electronic and online formats to align with the current situation. The content still covers corporate governance and good business conduct practices, which are disseminated through the Company's various public relations channels. They have signed acknowledgments and agreements to comply with the Company's policies and code of business conduct. In addition, the Company requires its directors, executives, and related persons to disclose their conflict of interest reports twice a year, in June and December.

For the year 2024, the Company did not find any material violations of the conflict of interest policy. The Company has disclosed its conflict of interest transactions and acknowledged that any violation of the Company's business conduct constitutes a disciplinary offense subject to disciplinary action, procedures, and the severity of the act.

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

Use of Inside Information for Personal Gain

The Board of Directors is responsible for overseeing the use of inside information in accordance with the law and good corporate governance principles, which are set forth in writing. All directors and senior executives have signed an acknowledgement of their duty to report their shareholdings in the Company, including those of their spouses and unemancipated minor children, as well as to report changes in shareholdings to the Office of the Securities and Exchange Commission ("SEC") and the Stock Exchange of Thailand pursuant to Section 59 and the penalties under Section 275 of the Securities and Exchange Act of 1992. All directors and executives are required to report their shareholdings, including those of their spouses and unemancipated minor children, to the SEC and the Stock Exchange of Thailand as follows:

- 1) The Company requires its directors and executives, including their spouses and unemancipated minor children, to prepare and disclose reports on their shareholdings and changes in shareholdings of the Company to the SEC pursuant to Section 59 and the penalties under Section 275 of the Securities and Exchange Act of 1992. A copy of the report shall be submitted to the Company on the same date as the report is submitted to the SEC, and the report shall be reported to the Board of Directors meeting every quarter. In addition, directors and senior executives (as defined by the SEC) are required to notify the Board of Directors or a person designated by the Board of Directors of any purchase or sale of the Company's shares at least 1 day in advance of such purchase or sale.
- 2) The Company requires its directors and executives, as defined by the SEC, to report their own and related persons' holding of securities and conflicts of interest, which are interests related to the Company's management. This report is to be submitted upon assuming their positions in the Company for the first time upon appointment. They are also required to report any changes in their holdings of securities using the form approved by the Board of Directors to the Chairman of the Board immediately upon notification by the Board of Directors and when there are changes in the information.
- 3) The Company prohibits its directors, executives, employees, and employees of its subsidiaries who are aware of material inside information that may affect the price of the Company's securities from trading in the Company's securities during the 1 month period prior to the disclosure of such financial statements or inside information to the public and within 24 hours after the Company's inside information has been disclosed to the public. Those involved with inside information must not disclose such information to others until such information has been disclosed to the Stock Exchange of Thailand. The Company has penalties for any violation of these regulations. The Company considers such violations to be disciplinary offenses under the Company's work regulations and will consider penalties as appropriate. This approach has been approved by the Board of Directors.
- 4) The Company requires its directors, executives, employees, and employees of the Company not to use the Company's or its joint venture partners' inside information that they have become aware of in the performance of their duties to buy, sell, offer to buy, or offer to sell, or induce others to buy, sell, offer to buy, or offer to sell securities of the Company or the joint venture for their own benefit or the benefit of others, and must strictly comply with relevant laws. However, the Company encourages directors, executives, and employees to hold shares for at least 3 months from the date of the last sale or purchase of the Company's securities, except for the sale of the Company's shares purchased under the rights in the Warrant.

The Company Secretary regularly informs the Company's directors and executives of the prohibited period for trading in the Company's securities, which is 1 month prior to the announcement of the financial statements and 48 hours after the public is informed. The Company Secretary also informs the Company's directors and executives (as defined by the SEC) and senior management of their duty to report changes in their shareholdings in the Company to the Company Secretary at least 1 day in advance of the transaction, in accordance with the Company's corporate governance principles. They are also required to submit a report to the SEC within 3 business days from the date of the purchase, sale, transfer, or receipt of the transfer of such securities. In the case of directors and executives of the Company as defined by the SEC.

The Human Resources Department has informed executives and new employees of the Company's good corporate governance

policies and practices, which are part of the employee regulations published on the Company's website or internet system that all personnel have access to. All new employees of the Company in 2024, 100%, have signed an acknowledgement and agreement to comply with the Company's good corporate governance policies and practices, including the use and confidentiality of inside information.

In 2024, the directors and executives traded securities a total of 1 time and have complied with the Company's policy of monitoring the use of inside information in accordance with the law, policies, and practices established by the Company. The Company has communicated the use of inside information to all executives and employees via email, Line, the Internet, and requires all executives and employees to learn the policies and practices regarding the use of inside information, including signing an acknowledgement and agreement to comply with the policy on the use of inside information.

In 2024, the Company did not find any violations or receive any whistleblowing reports or complaints regarding the use of inside information that violated the principles of regulatory agencies and the Company's good corporate governance principles. The Company also did not find that any of its directors and executives traded in the Company's shares during the period prohibited by the Company.

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, The participation in anti-corruption projects, Assessment and identification of corruption risk, 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

Anti-Corruption

The company has risk management in place for corruption. It has established an anti-corruption policy, which has been promulgated by the Board of Directors. The policy has been communicated to employees at all levels, who have signed their agreement to comply with it. The company has also planned an anti-corruption campaign for its stakeholders. Currently, the company has communicated and encouraged its subsidiaries, associates, business partners, customers, and stakeholders to participate in the Collective Action Coalition (CAC) project. Details can be found on the company's website (<https://www.begistics.co.th/>) under the heading Corporate Governance, Anti-Corruption Policy and Measures

The Board of Directors, executives, and employees of the company are required to strictly comply with the anti-corruption policy and measures by not engaging in any form of corruption, directly or indirectly. The Board of Directors, executives, and employees at all levels are prohibited from soliciting bribes, offering bribes, or accepting any benefits or assets that induce them to perform or refrain from performing their duties improperly or that may cause damage to the legitimate interests of the company. They are also prohibited from ignoring or neglecting corruption related to the company. These measures, policies, guidelines, and procedures are reviewed annually, at least once a year, by the Board of Directors, including the disclosure of anti-corruption policies and measures on the company's website.

