



บริษัท บี จิสติกส์ จำกัด (มหาชน)  
BEGISTICS PUBLIC COMPANY LIMITED

## ESG Performance Report for Listed Companies in 2025

**BEGISTICS PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2025



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# ESG Performance

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

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## 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.

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

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

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

-

### Information on compliance with environmental 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),  
Thailand Greenhouse Gas Management Organization (TGO),  
Thailand Greenhouse Gas Management Organization (TGO)

**Information on other environmental management**

Plans, performance, and outcomes related to other environmental management

-

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

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

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

## Energy management

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

|  |   |         |
|--|---|---------|
| Boundary type                          | : | Company |
| Total number of disclosure boundaries  | : | -       |
| 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 and fuel consumption by 50% in 2027.

##### Long-term goals

- - Reduce electricity and fuel consumption by 70% in 2032.

#### 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.
- 5) The campaign encourages company executives and employees to use public transportation or electric vehicles.

### Information on setting goals for managing energy

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

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

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

In 2025, the company implemented a policy requiring all its executives to switch from using fuel-powered personal vehicles to electric vehicles.

## Information on electricity management

### Company's electricity consumption <sup>(\*)</sup>

|  | 2023       | 2024       | 2025      |
|--|------------|------------|-----------|
| <b>Total electricity consumption within the organization (Kilowatt-Hours)</b>  | 158,010.64 | 125,594.00 | 77,926.00 |
| Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)   | 158,010.64 | 125,594.00 | 77,926.00 |
| Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)                                      | 0.00       | 0.00       | 0.00      |
| Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year) | 963.48     | 951.47     | 1,236.92  |

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

### Electricity Consumption Intensity

|   | 2023         | 2024       | 2025        |
|---|--------------|------------|-------------|
| Intensity of total electricity consumption within the organization (Kilowatt-Hours / m <sup>2</sup> ) | 106.98079000 | 0.00000000 | 85.03316827 |

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

|   | 2023       | 2024       | 2025       |
|---|------------|------------|------------|
| Total electricity expense (Baht)  | 899,605.20 | 715,046.88 | 357,260.73 |
| Percentage of total electricity expense to total expenses (%) <sup>(**)</sup> | 0.13       | 0.15       | 0.03       |

|  | 2023     | 2024     | 2025     |
|--|----------|----------|----------|
| Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>                    | 0.12     | 0.16     | 0.06     |
| Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year) | 5,485.40 | 5,417.02 | 5,670.81 |

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

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

## Information on fuel management

### Company's fuel consumption

|                                   | 2023       | 2024       | 2025      |
|-----------------------------------|------------|------------|-----------|
| Jet fuel (Litres)                 | 0.00       | 0.00       | 0.00      |
| Diesel (Litres)                   | 873,921.39 | 419,194.52 | 17,147.90 |
| 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) | 354,245.28 | 159,410.38 | 0.00      |
| 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<sup>(\*)</sup>

|                           | 2023          | 2024          | 2025      |
|---------------------------|---------------|---------------|-----------|
| Total fuel expense (Baht) | 34,900,412.09 | 16,442,156.38 | 77,926.00 |

|   | 2023 | 2024 | 2025 |
|---|------|------|------|
| Percentage of total fuel expense to total expenses<br>(%) <sup>(**)</sup> | 5.21 | 3.45 | 0.01 |
| Percentage of total fuel expense to total revenues<br>(%) <sup>(**)</sup> | 4.65 | 3.78 | 0.01 |

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

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

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

### Energy Consumption

|  | 2023       | 2024       | 2025      |
|--|------------|------------|-----------|
| Total energy consumption within the organization<br>(Megawatt-Hours) | 158,010.64 | 125,594.00 | 77,926.00 |

### Energy Consumption Intensity

|   | 2023         | 2024       | 2025        |
|---|--------------|------------|-------------|
| Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup> | 0.21055319   | 0.28871719 | 0.13626097  |
| Intensity of total energy consumption within the organization (Megawatt-Hours / m <sup>2</sup> )  | 106.98079000 | 0.00000000 | 85.03316827 |

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

## Water management

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

Boundary type : Company  
Total number of disclosure boundaries : -  
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

-

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : No

#### Details of setting goals for water management

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : No

-

### Information on water management

#### Water withdrawal by source

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

|   | 2023 | 2024 | 2025 |
|---|------|------|------|
| <b>Total water withdrawal (Cubic meters)</b>  | 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) <sup>(*)</sup> | 0.00 | 0.00 | 0.00 |

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

#### Water discharge by destinations

|   | 2023 | 2024 | 2025 |
|---|------|------|------|
| Percentage of treated wastewater (%)                      | 0.00 | 0.00 | 0.00 |
| <b>Total wastewater discharge (cubic meters)</b>          | 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

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total water consumption (Cubic meters) | 0.00 | 0.00 | 0.00 |

#### Recycled water consumption

|   | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total recycled water for consumption (Cubic meters) | 0.00 | 0.00 | 0.00 |

#### Water Consumption Intensity

|  | 2023       | 2024       | 2025       |
|--|------------|------------|------------|
| Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup> | 0.00000000 | 0.00000000 | 0.00000000 |
| Intensity of total water consumption (Cubic meters / m <sup>2</sup> )  | 0.00000000 | 0.00000000 | 0.00000000 |

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

#### Water withdrawal expenses

|   | 2023 | 2024 | 2025 |
|---|------|------|------|
| <sup>(1)</sup><br><b>Total water withdrawal expense (Baht)</b>                    | 0.00 | 0.00 | 0.00 |
| Total water withdrawal expense from third-party water (Baht)                      | 0.00 | 0.00 | 0.00 |
| Total water withdrawal expense from other sources (Baht)                          | 0.00 | 0.00 | 0.00 |
| Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup> | 0.00 | 0.00 | 0.00 |
| Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup> | 0.00 | 0.00 | 0.00 |

|   | 2023 | 2024 | 2025 |
|---|------|------|------|
| Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year) | 0.00 | 0.00 | 0.00 |

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

Remark: <sup>(1)</sup> 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

#### Details of setting goals for waste management

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

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

-

### Information on waste management

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

|                                   | 2023 | 2024 | 2025 |
|-----------------------------------|------|------|------|
| Total waste generated (Kilograms) | 0.00 | 0.00 | 0.00 |

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
| <b>Total non-hazardous waste (kilograms)</b>   | 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 |
| <b>Total hazardous waste (kilograms)</b>   | 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 |
| Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>     | 0.00 | 0.00 | 0.00 |
| Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup> | 0.00 | 0.00 | 0.00 |
| Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>     | 0.00 | 0.00 | 0.00 |

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

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

## Waste reuse and recycling

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
| <b>Total reused/recycled waste (Kilograms)</b>         | 0.00 | 0.00 | 0.00 |
| <b>Reused/Recycled non-hazardous waste (Kilograms)</b> | 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 |
| <b>Reused/Recycled hazardous waste (Kilograms)</b>     | 0.00 | 0.00 | 0.00 |
| Reused hazardous waste (Kilograms)                     | 0.00 | 0.00 | 0.00 |
| <b>Recycled hazardous waste (Kilograms)</b>            | 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 : No  
goals

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

#### Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas : Yes  
management

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

|   | 2023      | 2024       | 2025      |
|---|-----------|------------|-----------|
| <b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>              | 84,529.00 | 331,545.35 | 45,011.35 |
| Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent) | 84,529.00 | 331,545.35 | 45,011.35 |
| Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent) | 0.00      | 0.00       | 0.00      |
| Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent) | 0.00      | 0.00       | 0.00      |

### Greenhouse Gas Emissions Intensity

|  | 2023       | 2024       | 2025       |
|--|------------|------------|------------|
| Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) <sup>(*)</sup> | 0.112637   | 0.762161   | 0.078707   |
| Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)                              | 515.42     | 2,511.71   | 714.47     |
| Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m <sup>2</sup> )  | 0.00000000 | 0.00000000 | 0.00000000 |

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

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

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

Verification of the company's greenhouse gas : No  
emissions

## Information on reduction and absorption of greenhouse gas

### Reduction of Greenhouse Gas

|  | 2023      | 2024       | 2025      |
|--|-----------|------------|-----------|
| <b>Total reduced GHG (Metric tonnes of carbon dioxide equivalent)</b>          | 84,532.31 | 331,545.35 | 45,011.35 |
| Climate Care Platform reduced GHG (Metric tonnes of carbon dioxide equivalent) | 0.00      | 0.00       | 0.00      |
| Care the Bear Project (Metric tonnes of carbon dioxide equivalent)             | 84,532.31 | 331,545.35 | 45,011.35 |
| Care the Whale Project (Metric tonnes of carbon dioxide equivalent)            | 0.00      | 0.00       | 0.00      |

### Absorption and removal of Greenhouse Gas

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
| <b>Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)</b> | 0.00 | 0.00 | 0.00 |
| Care the Wild Project (Metric kilograms of carbon dioxide equivalent)                    | 0.00 | 0.00 | 0.00 |

**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

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## Human rights

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

#### Social and human rights policy and guidelines

- Social and human rights policy and guidelines : Yes
- Social and human rights guidelines : Employee Rights, 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, : Yes  
 guidelines, and/or goals over the past year

Changes in social and human rights policies, : Employee Rights, Migrant/foreign labor, Child Labor, Safety  
 guidelines, and/or goals and occupational health at work, Non-discrimination

**Guidelines on Forced Labor:** The company will not engage in or support forced labor in any form, and will not demand or accept any security deposits, identification cards, or identification documents from employees, whether upon commencement of employment, recruitment, or as a condition of employment, except where otherwise exempted by law. This includes physical punishment, threats of violence, or any other form of physical, sexual, psychological, or verbal abuse as a disciplinary measure or control; it does not restrict freedom of movement, deprive employees of other rights and benefits, or deny them basic necessities for survival.

**Guidelines on Child Labor:** The company will not employ or support the employment of children under the legal age, and will not allow or support the use of child labor in work that is hazardous to health or in environments that may endanger their health and safety.

**Guidelines on Female Labor:** The company will not assign female employees work that is hazardous to their health or body as defined by law. Furthermore, the company will ensure that pregnant female employees work in environments that are not hazardous to their health and safety during pregnancy. The company will not terminate, demote, or reduce the benefits of female employees because of pregnancy.

**Guidelines on Legal Employment of Foreign Workers:** The company conducts its business ethically and responsibly, especially regarding the employment of foreign workers. The company provides clear, written employment contracts, fair wages with documented payment records, and safe working conditions to enhance competitiveness.

**Practice of Equal Opportunity:** The recruitment and selection of employees must consider the required qualifications for each position. Employment, compensation, benefits, promotion opportunities, and job transfers must not be discriminatory based on any difference. There will be no termination, retirement, or interference with the rights or practices of employees based on any difference. The company will provide comprehensive, equitable, and non-discriminatory employee development, considering the suitability of each position and offering equal opportunities for career advancement. Performance evaluations will be transparent and transparent to enable employees to improve their performance.

**Practice of Environmental and Safety:** The company is committed to ensuring all employees work to the highest standards, in compliance with relevant laws and regulations, to minimize accidents and injuries, promote suitable employment conditions, and maintain a safe working environment to ensure a good quality of life and healthy physical and mental well-being. The company prioritizes high standards of occupational health and safety. We are committed

to preventing accidents, injuries, and work-related illnesses during employment, under the protection and fair treatment based on social principles and in accordance with the provisions of labor laws concerning labor protection, labor welfare, labor relations, occupational safety, health, and the working environment, and related regulations, which will be reviewed, developed, and improved as appropriate.

**Practices on Preventing Violence: Threats, and Abuse:** The company prohibits all forms of violence, threats, and harassment against any person. The company promotes a respectful working environment and has measures in place to prevent its employees from being harassed or sexually abused through verbal abuse, gestures, physical contact, or any other means, including violence against women. If an employee is threatened and/or sexually abused, the company will strictly enforce disciplinary action against the offender in accordance with the company's employment regulations.

**Practices on Human Trafficking:** The company conducts its business with high ethics and responsibility, particularly prohibiting all activities related to human trafficking. All employees are hired voluntarily, not through coercion, kidnapping, or intimidation. The company supports a good working environment for all employees from employment to termination of employment, as required by law, to ensure that all employees are well cared for according to company policy.

**Practices on Working Hours:** The company clearly specifies the normal start and end times for employees and provides appropriate working hours, including overtime, as required by law. Accurate and systematic timekeeping is maintained. Break times and meal times are designated during work hours. Employees are granted appropriate leave entitlements as stipulated by law, such as annual leave, personal leave, and others. Traditional holidays as legally required are also provided.

**Regarding compensation:** the company pays employees fair wages, compensation, overtime, and various benefits as required by law. Employees are provided with written information detailing their total wages and compensation for each period, including severance pay and other benefits they are legally entitled to. Employees are also provided with social security and other benefits as required by law.

## 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

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
| <b>Total number of cases or incidents of significant legal or social and human rights violations (cases)</b> | 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 partners 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 by the Company in the past year : Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Child labor, Safety and occupational health at work

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 2025, 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 and labor management goals? : No

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

#### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : No

## Information on employment

### Employment

|   | 2023   | 2024   | 2025   |
|---|--------|--------|--------|
| <b>Total Employment (Person)</b>                | 164    | 132    | 63     |
| Percentage of employees to total employment (%) | 100.00 | 100.00 | 100.00 |
| <b>Total employees (persons)</b>                | 164    | 132    | 63     |
| Male employees (persons)                        | 120    | 93     | 29     |
| Percentage of male employees (%)                | 73.17  | 70.45  | 46.03  |
| Female employees (persons)                      | 44     | 39     | 34     |
| Percentage of female employees (%)              | 26.83  | 29.55  | 53.97  |

### Number of employees categorized by position

|  | 2023  | 2024  | 2025  |
|--|-------|-------|-------|
| Total number of employees in operational level (Persons) | 148   | 117   | 45    |
| Percentage of employees in operational level (%)         | 90.24 | 88.64 | 71.43 |
| Total number of employees in management level (Persons)  | 12    | 10    | 14    |
| Percentage of employees in management level (%)          | 7.32  | 7.58  | 22.22 |
| Total number of employees in executive level (Persons)   | 4     | 5     | 4     |
| Percentage of employees in executive level (%)           | 2.44  | 3.79  | 6.35  |

### Number of male employees categorized by position

|   | 2023  | 2024  | 2025  |
|---|-------|-------|-------|
| Total number of male employees in operational level (Persons) | 113   | 87    | 25    |
| Percentage of male employees in operational level (%)         | 94.17 | 93.55 | 86.21 |
| Total number of male employees in management level (Persons)  | 6     | 5     | 2     |
| Percentage of male employees in management level (%)          | 5.00  | 5.38  | 6.90  |
| Total number of male employees in executive level (Persons)   | 1     | 1     | 2     |
| Percentage of male employees in executive level (%)           | 0.83  | 1.08  | 6.90  |

#### Number of female employees categorized by position

|   | 2023  | 2024  | 2025  |
|---|-------|-------|-------|
| Total number of female employees in operational level (Persons) | 35    | 30    | 20    |
| Percentage of female employees in operational level (%)         | 79.55 | 76.92 | 58.82 |
| Total number of female employees in management level (Persons)  | 6     | 5     | 12    |
| Percentage of female employees in management level (%)          | 13.64 | 12.82 | 35.29 |
| Total number of female employees in executive level (Persons)   | 3     | 4     | 2     |
| Percentage of female employees in executive level (%)           | 6.82  | 10.26 | 5.88  |

#### Significant changes in the number of employees

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

### Employment of workers with disabilities

|  | 2023  | 2024  | 2025   |
|--|-------|-------|--------|
| <b>Total employment of workers with disabilities ( persons)</b>                  | 120   | 131   | 63     |
| Percentage of disabled workers to total employment (%)                           | 73.17 | 99.24 | 100.00 |
| <b>Total number of employees with disabilities (Persons)</b>                     | 1     | 0     | 0      |
| Total male employees with disabilities (persons)                                 | 1     | 0     | 0      |
| Total female employees with disabilities (persons)                               | 0     | 0     | 0      |
| Percentage of disabled employees to total employees (%)                          | 0.61  | 0.00  | 0.00   |
| <b>Total number of workers who are not employees with disabilities (persons)</b> | 119   | 131   | 63     |
| <b>Contributions to empowerment for persons with disabilities fund</b>           | Yes   | Yes   | No     |

### Information on compensation of employees

#### Employee remuneration by gender

|   | 2023          | 2024          | 2025          |
|---|---------------|---------------|---------------|
| <b>Total employee remuneration (baht)</b>           | 36,539,966.15 | 35,113,022.67 | 32,374,437.39 |
| Total male employee remuneration (baht)             | 19,663,102.44 | 16,418,418.25 | 14,633,806.85 |
| Percentage of remuneration for male employees (%)   | 53.81         | 46.76         | 45.20         |
| Total female employee remuneration (baht)           | 16,876,863.71 | 18,694,604.42 | 17,740,630.54 |
| Percentage of remuneration for female employees (%) | 46.19         | 53.24         | 54.80         |

|  | 2023       | 2024       | 2025       |
|--|------------|------------|------------|
| Average of remuneration of employees<br>(Baht/persons)                         | 222,804.67 | 266,007.74 | 513,879.95 |
| Average of remuneration for male employees<br>(Baht/persons)                   | 163,859.18 | 176,542.13 | 504,614.00 |
| Average of remuneration for female employees<br>(Baht/persons)                 | 383,565.07 | 479,348.82 | 521,783.24 |
| Rate of average of remuneration between female<br>employees and male employees | 2.34       | 2.72       | 1.03       |

## Information on provident fund management

### Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The company has established a provident fund. The company has selected fund managers who manage investments responsibly, by adhering to investment governance principles as a guideline to achieve the best long-term benefits for the company's employees, as the provident fund is considered a retirement savings fund for employees. Furthermore, it encourages fund management companies to grant employees the right to choose savings plans that align with each employee's individual savings objectives and campaigns to promote employees' enrollment as members of the provident fund.

In this regard, the company supports its provident fund committee to attend training with Provident Fund Thaimankong Master Pool Fund PCL . Krungthai Asset Management, to gain knowledge and understanding in selecting investment policies.

### Overview of methods for determining employee and employer contribution Rates

Employees contribute to the provident fund every time wages are paid, with the company contributing to the provident fund at the following rates:

| Number of years<br>(from the date of joining the<br>fund) | Employee's contribution rate<br>(% of wages) | Employer's contribution rate<br>(% of wages) |
|---|--|--|
| Less than 3 years   | 3-15 %                                       | 3 %  |
| 3 years but less than 6 years                             | 3-15 %                                       | 4 %  |
| 6 years or more   | 3-15 %                                       | 5 %  |

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : Yes

**Participation in provident fund membership**

**Details of provident fund participation**

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

|  | 2023   | 2024   | 2025   |
|--|--------|--------|--------|
| Number of employees eligible to participate in PVD (persons) | 164    | 132    | 62     |
| Number of employees joining in PVD (persons)                 | 76     | 26     | 25     |
| Number of PVD members / Total employees (%)                  | 46.34  | 19.70  | 39.68  |
| Number of PVD members / Total eligible employees (%)         | 100.00 | 100.00 | 100.00 |

**Amount of provident fund**

|   | 2023         | 2024         | 2025         |
|---|--------------|--------------|--------------|
| Total amount of provident fund contributed by employer (baht) | 781,666.00   | 746,852.00   | 5,948,660.00 |
| Total amount of provident fund contributed by employee (baht) | 1,618,956.00 | 1,553,743.00 | 1,466,220.00 |

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

| Company name | Employees participating in PVD (Yes/No) | Total number of employees (persons) | Number of employees eligible to participate in PVD (persons) | Number of employees joining in PVD (persons) | Number of PVD members / Total employees (%) | Number of PVD members / Total eligible employees (%) |
|--------------|---|-------------------------------------|--|--|---|--|
|--------------|---|-------------------------------------|--|--|---|--|

| Company name                     | Employees participating in PVD (Yes/No) | Total number of employees (persons) | Number of employees eligible to participate in PVD (persons) | Number of employees joining in PVD (persons) | Number of PVD members / Total employees (%) | Number of PVD members / Total eligible employees (%) |
|----------------------------------|---|-------------------------------------|--|--|---|--|
| BEGISTICS PUBLIC COMPANY LIMITED | Yes                                     | 63                                  | 62   | 25   | 39.68                                       | 100.00   |

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

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Initiatives to encourage employees to achieve sufficient retirement savings, Providing education or information on selecting appropriate investment policies

### Initiatives to encourage employees to achieve sufficient retirement savings

The company provides a provident fund welfare to promote savings and as security for employees and their families in cases of employee death, retirement, or resignation from the company. The company arranged for representatives from the fund manager. PLC . Krungthai Asset Management, Thai Munkong Master Pool Fund to provide training and knowledge to the company's employees regarding new investment plans.

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

The company arranges for Representatives from the fund manager a Public Company Limited . Krungthai Asset Management Thai Man Khong Master Pool Fund participates to provide training and knowledge to the company's employees on new investment plans annually, at least once a year. This involves sending emails to notify all directors, executives, and employees in advance, as well as sending messages to the office LINE group.

## Information on employee development

### Employee training and development

|  | 2023 | 2024 | 2025  |
|--|------|------|-------|
| Employee development plans as part of annual performance reviews | Yes  | Yes  | Yes   |
| Average employee training hours (Hours / Person / Year)          | 6.10 | 9.50 | 12.50 |

|  | 2023       | 2024       | 2025       |
|--|------------|------------|------------|
| Total amount spent on employee training and development (Baht)                       | 355,773.00 | 349,660.00 | 270,562.00 |
| Percentage of training and development expenses to total expenses (%) <sup>(*)</sup> | 0.000531   | 0.000734   | 0.000235   |
| Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>  | 0.000474   | 0.000804   | 0.000473   |

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

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

### Statistic of accident and injuries of employees from work

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

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

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

## Information on promoting employee relations and participation

### Employee engagement

|  | 2023  | 2024  | 2025  |
|--|-------|-------|-------|
| Total number of employee turnover leaving the company voluntarily (persons)        | 32    | 75    | 16    |
| Total number of male employee turnover leaving the company voluntarily (persons)   | 25    | 67    | 11    |
| Total number of female employee turnover leaving the company voluntarily (persons) | 7     | 8     | 5     |
| Proportion of voluntary resignations (%)   | 19.51 | 56.82 | 25.40 |
| Percentage of male employee turnover leaving the Company voluntarily (%)           | 78.13 | 89.33 | 68.75 |
| Percentage of female employee turnover leaving the Company voluntarily (%)         | 21.88 | 10.67 | 31.25 |
|  | 2023  | 2024  | 2025  |
| 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

Reference link for responsible sales and marketing policy and guidelines :

Page number of the reference link :

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

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

### Information on customer management plan

#### Customer management plan

Company's customer management plan : Yes

Customer management plan implemented by the company in the past year : Responsible production and services for customers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

Customer satisfaction is our priority, ensuring excellent service by treating customers fairly and appropriately, providing complete and accurate information about products and services without distortion, and conducting customer satisfaction surveys to continuously improve services. The company is also committed to building long-term relationships and partnerships with customers based on honesty, trust, and confidence. This is achieved by taking responsibility, being attentive, and prioritizing customer problems and needs. All management and employees are required to adhere to the following measures:

- Committed to offering and delivering products and services that meet standards and customer needs.
- Adhering to all terms and conditions agreed upon with customers to the best of our ability.
- Offering fair and equitable pricing and terms to customers within the same customer group.
- Providing accurate and truthful information regarding the features and quality of products and services to build trust and fairness with customers.
- Being prepared to answer customer questions, handle complaints, provide advice, and follow up on issues reported by customers.

- A publicly disclosed data protection policy and procedures relating to the group of subsidiaries demonstrate transparency in operations. This is managed under a dedicated unit responsible for protecting customer data, and the framework of operations is consistent with the Personal Data Protection Act (PDPA).

## 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

|   | 2023 | 2024 | 2025 |
|---|------|------|------|
| Evaluation results of customer satisfaction | Yes  | Yes  | Yes  |

### Channels for receiving complaints from customers/consumers

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

Telephone : 02-096-4999

Fax : -

Email : [whistleblowing@begistics.co.th](mailto: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 goals : No

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

#### Performance and outcomes of community and social management

Performance and outcomes of community and  
social management : No

### Benefit from implementing social development project

#### Financial benefits

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

#### Non-financial benefits

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

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# ESG Performance

Company Name : BEGISTICS PUBLIC COMPANY LIMITED      Symbol : B

Market : SET      Industry Group : Services      Sector : Transportation & Logistics

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## 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 operating standards in accordance with good corporate governance principles, adhering to corporate governance and recognizing the importance of good corporate governance, which will enhance the organization's competitiveness in both the short and long term. This serves as a guideline for business operations and a standard for all directors, executives, and employees to strictly adhere to in performing their duties. The Board of Directors has established various policies and a code of conduct in writing, including the governance policy based on the principles of good corporate governance for listed companies (Corporate Governance or CG Code) issued by the Securities and Exchange Commission, to guide the company's operations. The company's corporate governance policy comprises 8 key principles as follows:

#### [Principle 1: Recognize the role and responsibilities as the highest organizational leader who creates sustainable value for the enterprise.](#)

The Board of Directors clearly defines the duties and responsibilities of the Board of Directors and sub-committees, separate from the duties and responsibilities of management. This is done in consideration of the company's regulations, bylaws, and good corporate governance guidelines, as well as changing business environments. This is formalized in the Corporate Governance Policy and Code of Conduct for directors, executives, and employees of the company, including the preparation of charters for the Board of Directors and all sub-committees. These practices specify the general composition and qualifications, specialized knowledge and expertise of directors necessary for the organization, qualifications of independent directors, terms of office and cessation of office, operating principles of the Board of Directors, scope of authority and responsibilities, meetings, and voting procedures at meetings of the Board of Directors and sub-committees.

#### [Principle 2: Define the primary objectives and goals of the enterprise for sustainability.](#)

The Board of Directors establishes business guidelines, long-term strategic plans, operational plans and budgets, annual staffing levels, and key business objectives to ensure that various operational strategic plans can respond to rapidly changing business environments. Furthermore, potential risks in various areas are assessed to define measures at both the organizational and operational levels to mitigate these risks. This is aimed at focusing on developing and building upon the organization's fundamental factors to enhance competitiveness, with primary objectives and goals aligned with creating value for the company, customers, stakeholders, and society as a whole, and fostering sustainable economic growth.

#### [Principle 3: Strengthen an effective Board of Directors.](#)

The Board of Directors defines the structure of the Board, including the number of directors and an appropriate proportion of independent directors relative to the company's size, covering the composition structure and qualifications of the nomination and selection committee members. The company has appointed a total of 4 sub-committees to assist in reviewing and screening matters before presenting them to the Board of Directors for approval.

#### [Principle 4: Recruit and develop senior executives and manage human resources.](#)

The Board of Directors establishes a policy for the recruitment of qualified Chief Executive Officers and senior executives. Both external and internal candidates may be considered for these positions. The purpose of the Board's policy is to ensure suitability for the company's situation and to prepare internal personnel to assume duties in the event that a senior executive is unable to complete their term of office or a position becomes vacant for any other reason, thereby reducing risks or impacts from a lack of management continuity. Therefore, the company has developed a succession plan. Suitable individuals will be selected by the Nomination and Remuneration Committee or by management according to the company's established recruitment and selection criteria and procedures.

**Principle 5: Promote innovation and responsible business operations.**

The company is committed to caring for all stakeholder groups, including shareholders, customers, business partners, competitors, employees, creditors, government agencies, as well as the community and society, ensuring they receive their legal rights and fair treatment from the company's operations. The Board of Directors has established policies and guidelines for dealing with stakeholders to serve as a reference for operations, such as fair treatment of labor, oversight to prevent infringement of intellectual property and copyrights, fair treatment of business partners or competitors, fostering awareness and considering potential impacts of the company's operations on the community, society, and environment, etc. The Board of Directors will consider processes to promote cooperation between the company and stakeholders in building financial stability and business sustainability, as well as providing effective communication channels with each stakeholder group, including measures and channels for receiving tips or complaints from employees and stakeholders regarding illegal acts, ethical breaches, or behaviors that may indicate fraud or corruption by individuals within the organization.

**Principle 6: Ensure appropriate risk management and internal control systems.**

The Board of Directors ensures the establishment of a comprehensive risk management system covering all relevant aspects, including risk factors related to vision, goals, business strategy, finance, and other operational areas. This involves considering the likelihood of risks, the severity of their potential impact, and clearly defining preventive and corrective measures and responsible parties. Additionally, reporting and evaluation measures are established. A Risk Management Committee has been appointed to closely oversee risk management in conjunction with the risk working group and continuously report performance to the Board of Directors. The system is reviewed or the effectiveness of risk management is assessed at the departmental level quarterly and at the organizational level at least once a year, or whenever significant changes in risk levels are identified.

**Principle 7: Maintain financial credibility and information disclosure.**

The company will disclose important information, both financial and non-financial, accurately, completely, timely, and transparently through channels that shareholders, investors, as well as those who need to use the information, and the general public can access equally and reliably. Furthermore, the company mandates oversight of directors, executives, and individuals with inside information to prevent unfair trading of securities. The company has established policies and regulations prohibiting individuals who possess and have knowledge of the company's inside information, which has not yet been disclosed to the public, from using such information for personal gain or for the benefit of others. Written guidelines have been established for directors, executives, and employees to reference in their work.

**Principle 8: Support shareholder engagement and communication.**

The company recognizes and emphasizes shareholder rights, stipulating that all actions must uphold the rights of shareholders as owners of the business through the exercise of their rights by attending ordinary/extraordinary general meetings of shareholders to vote on important agenda items. The Board of Directors encourages shareholders to exercise their rights and will not commit any acts that violate or infringe upon shareholder rights. Furthermore, the Board mandates regular monitoring of compliance with the corporate governance policy and good practices. The company publishes its corporate governance policy and code of conduct on its website. <https://www.begistics.co.th/corporate-governance-th/> under the topic of good corporate governance, for investors and/or interested parties and/or stakeholders to use as reference, as well as to communicate and publicize the corporate governance policy and

practices to all employees.

Reference link for the full version of corporate governance policy and guidelines : [https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy_2568.pdf)  
Page number of the reference link : 1-29

### **Policy and guidelines related to the board of directors<sup>(1)</sup>**

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 related to the board of directors

### **Nomination of directors**

#### **Director Recruitment**

The Nomination and Remuneration Committee is responsible for considering, screening, and selecting qualified directors for submission to the Board of Directors for consideration, in accordance with the criteria and methods for director recruitment, under an appropriate and verifiable process. This includes considering individuals with knowledge, abilities, and experience, as well as relevant factors such as age, gender, diversity in professional skills, and specialized expertise that would benefit the company, as criteria for director recruitment. Furthermore, candidates must meet the qualifications for being a director or an independent director as stipulated by the Public Limited Company Act, the Securities and Exchange Act, and other relevant laws and the company's regulations. Additionally, the Nomination and Remuneration Committee is responsible for evaluating the performance, qualifications, and suitability of directors whose terms have expired and who are eligible for re-election, for submission to the Board of Directors for approval, and subsequently to the Shareholders' Meeting for consideration and appointment as company directors.

#### **Recruitment of Top Executives**

For the selection of individuals to be appointed as senior executives, the Board of Directors assigns the Nomination and Remuneration Committee the duty of considering, screening, and recruiting senior executives. This is done in accordance with the criteria for considering, recruiting, and selecting individuals to hold senior executive positions in the company, its subsidiaries, or associated companies, as the case may be, and as appropriate under the law or the company's regulations, in alignment with the company's size, strategy, and policies. Currently, the company's Nomination and Remuneration Committee comprises 2 independent directors out of a total of 3 members, which is in line with good corporate governance principles. The Nomination Committee is responsible for considering and providing recommendations to the Board of Directors regarding suitable candidates for senior executive positions within the company, for the Board of Directors' consideration and appointment.

Reference link for Nomination of directors : [https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy_2568.pdf)  
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### **Determination of director remuneration**

The Nomination and Remuneration Committee has been assigned by the Board of Directors to consider and establish the policy for remuneration and other benefits for the Board of Directors, sub-committees, the Chief Executive Officer, and senior executives. This involves reviewing the appropriateness of current criteria, individual duties and responsibilities, performance, as well as the company's operational results. Adjustments are considered to ensure suitability when compared with the same industry, in order to ensure clarity and transparency, to attract and retain valuable directors for the company, and/or to propose criteria to the Board of Directors for approval and further submission to shareholders for consideration of such remuneration.

Reference link for Determination of director remuneration : [https://www.begistics.co.th/wp-content/uploads/2026/02/29.Board-Compensation-Policy\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/29.Board-Compensation-Policy_2568.pdf)

Page number of the reference link : 1-3

### **Independence of the board of directors from the management**

The company separates the roles and responsibilities between the Board of Directors and management and reserves the right to consider matters significant to business operations as the responsibility of the Board of Directors. This is to enable independent directors to serve as a crucial mechanism for good corporate governance, overseeing the interests of the company and its shareholders, by being able to balance the decision-making power of the entire board. This also includes having a conscience in performing duties, upholding correctness, and being able to express opinions independently in accordance with relevant criteria, without being under the influence of any individual or group. The Board of Directors has defined the definition and qualifications of independent directors in accordance with the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), specifically regarding shareholding not exceeding 0.5% (legally stipulated at 1%) of the total voting shares of the company, its subsidiaries, associated companies, major shareholders, controlling persons, and related parties of the independent director. Furthermore, the Board of Directors encourages good relationships between directors and management by fostering a culture of respecting each other's roles and responsibilities and collaborating according to good corporate governance principles.

Furthermore, if the board's decision is made under pressure from work duties or family, or if there is a conflict of interest in the matter, it would inevitably distort the decision to favor oneself, close associates, or for one's own benefit. The independence of directors is therefore a matter of utmost importance to consider in order to protect the interests of the company's shareholders. Directors who lack independence should not be entrusted with decision-making responsibilities.

Reference link for Independence of the board of directors from the management : [https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy_2568.pdf)

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### **Director development**

The company supports and encourages all members of the Board of Directors to pursue further education and training to enhance their knowledge and understanding of their roles and responsibilities as directors in efficient management and in accordance with good corporate governance principles. Currently, there are 5 directors who have completed training on the roles and responsibilities of directors in the Director Accreditation Program (DAP) and 2 directors in the Director Certification Program (DCP), organized by the Thai Institute of Directors Association (IOD). Details of the training history are provided in Annex 1.

Reference link for Director development : [https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy_2568.pdf)

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## Board performance evaluation

### Criteria

The Board of Directors mandates performance evaluations at least once a year, encompassing collective evaluations, self-assessments of sub-committees, and self-assessments of individual directors. This serves as a framework for setting standards, verifying duty performance, analyzing operational results, and comparing outcomes against the Board's charter. It also allows the Board to review its own performance, utilizing self-assessment guidelines from the Stock Exchange of Thailand and the Thai Institute of Directors (IOD) as a framework for scrutinizing the Board's operational duties, thereby reflecting genuine accountability for effective performance. The scores and feedback from the Board will be used to improve and develop the Board's performance each year, aiming for greater efficiency and effectiveness in its work. The Board's performance evaluation is divided into two formats as follows:

- (1) Collective Board Assessment
- (2) Individual Director Assessment (Self-Assessment)

### Process

The company conducts an annual performance evaluation of the Board of Directors to assess the performance of the past year. The Company Secretary is responsible for distributing the evaluation forms to each director for both collective and individual (self-assessment) evaluations. The results are then compiled and submitted to the Nomination and Remuneration Committee for the Board's performance evaluation. The evaluation results are subsequently discussed at the Board of Directors' meeting. Any suggestions received from the Board's performance evaluation will be utilized by the company to improve the effectiveness of the Board's work, aiming for maximum benefit in business operations.

In 2025, the Company Secretary distributed performance evaluation forms to all directors to assess the performance of the entire Board, as well as individual self-assessments of directors. The criteria and performance evaluation results can be categorized as follows:

**The evaluation results of the entire Board of Directors for the year 2025 showed an average score of 3.70.** Divided into 6 topics as follows:

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

**The evaluation results of the Audit Committee for the year 2025 showed an average score of 3.75.** Divided into 4 topics as follows:

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

**The evaluation results of the Risk Management Committee for the year 2025 showed an average score of 3.68.**

Divided into 4 topics as follows:

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

4. Reports of the Risk Management Committee

**The evaluation results of the Nomination and Remuneration Committee for the year 2025 showed an average score of 3.74.** 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, Duties, and Responsibilities of the Nomination and Remuneration Committee
4. Reports of the Nomination and Remuneration Committee

**The evaluation results of the Executive Board for the year 2025 showed an average score of 3.68.** Divided into 4 topics as follows:

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

**The self-assessment results of individual directors for the year 2025 showed an average score of 3.82.** 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, Duties, and Responsibilities of the Board of Directors
5. Relationship with the Board of Directors and Management

**The performance evaluation results of the Chief Executive Officer for the year 2025 showed an average score of 3.72.** Divided into 10 topics as follows:

1. Leadership
2. Strategy Formulation
3. Strategy Implementation
4. Planning and Financial Performance
5. Relationship with the Board of Directors
6. External Relationships
7. Administration and Relationship with Personnel
8. Succession Planning
9. Knowledge of Products and Services
10. Personal Attributes

The performance evaluation results for the Board of Directors, both collective and individual, for the year 2025, covering the topics of Board structure and qualifications, readiness to perform duties, performance of directors, relationship with management, self-development of directors and executive development, roles, duties, and responsibilities of the Board, and Board meetings, were found to be satisfactory.

Reference link for Board performance evaluation : [https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy_2568.pdf)

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

The Board of Directors establishes clear policies regarding the supervision of the management of subsidiaries and associated companies and strictly implements corporate governance policies. This is for the benefit of controlling and overseeing operations and coordinating benefits with other companies, including monitoring by regularly reporting

operational results to the Board of Directors, sub-committees, or assigned persons. Details are presented in topic 1.3 Shareholding Structure.

Reference link for Corporate governance of subsidiaries and associated companies : [https://www.begistics.co.th/wp-content/uploads/2026/02/20.Investment-and-Management-Policy-for-Subsidiaries-and-Associates\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/20.Investment-and-Management-Policy-for-Subsidiaries-and-Associates_2568.pdf)

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### **Succession Plan**

The company's board of directors oversees the development of a succession plan and a senior management development plan, particularly for the Chief Executive Officer (CEO), to ensure business continuity and strengthen the workforce's readiness for succession to key positions. The recruitment of the CEO and senior executives will follow a process overseen by the Nomination and Remuneration Committee, which considers both internal and external candidates. The company has established a policy and guidelines for the recruitment of the CEO and senior executives stating that qualified individuals from outside the company, or employees at the senior director level and above, may be considered for the CEO and senior executive positions to maximize benefits. Furthermore, the Nomination and Remuneration Committee is tasked with considering the criteria and methods for recruiting, developing, and evaluating the CEO and senior executives, with the following recruitment guidelines:

- The Nomination and Remuneration Committee, the CEO, and senior executives jointly plan the succession for senior executive positions, defining the skills, knowledge, abilities, and potential of potential successors.
- The Nomination and Remuneration Committee has established policies and criteria for selecting the CEO and a succession policy in the event of emergencies or the retirement of the CEO, with a clear and transparent recruitment process.
- The CEO oversees the training and development of senior executives. Succession planning is carried out through various methods, such as training, special assignments, and job rotations, to enhance necessary skills and prepare executives for succession.
- The Nomination and Remuneration Committee nominates qualified candidates to the Board of Directors for appointment as Chief Executive Officer and other senior executives. Progress reports and summaries of the senior executive succession plan are submitted to the Board of Directors at least once a year, and whenever significant changes occur.

Reference link for the other policy and guidelines : <https://www.begistics.co.th/wp-content>

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### **Composition of the committee.**

The Board of Directors shall consist of no fewer than five members, a number appropriate to the size of the company. This includes a Chairman, Vice-Chairman, and other directors. At least one-third, but no less than three, of the directors must be truly independent from management and free from any business relationships or other connections that could influence their independent judgment. Directors whose terms have expired may be re-elected. New directors must undergo orientation to understand the company's objectives, core goals, vision, mission, organizational values, business characteristics and operations, relevant regulations, good corporate governance policies, and other necessary information for effective performance.