Policies and Procedures

“**Corruption**” means corruption in any act or conduct to seek unlawful benefits, giving, offering to give, receiving, or demanding bribes for one's own benefit or the benefit of others, whether acting by oneself or through another person, in

any form, whether it is an act by or against a government official or a private sector agency or any regulatory body or charitable organization (collectively referred to as "officials") and whether it is an act or an official in or outside the country, in order to induce such official to perform or refrain from performing their duties or to exercise improper authority, which is to obtain or retain business or to receive treatment or special advantage that is not in accordance with the law or to induce the official, which may affect the decision-making in the performance of their duties.

"Corruption Payment" or the payment of corrupt benefits, including the payment of money, property, or any other benefit directly from the company or through a customer/partner or a third party.

"Fraud" means seeking unlawful benefits by virtue of the position or by law of the directors, executives, and employees of the company, customers, partners, or contractors of the company, such as falsifying financial records, using company assets for personal gain, embezzlement, fraud, and conflicts of interest.

The company has a policy of protecting those who cooperate with the company in combating corruption, such as reporting clues or refusing to engage in any form of corruption, to ensure that such actions will not cause hardship or damage to the informant, as specified in Section 6.1.2 on Anti-Corruption Policies and Measures. At the same time, the company has implemented the following in accordance with the Anti-Corruption Policy to prevent involvement in corruption:

1. The company protects those who cooperate with the company in reporting clues or refusing to engage in corruption related to the company from any hardship, danger, or unfairness arising from such cooperation in combating corruption.
2. The company will not demote, punish, or retaliate against employees or executives who engage in corruption, even if such actions result in the company losing business opportunities.
3. If the informant/complainant finds themselves unsafe or at risk of harm, they can request the company to provide appropriate protection measures.
4. To protect the rights of complainants and those who provide information in good faith, the company will conceal the information of the informant or the information provider and keep such information confidential, limiting access to only those responsible for investigating and finding the truth. If it is found that such information has been misused or improperly disclosed, it will be considered a violation and disciplinary action will be taken.
5. In the event that an employee or executive is found to have treated another person unfairly or caused damage to another person, motivated by the fact that the other person has reported a clue/complaint or refused to engage in corruption, it shall be deemed a disciplinary offense.
6. The company promotes communication through various channels to enable employees and stakeholders to report suspicious clues with confidence that informants will be protected from unfair punishment, transfers, or harassment of any kind, including the appointment of individuals to investigate and follow up on all reported clues.
7. The company has adequate and appropriate internal controls in place on a consistent basis to prevent employees from engaging in improper conduct, especially in sales, marketing, and procurement.
8. The company provides anti-corruption and bribery training to the Board of Directors, executives, and employees to promote honesty, integrity, and accountability in the performance of their duties, as well as to demonstrate the company's commitment.
9. The company provides financial reporting, with the Audit Committee responsible for reviewing the financial statements, and the Accounting and Finance Department and the auditors meeting together and presenting the financial statements to the Board of Directors every quarter.
10. When the company has investigated and found no wrongdoing as alleged, the company will not take any disciplinary action against the complainant who acted in good faith. However, if the investigation finds that the complainant made the complaint maliciously or provided false information, the company will consider disciplinary action against the complainant and/or take legal action, as the case may be. The company discloses the details of its policies and actions to prevent involvement in corruption in <https://www.begistics.co.th/th/home-thai/> Under the heading Corporate Governance

On March 31, 2024, the Thai Institute of Directors Association (IOD) approved the renewal of the Collective Action Coalition (CAC) membership status of B Logistics Public Company Limited. This is the second renewal of membership, valid for 3 years from March 31, 2026, from the declaration of intent to participate in the Collective Action Coalition (CAC) project.

Anti-Corruption Actions

1. Business Risk Assessment

The Risk Management Working Group is responsible for assessing the business risks that could lead to corruption and presenting them to the Risk Management Committee to analyze and manage such risks to eliminate them or keep them at an acceptable level. The company has established working regulations that divide responsibilities according to the chain of command and have a step-by-step approval process. The work process will have an internal control system at the

departmental level, a review, inspection, and improvement process to control compliance with anti-corruption measures, and will be audited by internal auditors. All employees must comply with the relevant work regulations and company requirements.

2. Establishing guidelines to control, prevent, and monitor corruption risks

The company has risk management in place to control, prevent, and suppress fraud and misconduct by analyzing business risks, determining the level of risk, and implementing appropriate measures for the assessed risks. The company also monitors the progress of its risk management plan on a regular basis. There are internal audit guidelines related to the process of recording financial reports, accounting, and data retention. If significant issues are found, they will be reported to the Board of Directors.

3. Communicating and training employees on anti-corruption policies and practices

The company communicates its policies and disseminates anti-corruption measures, including relevant laws and regulations, to the Board of Directors, executives, and employees at all levels of the company to raise awareness and instill awareness among stakeholders both inside and outside the organization on an ongoing basis every year. In addition, training on anti-corruption policies is provided to employees at all levels, including new employees, which the company has included as part of the content of employee orientation. In 2024, the company has implemented the following:

- Review and improve anti-corruption policies, measures, procedures, and relevant guidelines annually to ensure that the company's policies and measures are adequate and appropriate, and present them to the Board of Directors for consideration and approval.
- Provide training on anti-corruption policies and measures and various company policies to all new employees of the company on their orientation day.
- Disseminate and communicate to company personnel to raise awareness of proper conduct regarding anti-corruption through various internal communication channels such as e-mail, bulletin boards, social media, etc.
- Send letters to all business partners to inform them of the anti-corruption policy and measures, the No Gift Policy, including channels for reporting clues or complaints if they encounter any wrongdoing.
- Publish anti-corruption measures and related policies on the company's website to inform various stakeholders. 100% of the company's employees have been trained and informed via e-mail about the risks that may lead to corruption, as well as guidelines for preventing corruption, such as notifying them of the No Gift Policy during major festivals and reporting channels (SC Whistleblowing System) through the company's website and Line application.

4. Guidelines for monitoring and evaluating compliance with the Anti-Corruption Policy

To ensure that the company has appropriate and adequate anti-corruption operations, it is required to have an annual audit of its operations by internal auditors appointed by the company, who are independent and report directly to the Audit Committee. This includes reviewing policies, guidelines, practices, operations in accordance with established policies and relevant measures, as well as risk management and internal control over corruption to ensure that they are adequate, appropriate, and effective. In addition, the company assesses the risks related to fraud within the company. The company is prepared to assess itself on anti-corruption measures, promote and support ethical and moral standards, develop personnel to have the knowledge and ability to refuse corruption, protect and maintain the confidentiality of complainants, and have a monitoring and follow-up process to signal the company's serious attention to corruption. There is a transparent investigation process, and clear and strict penalties are imposed on the Board of Directors, executives, and employees who engage in corruption. The company reports to the Audit Committee for consideration with the relevant executives/departments to improve the operation to be more rigorous and effective.

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

Whistle-Blowing

The Board of Directors has established a complaint handling process and channels for receiving complaints of all types

from all stakeholder groups through the channels specified in the Company's Whistleblower Policy and Procedures for Fraud and Corruption. The Company provides protection to those who cooperate in reporting or reporting fraud and corruption and provides fairness to those accused of such matters. However, if there is any doubt or uncertainty in considering it themselves, employees can seek advice from their supervisor or relevant department. Employees are encouraged to cooperate in the investigation and provide facts upon witnessing any act that may constitute fraud and corruption.

In the past year 2567, the Company has "not" received any complaints of fraud, corruption, unethical conduct, or negative publicity arising from the management of the Board of Directors. There were also no cases of non-executive directors resigning due to mismanagement of the Company, nor were there any legal disputes regarding labor or business operations. This is because the Company has measures and practices in place to oversee and monitor to prevent and monitor the risk of fraud and corruption. The Company did not find any material issues or deficiencies regarding the conduct of proceedings related to anti-competitive, trade restraints, discriminatory events, fraud and corruption. There were also no fines or penalties other than fines due to non-compliance with relevant laws or regulations, and no violations of the Code of Business Conduct.

Complaint Handling Process

1. Upon receipt of a complaint, the Head of Internal Audit will forward the matter to the investigator or working group for compilation. The initial review will determine the nature of the complaint. In the case of complaints submitted via email, whistleblow@begistics.co.th the recipients of the complaint information are the Head of Internal Audit, the Chairman of the Audit Committee, and the Company Secretary.
2. In the case of a complaint to the Chief Executive Officer, the complaint should be made to the Chairman of the Audit Committee or the Head of Internal Audit. When the information is credible, the Board of Directors shall appoint a working group to conduct further investigation.
3. The investigator or working group will examine the information and investigate the complaint independently and fairly to reach a conclusion to confirm or contradict the complaint and the facts received, including giving the accused the right to be informed of the complaint and to prove themselves. Further actions will be considered, such as dismissing the complaint due to lack of merit or basis, or imposing disciplinary action and legal action against the accused if the act is deemed unlawful.
4. The investigator or working group shall take statements or use audio recording devices to record the statements of the complainant, the accused, and other relevant persons in writing, read them to the person giving the statement for acknowledgement or correction, and have them sign. In the event that the aforementioned person refuses to sign, the investigator or head of the working group shall read it to such person and sign the name of the accused.
5. The investigator or working group will report the progress of the investigation periodically to the reporter, complainant, or collaborator through the channels provided and will complete the investigation without delay.
6. The investigator or the investigation working group shall prepare a summary report containing at least the following information:
 1. Date, time, place, cause, characteristics, type, suspected incident, persons involved.
 2. The amount and value of the damage, if any.
 3. Whether a complaint has been filed with the state authorities according to the law, as appropriate.
 4. Whether the suspected incident is covered by insurance.
 5. Summary of the investigation results, which should indicate whether there are any weaknesses in the Company's operating system.
7. During the investigation, the investigator or working group may propose to the Chief Executive Officer that the accused or related person be temporarily transferred to another position.
8. The investigator or the ad hoc investigation working group does not have the authority to punish the accused but may make recommendations for punishment.
9. The Company will keep the personal information of reporters, complainants, or collaborators confidential and will not tolerate any intimidation or threats. If such cases occur, please report the matter to the Head of Human Resources or a higher-ranking person for specific protection measures according to the situation.
10. When the Company has conducted an investigation and found that there has been no wrongdoing as alleged, the Company will not take any disciplinary action against the complainant (if a director or employee of the Company, subsidiary, associate company, or organization in which the Company has invested) who acted in good faith. However, if the investigation finds that the complainant has filed a complaint with malicious intent or provided false information, the Company will consider disciplinary action against the complainant and/or take legal action, as the case may be.

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

Summary of Monitoring Results of Compliance with Corporate Governance Policies and Practices

With determination and a firm commitment to conducting business based on good corporate governance, the company has continuously received rankings and awards for good corporate governance, such as:

1. In 2024, the company received an assessment result under the CORPORATE GOVERNANCE REPORT OF THAI LISTED COMPANIES (CGR) project by the Thai Institute of Directors Association at the “Excellent” level or “5 stars” for the second consecutive year.
2. In 2024, the company received an assessment result for the quality of the Annual General Meeting of Listed Companies for the year 2024 (Annual General Meeting Checklist). The assessment was conducted by the Thai Investors Association. The company received 99 points, categorized as “Excellent and deserve as an example” from a total of 808 listed companies surveyed in 2024.