The Chairman should be an independent director and not the same person as the Chief Executive Officer, nor hold positions on any sub-committees established to ensure clarity in the separation of duties and responsibilities. If the Chairman is not an independent director, more than half of the total number of directors

must be independent directors, or one independent director may be appointed to participate in determining the agenda of board meetings.

Reference link for the other policy and guidelines : [https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy_2568.pdf)

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### **Establishing a subcommittee.**

In order to comply with the principles of good corporate governance, to alleviate the burden on the Board of Directors, and to ensure thorough and careful scrutiny of key company operations, effective monitoring and oversight, and the authority to make decisions on certain important matters as delegated by the Board through the sub-committees structure, the Board of Directors has established four sub-committees: the Audit Committee, the Nomination and Remuneration Committee, the Risk Management Committee, and the Executive Committee. The scope of authority and responsibilities of each sub-committee have been clearly defined. The sub-committees will meet to evaluate their performance and review their charters at least once a year.

Reference link for the other policy and guidelines : [https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy_2568.pdf)

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### **Diversity of the board of directors.**

The company's board of directors has established a diversity policy in its structure. In the selection process for directors, diversity in various aspects will be considered, with a strong emphasis on the composition and qualifications of the board members. Consideration will be given to diversity in ethnicity, race, nationality, religion, age, educational background, professional experience, skills, and knowledge, without discrimination based on gender or other differences, or specific qualifications (Skill Matrix). All necessary qualifications will be considered equally and without prejudice to promote the effective functioning of the board.

Furthermore, the board of directors has set a target that at least 25% of the board members will be women, to promote gender equality and the role of women. By 2025, the company will achieve this target, with two women on the board, representing 25% of the total board membership.

Reference link for the other policy and guidelines : [https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy_2568.pdf)

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### **Orientation for new board members**

The company places great importance on conducting orientation for all new directors to ensure they are familiar with their roles, responsibilities, and understanding of the company's business and operations. To prepare them for their duties, the company has developed a Board Orientation Guideline, providing useful information for new directors, including arrangements for meetings with the Chairman, sub-committees, the Chief Executive Officer, and senior executives to learn about the company's business operations. The company has prepared the following information and procedures:

1. Information inviting new board members to assume their positions.

- Company history and business model
- Group company structure, organizational structure, major shareholder and director structure
- Director's compensation and benefits

- Financial position and performance for at least the past 3 years
- Responsibilities of the board of directors according to applicable laws

2. Information used for orientation upon appointment as a director by the shareholders' meeting.

- Legal Compliance Matters and Dispute Resolution
- Memorandum of Association and Articles of Incorporation
- Board Meeting Minutes and Meeting Schedule
- Corporate Governance Policy
- Anti-Corruption Policy
- Confidentiality and Insider Information Policy
- Risk Management Policy
- Code of Business Conduct
- Whistleblowing and Anti-Corruption Protection Policy
- No Gift Policy (Regarding Gifts, Entertainment, or Other Benefits)
- Conflict of Interest Policy

Reference link for the other policy and guidelines : [https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/34.Corporate-Governance-Policy_2568.pdf)

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*Remark: (1) The performance evaluation results for each committee and individual director in 2025, covering the topics of Board structure and qualifications, readiness to perform duties, directors' performance of duties, relationship with management, directors' self-development and executive development, roles, duties, and responsibilities of the Board of Directors, and Board meetings, were found to be satisfactory.*

### 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 prioritizes shareholders' rights, refraining from any actions which infringes upon or deprives shareholders of their rights. The company will promote shareholders' exercise of their rights and will not infringe upon or deprive shareholders of their rights, including fundamental rights such as receiving accurate, complete, appropriate, sufficient, and timely information, as well as participating in meetings and voting on matters related to the company's operations. This includes ordinary agenda items such as approving previous meeting minutes, approving annual financial statements, dividend payments, appointing company directors, and special agenda items such as capital reduction, capital increase, connected transactions, and fully expressing opinions. The Board of Directors has established a corporate governance policy in accordance with the principles of the Stock Exchange of Thailand, taking into account shareholders' rights beyond what is legally mandated. Details can be found on the company's website. <https://www.begistics.co.th/> In the section on good corporate governance, which can be summarized as follows:

1. The company has a policy not to obstruct or create barriers to facilitate communication among all shareholders.

2. The company grants shareholders the right to be informed of agenda items to be considered at the shareholders' meeting, along with supporting information for decision-making in advance of the meeting, to aid in their decision to attend the shareholders' meeting. The company must not add other agenda items requiring a vote that were not specified in the notice of the shareholders' meeting.
3. The company supports and encourages all shareholders, including institutional shareholders, to attend shareholders' meetings, taking into account the suitability of the meeting venue, travel, and meeting date for convenience of attendance.
4. The company provides opportunities for shareholders to propose agenda items or submit questions about the company in advance of the meeting. The company must inform shareholders through the news system of the Stock Exchange of Thailand, and also announce the established criteria and clearly specify the procedures for submitting such agenda items on the company's website, including submitting questions in advance of the meeting.
5. At the shareholders' meeting, if any director has a special interest in an agenda item, the company will specify that director's interest in the notice of the shareholders' meeting. At the shareholders' meeting, the Chairman will announce this before the consideration of the agenda item, and that director will not participate in the meeting or abstain from voting on that particular item.
6. The company prepares the minutes of the shareholders' meeting and publishes them on the company's website within 14 days from the meeting date, informing shareholders via the Stock Exchange of Thailand's website and the company's website.

For the 2025 Annual General Meeting of Shareholders, which was held as an e-Meeting, the company facilitated all shareholders by providing documents outlining the steps and methods for registering to attend the 2025 Annual General Meeting of Shareholders via electronic media (e-Meeting), including proxy documents attached to the invitation. Additionally, staff were provided to answer questions regarding system access from April 17, 2025, the start date for advance registration, until the completion of the 2025 Annual General Meeting of Shareholders on April 25, 2025, at 10:00 AM, at the company's office on the 28th floor of Thaniya Plaza Building, No. 52 Silom Road, Suriyawong, Bangrak, Bangkok 10500, which served as the meeting venue. Eight directors attended the meeting. A total of 32 shareholders and proxies attended the meeting, representing a total of 3,226,099,497 shares, or 39.95659969 percent of the total issued shares of 8,074,009,105 shares.

According to Section 98 of the Public Limited Company Act, the Board of Directors must convene an Annual General Meeting of Shareholders within 4 months from the end of the company's fiscal year (December 31st of every year). Any other shareholders' meetings apart from the Annual General Meeting of Shareholders shall be considered Extraordinary General Meetings of Shareholders.

On the day of the 2025 Annual General Meeting of Shareholders, the company opened the system for shareholders to log in to the e-meeting system from 9:00 AM. A video guide on how to join the meeting, including instructions on e-voting and asking questions via electronic media, was also provided to all attending shareholders.

The 2025 Annual General Meeting of Shareholders was attended by the Chairman of the Board, Vice Chairman of the Board, Chairman of the Audit Committee, Audit Committee members, Chairman of the Executive Committee, Chief Executive Officer, Chief Financial and Accounting Officer, Certified Public Accountant, legal advisors, and representatives from the Thai Investors Association. The Chairman of the Board presided over the meeting, conducting it fully in accordance with legal requirements.

Shareholders entitled to attend the 2025 Annual General Meeting of Shareholders must be shareholders on the Record Date, meaning shareholders must have purchased or held shares one business day before the XM (Excluding Meeting) sign. The Stock Exchange of Thailand will display the XM sign to shareholders in advance on its website. [www.set.or.th](http://www.set.or.th)

To allow shareholders sufficient time to consider the details of the notice of the shareholders' meeting, the Public Limited Company Act requires the company to send the notice of meeting at least 7 days before the meeting date, and the Stock Exchange of Thailand requires listed companies to send the notice of meeting at least 14 days in advance.

In 2025, the company provides an opportunity for all shareholders to propose agenda items and nominate individuals for election as company directors 3 months in advance, between October 6, 2025, and January 30, 2026, by informing shareholders via the Stock Exchange of Thailand's information system (SET link) and the company's website ( [www.begistics.co.th](http://www.begistics.co.th) ) in both Thai and English. Shareholders wishing to propose agenda items and/or nominate directors to the Board of Directors can download the forms from the company's website ( [www.begistics.co.th](http://www.begistics.co.th) ) Shareholders wishing to nominate individuals must submit a written nomination letter to the Board of Directors by the date specified by the company, along with proof of shareholding, a consent letter from the nominated individual, and supporting documents for qualification consideration.

The nominated individuals must possess qualifications and not have any prohibited characteristics under the Public Limited Company Act, and have the right to propose agenda items, along with supporting reasons for the proposal and accompanying documents for consideration. However, in 2025, no shareholder proposed any agenda items or nominated any individuals for consideration as company directors.

The company facilitates all shareholders, including institutional investors, to attend the shareholders' meeting. The company has implemented a barcode system for registration and vote counting for all agenda items, allowing advance registration at least 2 hours before the shareholders' meeting. Additionally, the Board of Directors jointly considers and establishes criteria for selecting agenda items and individuals for election as company directors. In cases where an item is included as an agenda item, the company will notify in the meeting invitation that it is an agenda item proposed by shareholders. The company emphasizes respecting the rights and equality of all shareholders. Therefore, the company has established a policy to facilitate and encourage the participation of all shareholders, including institutional investors, to enable and promote their involvement in shareholders' meetings, with the following practices:

#### **Before the Shareholders' Meeting**

1. Convene an Annual General Meeting of Shareholders within 120 days from the end of the fiscal year, and the company may hold other shareholders' meetings, referred to as Extraordinary General Meetings, as necessary and appropriate.
2. Disclose the resolutions of the Board of Directors' meeting regarding the scheduling of the Annual General Meeting or Extraordinary General Meeting, the agenda, and essential information related to the agenda items, through the Stock Exchange of Thailand's ("SET") information dissemination system (SET Link) immediately or no later than 9:00 AM on the next business day following the date of the Board of Directors' resolution.
3. Before the shareholders' meeting, the company will send the notice of meeting to shareholders in both Thai and English. The notice of meeting will specify the venue, date, and time of the meeting, the agenda items, the objectives, and reasons for each proposed agenda item, along with the Board of Directors' opinions, as well as sufficient supporting information for the meeting. These documents are sent to all shareholders whose names appear on the share register on the book closing date, to allow shareholders at least 14 days to study the information in advance of the meeting. The company also publishes the notice of the shareholders' meeting on its website at [www.begistics.co.th](http://www.begistics.co.th) and the website of the Stock Exchange of Thailand, including the delivery of documents at least 21 days before the meeting date. Except in urgent cases, the company will notify within a period not less than that prescribed by law.
4. Shareholders can propose matters for inclusion in the shareholders' meeting agenda and nominate qualified individuals for consideration as company directors before the meeting date, according to the criteria set by the company.
5. The Chairman of the meeting allocates time and encourages shareholders to express opinions and ask questions related to the company, including nominating individuals for election as company directors. Opportunities are also

provided for shareholders to submit questions in advance more than 3 months before the shareholders' meeting via the company's website or by sending them to Investor Relations / Company Secretary, B Logistics Public Company Limited, No. 52, Thaniya Plaza Building, 28th Floor, Silom Road, Suriyawong, Bangrak, Bangkok 10500, telephone 02-096 4999 ext. 3. The company has established clear criteria for submitting advance questions and has informed shareholders through the Stock Exchange's information dissemination system (SET Link) along with the delivery of the notice of the shareholders' meeting.

6. The Board of Directors sets the agenda for the shareholders' meeting in accordance with the law, which must include at least the following agenda items:

(1) Annual General Meeting

- To consider and approve the minutes of the previous shareholders' meeting.
  - To acknowledge the company's operating results for the past year.
  - To consider and approve the statement of financial position and statement of profit or loss for the fiscal year ended December 31 of the previous year.
- To consider and approve or abstain from the allocation of profits from the previous year's operations.
- To consider the election of directors to replace those retiring by rotation.
- To consider and approve the payment of directors' remuneration.
- To consider the appointment of auditors and determine their annual audit fees.
- For other agenda items, shareholders are given the opportunity to ask questions to allow the Board of Directors to answer inquiries on matters beyond the aforementioned agenda items, or for shareholders to provide suggestions on various topics of interest. However, in all such cases, no resolutions will be passed.

(2) Extraordinary General Meeting

- To consider and approve the minutes of the previous shareholders' meeting.
- In case of other agenda items, the company will provide complete and sufficient information.
- To consider important agenda items as proposed by the Board of Directors to the shareholders.

7. In case of cancellation, addition, or significant change to an agenda item, the company must notify the Stock Exchange at least 14 days before the Record Date ("RD") for shareholders entitled to attend the meeting or the Book Closing Date ("BC").

8. The company publishes the notice of the shareholders' meeting in a daily newspaper for at least 3 consecutive days and publishes it at least 7 days in advance of the meeting date.

9. Appoint the Company Secretary and Investor Relations to coordinate and facilitate communication between the company and investors and/or shareholders.

The company allows shareholders who cannot attend the meeting in person to appoint a shareholder representative or an independent director of the company, whom the company will nominate as a proxy to attend the meeting. This is done using a proxy form, which the company has provided in Types A, B, and C, along with the meeting invitation, and which can also be downloaded from the company's website. This includes informing about required documents or evidence and instructions for the proxy process. Proxy form Type B allows shareholders to specify their voting preferences for each agenda item.

### Shareholders' Meeting Day

1. The company facilitates shareholders in exercising their rights to attend and vote at meetings, refraining from any actions that limit equal opportunities for all shareholders to attend, and encourages shareholders, especially institutional investors, to participate in shareholders' meetings. It also provides sufficient reception staff to assist and ensure convenience.

2. Provide an opportunity for shareholders to register to attend the Annual General Meeting or Extraordinary General Meeting 2 hours before the meeting starts.

3. The company sets the date, time, and venue for the shareholders' meeting, taking into account the convenience of shareholders attending the meeting.

4. The company utilizes computer systems and/or barcodes for registration and vote counting to facilitate speed, accuracy, and reliability of information. Additionally, the company invites legal advisors to attend the meeting to witness the vote counting.
5. The company encourages shareholders to use ballot papers for each agenda item to ensure transparency and verifiability.
6. Facilitate shareholders who are unable to attend the meeting in person. The company includes proxy forms Type A, Type B, and Type C with the notice of the shareholders' meeting to facilitate shareholders who cannot attend in person. This allows shareholders to appoint a representative or an independent director appointed by the company as their proxy, acting as a representative of minority shareholders, or to appoint another person to attend and vote on their behalf, under the conditions specified in the proxy form, which are general legal conditions.
7. The company clarifies and explains to shareholders the criteria used for the shareholders' meeting and voting procedures clearly from the beginning of the meeting.
8. The company does not add agenda items beyond those specified in the notice of the shareholders' meeting or change important information without prior notification to shareholders.
9. The company's directors and executives attend the shareholders' meeting and provide opportunities for shareholders to ask questions, express opinions, and seek clarification from the Board of Directors, executives, or auditors on relevant agenda items.
10. The Chairman of the meeting conducted the meeting according to the agenda sequence specified in the notice of meeting, without changing the order of agenda items or requesting the meeting to consider any other matters not specified in the agenda.
11. The company provides an opportunity for shareholders to vote on the election of 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 it on the company's website to facilitate shareholders and interested external parties in viewing the held shareholders' meeting.
13. The Chairman provides opportunities for clarification and discussion on each agenda item, including allowing directors and shareholders equal rights to scrutinize the company's performance, as well as to inquire and express various opinions. The company records important issues in the minutes of the shareholders' meeting, which shareholders can review.
14. During the meeting, if additional shareholders join, the company will recount the number of shareholders and shares each time new shareholders join. Shareholders who join during the meeting can only vote on agenda items that have not yet been resolved. The Chairman will summarize the voting results for each agenda item for the meeting's acknowledgment.
15. Before voting on any agenda item, the Chairman provides an opportunity for shareholders to ask for details and clarifications. The Chairman, or the person assigned to conduct the meeting, will announce the voting results, specifying the number of shares voted "for," "against," "abstain," and invalid ballots. The exercise of voting rights to approve each agenda item will be based on a majority vote and as prescribed by law, using the "1 Share : 1 Vote" method, or 1 share equals 1 vote.

#### After the Shareholders' Meeting

1. The company announces the resolutions of the shareholders' meeting and the voting results for each agenda item on the day of the shareholders' meeting or, at the latest, by 9:00 AM on the next business day, through the Stock Exchange of Thailand's news system (SET LINK) for dissemination to investors.
2. The company records the meeting from start to finish and prepares comprehensive minutes of the meeting 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 (for both Annual General Meetings and Extraordinary General Meetings).

3. The company publishes the minutes of the shareholders' meeting on its website. [www.begistics.co.th](http://www.begistics.co.th) including notification through the Stock Exchange of Thailand's news system (SET LINK), specifically detailing the voting procedures and counting methods, as well as the results of votes, including "for," "against," "abstain," and invalid ballots, and all shareholders' comments and questions. The minutes of the shareholders' meeting have been published on the company's website ( [www.begistics.co.th](http://www.begistics.co.th) ) within 14 days after the meeting, in both Thai and English versions.
4. The company emphasizes the disclosure of accurate, complete, timely, and sufficient information to ensure that investors, shareholders, stakeholders, and the general public are informed through the communication channels of the Stock Exchange and the company's website. For any inquiries, comments, or suggestions, please contact "Investor Relations" at telephone 02-096 4999 press 3 or via email. [ir\\_investment@begistics.co.th](mailto:ir_investment@begistics.co.th) And for every comment and suggestion, the company will consider them to further improve and develop the company's operations.

## **Section 2: Equal Treatment of Shareholders**

To ensure that all shareholders, including executive and non-executive shareholders, Thai or foreign shareholders, major or minor shareholders, individual or institutional shareholders, receive equal and fair treatment, and to build confidence among shareholders that the Board of Directors and management will ensure the appropriate use of shareholders' funds, which is a crucial factor for investment confidence in the company. Therefore, the company must establish various governance measures to set guidelines that assure shareholders of the company's equal treatment of all shareholders. All shareholders will receive fundamental rights as shareholders without differentiation, with the following practices:

### **Providing information before the shareholders' meeting**

In 2025, the company held its Annual General Meeting of Shareholders, treating all shareholders equally, with details as follows:

1. The company provides shareholders with the right to propose matters for inclusion in the shareholders' meeting agenda and to nominate individuals for selection as directors at the Annual General Meeting of Shareholders, according to the criteria set by the company. In 2025, the company published a letter to shareholders via the stock exchange system to allow shareholders to propose matters for inclusion as agenda items and to nominate individuals for consideration for election as company directors through the nomination process, 3 months in advance of the Annual General Meeting of Shareholders. The company published this through the SET Link system of the Stock Exchange of Thailand and on the company's website at [www.begistics.co.th](http://www.begistics.co.th) for the Nomination and Remuneration Committee to consider, then present to the Board of Directors for consideration, before being included as an agenda item for the shareholders' meeting and for the election of directors to be proposed to the shareholders' meeting for approval.
2. The company provides an opportunity for shareholders to submit questions in advance of the meeting. Criteria for submitting advance questions have been established and published on the company's website.
3. The company establishes policies and guidelines for the use of inside information, addressing misuse of information and the use of inside information for securities trading, to prevent directors, executives, and employees from directly or indirectly seeking benefits from inside information. The company has communicated these policies and guidelines to everyone within the organization for compliance and regularly monitors their implementation.
4. The company prohibits all directors, executives, and employees from using material inside information that may affect the company's stock 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 strictly comply with the Securities and Exchange Act B.E. 2535, and the rules and regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand.
5. The company establishes written policies and guidelines for the preservation and prevention of the use of inside information, to serve as a guideline for everyone in the company to adhere to, and prohibits individuals with access to inside information from trading the company's securities within 1 month prior to the disclosure of quarterly and annual

financial statements.

6. The Board of Directors will conduct the shareholders' meeting according to the agenda items notified in the notice of meeting, and no additional agenda items will be introduced at the meeting without prior notification to shareholders, beyond what is specified in the notice of meeting, to ensure fairness to shareholders who do not attend. This is unless it is necessary for the company's benefit and strict compliance with relevant legal criteria has been observed.

7. For shareholders unable to attend the meeting in person, the company includes proxy forms Type A, Type B, and Type C with the notice of the shareholders' meeting to facilitate shareholders who cannot attend in person. This allows shareholders to appoint an independent director appointed by the company as their proxy, acting as a representative of minority shareholders, or to appoint another person to attend and vote on their behalf, under the conditions specified in the proxy form, which are general legal conditions.

8. The company requires its directors and executives, as defined by the Securities and Exchange Commission (SEC), to report their interests and conflicts of interest, and those of related persons, which are interests related to the management of the company or its subsidiaries. Upon first assuming a position as a director or executive in the company, they must report any changes in interest information according to the form approved by the Board of Directors to the Chairman of the Audit Committee immediately upon notification from the company, and whenever there is a change in information, to comply with the Securities and Exchange Act B.E. 2535 and to use such information to monitor and prevent conflicts of interest.

9. The company requires its directors and senior executives to report their trading of the company's securities, including changes in the holding of securities issued by the company, for themselves, their spouses, and minor children, to the Board of Directors or its designated person regarding their own company's share trading at least 1 day in advance of the trade or 1 day from the date of selling the securities. They must also report to the Securities and Exchange Commission at least 1 day in advance of the trade or 1 day from the date of selling the securities, in accordance with Section 59 of the Securities and Exchange Act B.E. 2535. The company has stipulated disciplinary penalties for non-compliance or violations.

Providing opportunities for shareholders to exercise their right to appoint directors individually. At the 2025 Annual General Meeting of Shareholders, for the agenda item approving the appointment of new directors to replace those retiring by rotation, the company allowed shareholders to exercise their right to vote for directors individually. The company collected ballot papers and recorded online voting data from all attending shareholders, covering cases where shareholders voted "for," "against," or "abstained."

### **Section 3: Role of Stakeholders**

The company is committed to and prioritizes the care and consideration of the rights of all stakeholder groups, both internal and external. Stakeholders are cared for by the company according to their rights, including social and environmental responsibilities, promoting cooperation between the company and stakeholders in building stability. Policies regarding the company's role towards stakeholders are defined in the good corporate governance policy.

#### **Reporting of Interests**

The company has established criteria and detailed information for reporting the interests of directors, executives, and/or persons related to the company's directors and executives. Subsidiaries are required to report their own interests and those of related persons upon assuming office, which are interests related to the management of the company's business, according to the criteria, conditions, and methods prescribed by the Capital Market Supervisory Board, at least once a year or whenever there is a change. These reports must be submitted to the Company Secretary

for compilation and delivery of copies of the interest reports to the Chairman and the Chairman of the Audit Committee for acknowledgment within 7 business days from the date of receipt of the report, and also reported to the Board of Directors' meeting at the next meeting.

Reference link for Shareholder : [https://www.begistics.co.th/wp-content/uploads/2026/02/20.Investment-and-Management-Policy-for-Subsidiaries-and-Associates\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2026/02/20.Investment-and-Management-Policy-for-Subsidiaries-and-Associates_2568.pdf)

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### **Employee**

The company treats its employees fairly and appropriately in terms of opportunities, compensation, appointments, and/or transfers, potential development, as well as overseeing the working environment to ensure the safety of employees' lives and property. It ensures quality of life, is open to feedback and suggestions from employees, and treats employees at all levels with fairness, without discrimination and providing equal opportunities. The company continuously supports the development of professional work capabilities to foster organizational commitment.

Additionally, the company prioritizes fundamental human rights to promote respect for rights and freedoms through non-discrimination, foster equality, without gender or class distinction, prohibit child labor, and oppose all forms of corruption. This is an integral part of the company's corporate governance policy, demonstrating a clear and firm commitment not to support or conduct business with operators involved in human rights violations. This includes treating employees equally, fairly, and promoting equality, by providing welfare, safety, and hygiene in the workplace, and establishing fair and appropriate compensation, as well as prohibiting all forms of child labor.

Reference link for Employee : <https://www.begistics.co.th/corporate-governance-th/>

### **Customer**

The company is committed to building trust and maximum satisfaction for customers by providing attentive care and responsibility, ensuring customers receive good service according to established standards. We treat customers fairly and appropriately under fair operating conditions and responsibility towards customers, providing complete, accurate, and undistorted information about services. Customer satisfaction is surveyed to continuously develop and improve services. To date, the company has not received any complaints from customers and has the following guidelines for customer treatment:

- A.** Committed to presenting and delivering products and services that meet standards and customer requirements.
- B.** Adhere to and comply with all terms and conditions agreed upon with customers to the best of our ability.
- C.** Pricing and commercial terms offered to customers within the same group must be equitable.
- D.** Provide accurate and truthful information regarding the features and quality of products and services to build trust and fairness for customers.
- E.** Ready to answer customer questions, as well as handle complaints, provide advice, and follow up on the progress of various issues reported by customers.

Reference link for Customer : <https://www.begistics.co.th/corporate-governance-th/>

### **Business competitor**

The company prioritizes conducting business ethically with all parties, maintaining transparent and verifiable processes free from corruption. It engages in fair competition within a framework of just and honest rules, does not seek confidential information from trade competitors through dishonest or inappropriate means, such as paying bribes to competitors' employees, does not damage the reputation of trade competitors through malicious accusations, and does not commit any acts that infringe upon the intellectual property of others or trade competitors. The company adheres to the policies and practices regarding trade competitors as stipulated in its policies and business ethics.

In the past year 2025, the company had no disputes with trade competitors, and there were no complaints from the company's trade competitors regarding unfair practices or unfair trade behavior towards the company's trade competitors. Furthermore, no agreements were made with trade competitors or other business operators that would monopolize or reduce competition in the market.

Reference link for Business competitor : <https://www.begistics.co.th/corporate-governance-th/>

### **Business partner**

The Company has a process for selecting business partners by allowing them to compete based on equal commercial information and selecting partners fairly under the Company's partner evaluation and selection criteria. It operates according to the Company's procurement regulations, strictly complies with laws, rules, and contractual terms, does not exploit partners, builds commercial alliances, and maintains good relationships with all parties. The Company will not conduct transactions with individuals or legal entities that violate the law or exhibit fraudulent behavior. Appropriate and fair purchase prices are considered, taking into account the reasonableness of price, quality, and services received. Clear regulations for sourcing and various operations are established based on fairness, considering mutual benefits. To prevent corruption from partners and involved employees, the Company will immediately terminate relationships with partners if any corruption, bribery, or benefits are found to be given to relevant parties to enter into any contract or transaction with the Company.

The Company is stringent in its supplier selection, meticulously considering various factors such as quality, reliability, and sales volume, as well as other supplementary factors. Furthermore, the Company requires most suppliers to adhere to standard agreements for the Company's purchase and sale of goods.

### **Procurement Policy.**

The Company aims for the procurement department of B Logistics Public Company Limited and all personnel involved in the procurement process to recognize the importance of sourcing goods or services through ethical business practices. This entails having transparent processes to prevent corruption, both internal and external to the Company, and promoting fair competition among vendors. It also ensures the selection of suitable vendors, the Company's receipt of quality goods and services that meet standards, maximum cost-effectiveness, and vendor evaluation based on vendor potential and product quality, with details as follows:

1. Procurement activities must comply with laws, societal regulations, and the Company's specified procurement procedures.
2. Procurement activities must prioritize the Company's interests, considering requirements in terms of quality (Right Quality), fair price (Right Price), quantity (Right Quantity), timely delivery (Right Time), reliable source (Right Source), delivery to the specified location (Right Place), as well as services and other conditions (Right Service and Condition).
3. In the selection of vendors and the selection of goods or services to be delivered, the Company's vendor selection policy must be followed, and sufficient consideration must be given to reducing environmental impact.
4. Provide fair business opportunities to vendors, do not exploit them, and provide complete, accurate, clear, and sufficient information equally.
5. Conduct procurement activities in accordance with agreements made with vendors.
6. The Company adheres strictly to its anti-corruption policy. Therefore, the Company will not engage in procurement activities with vendors who exhibit fraudulent behavior or tendencies towards corruption under any circumstances.
7. Company personnel are prohibited from accepting or giving gifts, hospitality services, entertainment, or other benefits, whether directly or indirectly, if such actions could influence the Company's procurement activities.

### **Request for Vendor Cooperation in Adhering to Business Ethics.**

The Company is committed to upholding business ethics as a priority. Therefore, we request the cooperation of all vendors to adhere to the following business ethics:

1. Compliance with laws and societal ethical standards.

- Comply strictly with relevant laws in each country and locality where the vendor operates, such as anti-monopoly laws, commercial laws, contractor laws, foreign exchange laws, personal data protection laws, copyright laws, etc.
  - Do not offer bribes to any stakeholders, nor provide illegal benefits, whether monetary or non-monetary, through giving, paying, or reciprocating, etc.
2. Consideration of human rights, safety, and occupational health in the workplace.
    - No illegal forced labor, human trafficking, inhumane treatment, child labor, discrimination, etc.
    - Pay appropriate wages and arrange working hours in accordance with labor laws.
    - Maintain a safe working environment in accordance with occupational health and environmental principles.
  3. Environmental consideration.
    - Conduct activities or develop production processes to reduce environmental impact and promote the production of environmentally friendly products
    - Promote environmental conservation activities.
  4. Operate business transparently.
    - Transparent business operations are crucial for continuous mutual transactions. Therefore, all vendors are requested to disclose their business operation policies, business conditions, and financial status.
  5. Maintaining good quality.
    - Comply with quality standards and safety standards for products and services.
    - Continuously deliver products and services that meet specified qualifications and quality standards.
  6. Appropriate pricing.
    - Deliver products and services at appropriate and fair prices compared to market rates.
  7. Timely delivery and establishment of a consistent delivery system.
    - Deliver products and services on time and establish a consistent and flexible delivery system to respond to changes in supply and demand.
  8. Technological capability development.
    - Continuously develop technological capabilities to deliver good, safe products and services, and reduce environmental impact.
  9. Continuous product delivery during disasters or unexpected emergencies.
    - Cooperation in continuous product delivery during various events such as natural disasters, epidemics, fires, riots, terrorism, etc.

Reference link for Business partner : <https://www.begistics.co.th/corporate-governance-th/>

### **Creditor**

The company maintains fair and responsible policies and practices towards its creditors, upholding equality and integrity in business operations and mutual benefits based on sound ethical principles and legal compliance. It treats creditors fairly, responsibly, and transparently, strictly adhering to the terms and conditions of various contracts and financial obligations, including the repayment of principal, interest, and the management of various collaterals under related agreements. This particularly pertains to guarantee conditions, capital management, and debt repayment. Furthermore, the company manages its capital to ensure an appropriate structure, thereby instilling confidence in creditors regarding its financial standing and robust debt repayment capability. Should any condition not be met, creditors will be promptly notified in advance to jointly deliberate and identify appropriate solutions.

Reference link for Creditor : <https://www.begistics.co.th/corporate-governance-th/>

### **Government agencies**

Strictly comply with all relevant laws and regulations across various domains, including environmental, safety, labor, and tax and accounting management. This also encompasses government regulations and announcements pertaining to the company's business operations. Furthermore, the company shall cooperate with and support government policies for the benefit of the nation, in accordance with applicable laws and criteria.

Reference link for Government agencies : <https://www.begistics.co.th/corporate-governance-th/>

### **Community and society**

The company recognizes and understands the importance of being an integral part of society and the community, prioritizing community, social, and environmental responsibility. It promotes providing knowledge and training to employees to instill awareness of responsibility towards the community, environment, and society as a whole among employees at all levels, and encourages employees to participate in various activities organized by the company. This includes caring for and prioritizing the safety of the community, society, the environment, and the quality of life of individuals involved in the company's operations. It promotes environmental and social awareness and responsibility among its employees, and ensures strict compliance with all relevant laws and regulations. In addition, the company strives to participate in various activities that create and preserve the environment and society, as well as promote local culture in the areas where it operates.

#### **Community and Social Aspect**

The company recognizes its role as part of society in providing assistance and support as a way of giving back to society. This includes creating jobs and opportunities for the community, organizing social activities such as blood donation, offering candles during Buddhist Lent, donating money to temples for merit-making, tree planting, as well as continuous donations for public benefit, among others.

#### **Environmental Aspect**

The company recognizes and prioritizes instilling values and awareness in environmental conservation and valuable resource utilization through various company activities, such as mangrove reforestation, reducing paper consumption in the office, turning off lights during breaks or when not in use, and providing water glasses/bottles for employees to refill drinking water instead of drinking from plastic bottles, among others.

Reference link for Community and society : <https://www.begistics.co.th/corporate-governance-th/>

### **Stakeholder Report**

The company recognizes the importance of treating stakeholders responsibly and respecting the rights of both internal and external stakeholders. Stakeholders are treated fairly and their rights are protected, fostering collaboration between the company and stakeholders to build stability. The company's role in dealing with stakeholders is outlined in its Corporate Governance Policy.

Reference link for the other policy and : [https://www.begistics.co.th/corporate-governance-th/  
guidelines](https://www.begistics.co.th/corporate-governance-th/guidelines)

### **Vendor and service provider selection policy.**

The company has established a policy for selecting vendors and service providers, outlined in its procurement guidelines. This policy ensures compliance with relevant standards and laws, both Thai and international. Furthermore, it includes anti-corruption guidelines to guide directors, management, and employees in selecting vendors based on the following criteria before commencing any business collaboration:

1. Compliance with laws, ethical standards, and a focus on human rights and environmental considerations.
2. A stable and reliable business performance.
3. Appropriate quality, quantity, price, and delivery date, meeting terms and conditions.
4. Consistent delivery of goods and services, and the ability to flexibly respond to changes in supply and demand.
5. The ability to maintain continuous supply of goods and services in the event of unforeseen disasters or emergencies.

Reference link for the other policy and : [https://www.begistics.co.th/corporate-governance-th/  
guidelines](https://www.begistics.co.th/corporate-governance-th/guidelines)

### **Guidelines regarding the trading of company securities and the use of inside information.**

The company's board of directors oversees the use of inside information in accordance with laws and good corporate governance principles. Emphasis is placed on ensuring fairness and equal treatment for all shareholder groups. A written policy has been established specifically regarding the use of inside information or material news affecting stock prices that has not yet been publicly disclosed. This information is considered inside and confidential company data. Therefore, directors, executives, and employees have a duty to maintain the confidentiality of inside information, refrain from disclosing any information they have acquired in the course of their duties to others, or use it for illicit gain or benefit from securities trading, or to cause direct or indirect harm to the group. The following principles and guidelines govern the use of inside information, confidentiality, disclosure, and the provision of information and opinions to external parties:

1. All directors, senior executives, and employees of the company must not use material inside company information that has not yet been disclosed to the public for their own benefit or the benefit of others.
2. Directors, senior executives, and employees of the company have the freedom to invest in and trade the company's securities. However, to prevent conflicts of interest, directors, executives, and employees, including their spouses and minor children, must not buy, sell, transfer, or receive transfers of the company's securities for a period of one month prior to the public disclosure of financial statements and after the disclosure of quarterly and annual financial statements, in order to allow the public at least 24 hours for access to information.
3. The company requires directors and senior executives (as defined by the SEC) to notify the board of directors or a person authorized by the board of directors of any buying or selling of their own shares at least one day in advance of the transaction.
4. Directors, senior executives, and employees, including their spouses and minor children, if they buy, sell, transfer, or receive transfers of the company's securities, must prepare and disclose a report of their securities holdings, as well as changes in their securities holdings, to the regulatory authority in accordance with the prescribed criteria.
5. The company secretary is responsible for compiling information on securities holdings of directors and executives, including their spouses and minor children.
6. Directors, senior executives, and employees are obligated to strictly maintain the confidentiality of company information, especially internal information that has not yet been disclosed to the public, or information that affects the company's business operations or share price.
7. To prevent the misuse of inside information for personal gain, which would violate responsibilities to the company and shareholders, the company has established confidentiality levels. Important information that has not yet been disclosed to the public or information that affects business operations or share price will be restricted to directors, executives, or relevant employees only.
8. Trade secrets or important documents of the group of companies must be kept confidential and not leaked, based on the importance of the information, such as disclosed information, confidential information, secret information, or top secret information.
9. All group of companies' information and documents must be prepared honestly, carefully, and in accordance with established standards, fulfilling duties and responsibilities. Furthermore, if internal information is shared within a department or group of companies, it must be within the scope of assigned duties and responsibilities only.
10. In cases where shareholders or investors inquire about information from the company, it is the responsibility of the Investor Relations Department, Compliance Department, Company Secretary, or other department assigned by the Chairman of the Executive Board or the Chief Executive Officer to respond to the inquiries. The information provided must be publicly disclosed, and the responses must be consistent with those inquiries. Operations must be conducted under the guidelines set by the Securities and Exchange Commission of Thailand (SEC) and the Stock Exchange of Thailand.

In 2025, the Company Secretary's office informed the Board of Directors about the blackout period in advance. No directors, executives, or employees were found to have engaged in any securities trading during the period when trading was suspended.

However, if any director, executive, or employee violates the company's internal information control regulations and securities holding regulations, as well as other regulations of relevant regulatory agencies, it will be considered a disciplinary offense under company regulations and may be subject to legal penalties.

### **Summary of Insider Trading Performance in 2025**

In 2025, directors and executives did not trade any of the company's securities during that period and did not violate the aforementioned policy.

Reference link for the other policy and : <https://www.begistics.co.th/corporate-governance-th/guidelines>

### **Monitoring and review**

The management team will review various company policies, including the company's code of conduct, for presentation to the Audit Committee, other sub-committees, and the Board of Directors for approval if changes are made. They will also oversee and monitor the implementation of these policies and provide ongoing guidance. Any necessary revisions will be implemented as soon as possible.

Reference link for the other policy and : <https://www.begistics.co.th/corporate-governance-th/guidelines>

### **Punishment process**

The company has established procedures for disciplinary action against personnel who do not comply with the internal information policy. Any violation involving the use of internal information for personal gain or the benefit of others, directly or indirectly, and regardless of whether compensation is received, will result in disciplinary action according to company regulations or legal penalties. The severity of the punishment will be determined by the intent and intent of the offense.

Reference link for the other policy and : <https://www.begistics.co.th/corporate-governance-th/guidelines>

### **Reporting a tip or complaint.**

The Board of Directors has implemented oversight measures allowing all stakeholders to report information or complaints to the company through various channels. To enhance the effectiveness of stakeholder relations, the company has established a policy for whistleblower protection and complaint investigation. Complaints or comments can be submitted to the company in accordance with the procedures for receiving and considering complaints through the following channels:

**Contact Information:** Investor Relations/Company Secretary, B Logistics Public Company Limited, 52 Thaniya Plaza Building, 28th Floor, Silom Road, Suriyawong, Bang Rak, Bangkok 10500, Thailand  
Website: <http://www.begistics.co.th>

Email: [ir\\_investment@begistics.co.th](mailto:ir_investment@begistics.co.th)

Telephone: (662) 096 4999 # 3

Reference link for the other policy and : <https://www.begistics.co.th/corporate-governance-th/guidelines>

### **Policies and guidelines regarding the protection of intellectual property.**

**Intellectual property** refers to works resulting from human invention, innovation, or creation, emphasizing the product of intellect and skill, regardless of the type of creation or method of expression. Intellectual property

may be expressed in tangible forms, such as various goods, or in intangible forms, such as services, business concepts, industrial production processes, etc.

**Copyright** refers to the exclusive right of the creator to perform any act relating to the work created by the creator, according to the types of copyright defined by law. This includes literary works, dramatic works, artistic works, musical works, audiovisual materials, films, sound recordings, broadcasting works, or any other work in the fields of literature, science, or art, regardless of the method or form of expression.

**Patent** refers to a document issued by the state to protect an invention or industrial design that meets the characteristics specified by law. This includes invention patents, industrial design patents, and utility model patents.

**Trademark** refers to a mark used or intended to be used on goods, or a service mark or certification mark. (Certification Mark) A collective mark is used to indicate that the goods bearing that mark are different from goods bearing the trademarks of the practice.