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) : 5

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Police Major General PRAPASS PIYAMONGKOL (Chairman of the audit committee)	5	/	5
2 Ms. CHAYASINEE TIENTONG (Member of the audit committee)	5	/	5
3 Mr. VIRIYA CHINVIRIYA (Member of the audit committee)	2	/	2
4 Mr. SMITH LEAMMANEE (Member of the audit committee)	1	/	1

The results of duty performance of the audit committee

In 2024, the Audit Committee has performed its duties independently within the scope of authority specified in the Audit Committee Charter, which includes reviewing the Company's financial reports for accuracy and adequacy, ensuring an effective internal control system and corporate governance process, and ensuring compliance with relevant laws and regulations. For some meetings, the Audit Committee has held discussions with the Chief Executive Officer, management, auditors, or internal auditors as appropriate. At each meeting, the Audit Committee independently expressed its opinions and recommendations. The Audit Committee summarized the issues raised and concerns, including significant recommendations and advice, and reported them to the Board of Directors' meeting for acknowledgement. The Audit Committee is also responsible for selecting and recommending the appointment of auditors. The significant activities of the Audit Committee are summarized as follows:

1. Review the Accuracy, Completeness, and Reliability of the Financial Statements

The Audit Committee reviewed the quarterly financial reports and the 2024 annual financial statements of B Logistics Public Company Limited, which were reviewed and audited by the auditors. The Audit Committee held meetings with management, internal audit, relevant departments, and the auditors. The Audit Committee inquired with the auditors regarding the accuracy and completeness of the financial statements, adjustments to significant accounting entries, and

accurate, complete, and sufficient disclosure to ensure that the Company's financial statements are prepared in accordance with generally accepted accounting principles and for the benefit of users of the financial statements. In addition, the Audit Committee held a meeting with the auditors without the presence of management on September 11, 2024, to acknowledge the issues found from the audit, consider the auditors' annual audit plan, and discuss the auditors' independence. The Audit Committee is of the opinion that the Company's financial statements have been prepared in accordance with accounting standards, are accurate, complete, and reliable in all material respects, and include adequate disclosure of important information.

2. Review of the Effectiveness of the Internal Control System and Internal Audit

The Audit Committee reviewed the effectiveness and efficiency of the strategic plan, annual audit plan, long-term audit plan, plan implementation, and internal control system in conjunction with the Internal Audit Department, considering operations, resource utilization, asset management, compliance with regulations, and prevention or mitigation of potential damage or fraud. The Audit Committee regularly consulted with the auditors to be aware of issues related to the internal control system, reviewed the performance of the Internal Audit Department, and reviewed the annual internal audit plan to ensure that the Internal Audit Department operates independently and has sufficient resources to perform internal audit work. The Audit Committee is of the opinion that the Company's internal control system is adequate and appropriate, with no material weaknesses, and that the Company's internal audit is independent in its operations.

3. Review of Compliance with Relevant Rules and Regulations

The Audit Committee reviewed with the Company's management the Company's compliance with the Securities and Exchange Act, the Stock Exchange's regulations, and other laws related to the Company's business by meeting with relevant executives. From the review, the Audit Committee did not find that the Company had not complied with the Securities and Exchange Act, the Stock Exchange's regulations, or other laws related to the Company's business.

4. Review of Intercompany Transactions or Transactions that May Have Conflicts of Interest

The Audit Committee has reviewed and provided opinions on related party transactions or transactions that have or may have conflicts of interest with the Company, based on the principles of reasonableness, fairness, transparency, and best interests of the Company and stakeholders. The Audit Committee also ensures that the Company discloses complete, accurate, and sufficient information in accordance with the criteria and requirements of the Stock Exchange of Thailand. The management's operations are in line with the related party transaction policy approved by the Board of Directors. From the review of the Internal Audit Department's audit report on the review of related party transactions, no significant issues were found that affected the achievement of the organization's objectives. In addition, the Audit Committee did not receive any reports of irregularities from the auditor's review of the disclosure of related party transactions.

5. Consideration of the Proposal to the Board of Directors for the Appointment of Auditors for the Year 2024

The Audit Committee considered, selected, and proposed the appointment of auditors by considering the qualifications, knowledge, experience in auditing the auditors' businesses, audit approach, performance results, and independence of the auditors in accordance with the Code of Ethics for the Accounting Profession prescribed by the Federation of Accounting Professions and the requirements of the Securities and Exchange Commission, including appropriate audit fees. The Audit Committee proposed the appointment of auditors and audit fees to the Board of Directors for consideration and approval for presentation at the 2024 Annual General Meeting of Shareholders for consideration and appointment of Mr. Chaiyout Angsuwittaya, Certified Public Accountant No. 3885 and/or Ms. Nuttasak Sorachonnan Chin, Certified Public Accountant No. 4563 and/or Ms. Darunee Somgamnerd, Certified Public Accountant No. 5007 and/or Ms. Jarunee Nualmae, Certified Public Accountant No. 5596 and/or Mr. Sirameth Chotikunnan, Certified Public Accountant No. 1821 as the Company's auditors.

6. Review of Corporate Governance

The Audit Committee reviewed the corporate governance to ensure that the Company has appropriate and effective corporate governance processes by considering the Company's summary report of complaints and the report on the implementation of anti-fraud and corruption measures. The Audit Committee also oversees the complete disclosure of information in accordance with the requirements of the Stock Exchange of Thailand to ensure that business operations are conducted in accordance with good corporate governance principles in creating sustainable value for the business. In addition, the Audit Committee has encouraged the companies in the group to join the Thai Private Sector Collective Action Against Corruption (CAC) and reviewed the self-assessment certification on anti-corruption measures. The Audit Committee recommended that the Company implement new anti-corruption activities and be a good example of a listed company in terms of good corporate governance to build confidence among stakeholders.

7. Review and Update the Audit Committee Charter

The Audit Committee reviews and updates the Audit Committee Charter annually to ensure that it remains consistent with the announcements and best practices of the Securities and Exchange Commission and the Stock Exchange of Thailand. The Company also conducts individual and collective performance evaluations of its members in accordance with the best practices of the Securities and Exchange Commission. The results of the performance evaluations are satisfactory, with the Audit Committee having fully performed its duties as specified in the Charter.

The Audit Committee, approved by the Board of Directors, is knowledgeable, capable, and independent, and has continuously provided opinions and recommendations to management and the Board of Directors. The Audit Committee has fully performed its duties as specified in the Audit Committee Charter and assigned by the Board of Directors, adhering to the principles of fairness, independence, and consideration for all stakeholders.