1. The company has established an information technology security system that complies with international standards. Personnel are responsible for maintaining system security, including not disclosing passwords (used to access company information systems) to others.
2. Technology equipment may be used for personal activities responsibly, but not for personal business purposes, without impacting company operations, disrupting work efficiency, or causing inconvenience to others.
3. Company-provided email and internet services should be used cautiously and not infringe upon the company's reputation.
4. No software copyrights should be infringed upon.
5. Personnel are responsible for managing external access to files and programs only as necessary for work and strictly adhering to the company's information technology policy.
6. The company prioritizes the protection of intellectual property, ensuring that procurement and use of technology do not infringe on intellectual property rights.
7. Policies and guidelines are publicly communicated to all relevant parties.
8. Investment in information security is appropriately allocated according to international standards and the company's business context.
9. The return on investment is based on a risk appetite.
10. Everyone in the organization has a responsibility for information technology security.
11. Existing information technology workflows are implemented or adapted to the organizational environment.
12. New workflows are developed. Practical and enforceable guideline.
13. Clearly define the scope of information technology security that is relevant or enforceable to other parties.

Reference link for the other policy and : <https://www.begistics.co.th/corporate-governance-th/guidelines>

#### **Section 4: Information Disclosure and Transparency**

The company prioritizes the disclosure of important information relating to the company, both financial and non-financial, as well as other significant information that may affect the company's stock price. In disclosing information, the company emphasizes accuracy, completeness, transparency, currency, straightforwardness, verifiability within a reasonable timeframe, and usefulness for investment decision-making, management, and any other operational decisions for all stakeholders. Therefore, it is necessary to establish measures for disclosing both financial and non-financial information in accordance with the law. The company provides information to all relevant parties fairly, reliably, and ensures equal access to information for all stakeholder groups, such as:

- Preparing annual reports that are substantial, complete, accurate, reliable, and submitted on time.
- Publishing meeting minutes, documents, and information related to the meeting adequately and timely in advance through the company's website before distributing meeting documents to shareholders, allowing shareholders sufficient time to review the information beforehand.
- Directors and senior executives must disclose changes in shareholdings, showing the number of shares held at the beginning and end of the year, and reporting the buying and selling of the company's common shares during the year for themselves, their spouses, and minor children, in the annual report.
- Requiring directors who may be involved in or have a vested interest in an agenda item to abstain from voting and not participate in the meeting, and requiring directors and senior executives to report their own vested interests and those of related individuals.
- Requiring disclosure of performance evaluations of the entire board and individual directors.

### **1. Authorized Personnel for Disclosure**

1.1 The Chief Executive Officer, the highest-ranking executive responsible for accounting and finance, or a person assigned to perform Investor Relations duties may consider and decide on the content of important information for disclosure. They may explain the information themselves or may delegate the explanation to a relevant person.

1.2 A person assigned to perform Investor Relations duties has the authority to disseminate significant company information and answer questions from shareholders, investors, and securities analysts.

1.3 The Company Secretary is responsible for disclosing important information to the Stock Exchange of Thailand, the Securities and Exchange Commission, shareholders, and investors.

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

### **2. Exclusions and Corrections in Disclosure of Information**

2.1 Confidential business information, material business information, or information that, if disclosed, may harm the company's interests and competitiveness, or information that is inconclusive or under negotiation and therefore uncertain, must not be disclosed.

2.2 Information that is overly speculative or excessively promotional without justification must not be disclosed. The use of inappropriate language or format that may mislead the public regarding the company's stock price should be avoided.

2.3 In the event of inaccurate, erroneous, or misleading disclosure of information, or significant misinterpretation or misinterpretation, the Chief Executive Officer, the highest-ranking executive responsible for accounting and finance, or the person assigned to Investor Relations shall immediately clarify the facts to ensure a correct understanding.

### **3. Actions in Case of Data Leaks or Rumors**

In the event of a data leak, inaccuracies, or incorrect information, or the leakage of sensitive data to other parties, or premature disclosure leading to rumors that affect the company's stock prices and/or operations, the authorized person responsible for disclosing information, or the officer assigned to do so, shall immediately clarify the important information and facts that should have been disclosed through the Stock Exchange of Thailand and/or other disclosure channels to ensure correct understanding.

### **4. Quiet Period Prior to Financial Statement Submission**

The Company has a policy to avoid providing information regarding performance that could affect the share price or benefit any particular individual during the 10-day period prior to the submission of financial statements and the official announcement of results through the Stock Exchange of Thailand's news distribution system. However, in cases where issues or events significantly inaccurate forecasts of the Company's performance, leading to misunderstandings among those using the information, the Company will

disclose the information to the Stock Exchange of Thailand. Furthermore, the Company will not hold meetings, group discussions, or answer any questions related to performance for shareholders, investors, securities analysts, or the media, and will adhere to the Company's established confidentiality and insider information policies.

### **5. Investor Relations Code of Ethics**

Investor relations professionals are responsible for relationships with investors and oversee institutional and retail shareholders, securities analysts, and other individuals interested in business information. To ensure that employees performing investor relations duties have appropriate principles and a framework for their work, the company has established the following Code of Ethics for Investor Relations:

- 1) Perform duties with honesty and integrity.
- 2) Disclose important and necessary information for investment decision-making accurately, completely, sufficiently, and in a timely manner, in accordance with regulations, 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 company rules and policies regarding the protection of inside information and do not use inside information for personal or other benefit.
- 5) Refrain from answering inquiries related to quarterly financial results to external parties 14 days prior to the reporting date of each quarter.
- 6) Refrain from buying/selling/transferring securities of the Company and its group companies for 45 calendar days from the end of the period for quarterly financial statements and 60 calendar days from the end of the period for annual financial statements until the date of notification of financial statements to the Stock Exchange of Thailand, and at least 24 hours should elapse after the information has been disclosed to the public.

#### **Summary of Disclosures:**

In 2025, the company published its Code of Business Conduct and related policies in its annual report, including disclosure of the roles and responsibilities of the board of directors and sub-committees, the number of meetings, the number of times each director attended, disclosure of audit fees and other service fees. The company's regulations were also disclosed on its website. Furthermore, the company communicated its financial status through various channels, including press releases.

#### **Auditors and Financial Reporting**

The company's financial statements are audited by independent auditors who possess the necessary knowledge, expertise, and qualifications as required. This ensures that the Board of Directors and shareholders that the financial statements of the company and its subsidiaries accurately reflect the company's financial position and performance. The company has a policy of changing auditors every 5 years to ensure the auditors' independence. The Board of Directors places great importance on and is responsible for the financial statements of the company, its subsidiaries, and associated companies, which are prepared in accordance with generally accepted accounting standards and principles, using appropriate accounting policies based on prudence, accuracy, and completeness, in order to accurately reflect the company's performance. The Board of Directors ensures transparent and adequate reporting of performance and disclosure of significant information, continuously reporting to relevant authorities, including the Securities and Exchange Commission and the Stock Exchange of Thailand, for the benefit of shareholders and investors. Furthermore, the Board of Directors has appointed an Audit Committee to review the reliability and accuracy of financial reports, as well as internal control systems, to ensure their adequacy and appropriateness, thereby ensuring the reliability of the company's financial statements.

Reference link for the other policy and : <https://www.begistics.co.th/corporate-governance-th/guidelines>

## **Section 5: Responsibilities of the Board of Directors**

The Board of Directors comprises individuals with knowledge, skills, and experience beneficial to the business operations, committed to efficient management, quality growth, and sustainable development. The focus is on ethical management and maximizing shareholder benefits. The Board sets policies, vision, mission, and goals, and oversees management to ensure compliance with established policies, laws, regulations, and shareholder resolutions, acting responsibly, diligently, honestly, transparently, and in accordance with good corporate governance principles.

The Board of Directors comprises individuals with knowledge, skills, and experience beneficial to the business operations, committed to efficient management, quality growth, and sustainable development. The focus is on ethical management and maximizing shareholder benefits. The Board sets policies, vision, mission, and goals, and oversees management to ensure compliance with established policies, laws, regulations, and shareholder resolutions, acting responsibly, diligently, honestly, transparently, and in accordance with good corporate governance principles.

Currently, the company's board of directors consists of eight members, including three members of the audit committee. This ensures a balance of power in voting on various matters, in accordance with the criteria set by the Securities and Exchange Commission of Thailand. According to the company's regulations, at the annual general meeting of shareholders, one-third of the directors must retire. If it is not possible to divide the number of directors exactly into three, the number closest to one-third will retire. In the first and second years after the company's registration, a lottery will be held to determine who will retire. In subsequent years, the longest-serving directors will retire. However, directors whose terms have expired may be re-elected.

The roles and responsibilities are clearly divided between the board of directors and the management. The board of directors sets policies and oversees the operations of the management at the policy level, while the management is responsible for managing the company's various operations in accordance with the established policies.

The company secretary is responsible for providing initial advice on legal and regulatory matters that the board of directors should be aware of, and for overseeing the board's activities, including coordinating the implementation of board resolutions, managing board meetings and shareholder meetings, preparing board meeting minutes, shareholder meeting minutes, and the company's annual report, as well as maintaining legal records.

### **Separation of Roles and Responsibilities Between the Board of Directors and Management:**

The Board of Directors is responsible for overseeing the company's operations in accordance with laws, objectives, and regulations, shareholder resolutions, and the company's corporate governance policies. In this oversight, directors must exercise sound judgment in making business decisions and act in a manner they rationally believe will be in the best interest of the company and its shareholders. Meanwhile, management is responsible for successfully implementing the company's strategies and objectives, as well as managing the day-to-day operations and business of the organization. The Chairman of the Board is an independent director and does not have the authority to sign binding agreements for the company.

The company secretary acts as a liaison between the board of directors and management. They provide advice on various regulations that the board of directors must be aware of, oversee board activities, coordinate the implementation of board resolutions, manage board meetings and shareholder meetings, prepare board meeting minutes, shareholder meeting minutes, and the company's annual report, and maintain legally required document filings. They also serve as a liaison between the audit committee and the company's internal audit unit.

### **Roles, Duties, and Responsibilities of the Board of Directors**

1. Managing the business to best serve the shareholders (Fiduciary Duty) by adhering to four key practices:

(1) Performing duties with responsibility, care, and prudence (Duty of Care)

(2) Performing duties with honesty and integrity (Duty of Loyalty)

- (3) Complying with laws, objectives, company regulations, board resolutions, and shareholder meeting resolutions (Duty of Obedience)
- (4) Disclosure of information to shareholders accurately, completely, transparently, verifiably, and in a timely manner (Duty of Disclosure)
2. To conduct the company's business in accordance with the law, the company's objectives and regulations, as well as the resolutions of the board of directors and shareholders' meetings.
3. To plan and implement the company's management policies, as well as review the company's performance and establish various company rules and policies.
4. To consider and approve other important matters related to the company, or those deemed appropriate to be undertaken for the benefit of the company.
5. Appoint the Executive Committee, or delegate one or more directors, or any other person, to act on behalf of the Executive Committee within the scope of the Executive Committee's authority, and to have the right to revoke, cancel, amend, or change such authority.
6. Define, review, and approve the company's vision, policies, mission, tasks, strategies, goals, business plans, and budget at least every year, including supervising, controlling, monitoring, and tracking performance regularly to ensure that operations are carried out efficiently and effectively in accordance with the established policies and plans.
7. Approval and review of a total of 34 policies, including the following examples:
  - Anti-corruption policy
  - Corporate governance policy
  - Business ethics policy
  - Information disclosure policy
  - Whistleblower protection and complaint investigation policy, and other company policies.
8. The Board of Directors promotes the company's adherence to and emphasis on ethical business practices and good corporate governance policies, both in organizational structure and management strategy. This includes defining roles and operational guidelines that are systematic, transparent, and auditable.
9. The Board has established a complaint handling process and procedures for reporting wrongdoing through the company website, letters sent to the company address, or direct reporting to a supervisor.
10. The Board mandates the assessment of risks related to internal corruption, and approves the proper and comprehensive implementation of anti-corruption policies, guidelines, and measures/procedures throughout the organization.
11. The Board oversees compliance with anti-corruption guidelines and measures/procedures, and establishes effective anti-corruption systems to ensure that management recognizes and prioritizes combating all forms of corruption in all company activities and instills it as part of the corporate culture.
12. Oversee the company's risk management to ensure it drives sustainable growth.
13. Continuously develop knowledge and skills in performing duties by attending training courses related to directorial duties or participating in seminars that enhance work knowledge.
14. The Board of Directors must strictly adhere to the company's anti-corruption policy, guidelines, practices, and measures/procedures to combat corruption. This includes setting a good example in honesty,

transparency, and fairness, and being able to provide advice and guidance to relevant parties with questions or concerns. Failure to comply will result in legal penalties.

15. Consider the senior management development plan and the CEO succession plan, and oversee the effective annual performance evaluation of senior executives. A comprehensive and transparent compensation system for senior executives should be in place, aligning with responsibility and performance to create both short-term and long-term incentives.

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

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

#### **Term of Office:**

At every Annual General Meeting, at least one-third (1/3) of the directors shall retire. If it is not possible to divide the number of directors exactly into three, then the number closest to one-third shall retire. Directors who retire at the end of their term may be re-elected. The Board of Directors shall consider the independence and effectiveness of the performance of such directors and explain the reasons and results of their performance to the shareholders. Independent directors may serve a term of three years for a maximum of three consecutive terms, unless unanimous approval is obtained from the Nomination and Remuneration Committee that the director has made significant contributions to the Company and that the expiration of the term does not compromise their independence. This is subject to the approval of the Board of Directors and shareholders.

#### **Positions Held in Other Companies by Directors and Senior Executives:**

The Board of Directors stipulates that a director of the company may hold positions in no more than 5 listed companies and no more than 5 listed companies and their subsidiaries, except in cases where they are assigned by the company to hold such positions. The Board of Directors also stipulates 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 listed companies and their subsidiaries. This excludes subsidiaries, affiliated companies, and joint ventures of the company where the company needs to oversee their management to protect the company's interests.

#### **Board of Directors Meetings**

The Board of Directors is required to hold regular meetings every three months, four times a year, prior to the deadline for the approval of the company's financial statements. This includes setting meeting dates and agendas for regular board meetings throughout the year in advance. The company secretary will notify directors of the meeting dates and agendas for the entire year in advance, usually by the end of the year prior to the following year's meetings. Additional special meetings may be held as needed to allow directors time to attend. Clear agendas will be set, and the secretary will be responsible for arranging the meetings and sending invitation letters, agendas, and supporting documents to directors at least seven days in advance to allow them sufficient time to review the information, except in cases of urgent necessity. At meetings, the Chairman of the Board and the Chief Executive Officer jointly determine the agenda and consider matters for inclusion on the board's agenda. Each director will be allowed to propose matters for consideration as agenda items. Each board member must attend at least 75% of the board meetings held each year, unless there are justifiable reasons or necessities for absence.

In considering various matters, the Chairman of the Board, acting as the chairman of the meeting, will allow directors to express their opinions freely. In some agenda items, senior executives may also participate in the meeting to provide necessary and useful additional information as stakeholders, and to receive direct policy information for effective implementation. A quorum for board meetings requires the presence of at least two-thirds of the total number of directors. Decisions are made by a majority vote, with each director having one

vote. Directors with a conflict of interest may not attend the meeting and/or may not exercise their voting rights on the matter. If the votes are tied, the chairman will cast an additional vote as the deciding vote. In 2025, the company held a total of eight board meetings. For each meeting, the company secretary was assigned to attend. The company secretary recorded the meeting minutes and submitted them to the Chairman of the Board for signature and approval, before being presented for approval as the first agenda item of the next meeting. The secretary also maintains meeting records and documents for easy retrieval.

### **Reporting of Information**

- 1) The Board of Directors is responsible for reporting financial and general information to shareholders and the general public accurately, truthfully, completely, transparently, with reasonable explanations and supporting figures, regarding policies, performance, future trends, as well as successes and challenges of the business.
- 2) The Board of Directors understands and supports the adherence to the professional standards of practice of auditors.
- 3) The Board of Directors has prepared a report demonstrating its responsibility for the preparation and disclosure of the business's financial statements, presented in the annual report along with the financial statements and the auditor's report, covering:
  - 3.1) Compliance with legal requirements that mandate the company's board of directors to prepare financial statements reflecting the true and reasonable financial position and operating results for the past year.
  - 3.2) The board of directors' responsibility to manage accurate, complete, and sufficient accounting information to safeguard company assets and to identify weaknesses and prevent fraud or irregularities.
  - 3.3) Confirmation that the company adheres to generally accepted accounting standards, uses appropriate and consistently applied accounting policies, and has carefully considered the reasonableness of its financial statements.

### **Communication with Management**

The Board of Directors encourages senior executives to attend Board meetings. Senior executives present information related to their respective areas of responsibility to the Board, allowing the Board to receive input and opinions from those directly involved. Simultaneously, this provides executives with an opportunity to learn about and understand the Board's perspectives. Furthermore, the company holds monthly Executive Committee meetings where executive directors meet to follow up on work and exchange views with senior management.

### **The preparation of conflicts of interest reports for directors, executives, and related parties:**

The Board of Directors and executives of a company, as defined by the Securities and Exchange Commission (SEC), are required to report their own conflicts of interest and those of related parties concerning the company's management upon assuming their positions. This serves as baseline information for overseeing conflicts of interest at the director and senior executive levels. Reports must be submitted whenever there are changes to the conflict of interest information, using a form approved by the Board. The company secretary is responsible for receiving notifications of conflict of interest reports and immediately compiling and maintaining these reports upon any changes to the information, in accordance with the Securities and Exchange Act B.E. 2535 (1992). This information can then be used to investigate and prevent conflicts of interest.

### **Reporting Changes in Securities Holdings:**

To oversee the use of insider information, the company requires the board of directors and executives, including their spouses and minor children, to report any changes in their holdings of B Logistics Public Company Limited to the Securities and Exchange Commission of Thailand (SEC) under Section 59 of the Securities and Exchange Act B.E. 2535 (1992) within 3 business days of the date of purchase, sale, transfer, or receipt of transfer. They are also required to report any purchases or sales of company shares/securities held by directors at the next board meeting. At the end of each quarter and year, the company secretary will issue a notice prohibiting directors, executives, or units that have received inside information from disclosing it to outsiders or unrelated persons, and from trading the company's securities for 45 days from the closing date of

the financial statements until the date the financial statements are released to the public. This is to prevent the misuse of inside information. Throughout the past year, directors and executives have strictly complied with these regulations.

The company secretary notifies directors, executives, and relevant employees of the trading suspension period one month in advance of the public release of the financial statements each quarter. Furthermore, the company secretary monitors changes in securities holdings of directors and senior executives, as well as their spouses and minor children, and reports such changes to the company board every quarter.

### **Internal Control System**

The company places great importance on internal control systems at both the management and operational levels to protect shareholder capital and company assets. Operational manuals have been developed to enhance the effectiveness and adequacy of these controls. These are formally announced as operational policies, clearly defining the duties, responsibilities, and authority of operational and management personnel. The roles of operational staff, control monitors, and evaluators are clearly separated. Furthermore, the company maintains strict controls on the efficient and beneficial use of company assets.

The company has appointed an Audit Committee to review the adequacy, effectiveness, and appropriateness of the internal control system for business operations, asset management, and efficient asset utilization, in order to prevent potential damage or fraud. The Internal Audit Unit regularly monitors the internal control system, reviews significant items, and reports directly to the Audit Committee on the adequacy and effectiveness of the internal control system, encompassing operational and compliance controls, risk management, and attention to any irregularities. The Internal Audit Unit also provides recommendations for improving the internal control system to ensure the company's effective systems, thereby enhancing the credibility of the company's financial statements.

### **Corporate Governance Policy for Stakeholder Care**

The Board of Directors has established policies and measures for stakeholder care, divided as follows:

**(1) Shareholders:** The Company has a duty to protect and respect all fundamental rights of shareholders, which include the right to buy, sell or transfer shares; the right to receive a share of the company's profits; the right to receive sufficient information about the company; the right to attend shareholder meetings to approve various agendas as required 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 support shareholders in exercising their rights in various matters at the Annual General Meeting of Shareholders, including the right to propose agenda items in advance, the right to nominate individuals for selection as directors in advance, the right to submit questions to the meeting in advance, the right to express opinions and ask questions at the meeting, as well as to create quality and stable growth so that shareholders receive sustainable returns, respect the right of shareholders to receive necessary information equally, disclose accurate information, conduct business with honesty, transparency and fairness. The Company shall not engage in any act that violates or restricts the rights of shareholders.

**(2) Customers:** The company is committed to creating customer satisfaction so that customers receive good service by treating customers fairly and appropriately, providing complete and accurate information about products and services without distorting the facts, and following up on customer satisfaction surveys in order to use the results to continuously develop and improve. The company has a duty to build relationships and cooperate long-term with customers based on the principles of honesty, integrity, trust, and mutual reliance, by taking responsibility, paying attention and giving importance to the problems and needs of customers first, by having all executives and employees follow the following measures:

- A. Committed to offering and delivering products and services that meet standards and customer needs.
- B. Adhering to all terms and conditions agreed upon with customers to the best of our ability.
- C. Offering fair pricing and commercial terms to customers within the same group.
- D. Providing accurate and truthful information regarding the features and quality of products and services to

build trust and fairness with customers.

E. Ready to answer customer questions, handle complaints, provide advice, and follow up on issues reported by customers.

F. Having a publicly announced personal data protection policy and procedures related to the group of subsidiaries to demonstrate transparency in operations. This is managed under a dedicated unit responsible for protecting customer personal data, and the operational framework is consistent with the Personal Data Protection Act (PDPA).

**(3) Partners:** The Company has a process for selecting partners and treating partners with equality and consideration of mutual benefit, including developing and maintaining sustainable relationships with partners and building mutual trust. The Company adheres to the procurement regulations, which clearly define the steps and procedures. The Company has a duty to give all partners equal opportunity to present their products/services. Executives and employees involved with partners must comply with the following measures:

A. Business partners must perform their duties with honesty, integrity, and equality.

B. Decisions and considerations must be based on a comparison of quality and terms, taking into account the company's short-term and long-term benefits.

C. The confidentiality of business partners must be maintained by prohibiting the acceptance of bribes or commissions from any partner, and by prohibiting the disclosure of information or offers from one or more partners to other clients, directly or indirectly.

**(4) Creditors:** The Company shall strictly comply with the terms and conditions of the contracts and financial obligations to creditors, ensuring full and timely payment to creditors, including repayment of principal, interest, and maintenance of collateral under the relevant contracts, and shall not use dishonest methods to conceal information or facts that would cause damage to creditors, including building relationships and treating creditors based on the principles of honesty, trust, and mutual reliance. In the event that any of the conditions cannot be met, the Company shall promptly notify the creditors in advance so that they may jointly consider and find a solution to the problem.

**(5) Employees:** The company shall treat all employees fairly and appropriately in terms of opportunities, compensation, appointments, transfers, and potential development. The company shall treat all employees with respect for their honor, dignity, and personal rights, and shall ensure that the working environment is safe for the lives and property of employees. The company shall be open to listening to opinions and suggestions from employees, and shall provide opportunities for employees to file complaints through various channels in cases where employees are not treated fairly. The company shall treat all employees at all levels fairly without discrimination, respect the right to establish and participate in labor organizations, labor unions, or other organizations, and provide opportunities for employees to have the right to negotiate employment terms. In terms of human rights, the company shall not engage in forced labor, child labor, or employ persons under the legal age. The company shall not discriminate against employees based on gender, religion, race, nationality, or ethnicity, and shall not discriminate in any way whatsoever. The company shall agree to set employment conditions for all employees at all levels and positions that are not lower than the criteria prescribed by law.

**(6) Trade Competitors:** The Company prioritizes conducting business ethically towards all parties within the framework of fair competition, adhering to laws and good trade ethics, with transparent and verifiable processes free from corruption, not damaging the reputation of trade competitors by making negative accusations, not seeking confidential information of trade competitors through dishonest or inappropriate means, and not engaging in any actions that infringe upon the intellectual property of others or trade competitors.

**(7) Financial Institutions:** The Company acts upon and values lenders and/or financial institutions and maintains good relationships to build trust and confidence and show respect to lenders and/or financial institutions in accordance with binding contracts.

**(8) Society, Community and Environment:** Comply with relevant laws and/or regulations; ensure that the company's operations do not cause damage to the quality of life of society, community and the environment; promote and contribute to society, both in terms of quality of life development, energy conservation and environmental protection, for the progress of society as a whole. The company and its employees must adhere to the principles of being good citizens, respecting human rights, and treating local communities living near the office with friendliness, such as children, women, people with disabilities, and the elderly. Furthermore, provide opportunities for local communities to participate in supporting and developing communities in various aspects to improve their well-being as appropriate, including education, culture, public health, economics, job creation and income generation, etc., as well as caring for and supporting activities that are beneficial to society, etc.

**Government Sector:** To cooperate with and support government policies for the benefit of the nation under relevant laws and regulations, and to cooperate with other government agencies and organizations.

#### **Confidentiality and Internal Information Policy**

The company prioritizes the protection of information and prevents its leakage to unauthorized individuals, especially information that may impact the company or its stakeholders. The use of internal information for personal gain or the benefit of others is strictly prohibited. To ensure fairness and equality among stakeholders, information will only be disclosed to employees as necessary.

1. Provide training to directors and executives on their duties to report their securities holdings, those of their spouses, and their minor children to the SEC (Securities and Exchange Commission) in accordance with Section 59 and the penalties stipulated in Section 275 of the Securities and Exchange Act B.E. 2535 (including amendments), as well as their duties to report the acquisition or disposal of securities of themselves, their spouses, and their minor children to the SEC in accordance with Section 246 and the penalties stipulated in Section 298 of the Securities and Exchange Act B.E. 2535 (including amendments).
2. The directors and executives of the company, including their spouses and minor children, shall prepare and disclose reports on their securities holdings and reports on changes in their securities holdings of the company to the Securities and Exchange Commission (SEC) in accordance with Section 59 and the penalties stipulated in Section 275 of the Securities and Exchange Act B.E. 2535 (including amendments), and shall submit a copy of this report to the company on the same day that it is submitted to the SEC. Furthermore, the report shall be presented to the Board of Directors meeting quarterly.
3. Directors, executives, employees, and staff of the Company and its group of companies who receive material inside information that could affect the price of the company's securities are prohibited from trading the company's securities for one month prior to the public disclosure of the financial statements or inside information, and for 24 hours after the inside information has been publicly disclosed. Those involved with the inside information must not disclose it to others until they have notified the Stock Exchange of Thailand. Regarding penalties for violations of the above regulations, the Company considers such violations to be disciplinary offenses under its company work regulations and will consider appropriate penalties, including verbal warnings and further disciplinary action.
4. Directors and senior executives (as defined by the SEC) are required to report their share trading to the board of directors or a person designated by the board of directors at least one day in advance of the trading or one day after the sale of securities. They must also report to the Securities and Exchange Commission at least one day in advance of the trading or one day after the sale of securities, as per Section 59 of the Securities and Exchange Act B.E. 2535. The company has established disciplinary penalties for any violation or non-compliance.
5. Directors, executives, employees, and staff of the Company are prohibited from using inside information of the Company or its joint ventures, which they have obtained in the performance of their duties, to buy, sell, offer to buy, or offer to sell, or solicit others to buy, sell, offer to buy, or offer to sell securities of the Company or its joint ventures for their own benefit or the benefit of others. They must strictly comply with all

applicable laws. However, the Company encourages directors, executives, and employees to hold shares for at least three months from the date of the last purchase of Company securities, except for the sale of Company shares purchased under warrants.

6. Directors, executives, and employees have a duty to maintain the confidentiality of company information, such as trade secrets, secrets concerning joint venture information, invention formulas, technologies, academic knowledge, etc., and to prevent its leakage to unrelated parties, which may cause damage to the company or stakeholders, except in cases that are in accordance with the law or have been approved by the authorized person.

7. The confidentiality procedures and methods outlined in the company's document management policy and the group's document management system requirements must be followed.

8. When receiving personal information, you must maintain it carefully or use such information only as necessary and within the limits of the law. Do not use confidential information for personal gain or the benefit of others, and do not attempt to access the confidential information of others.

9. Apart from publicly disclosed information, 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 assigned duties and responsibilities.

10. Directors, executives, and employees will be warned against using inside information for their own benefit or the benefit of others through various company channels, such as email or the company's Corporate Governance and Business Code of Conduct guidelines.

11. Directors and executives, from senior managers or equivalent, in the finance and accounting department will be requested to refrain from trading the company's securities during periods when the company will disclose important information that may affect the company's securities price. Furthermore, directors and executives, from senior managers or equivalent, in the finance and accounting department are required to report their holdings and changes in their holdings of the company securities 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 fostered understanding among directors, executives, and employees. The company secretary has been instructed to communicate via email to these individuals the policies and procedures for preventing insider trading, notifications regarding trading suspensions during Silent Periods/Blackout Periods, instructions on adhering to the company's securities trading guidelines, and a review of procedures for accessing and improving the appropriateness of insider information.

Any director, executive, or employee who violates or fails to comply with the company's internal information control regulations and securities holding regulations, as well as other regulations of relevant regulatory agencies, will be considered to have committed a disciplinary offense under company regulations. This may result in written warnings, probation, or termination of employment, depending on the case, and may also be subject to legal penalties.

### **Conflict of Interest Policy**

The Company recognizes the importance of and understands the objectives of its business operations, a clear and transparent shareholding structure, and the avoidance of cross-shareholdings with major shareholders, similar to transactions with external parties. This is to ensure the best interests of shareholders, stakeholders, and related parties in a fair and transparent manner, while exercising due diligence in handling matters involving conflicts of interest to avoid creating conflicts of interest for any party.

### **Best Practices**

1. Directors, executives, and employees of the company have disclosed and submitted information on their interests and those of related parties by reporting to the Company Secretary. The Company Secretary must then forward this report of interests to the Chairman of the Board, the Chairman of the Audit Committee, and the Board of Directors within 7 days of receiving the report, to inform them of any relationships and transactions with the company or its subsidiaries that may create a conflict of interest immediately before any

transaction takes place. The company has assigned the Company Secretary the duty to regularly survey transactions involving interests at the end of each year. This survey will be conducted with directors, executives, employees of the company, and/or related parties, including relevant employees, and the information will be presented to the Audit Committee and the Board of Directors at least once a year.

2. Avoid engaging in transactions involving yourself and/or related parties that may create a conflict of interest with the company or its subsidiaries, and refrain from any actions that are contrary to the interests of the company or its subsidiaries, or that seek personal gain and/or that of related parties, and adhere to the company's code of ethics.

3. Company directors must not attend meetings and must not participate in expressing opinions or approving matters in which they have a vested interest or conflict of interest, in order to ensure that the decisions of the board of directors and management are fair and truly in the best interest of shareholders.

4. The following actions, which result in the company's directors, executives, or related persons receiving financial benefits beyond those normally entitled to, or that cause damage to the company or its subsidiaries, shall be presumed to be actions that constitute a significant conflict of interest for the company or its subsidiaries.

(a) Transactions between the Company, its subsidiaries, and its directors, executives, or related parties that do not comply with the rules governing related party transactions.

(b) The use of confidential information about the Company or its subsidiaries, except for information that has already been disclosed to the public.

5. The company's board of directors shall oversee that the company and its subsidiaries comply with the Stock Exchange of Thailand regulations and other relevant laws, and that information is disclosed in accordance with the regulations of the Stock Exchange of Thailand and other relevant agencies.

6. Establish clear systems to demonstrate that the company and its subsidiaries have adequate systems in place to continuously and reliably disclose significant transaction information in accordance with established guidelines. Provide channels for company directors and executives to access company information for monitoring performance and financial status, and to ensure that the company and its subsidiaries consistently adhere to the established systems.

7. Avoid holding shares, serving as a director, executive, or consultant in businesses that conduct similar business to the company, its subsidiaries, or are competitors of the company or its subsidiaries. Holding shares and serving as a director, executive, or consultant in other organizations is permissible if such holdings or positions do not conflict with the interests of the company and do not affect the performance of duties in the subsidiary, and comply with the requirements stipulated in the Securities Act.

### **Conflict of Interest Management**

The company has a policy of conducting business with honesty, integrity, openness, transparency, and fairness. It stipulates that all directors, executives, and employees are prohibited from engaging in businesses that compete with the company, and should avoid related party transactions, or transactions involving themselves or related individuals/entities that may create a conflict of interest with the company. The Board of Directors is responsible for ensuring that all executives and employees strictly adhere to the rules, procedures, and disclosure requirements for related party transactions as mandated by law or regulatory authorities.

In cases where related party transactions are necessary, such transactions must comply with general business terms and conditions, as approved by the company's board of directors, with transparency and fairness, as if dealing with external parties. The best interests of the company must be considered, including reporting of the relationship between related parties, clearly defining the price and total value of the transaction, and submitting a report of the board's opinion on the related party transaction before seeking approval from the board or shareholders. Furthermore, any interested party must not have a conflict of interest in the consideration of the transaction.

In cases where related party transactions do not comply with general trade terms and conditions approved by the company's board of directors, and may give rise to conflicts of interest, they must be reviewed and approved by the audit committee before being presented for approval to the board of directors or shareholders. The company has always complied with relevant criteria and disclosed all material information fully in accordance with the regulations. The company's directors and executives have a duty to disclose and report information on their own interests and related party transactions as follows:

**Reporting of Conflicts of Interest:** Directors and executives are required to report their initial securities holdings within 30 days of assuming their position in the Company and to report information as of December 31 of each year. In cases where, during the year, directors or executives, including related parties, need to enter into any transactions with the Company or its subsidiaries, directly or indirectly, they must notify the Company without delay. This notification must specify the nature of the contract, the names of the contracting parties, and the director's or executive's interest in the contract, for transparency in such transactions. The Company Secretary is responsible for compiling and sending copies of the conflict of interest report to the Chairman of the Board and the Chairman of the Audit Committee within 7 business days of receiving the report.

**Reporting Related Party Transactions:** Directors and executives are required to report to the Company when they enter into any related party transaction that may create a conflict of interest in accordance with the laws, regulations, and rules of the SEC and the Stock Exchange of Thailand.

Furthermore, the company communicates its conflict of interest policy in its Code of Conduct and Corporate Governance policy on its website. In addition, the company communicates and raises awareness about conflicts of interest among its directors through board meetings, email, and a directors' LINE group, reaching 100% of the directors.

#### **Summary of Conflict of Interest Prevention Measures:**

In 2025, the company required directors and senior executives to report their own conflicts of interest and those of related parties. Furthermore, at board meetings, if any director has a conflict of interest or is involved in a particular agenda item, that director will either refrain from participating in the meeting or abstain from voting on that item, in order to ensure fair decision-making. To date, no misconduct by directors or executives has been reported.

#### **Human Rights Policy and Practices**

The company has established a human rights policy for internal enforcement and public dissemination. All personnel at every level are required to comply with this policy and practices, which are based on human rights law, both Thai and international, to promote respect for human rights and labor practices throughout the organization. To ensure that all employees and relevant stakeholders are treated, protected, and respected for their fundamental rights equally and fairly, the company has established the following guidelines:

- 1) Personnel at all levels must cooperate in monitoring and ensuring that there is no harassment or unfair discrimination within the organization based on factors such as race, ethnicity, skin color, ancestry, national or social origin, religion, social status, gender, age, physical appearance, language, political opinions, property, or any other status.
- 2) Personnel are encouraged to express their opinions openly on any issue. The company will not treat employees who express their opinions unfairly. Employees and business partners can also express their opinions through the processes provided by the company, including complaint procedures and measures to protect complainants. Furthermore, thorough investigations will be conducted when complaints arise regarding the performance of personnel at all levels.
- 3) In the event of a violation of company regulations, no punishment shall be imposed that is excessively severe or constitutes a violation of human rights. Physical punishment, physical and psychological coercion, or verbal abuse are prohibited.
- 4) All company branches must maintain a humane working environment, meaning that the workplace meets safety standards, is clean and hygienic, has adequate and clean drinking water and restrooms for all personnel, has fire exits

and necessary safety equipment in case of fire or emergency, has an emergency first-aid kit, and participates in emergency response plans. All personnel have equal rights to access the facilities and resources provided by the company.

- 5) The recruitment of personnel must be fair and equitable, without unfair discrimination against job applicants, and without the use of child labor or forced labor of any kind.
- 6) In conducting its business operations, the company and its subsidiaries must ensure that the company does not become part of or be involved in any process that violates human rights. This includes vetting potential contractors or investors to ensure they do not engage in business activities that violate human rights.
- 7) The company must identify, assess risks, and record statistics on accidents occurring during the year, as well as absenteeism or work-related illnesses, in order to control and prevent accidents and occupational diseases.
- 8) Provide various benefits and welfare that employees are entitled to receive from the company, such as provident funds, group health and accident insurance, vacation days, annual recreational activities, annual health check-ups, etc.
- 9) Establish appropriate and fair procedures, methods, and processes for submitting grievances and for considering and resolving grievances. In cases where violations of regulations or disciplinary actions requiring investigation and punishment are found, only the Human Resources Department or Management will conduct the disciplinary investigation against the offender to ensure fairness.

### **Information Security Policy**

The committee recognizes the importance of data protection and, to prevent data leakage, has established guidelines, principles, and a framework of requirements for information security management. This ensures that employees and users accessing the company's computer systems can use them correctly and appropriately, and that the company's computer systems and information are protected from intrusion, theft, destruction, interference, or any form of theft that could damage the company's business operations.

#### **Guidelines**

1. It is essential to learn, understand, and strictly adhere to the policies, standards, frameworks, procedures, methods, guidelines, and processes of all companies involved in information security.
2. Cooperate fully with the company in protecting the company's computer systems and information.
3. Immediately notify the company when you observe any improper or inappropriate conduct, or witness any intrusion, theft, destruction, interference with operations, or theft that may cause damage to the company.
4. If any abnormalities are detected in the computer system, stop operation, disconnect the LAN cable, or disconnect the system from the company computer network immediately and notify the IT department to investigate the problem.
5. Log off from all systems when not in use for an extended period, and shut down the computer and other peripherals immediately after work.
6. Lock the screen with a password when not in use or for short periods of time to prevent unauthorized access.
7. Employees must always check all information entered onto their own computer using an antivirus program with up-to-date virus definitions.
8. Employees must keep their passwords and other passwords as specified by the company for accessing the computer system, information, or company data as confidential. These must be kept secret from others and must not be shared with any other person. Employees must change their passwords and other passwords when they expire after the specified period or when they deem it necessary. New passwords and other passwords must be created with the employee's knowledge and understanding be cautious. Do not reuse old passwords. Do not create passwords that others can easily guess. And do not use the same password across all systems that employees have access to. These password security standards are based on the IT Security Standard document.

### **Personnel Supervision**

**1. User Access Control:** The project owner or the department assigned to manage the company's information systems must establish controls for the use of information assets and information systems as follows:

- **Establish measures to protect information assets such as equipment when not in use.** The project owner or the department assigned to manage the company's information systems must require users to enter passwords to access computers or information technology systems and to log out of the information system, computer systems, and computers immediately when not needed or when work is completed. This includes locking computer screens or important equipment when not in use or when away from the computer for an appropriate period of time.
- **Defining the use of mobile devices and operations from external networks:** Project owners or departments assigned to manage the company's information systems must establish appropriate security measures for portable communication devices, considering the risks associated with connecting these devices to the company's computer network, and including control measures for using these devices outside the company.
- **Establish software installation control procedures on serviced systems.** The project owner or the department assigned to manage the company's information systems must establish work procedures and control measures for software installation on live-stream systems. This is to limit software installation by users and prevent the installation of unauthorized software. A written list of permitted software standards for installation on company computers must be established and kept updated, and communicated to internal company users for their understanding and compliance.

**2. Overseeing External Information Technology Service Providers (IT Outsourcing):** The project owner or the department assigned to manage the company's information systems must establish specifications and operational frameworks for external IT service providers to ensure efficiency and security. These specifications and frameworks must cover situations where the provider subcontracts IT tasks to an external service provider.

#### **Information Management and Confidentiality**

**1. Classification of Information Assets:** The project owner or the department assigned to manage the company's information systems must establish guidelines for classifying information assets and prioritizing information confidentiality levels. These confidentiality levels must comply with relevant laws and regulations related to the company. The determination of appropriate confidentiality levels, along with the management of these levels, must be carried out according to the established guidelines.

**2. Establishing Backup Systems and Emergency Response Plans:** The project owner or the department assigned to manage the company's information systems must establish appropriate backup information systems that are readily available, selecting critical information systems, and develop emergency response plans in case electronic operations are unavailable. This ensures the continuous and normal operation of the information systems. The emergency preparedness plan must be updated regularly to ensure its suitability and relevance to current needs. Furthermore, the roles and responsibilities of personnel responsible for the information systems, backup information systems, and emergency response plans must be clearly defined. Regular testing of the information systems, backup systems, and emergency response plans is also required.