The Audit Committee is of the opinion that the Company has prepared accurate and reliable financial statements with adequate disclosure in accordance with accounting standards and generally accepted financial reporting standards. The Company complies with laws and regulations related to its business operations. The Company has good corporate governance, adequate and appropriate risk management and internal control, and good internal audit. The Company also monitors the situation and new risks to prepare for new risks that may arise both in the present and in the future.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Executive Committee

Meeting Executive Committee (times) : 10

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PANYA BOONYAPIWAT (Chairman of the executive committee)	10	/	10
2 Ms. SUTTIRAT LEESWADTRAKUL (Member of the executive committee)	10	/	10
3 Mr. PAIROJ WAIWANIJCHAKIJ (Member of the executive committee)	9	/	10
4 Ms. Peeraya Photiprasat (Member of the executive committee)	10	/	10

The results of duty performance of Executive Committee

In 2024, the Executive Committee held a total of 10 meetings to perform its duties within the scope of authority delegated by the Board of Directors. The key activities are summarized below.

1. Prepare the company's and subsidiaries' vision, mission, business strategies, business directions, business policies, goals, guidelines, operational plans and budgets, and management authority for various tasks to be presented to the Board of Directors for approval or acknowledgment. In the past year, policies and strategic plans have been presented to address significant issues in response to changing circumstances, and additional work plans have been proposed.
2. Oversee the business operations of the company and its subsidiaries to ensure compliance with policies, goals, strategies, operational plans, and have the authority to approve specific cases or any actions that are within the company's normal course of business under the annual budget approved by the Board of Directors. The authority to proceed is as defined in the budget approval regulations according to the scope of authority of the Executive Committee.
3. Approve the company's capital expenditures as specified in the annual budget as assigned by the Board of Directors or as previously approved in principle by the Board of Directors, with presentations and progress reports on projects that have been approved for investment to summarize progress, investment value, and the results of each investment project.
4. Review and monitor monthly operational results to ensure they align with established targets, analyze the company's strategic plans and matters requiring preliminary decisions before submitting them to the Board of Directors for further consideration.
5. Monitor and follow up on the implementation of policies and management approaches in various areas of the company to ensure effectiveness as assigned by the Board of Directors, through presentations and summary reports of financial performance for the accounting period, key work plans, investment utilization, to summarize progress based on investment value, and the results of each investment project to the Board of Directors.
6. Act as an advisor to the management team on matters related to marketing policies, operations, and other management

functions.

7. The Executive Committee has the authority to appoint working groups and/or any person to perform the duties of reviewing the work submitted to the Executive Committee or to carry out any work that is beneficial to the performance of the Executive Committee's duties and/or to perform any other acts on behalf of the Executive Committee within the scope of the Executive Committee's authority.

8. Establish an efficient organizational structure and management system.

9. Carry out various matters necessary to promote and protect the interests of the company, perform other duties as assigned by the Board of Directors, including consideration and review of matters related to the company and its subsidiaries to summarize information, report problems or obstacles that may have an impact, discuss and seek approval from the Board of Directors for the delegation of authority to manage and eliminate or reduce obstacles to ensure the continuous business operations of the company and its subsidiaries.

10. Approve the management approach of the subsidiaries and associated companies for the year 2024 to align with the structure and business operations of the subsidiaries and associated companies, to enhance policy oversight and management before submitting it to the Board of Directors for approval.

11. Evaluate the self-performance of the Executive Committee and approve the Executive Committee's report for the year 2024.

12. Review the Executive Committee Charter in 2024. No revisions or amendments are required as the current charter is comprehensive and consistent with the current situation.

Meeting attendance Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 3
Committee (times)

List of Directors	Meeting attendance Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. SUTTIRAT LEESWADTRAKUL (The chairman of the subcommittee)	3	/	3
2 Mr. JAKKARAT LERTOPAS (Member of the subcommittee)	3	/	3
3 Mr. VIRIYA CHINVIRIYA (Member of the subcommittee)	1	/	1
4 Mr. SMITH LEAMMANEE (Member of the subcommittee)	1	/	1

The results of duty performance of Nomination and Remuneration Committee

The Nomination and Remuneration Committee has performed its duties as assigned by the Board of Directors with prudence, transparency, and fairness. The committee has also improved its operational guidelines to be comprehensive, aligned with current practices and the company's operational strategies, and mindful of the best interests of shareholders and stakeholders. In 2024, the Nomination and Remuneration Committee held a total of 3 meetings to consider the following important matters:

1. Consider the structure of the Board of Directors and sub-committees in terms of the appropriate number of members, types, and complexity of the business, considering comparisons with other companies in the same or similar industries.

This includes acknowledging the diversity in the structure of the Board of Directors for the year 2024, which includes information on the number of independent directors, gender, and the Board Skill Matrix. This information will be used to consider the appointment of qualified directors with diverse knowledge, abilities, and experience that will benefit the company's business operations.

2. Consider recruiting individuals with appropriate qualifications in terms of knowledge, experience, and expertise to serve as directors for the consideration of the Board of Directors and the 2024 Annual General Meeting of Shareholders.

The Shareholders' Meeting resolved to approve the appointment of all directors as proposed under the criteria and process for the nomination and appointment of directors. This is based on qualifications that comply with relevant laws,

regulations, company regulations, and good corporate governance principles, as well as knowledge, expertise, and Board Skill Matrix diversity. The company provided an opportunity for shareholders to nominate individuals to be directors of the company more than three months in advance. When the deadline passed, no nominations were submitted to the company. The Nomination and Remuneration Committee considered and proposed the reappointment of Police Lieutenant General Prabhas Piyamengkol and Mr. Pairote Vivaanichkit as directors of the company for another term. All nominees are qualified and do not possess any prohibited characteristics under applicable laws and regulations. They also possess the knowledge, abilities, and experience that align with the company's business strategies. The Board of Directors and the 2024 Annual General Meeting of Shareholders approved the nominations of the Nomination and Remuneration Committee.