**3. Data Encryption Control:** The project owner or the department assigned to manage the company's information systems must establish data encryption measures and guidelines for selecting encryption standards that are appropriate to the potential risk to the data at each defined level of confidentiality. They must also regularly monitor compliance with these policies and procedures.

#### **Information System Threat Protection**

**1. Protection against Malicious Software Threats:** The project owner or the department assigned to manage the company's information systems must establish measures for detection, prevention, and system recovery to protect assets from malicious software. Furthermore, appropriate awareness campaigns must be conducted for users.

2. Technical Vulnerability Management: The project owner or the department assigned to manage the company's information systems must ensure that the company's information systems are verified for any potential technical vulnerabilities.

### **Policy Review**

It is mandatory to review and update the information technology security policy at least once a year, or whenever significant changes occur, or whenever a security incident impacts the organization. This ensures that the information security policy, including guidelines, requirements, procedures, and any related documentation, is current and effectively applied. The Information Technology department and related units must update their procedures and workflows to align with any changes to the policy.

### **Safety, Occupational Health, and Environmental Policy**

The company recognizes and prioritizes the safety, occupational health, and environmental well-being of its employees. The company provides a safe and hygienic working environment and promotes and supports safe work practices among its employees. Employees at all levels have a duty to cooperate and comply with the rules, regulations, and requirements of relevant agencies in accordance with safety standards and policies, ensuring consistency within the organization. The following principles apply:

1. Strictly adhere to all rules, regulations, announcements, orders, and safety, occupational health, and environmental standards as stipulated by relevant authorities.
2. Comply with laws and customer requirements, and implement controls to prevent potential risks to the physical safety and property of employees, the organization, customers, and the community.
3. Prioritize workplace safety; it is the responsibility of all employees. Employees must always consider their own safety, the safety of their colleagues, and company property at all times during work.
4. Employees at all levels can participate in providing feedback and contributing to the protection and maintenance of the environment. The company will listen to employee suggestions and opinions and consider them to improve any shortcomings as appropriate, in order to create a safe and positive working environment for employees. This includes reporting any unsafe conditions.
5. The company has a safety, occupational health, and environmental management system that is continuously implemented and effective according to standards, in compliance with safety laws, as well as international standards and other requirements applied by the company.
6. The company promotes and supports various safety activities by providing training, refresher courses, drills, and various activities to enhance employees' safety awareness.
7. Provide resources to support the operation of safety, occupational health, and environmental management to ensure continuous improvement.
8. The company continuously upgrades and improves the internal and external workplace environment and the cleanliness of the surrounding area to prevent accidents and work-related illnesses. This leads to a better quality of working life and overall health.
9. Continuously monitor, improve, and evaluate the performance of safety, occupational health, and working environment to ensure that it is implemented seriously and effectively.
10. The company requires its personnel to register as "Transportation Safety Management System (TMS) Personnel" with the Department of Land Transport, Freight Forwarding Office.

### **Anti-Corruption Policy and Measures**

This anti-corruption policy and measures guide directors, executives, and employees at all levels to perform their duties with a sense of integrity and honesty, free from corruption or the pursuit of undue personal gain. This is a crucial factor in upholding the company's reputation and supporting its business operations. The company has established procedures and guidelines to prevent corruption risks in the following key areas:

#### **Giving and Receiving Bribes**

- 1) Directors, executives, and employees at all levels are prohibited from soliciting or accepting any benefit or property that induces them to perform or refrain from performing their duties in an improper manner or that

may cause the Company to lose legitimate benefits.

2) Directors, executives, and employees at all levels should refrain from offering or giving any benefit or property to outsiders to induce them to commit or refrain from committing any illegal act that is improper to their official position.

### **Giving or Receiving Gifts, Presents, Business Receptions, or Other Benefits**

1) Giving or receiving gifts, presents, business receptions, or other benefits to clients, business partners, or business agents must comply with the regulations regarding giving or receiving gifts, presents, business receptions, or other benefits. This must adhere to anti-corruption principles and be spent reasonably and transparently.

2) Employees are prohibited from giving or receiving any items or benefits from business partners or individuals involved in the company's business, except during festive seasons or traditional events of small value without compensation. Recipients should consider and consult their supervisors for appropriate guidance.

3) Employees should avoid giving or receiving receptions that exceed normal business relationships from individuals whose business activities are related to the company's work.

4) All directors, executives, and employees at all levels must not commit or support any act that demonstrates fraudulent intent, or the giving or receiving of bribes from stakeholders related to the group of companies in matters for which they are directly or indirectly responsible, in order to obtain benefits for themselves or related parties. They must strictly adhere to and follow the company's anti-corruption guidelines.

5) They must control and supervise the effective implementation of anti-corruption policies and measures, identify risks, and manage them with adequate measures to resolve problems appropriately and in a timely manner.

6) The company has established work procedures with assigned responsibilities according to the organizational structure and approval processes. These procedures include internal controls, review and control processes to ensure compliance with anti-corruption measures, and are audited by internal auditors. All employees must work in accordance with the relevant work procedures and company regulations.

7) Directors, executives, and employees at all levels must refrain from offering or giving any benefits or assets to external parties to induce them to commit or refrain from committing illegal acts or acts contrary to their official position.

8) The company will not assist or support any political party, political group, or politician, directly or indirectly, including the use of any assets by the company.

9) The company has established procedures for the disbursement of charitable expenses and grants, requiring compliance with the company's administrative expense disbursement procedures and operational expense approval authority. Information must be submitted to the relevant central agency for compilation, consideration of duplication, and review by supervisors before signature. Each disbursement 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. It employs various communication channels to encourage participation from all personnel in adhering to these policies, such as email, intranet, and company LINE groups. New employees are informed through training/video presentations during orientation, and annual anti-corruption activities are held periodically.

11) The company establishes standardized risk monitoring and assessment procedures in its operational manual. It also provides channels for complaints from employees, business partners, brokers, the public, and the government, etc.

12) The company discloses its conflicts of interest. Employees must not be involved in any procurement, recruitment, project monitoring, enforcement, or acceptance processes, including any direct or indirect nominee activities.

13) Employees must not be involved in corruption, directly or indirectly, and must strictly adhere to the company's measures and procedures, especially those involved in core processes with a high risk of corruption,

such as procurement, credit, finance, sales, personnel matters, and government relations. Support and investment work, etc.

14) Immediately report any suspicious or witnessed instances of corruption; cooperate in investigating the facts related to suspected acts of corruption.

**Guidelines for Monitoring/Evaluating Compliance with the Anti-Corruption Policy:**

The company board reviews, monitors, and updates the anti-corruption policy, business code of conduct, and measures annually. Furthermore, various communication channels are employed to encourage participation from all personnel in adhering to the policy, such as email, the company's LINE group, and providing training/videos to new employees during orientation.

**Complaint Handling Procedure**

1. Upon receiving a complaint, the Head of Internal Audit or their designated representative will forward the matter to an investigator or working group to gather and initially screen the facts. If the complaint is submitted via email to [whistleblow@begistics.co.th](mailto:whistleblow@begistics.co.th), the recipients will be the Head of Internal Audit, the Chairman of the Board, the Chairman of the Audit Committee, and the Company Secretary.
2. In cases of complaints against the Chief Executive Officer, the complaint should be directed to the Chairman of the Board, the Chairman of the Audit Committee, or the Company Secretary. Once the information is deemed credible, the Board of Directors will appoint a working group to conduct a further investigation.
3. The investigator or working group will independently and fairly examine the information and investigate the complaint to reach a conclusion confirming or refuting the allegations and the facts received. This includes ensuring the accused has the right to be informed of the complaint and to defend themselves. Further action will then be considered, such as dismissing the complaint due to lack of merit or basis, imposing disciplinary action, or pursuing legal action against the accused if the action is deemed a violation of the law.
4. The investigating officer or working group shall record the statements of the complainant, the accused, and other relevant parties in writing. The statements shall be read aloud to the individuals providing the statements for their acknowledgment or amendment, and they shall sign. If any of the aforementioned individuals refuse to sign, the investigating officer or the head of the working group shall read the statement aloud to them, and the accused shall sign it.
5. The investigating officer or working group shall periodically report the progress of the investigation to the reporter, the complainant, or the cooperating parties through the designated channels and shall complete the investigation without delay.
6. The investigating officer or the investigating working group shall prepare a summary report containing at least the following:
  - Date, time, location, cause, nature, type of the suspected wrongdoing, and persons involved.
  - Amount and value of damages, if any.
  - Whether a police report has been filed with the relevant authorities as appropriate.
  - Whether the suspected wrongdoing is covered by insurance.
  - Summary of the investigation results, which should also indicate whether any weaknesses exist in the company's operational systems.
  - During the investigation, the investigator or the investigation team may propose to the CEO that the accused or related persons be temporarily assigned to other duties. If the accused is the CEO, the proposal should be submitted to the board of directors for consideration.
  - The investigator or the investigation team does not have the authority to impose penalties on the accused, but may make recommendations regarding disciplinary action.
  - The company will keep the personal information of the reporter, complainant, or cooperator confidential and will not tolerate intimidation or harassment. If such incidents occur, the matter should be reported to the head of the Human Resources department or a higher-ranking official for specific protective measures as appropriate.

- Once the company has completed its investigation and found no wrongdoing as alleged, the company will not take any disciplinary action against the complainant (if the complainant is a director). Or employees of the company, its subsidiaries, or associated companies in which the company has invested, who acted in good faith. However, if the investigation finds that the complainant made the complaint with malicious intent or provided false information, the company will consider punishing the complainant and/or taking legal action, as the case may be.

### **Channels for Reporting Corruption and Fraud**

The company provides channels for reporting or complaining about illegal acts, unethical conduct, or behavior that may indicate corruption or misconduct by individual

s within the organization, both from employees and other stakeholders. This includes inaccurate reports or flawed internal control systems, and there are mechanisms to protect employees and whistleblowers. A confidential database accessible only to relevant parties is maintained to enable stakeholders to participate more effectively in monitoring the company's interests. In the event of a complaint of possible wrongdoing, an investigation committee composed of representatives from departments unrelated to the matter will be established to investigate and proceed according to regulations, and the results will be communicated to the complainant. The channels for reporting corruption and fraud are as follows:

- o Chairman of the Board, Chairman of the Audit Committee, and trusted supervisors at all levels.
- o Website: <https://www.begistics.co.th/th/home-thai/> (Subject: Complaints, Whistleblowings or Complaints Regarding Corruption)
- o By E-mail: [whistleblowing@begistics.co.th](mailto:whistleblowing@begistics.co.th)
- o By Telephone: (662) 02-096 4999
- o By Mail: Head of Internal Audit Unit, B Logistics Public Company Limited, 52 Thaniya Plaza Building, 28th Floor, Silom Road, Suriyawong Subdistrict, Bang Rak District, Bangkok 10500

### **The investigating team or working group consists of:**

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

### **Protection of Whistleblowers and Denial of Corruption**

The company has established mechanisms to protect those who cooperate with the company in combating corruption, including providing information or denying corruption, to ensure that such actions will not cause harm or damage to the whistleblower.

1. The company will protect individuals who cooperate with the company in reporting or denying corruption related to the company from any harm, danger, or injustice resulting from their cooperation in combating such corruption.
2. The company will not demote, punish, or negatively impact employees or executives who deny corruption, even if such action results in a loss of business opportunities for the company.
3. If a whistleblower/complainant finds that their safety is compromised or they may suffer harm as a result of their reporting or complaint, they may request the company to implement appropriate protection measures.
4. To protect the rights of whistleblowers and those providing information in good faith, the company will keep the whistleblower's information confidential, and access to such information will not be limited to those responsible for investigating the truth. If such information is found to be misused or disclosed inappropriately, it will be considered a violation and a disciplinary offense. If an employee or executive is found to treat another person unfairly or cause harm to another person as a result of that person reporting/complaining or denying corruption, it will be considered a disciplinary offense. Summary of Whistleblowing, Complaints, or Suggestions.

### **Summary of Whistleblowing, Complaints, or Suggestions:**

In 2025, no whistleblowing, complaints, comments, or suggestions were submitted through the designated channels. This was reported to the Board of Directors in the minutes of the Audit Committee Meeting No. 6/2025 and the Board of Directors Meeting No. 8/2025, both held on November 14, 2025.

### **Penalties**

The Company is committed to promoting a sense of transparency, integrity, and ethical conduct among its directors, executives, and employees at all levels, and to combating all forms of corruption, both direct and indirect. This anti-corruption policy and measures will be communicated and disseminated to all directors, executives, and employees, as well as to the general public. Furthermore, the Company will promote and develop knowledge and understanding of these policies for rigorous implementation.

Anyone who intentionally or negligently fails to comply with these regulations, including behavior that constitutes harassment, intimidation, disciplinary action, or unfair discrimination resulting from whistleblowers/complaints or individuals involved in the implementation of these regulations, will be deemed to have committed a disciplinary offense and will be liable for any damages incurred by the Company and those affected by such actions.

Therefore, non-compliance with company policies or codes of conduct constitutes a disciplinary offense under company regulations and is subject to disciplinary action. Ignorance of these measures cannot be used as an excuse for non-compliance. In cases where corruption results in legal consequences, the company has the right to take legal action against the offenders.

Furthermore, the company's anti-corruption policies and measures have been approved by the Board of Directors and are reviewed annually. The company also participates in the Thai Private Sector Collective Action Against Corruption (CAC) program, with its certification expiring on March 31, 2026, marking its second renewal.

Reference link for the other policy and : <https://www.begistics.co.th/corporate-governance-th/guidelines>

## **Information on business code of conduct**

### **Business code of conduct**

Business code of conduct : Yes

The company first established its written Business Code of Conduct in 2018. The current version, updated in 2025, comprises the Good Corporate Governance Policy, Business Ethics, and Anti-Corruption Policy. These serve as guidelines for good business practices for directors, establishing operational standards and behavior for personnel within the organization and overseeing the company's important culture. The company's Business Code of Conduct outlines good practices that reflect a sense of responsibility and ethical conduct in performing duties. It connects with and supports the company's vision, objectives, goals, and strategies. The Board of Directors has set an example as leaders in corporate governance and is responsible for overseeing management to establish mechanisms for creating and driving a company culture committed to ethics and business conduct in its operational processes.

All executives and employees have signed documents acknowledging and accepting the policies since their employment. In the past year, company employees have acknowledged reports and adhered to the Code of Conduct and Corporate Governance Policy. Furthermore, the company publishes its Business Code of Conduct and Corporate Governance Policy on its website to ensure convenient access for all stakeholders and interested individuals.

During the year 2025, no instances of misconduct by directors, executives, or employees related to violations of the Business Code of Conduct or corruption were found. The company's policies and practices regarding the Business Code of Conduct include:

Reference link for the full version of business code of conduct : <https://www.begistics.co.th/corporate-governance-th/>

### **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**

The Board of Directors has always adhered to the principle that the company's business operations shall be conducted with fairness, honesty, integrity, transparency, and accountability. Therefore, significant importance is placed on considering transactions that may involve conflicts of interest, to ensure that all operations by directors, executives, and employees are based on good faith, do not seek personal gain for themselves or related parties, and are solely for the company's best interests.

Directors, executives, and employees of the company shall not engage in any actions that create a conflict of interest with the company, including any activities or actions that may cause the company to lose benefits, receive less benefit than it should, or share benefits from the company. In cases where transactions are necessary, they must comply with general conditions approved by the Board of Directors, be transparent and fair, and consider the company's best interests. Furthermore, directors, executives, and employees of the company shall not engage in businesses that compete with the company and shall avoid related party transactions involving themselves or related individuals or entities that may create a conflict of interest with the company.

### **Best Practices**

1. Directors, executives, and employees of the company shall disclose and submit information regarding their interests and those of related parties by reporting to the Company Secretary. The Company Secretary shall forward this interest report information 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 ensure immediate awareness of relationships and transactions with subsidiaries that may create a conflict of interest before any transaction takes place. The company has stipulated that the Company Secretary is responsible for regularly surveying interested party transactions at the end of each year. This survey will be conducted with directors, executives, company employees, and/or related parties, including involved employees, and the information will be presented to the Audit Committee and the Board of Directors for acknowledgment at least once a year.
2. Avoid engaging in transactions involving oneself and/or related parties that may create a conflict of interest with the company and its subsidiaries, and refrain from any actions that are contrary to the interests of the company, its

subsidiaries, or that seek personal gain for oneself and/or related parties, and adhere to the company's code of conduct.

3. Directors must not attend meetings and/or participate in expressing opinions and approving matters in which they have an interest or a conflict of interest, in order to ensure that decisions made by the Board of Directors and executives are fair and genuinely serve the best interests of the shareholders.

4. The following actions, which result in directors, executives, or related parties receiving financial benefits other than what is normally due, or cause damage to the company or its subsidiaries, shall be presumed to be actions that significantly conflict with the interests of the company and its subsidiaries.

(a) Transactions between the company or its subsidiaries and directors, executives, or related parties that do not comply with the criteria for related party transactions.

(b) The use of confidential information of the company or its subsidiaries, unless such information has already been disclosed to the public.

5. The Board of Directors must oversee the company and its subsidiaries to ensure compliance with the laws of the Stock Exchange and other relevant laws, and to disclose information or submit reports in accordance with the regulations of the Stock Exchange and other relevant agencies.

6. Establish clear operating systems to demonstrate that the company or its subsidiaries have adequate systems for continuously and reliably disclosing significant transactions in accordance with established criteria. Additionally, provide channels for the company's directors and executives to receive sufficient information to monitor the performance and financial status, as well as transactions between subsidiaries and company directors, executives, and/or significant transactions of subsidiaries effectively, to ensure that subsidiaries consistently comply with the established operating systems.

7. Directors, executives, and employees should avoid holding shares, serving as directors, executives, or advisors in businesses that operate in the same manner as the company or its subsidiaries, or that are commercial competitors of the company or its subsidiaries. Holding shares and serving as a director, executive, or advisor in other organizations is permissible if such shareholding or position does not conflict with the interests of the company or its subsidiaries, does not affect the performance of duties within the company or its subsidiaries, and complies with the criteria stipulated in securities laws.

8. Establish clear and appropriate operating procedures within the company and its subsidiaries, consistent with corporate governance and ethical policies, including the company's work practices, as well as relevant business regulations and laws.

9. Establish mechanisms for auditing operating systems within the company and its subsidiaries, allowing independent directors, audit committee members, and internal auditors of the company direct access to information. The results of such system audits shall be reported to the Board of Directors, the Audit Committee, and executives for acknowledgment, to ensure that the company and its subsidiaries consistently comply with various policies, company regulations, laws, and guidelines regarding good corporate governance for listed companies, as well as relevant rules and regulations of the Capital Market Supervisory Board, the SEC, and the Stock Exchange.

10. Reporting of Related Party Transactions. Directors and executives have a duty to inform the company when agreeing to enter into any related party transactions with the company that would create a conflict of interest, in accordance with the laws, regulations, and rules of the Securities and Exchange Commission (SEC).

In 2025, the company monitored compliance with the practices regarding interests and conflicts of interest as stipulated in the business code of conduct, as follows:

- The Office of the Chief Executive Officer oversees and monitors newly appointed executives (executives as defined by the SEC) to report their interests and those of related parties upon assuming their positions. The Company Secretary shall submit copies of the interest reports to the Chairman of the Board and the Chairman of the Audit Committee within 7 business days from the date of receiving such reports, and also ensure that directors and executives update their interest information at the end of each quarter.

- The Human Resources Department and the Office of the Chief Executive Officer have organized orientation sessions for new directors and employees, and regular training is provided to directors and employees annually. Furthermore, directors and employees can access the company's policies and code of conduct on the company's website. Including all personnel of the company in the fiscal year 2025, a percentage have signed to acknowledge and agree to comply with the policies and practices of good corporate governance, which include matters of interests and conflicts of interest.

In 2025, the company received no complaints regarding misconduct by directors and executives concerning the misuse of inside information or conflicts of interest. Additionally, the company communicates its conflict of interest policy in its business code of conduct and on its website, and provides annual training to employees. Furthermore, communication and awareness-building regarding conflicts of interest are provided to the company's directors through Board of Directors meetings and email communications, covering 100% of the directors.