3. Consider the structure and determine the 2024 remuneration for the Board of Directors and sub-committees, which include the Audit Committee, Risk Management Committee, Nomination and Remuneration Committee, and Executive Committee, for proposal to the Board of Directors and the Annual General Meeting of Shareholders for approval. This is to ensure that the remuneration is appropriate to the responsibilities, performance achievements linked to operating results, and relevant environmental factors. It also involves comparing the remuneration rates with those of other companies in the same or similar industries. The Shareholders' Meeting approved the proposed remuneration.

4. Consider the performance evaluation form of the Chief Executive Officer and senior management of the company for the year 2024 and present it to the Board of Directors for approval.

5. Consider reviewing the succession plan for the Chief Executive Officer and senior management of the company to ensure the continuity of the company's operations and present it to the Board of Directors for acknowledgement.

6. Consider reviewing the charter of the Nomination and Remuneration Committee. In 2024, there will be no amendments as the current charter is comprehensive and consistent with the circumstances.

7. Acknowledge the results and consider the self-evaluation of the Nomination and Remuneration Committee for the year 2024 as information for developing the performance of the Nomination and Remuneration Committee in accordance with good corporate governance principles.

The Nomination and Remuneration Committee performs its duties with prudence, integrity, and independence in accordance with good corporate governance principles adequately and appropriately. This ensures that the process of recruitment, selection, performance evaluation, and remuneration determination for the Board of Directors and senior management is transparent, appropriate, fair, and enhances the effectiveness of the Board of Directors in driving the company's operations to align with its vision, strategies, and established directions effectively. This aligns with the responsibilities stipulated in the Nomination and Remuneration Committee Charter and builds confidence among shareholders, investors, and stakeholders.

Meeting attendance Risk Management Committee

Meeting Risk Management Committee (times) : 3

List of Directors	Meeting attendance Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PANYA BOONYAPIWAT (The chairman of the subcommittee)	3	/	3
2 Mr. PAIROJ WAIWANIJCHAKIJ (Member of the subcommittee)	2	/	3
3 Mr. VIRIYA CHINVIRIYA (Member of the subcommittee)	1	/	1
4 Mr. SMITH LEAMMANEE (Member of the subcommittee)	1	/	1

The results of duty performance of Risk Management Committee

B.Grimm Logistics Public Company Limited recognizes and prioritizes the importance of corporate risk management as a crucial tool for addressing various risk factors, both internal and external. The Risk Management Committee is responsible for establishing policies and driving risk management and uncertainty that may impact the company's

operations. It supports the Board of Directors in corporate governance to ensure that the company has adequate and appropriate risk management systems in place. This enables the company to achieve its objectives effectively and efficiently, comply with relevant laws and standards, and maintain overall risk at an acceptable level.

1. Consider and review the risk management policy. The Risk Management Committee is responsible for reviewing the risk management policy, the company's risk appetite, and the framework and guidelines for risk management. This includes the company's risk management framework, price risk management framework, oil price risk management framework, and investment risk management framework to ensure alignment with the current situation and flexibility for appropriate implementation.
2. Oversee risk management to mitigate impacts on the company's business operations. The company monitors critical situations that may impact its business operations. It has proactive measures that focus on risk management to reduce the likelihood of all risk events and reactive measures in place should they occur. The company develops a risk management plan in conjunction with its business plan, outlining anticipated scenarios. It also defines and monitors risk indicators that could impact the company's key performance indicators, adapting swiftly to the rapidly changing business landscape influenced by various factors. This ensures that the company's risk management process is appropriate and effectively implemented, fostering sustainable business development in harmony with the environment and society. Under the supervision of the Board of Directors, the company promotes and prioritizes risk management, including assessing partner risks and stakeholder needs, and monitoring overall impacts to maintain risks at an acceptable level for appropriate business operations.
3. Consider, scrutinize, provide opinions, and manage the company's risk management measures for 2024. The company considers and provides opinions on factors and measures for managing the company's risk in 2024 to align with the economic climate, industry trends, and sustainable business practices. This ensures that the company can achieve its strategic and business goals in an increasingly volatile and complex environment. The company rigorously scrutinizes risk issues and risk management approaches, providing advice on the advantages and disadvantages of business decisions to ensure that investments are worthwhile in terms of opportunity costs and appropriate to the business context. It also provides opinions on various projects, both current and new businesses that the company aims to grow in the future, following a prudent business strategy, before submitting them for approval to the Board of Directors.
4. Monitor, provide opinions, and make recommendations on the company's risk management for 2024. The company monitors, provides opinions, and makes recommendations on risk management and crisis management at the organizational level for 2024. This covers risks arising from both external environmental factors and internal operations, while also emphasizing risk factors and opportunities related to sustainable business practices. This is achieved by monitoring risk trends using key risk indicators to watch for and provide early warnings (Leading Key Risk Indicator) and to measure the effectiveness of risk management (Lagging Key Risk Indicator). The committee provides recommendations to management on reviewing risk management measures to align with the situation. It also regularly reports the performance of the Risk Management Committee to the Board of Directors to ensure that there are adequate, appropriate, and timely measures in place to address risks and seize business opportunities that will create sustainable value for the business.
5. Consider and review risk management information. The Risk Management Committee considers and reviews risk management information and risk factors in the annual information presentation to assure shareholders that the company analyzes key risk issues affecting business objectives and has systematic risk management measures in place. For 2024, the Risk Management Committee will closely monitor the domestic and international environmental factors and provide appropriate and sufficient opinions and recommendations for managing such risks. This ensures that the company has effective and appropriate risk management and control at an acceptable level, enabling the company to achieve its goals and create sustainable value for the business in the long run.
6. Consider reviewing the Risk Management Committee Charter and Risk Management Policy. The Risk Management Committee reviews the Risk Management Committee Charter and Risk Management Policy to ensure they are appropriate and aligned with the changing business environment.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : No

The company places importance on sustainable operations under the vision. The company will connect and integrate culture, technology, and personnel to provide excellent logistics services and create a global network to fully expand service capabilities. At the same time, there are policies and practices regarding social responsibility, the environment, and governance. You can learn more about the full policy at <https://www.begistics.co.th/corporate-governance-th/> which the company recognizes the importance of sustainable business growth under Corporate Social Responsibilities. It focuses on operating with care for stakeholders, the economy, society, and the environment with morality, ethics, and etiquette. The company hopes that operating a business under social responsibility will benefit the whole, along with the company's growth.

Sustainability management goals

Does the company set sustainability management goals : No

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 : No

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

Information on impacts on stakeholder management in business value chain

Business value chain

The company recognizes the importance of stakeholder engagement. We are committed to effectively managing business processes and support activities within the business value chain to achieve our goal of becoming a sustainable and growing organization. This will maximize benefits for all stakeholders. The company communicates with stakeholders regularly to build understanding on issues of interest and to gather feedback for improvement and development within the company's business planning process.

In 2024, the company will review its stakeholder engagement operations, including identifying and prioritizing key stakeholder groups comprehensively throughout the business chain. The company will also seek ways to effectively and appropriately respond to stakeholder expectations and concerns. This will lead to the planning of criteria for prioritization and the development of guidelines for stakeholder engagement. The company has analyzed the effectiveness and determined the linkage of stakeholders from activities within the value chain, which consists of primary activities and support activities, as follows:

Business value chain diagram



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 	<ul style="list-style-type: none"> - Equality and fundamental rights - Fair compensation and benefits - Learning and development opportunities - Job security and career advancement 	<ul style="list-style-type: none"> - Equal care and treatment - Support for work potential, compensation - Fair welfare, appointment, and transfer - Supervision of safety and hygiene in the workplace 	<ul style="list-style-type: none"> • Online Communication • Complaint Reception • Employee Engagement Survey • Satisfaction Survey • Training / Seminar • Others <ul style="list-style-type: none"> • https://www.begistics.co.th/ • Employee Satisfaction Survey • Participatory activities

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> Shareholders 	<ul style="list-style-type: none"> - Consistent performance growth. - Return on investment. - Corporate governance with verifiable transparency. 	<ul style="list-style-type: none"> - Full business disclosure and transparency. - Equal treatment of shareholders. - Adhering to good governance principles. 	<ul style="list-style-type: none"> Press Release Annual General Meeting (AGM) Others <ul style="list-style-type: none"> Annual Report
<ul style="list-style-type: none"> Customers 	<ul style="list-style-type: none"> - Quality services at reasonable prices - Ensuring satisfaction, handling complaints quickly and efficiently - Respecting consumer rights 	<ul style="list-style-type: none"> - Prioritize and take responsibility for developing products and services to meet standards by improving quality and service responsiveness. - Maintain customer confidentiality. 	<ul style="list-style-type: none"> Online Communication Others <ul style="list-style-type: none"> https://www.begistics.co.th/ 063-323-1361
<ul style="list-style-type: none"> Suppliers 	<ul style="list-style-type: none"> - Fair procurement and equal treatment - Provide appropriate and fair compensation - Work in accordance with the contract - Build cooperation in business development - Occupational health and safety - Respect for human rights 	<ul style="list-style-type: none"> - Adhere to ethical procurement and service frameworks. - Treat business partners in accordance with good corporate governance principles. - Establish joint business plans. - Share knowledge. 	<ul style="list-style-type: none"> Online Communication Complaint Reception Satisfaction Survey
<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> - Social and environmental responsibility - Mitigation of business impacts such as construction, noise, and dust 	<ul style="list-style-type: none"> - Supporting activities that enhance the quality of life, promote well-being, and benefit society and the environment. - Being responsible for the environmental well-being of the community and society. 	<ul style="list-style-type: none"> Social Event Complaint Reception

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> Competitors 	Fair competition	<ul style="list-style-type: none"> - Adhere to the rules of good sportsmanship. - Compete fairly. 	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> • https://www.begistics.co.th/ • 063-323-1361
<ul style="list-style-type: none"> Creditor 	<ul style="list-style-type: none"> - Repay debts on time. - Strictly comply with the terms and conditions. 	Comply with contracts and relevant laws for debt repayment.	<ul style="list-style-type: none"> Others <ul style="list-style-type: none"> • Payment Terms and Conditions • https://www.begistics.co.th/ • 063-323-1361

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

Information on sustainability report

Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : Carbon Disclosure Project (CDP)

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company recognizes the importance of good corporate governance to drive the organization's growth and business expansion with stability, maintain a sound financial position, and generate appropriate returns for shareholders. The Board of Directors has appointed a Risk Management Committee, consisting of the Audit Committee, which is an independent committee, and the management. The Company has established a risk management manual, risk management policy, duties, and responsibilities for risk management to prevent and mitigate risks or potential impacts effectively. In addition, the Company has set up a risk management working team consisting of management, supervisors, and employees from each department to continuously assess and manage risks in each department at least four times a year. Furthermore, the Company places importance on preventing fraud and corruption. The Company has established a policy to comply with the Anti-Corruption Act and conducts an annual assessment of fraud and corruption risks. The Company has a policy to prevent involvement in corruption, which is included in the Corporate Governance Policy and the Company's Code of Business Ethics under "No Gift Policy" and "Anti-Corruption Policy and Measures." This policy is announced to all employees for their acknowledgment and compliance. On November 30, 2017, the Company declared its intention to join the Collective Action Coalition of the Thai private sector in combating corruption. The Company was certified as a member of the Thai Private Sector Collective Action Against Corruption on February 7, 2020. The certification was valid for three years from the resolution date. Currently, the membership has been renewed. The Company renewed its membership for the first time and received the renewal certification on March 31, 2023, which will expire on March 31, 2026.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Oil Price Volatility Risk

Related risk topics : Strategic Risk
• Government policy
Operational Risk
• Systems or internal control system

ESG risks : Yes

Risk characteristics

Currently, the company provides transportation services, where fuel is a major service cost. Generally, oil prices fluctuate according to global supply and demand, affecting the company's service costs. This not only affects the transportation business directly but also the overall economy. The company acknowledges this impact. Therefore, service agreements with partners clearly define service charge adjustments based on fuel prices, which helps mitigate the impact of fuel price fluctuations to some extent. The company has also implemented systems such as GPS tracking and Transportation Management (TMS) with staff monitoring at all times to control drivers' routes, which helps save fuel.

Risk-related consequences

The company's rising service costs are due to the increase in oil prices.

Risk 2 Risk of accidents during transportation services

Related risk topics : Operational Risk
• Systems or internal control system
• Human error in business operations

ESG risks : Yes

Risk characteristics

As the company operates a transportation service business, there may be risks of accidents during service provision. Such errors or accidents during transportation could result in serious damage. Therefore, the company has a policy of managing transportation with safety standards as prescribed by law with a skilled team and provides basic knowledge and understanding to employees. Before operation, all transportation vehicles must undergo vehicle and safety system checks. All of the company's transportation vehicles are insured for damage to the other party under the Insurance Act.

Risk-related consequences

Delays in transportation
Penalty for late delivery

Risk 3 Customer Concentration Risk

Related risk topics : Strategic Risk

- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors

ESG risks : Yes

Risk characteristics

Currently, the majority of the company's service revenue comes from providing services to major customers. If these customers change their policies, such as canceling contracts with the company to become transportation operators themselves or if these customers experience business problems, it will directly affect the company's future revenue. Therefore, the company strives to maintain its existing customer base and has adjusted its development plan. In the past year, the company has expanded its team and developed business and marketing plans with a team that has experience and expertise in specific fields. The company focuses on reaching out to customers in a wider range of business groups, such as e-commerce and SME customers.

Risk-related consequences

The company's service revenue may not go according to plan.

Risk 4 Risk of customer default

Related risk topics : Strategic Risk

- Economic risk

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

Financial Risk

- Income volatility

ESG risks : No

Risk characteristics

Due to the global and Thai economic slowdown in the past year, most businesses have experienced numerous problems. Many customers have been unable to make timely payments for services rendered, exposing the company to the risk of bad debts. However, the company has implemented stringent customer screening measures. These include preliminary document verification from partners, office location checks, company status verification, and financial statement analysis from reliable sources to inform credit decisions. This serves as an additional channel for customer screening. Contracts have been made more robust, and deposits are now required from new customers to mitigate the risk of non-payment.

Risk-related consequences

The company's service revenue may not be as planned.

Risk 5 Talent Acquisition Risk

Related risk topics : Operational Risk

- Other : Shortage of specialized personnel

ESG risks : No

Risk characteristics

As the company operates a comprehensive logistics service business, it requires highly knowledgeable and experienced individuals with a deep understanding of the industry. Additionally, the transportation service relies on drivers with specialized driving skills and appropriate licenses as mandated by law. These requirements may pose challenges in recruiting suitable personnel. Therefore, the company places great importance on these individuals. We have a highly

competent and experienced human resources management team responsible for employee recruitment, development, training, and compensation and benefits administration. These measures aim to motivate and retain employees, mitigating risks associated with personnel recruitment. Furthermore, the company has diversified its recruitment and selection channels, including employee referrals, job websites, social media, and headhunters, to attract qualified candidates who meet the company's requirements. Moreover, systems such as Transportation Management System (TMS), management systems, and GPS vehicle tracking systems are implemented to support operations, reduce working hours, and streamline various operational processes within the company.

Risk-related consequences

Shortage of personnel in specialized positions affects the company's operations.

Risk 6 Risk of lower than estimated energy production

Related risk topics : Strategic Risk
• Climate change and disasters
ESG risks : Yes

Risk characteristics

The company operates a business of selling electricity generated from solar cells (alternative energy) through The Megawatt Public Company Limited. Due to natural factors affecting the intensity of sunlight and technical problems in the electricity generation system, which directly affect the electricity generation capacity of solar cells, the company has less electricity for sale than expected.

Risk-related consequences

Electricity sales revenue did not meet the target.

Risk 7 Risk from changes in government policies

Related risk topics : Strategic Risk
• Government policy
ESG risks : Yes

Risk characteristics

Changes in measures to promote renewable electricity generation, requirements for electricity trading permits, requirements for factory licenses (Factory Act B.E. 2535 (1992)), etc.

Risk-related consequences

Electricity sales revenue did not meet the target.

Risk 8 Drought Risk

Related risk topics : Strategic Risk
• Climate change and disasters
ESG risks : Yes

Risk characteristics

As Thepruttha Company Limited (a subsidiary) operates a business related to the distribution of raw water for tap water production to relevant agencies, the distributed raw water is primarily rainwater. Due to the current global warming situation, there has been a prolonged drought, with rainfall patterns deviating from their usual seasons. These changing weather conditions have resulted in raw water flowing into the company's reservoirs falling below the designated threshold. Additionally, the continuous rise in temperature directly impacts the evaporation of raw water in the company's reservoirs. The increase in the number of operators in the raw water distribution business has directly affected water route allocation, resulting in a lower-than-expected volume of raw water flowing from water sources.

Risk-related consequences

Revenue from the sale of raw water did not meet the target.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

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 : Yes

The company recognizes the importance of stakeholder engagement. We are committed to effectively managing business processes and support activities within the business value chain to achieve our goal of becoming a sustainable and growing organization. This will maximize benefits for all stakeholders. The company communicates with stakeholders regularly to build understanding on issues of interest and to gather feedback for improvement and development within the company's business planning process.

In 2024, the company will review its stakeholder engagement operations, including identifying and prioritizing key stakeholder groups comprehensively throughout the business chain. The company will also seek ways to effectively and appropriately respond to stakeholder expectations and concerns. This will lead to the planning of criteria for prioritization and the development of guidelines for stakeholder engagement. The company has analyzed the effectiveness and determined the linkage of stakeholders from activities within the value chain, which consists of primary activities and support activities

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)

Research and development policy (R&D) (Yes/No) : No

Information on process of developing and promoting the company's innovation culture

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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