Reference link for Prevention of Conflicts of Interest : <https://www.begistics.co.th/corporate-governance-th/>

Page number of the reference link : 1-30

### **Anti-corruption**

The company supports and promotes awareness among personnel at all levels regarding the importance of and consciousness in combating all forms of corruption, including establishing internal control systems to prevent fraud and the giving or receiving of bribes in any form, as well as any actions that may pose a risk of corruption, including money laundering. This is also to prevent the company from being used as a channel or tool for embezzlement, transfer, or concealment of the origin of illegal assets. Personnel at all levels of the company and its subsidiaries must perform their duties with due diligence and care, and also support and encourage any individuals acting for the benefit of the company, such as customers, business partners, and alliances, to recognize the importance of and comply with laws, regulations concerning anti-corruption, anti-corruption policies and practices, and other relevant company policies.

#### **Policies and operational guidelines 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 operational manual and the ethics and business conduct manual. They must not neglect or ignore any acts that constitute corruption. They should report such acts to their supervisor or through designated channels. The company will ensure fairness and protect employees by implementing measures to protect whistleblowers or those who cooperate in reporting corruption as specified. Those who commit corruption will face disciplinary action according to company regulations and may also be subject to penalties under Thai law if the act is illegal. All directors, executives, and employees of the company and its subsidiaries must adhere to policies and practices when dealing with business partners and various parties involved in business, both public and private, to avoid corruption. Furthermore, the company prohibits all directors, executives, and employees from soliciting, engaging in, or accepting corruption for their own benefit, their family, friends, and acquaintances. Corruption can occur in various forms as follows:

#### **Political assistance.**

- The company is a politically neutral business entity, supporting compliance with laws and democratic governance. The company has no practice of providing political assistance to any political party, whether directly or indirectly.
- The company has no policy to provide political assistance, whether financial, resource-based, or any assets, directly or indirectly, to politicians, political parties, or any political groups for the company's business interests.
- All employees of the company and its subsidiaries have the right and freedom to participate in political activities under the provisions of the constitution, relevant laws, rules, and regulations. However, they must not falsely claim to be employees or use any company assets, equipment, or tools for any political activities. If participating, they must be careful not to let any actions lead to the understanding that the company supports or favors a particular political party.

### **Facilitation Payments.**

- The company has no policy to pay facilitation payments in any form to government officials, either directly or indirectly, and will not undertake any actions that could be classified as facilitation payments, as there is a high risk of them becoming bribes, increasing business costs, damaging reputation, and potentially leading to corruption.
- The company will contact and coordinate with government agencies according to established procedures with transparency and strict adherence to relevant laws.

### **Giving and Receiving Bribes.**

- Directors, executives, and employees at all levels are prohibited from soliciting or accepting any benefits or assets that induce them to perform or refrain from performing duties improperly, or that may cause the company to lose legitimate benefits.
- Directors, executives, and employees at all levels should refrain from offering or giving any benefits or assets to external parties to induce them to commit or refrain from committing illegal acts or acts improper to their duties.

### **Giving or Receiving Gifts, Presents, Business Entertainment, or Other Benefits.**

- The giving or receiving of gifts, presents, entertainment, or other benefits with customers, business partners, or business agents must comply with the regulations concerning the giving or receiving of gifts, presents, business entertainment, or other benefits. This must adhere to anti-corruption principles and expenses must be reasonable and verifiable.
- Employees are prohibited from giving or receiving any items or benefits from business partners or parties involved with the company's business, except during festivals or customary occasions where the value is minor and without expectation of return. Recipients should consider and consult their direct supervisor for appropriate advice.
- Employees should avoid giving gifts or accepting entertainment that goes beyond normal relationship gestures or exceeds an appropriate value according to customs, traditions, local practices, and relevant laws. In cases of inappropriate acceptance or unclear value, employees should refuse to accept or return the item to the giver.

### **Regulations on Giving and Receiving Gifts, Presents, Entertainment, or Other Benefits.**

Directors, executives, and employees of the company may give or receive gifts, presents, entertainment, or other benefits from customers, business partners, or business agents within reasonable limits, but these must not influence operational decisions. Therefore, the company has established the following guidelines:

### **Giving and Receiving Gifts, Presents, or Other Benefits/Entertainment.**

1. If it involves giving cash or anything convertible to cash, directors, executives, and employees are prohibited from giving and receiving it from business partners, business agents, or parties involved with the company's business, as well as supervisors, subordinates, and colleagues.
2. Directors, executives, and employees of the company may give and receive personal items, but gifts, presents, or entertainment must not exceed 3,000 Baht to business partners, business agents, or parties involved with the company's business, as well as supervisors, subordinates, and colleagues. If the value exceeds 3,000 Baht, it must be submitted to the supervisor or the corporate governance department for consideration of returning it to the giver or taking other appropriate action.
3. The giving of gifts, presents, or other benefits to customers, business partners, business agents, or parties involved with the company's business is permissible in cases where they bear the company's logo, are given according to customs, during festivals, or for sales promotion, building business relationships, or on occasions to express congratulations, gratitude, welcome, condolences, or to provide assistance as a customary social courtesy.
4. Directors, executives, and employees of the company may reasonably entertain external parties. Entertainment expenses and other expenditures must be reasonable, directly related to business operations, or customary trade practices, and must not affect operational decisions or create conflicts of interest. The venue for entertainment must be appropriate for the purpose of the entertainment.

5. Accepting invitations to meetings or site visits organized by customers / business agents / partners is permissible, subject to the following conditions:

- Approved by the highest-ranking executive of the department.
- Business agents / partners may do so, subject to the following conditions:
  - After attending a meeting or site visit, the invitee must prepare a summary of the outcomes from the meeting or site visit and submit it to the highest-ranking executive of the department.
  - Do not participate in training, seminars, or site visits that have a hidden tourism aspect, without a genuine intention to transfer or acquire knowledge.
- 6. The form and value of gifts, presents, entertainment, or other benefits must not be excessively extravagant and must be spent reasonably.
- 7. Recipients and givers must be transparent and verifiable.

The company will communicate its policy on receiving gifts, presents, or other benefits to business partners or related parties occasionally during various festivals. In cases where gifts or presents may pose a risk of damage or incur excessively high delivery costs, a register of received gifts and presents shall be maintained, and they shall be allocated to employees.

#### **Employment of government officials.**

- The recruitment, selection, employment, compensation setting, and engagement of government officials to serve as directors, executives, employees, or consultants of the company must be conducted under a thorough review process, in accordance with the recruitment process or operational procedures of the company's Human Resources Department, to ensure that the employment of government officials is not a quid pro quo for any benefits that favor the company.
- The company conducts background checks on individuals it intends to recruit for director positions to identify potential conflicts of interest prior to appointment.
- Comp. The company will disclose information about government officials appointed as directors in the company's publications.

#### **Charitable Donations, Public Benefits, and Sponsorships.**

- Donations of money or assets for charitable or public benefit purposes, including sponsorships, must be transparent, legally compliant, and not contrary to morality, nor should they cause any harm to society as a whole.
- The giving or receiving of money or donated assets for charitable purposes or sponsorships will be approved according to the hierarchy of authority defined by the company, referencing the approval authority manual, to prevent its use as an excuse for bribery.
- Expense claims for charitable purposes and sponsorships must comply with the company's administrative expense claim procedures and the company's operational expense approval authority manual. Information must be submitted to the relevant central department for collection and consideration of duplication, as well as for providing opinions for the supervisor's consideration before signing. All disbursements must have clear objectives and verifiable evidence.
- In cases of doubt that may affect the anti-corruption policy and measures, written consultation should be sought from the Corporate Governance Department, or for other important matters, it should be at the discretion of management.

#### **Whistleblowing / Corruption Complaints.**

If any operational practices are observed or known to be in conflict with company regulations, or if any acts are observed or suspected to be corruption related to the company, employees may inform their supervisor or the responsible person. They are requested to strictly follow the whistleblowing and corruption complaint procedures. Should there be any doubts or questions, consultation can be sought from the supervisor or relevant departments. In

cases involving senior executives or company directors, matters can be reported directly to the Chairman of the Audit Committee as follows:

- 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/> (Complaint : Report tip-offs or complaints about corruption).
- Via E-mail : [whistleblowing@begistics.co.th](mailto:whistleblowing@begistics.co.th)
- By phone : 02-096-4999
- By mail : Chairman of the Audit Committee, B Logistics Public Company Limited, 52 Thaniya Plaza Building, 28th Floor, Silom Road, Suriyawong Sub-district. Bang Rak District, Bangkok 10500.

#### **Process upon receiving a tip-off/complaint.**

- Fact-finding: The recipient of the complaint will gather facts and then forward the matter to the Chief Executive Officer.
- Information screening and inquiry: The Chief Executive Officer will appoint an investigation committee to screen information and conduct investigations. Representatives of the investigation committee participating in the consideration include:
  1. Human Resources Director or a representative from the department.
  2. The complainant's direct supervisor, who must be a person without any conflict of interest or benefit with the complainant's representative.
  3. Representative from the Corruption Risk Management Working Group.
  4. The Secretary or a representative from the Audit Committee attends for observation.

#### **Establishing operational measures.**

The Secretary or a representative from the Audit Committee will summarize and submit reports on operations to the Audit Committee for approval of such operations. In cases affecting the company's reputation, image, financial status, or conflicting with the company's business operating policies, or involving senior executives, the Audit Committee will propose the matter to the Board of Directors for further consideration.

#### **Policy violation.**

- The company will impose disciplinary action on directors, executives, and employees of the company and its subsidiaries who violate this policy and/or the anti-corruption operational manual, including direct supervisors who ignore misconduct or are aware of misconduct but fail to take corrective action. Claiming ignorance of this policy and/or relevant laws cannot be used as an excuse for non-compliance with this policy.
- If actual corruption is observed or known to have occurred within the company, the investigation committee is responsible for presenting facts and evidence to the Audit Committee and the Board of Directors to consider penalties in accordance with company policy and other relevant laws. The company designates the Human Resources Department as responsible for proposing penalties to the company, which include disciplinary actions ranging from verbal warnings, written warnings, wage deductions or suspension without pay, up to termination of employment.
- The company will consider penalties based on the severity of the offense committed, along with the perpetrator's behavioral history and intent. The company may impose one or more penalties concurrently.
- Furthermore, in cases where penalties pose legal risks to the company, representatives of the investigation committee must consult with the legal department and management clearly before presenting to the Audit Committee and the Board of Directors. In cases where agents, business intermediaries, product/service distributors, or contractors of the company act inconsistently with the guidelines of this policy, the investigation committee is

responsible for presenting facts and evidence to the Audit Committee. The company may consider terminating transactions with such agents, business intermediaries, product/service distributors, or contractors as deemed appropriate.

#### **Communication and Disclosure of Information.**

- The company provides orientation training to all directors, senior executives, and new employees regarding the company's anti-corruption policies and practices, to ensure that all directors, senior executives, and new employees have knowledge and understanding of anti-corruption measures, company expectations, and penalties.
- All directors, senior executives, and employees will receive a copy of this policy in brochure format. The full policy is available on the company website. [www.begistics.co.th](http://www.begistics.co.th) Additionally, the company promotes participation of all personnel in complying with the said policy through various channels such as E-mail, Intranet, and the company's Employee Communication News (EC News). Training/video presentations on anti-corruption are periodically conducted during annual activities.
- The company communicates this anti-corruption policy to its subsidiaries, agents, business intermediaries, and service providers from the beginning of business relationships and subsequently as appropriate, through public announcement boards, brochures, annual reports, the company website, or other suitable methods.

#### **Monitoring and Inspection.**

- The company arranges for an annual review of its anti-corruption policy (at least once a year). The Corruption Risk Management Working Group is tasked with submitting proposals to the Audit Committee for consideration of the policy's adequacy, suitability, and effectiveness, as well as reporting risk assessment results and recommendations to the Board of Directors regarding future practices.
- The company's internal control systems and various regulations will be periodically audited by the Internal Audit Department, and any issues found will be urgently reported to the Audit Committee to ensure that the internal control system is effective and sufficient for combating corruption.

#### **Risk Assessment.**

The company regularly conducts risk assessments for potential corruption and reviews existing risk management measures to ensure they are appropriate, sufficient, and at an acceptable level. Reference can be made to the Corruption Risk Management Manual.

#### **Providing training to employees to educate them about the company's anti-corruption policies and practices.**

The company communicates and provides training on anti-corruption policies and practices to employees responsible for or involved in preventing corruption within the organization and continuously sends personnel for external training organized by various public and private agencies. Training on corruption is provided to employees from the start of their employment, covering anti-corruption in the form of announcements, codes of conduct, whistleblowing procedures, complaint procedures regarding corruption, and regulations for giving and receiving gifts, presents, entertainment, or other benefits through various company channels, including annual training and other related activities.

#### **Employee job rotation.**

The company supports job rotation for employees responsible for tasks with a high risk of corruption, such as procurement departments, government relations departments, etc.

#### **Protection and Confidentiality Measures.**

- The company will conceal 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, restricted only to those responsible for investigating the complaint.
- Whistleblowers or complainants will receive a serious response and fair protection.

- Whistleblowers must act in good faith. If the company discovers false tip-offs and/or an intention to maliciously cause harm, damage reputation, insult, incite hatred, or cause embarrassment to others, the company will take appropriate action.
- The company will not act unfairly towards employees or any other individuals contracted to work for the company on the grounds that such individuals provide information, cooperate, or offer assistance in any way to the company for the purpose of fact-finding.

#### **Business Data Recording and Document Retention.**

The recording of business, financial, and accounting data, as well as data retention, must be verified for accuracy and completeness and carried out according to the company's established procedures and accounting standards. This includes the preparation of financial reports and other related processes in line with the anti-corruption policy and measures, and ensuring that such documents are securely stored according to the company's document retention regulations.

#### **Control, Internal Audit, and Data Retention.**

- The company has established an internal control system to manage corruption, covering sales-services, trade-investment, borrowing-lending and incurring obligations, procurement, accounting-finance operations, human resources operations, licensing operations, and internal data recording, among others.
- Every department must establish written operational procedures for review and approval by department management to ensure enforcement. This must consider the segregation of duties among personnel, encompassing checks and balances within operational steps and processes to foster transparency, independence, and to help prevent or detect corruption risks.
- Currently, the company has assigned the Internal Audit Department to assess the adequacy, suitability, effectiveness, and efficiency of the organization's internal controls, along with providing recommendations and solutions to improve/develop internal controls to be effective and efficient, capable of preventing and detecting potential corruption risks.
- Regarding the storage of documents for various business processes related to this policy, the Internal Audit Department will ensure that data storage complies with the established policy. Both physical and electronic data and evidence will be stored 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 Improvement.**

This anti-corruption policy and measures will be reviewed and updated annually (at least once a year) or when significant changes affecting corruption risk management occur, to ensure that this policy aligns with the company's practices and complies with other relevant regulations and laws. Furthermore, any updates to the anti-corruption policy and measures must be approved by the Board of Directors and the revised policy must be communicated to all relevant parties.

#### **Penalties.**

The company is committed to promoting a sense of duty among all directors, executives, and employees to act with transparency, integrity, and to oppose all forms of corruption, both direct and indirect. It communicates and disseminates this anti-corruption policy and measures to all directors, executives, and employees, as well as to the public, and fosters the development of knowledge and understanding for serious adherence.

Therefore, failure to comply is considered a disciplinary offense according to company regulations, which will result in disciplinary action. Ignorance of this measure cannot be used as an excuse for non-compliance. In cases where corruption leads to legal offenses, the company reserves the right to take legal action against the perpetrator.

Reference link for Anti-corruption : <https://www.begistics.co.th/corporate-governance-th/>

Page number of the reference link : 1-30

## Whistleblowing and Protection of Whistleblowers

### Whistleblowing / Complaints of Corruption.

All company personnel must not neglect or ignore when they observe or become aware of work practices that conflict with the company's regulations or orders, or observe actions that constitute or are merely suspected of being corruption related to the company. Employees can report incidents through the channels specified by the company. Furthermore, if there are doubts or uncertainties in their own judgment, employees can seek advice from their supervisor or inquire with the Corporate Governance Department. Personnel must cooperate in investigations and provide all facts regarding observed actions that constitute corruption.

### Matters for whistleblowing / complaints of corruption.

- (1) Misuse of authority for personal gain or for others.
- (2) Observing the destruction of any documentary evidence, distortion, or concealment of information to support corruption.
- (3) Observing any actions suspected of being corruption, or having events/information that may fall under such actions.
- (4) Affected by whistleblowing, providing information, cooperating in fact-finding, or refusing corruption, such as harassment, demotion, punishment, dismissal from work, or impacts causing damage to the whistleblower.

### Channels for Whistleblowing / Complaints of Corruption.

If suspicious circumstances or evidence of corrupt practices are observed, or there is evidence that directors, executives, employees, or representatives acting on behalf of the group of companies are involved in corruption, violating laws, policies, regulations, as well as good corporate governance principles, or are affected by refusing corruption, they can report/complain and may choose to disclose or not disclose their name, while specifying suspicions or facts and providing clear and sufficient evidence to indicate a reasonable belief that corruption has actually occurred, or are affected by refusing corruption, through one of the following channels:

- Chairman of the Board / Chairman of the Audit Committee.
- Trusted supervisors at all levels.
- Website : <https://www.begistics.co.th/th/home-thai/> (Subject: Complaint, Whistleblowing or Complaint regarding Corruption).
- By E-mail : [whistleblowing@begistics.co.th](mailto:whistleblowing@begistics.co.th)
- By phone: 02-096-4999.
- By mail: Chairman of the Audit Committee, B Logistics Public Company Limited, No. 52, Thaniya Plaza Building, 28th Floor, Silom Road, Suriyawong Subdistrict, Bang Rak District, Bangkok 10500.

*In cases where the matter involves directors and/or senior executives, the matter should be reported directly to the Chairman of the Board / Chairman of the Audit Committee.*

**Note :** The company will investigate complaints based on credible facts. However, whistleblowers or complainants must be aware that reporting in bad faith or anonymously may limit the company's ability to verify facts.

### Whistleblowing or Complaint Procedures.

- 1) Complaints can be made directly in writing. Complainants should submit complaints or information about misconduct and/or corruption through their direct supervisor (from manager level upwards) within the company they are affiliated with. However, if the situation is inappropriate or inconvenient, complainants can notify via email or send a letter to the Head of Human Resources Department or the Head of Internal Audit Department of the company (as appropriate).
- 2) Supervisors who receive complaints or information about misconduct and/or corruption shall inform the Head of Human Resources Department or the Head of Internal Audit Department of the company (as appropriate) within 7 days to proceed with the fact-finding process.

3) In cases where the complainant chooses not to disclose their name, they must provide sufficient clear facts or evidence to demonstrate a reasonable belief that an act of corruption has occurred, or a violation of laws, company or subsidiary regulations, or the business ethics principles of the company and its subsidiaries.

All complaints will be treated with the utmost confidentiality. Those involved in receiving complaints or information about misconduct and corruption, and complainants are not required to disclose their identity, unless self-disclosure enables the company to inform them of the outcome or provide further details regarding the complaint. The company will consider and resolve the complaint within 30 days from the date all additional supporting documents are received. However, if the process takes longer than 30 days, the whistleblower or complainant will be informed and updated periodically.

**The investigator or working group consists of:**

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

**Investigation and Action Process.**

1. Upon receiving a complaint, the Head of Internal Audit Department will forward the matter to the investigator or working group to gather and screen preliminary facts. In cases where the complaint is made via email. [whistleblow@begistics.co.th](mailto:whistleblow@begistics.co.th) The recipients of complaint information are the Head of Internal Audit Department, the Chairman of the Audit Committee, and the Company Secretary.
2. In cases where a complaint is made against the Chief Executive Officer, it should be reported to the Chairman of the Audit Committee or the Head of Internal Audit Department. Once the information is deemed credible, the Board of Directors shall appoint a working group to conduct further investigation.
3. The investigator or working group will examine the received information and investigate the complaint independently and fairly to reach a conclusion to confirm or dispute the complaint and the facts received, including granting the right to the accused 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, imposing disciplinary action, and taking legal action against the accused if the act is prescribed as an offense by law.
4. The investigator or working group shall record statements or use audio recording devices for the complainant, the accused, and other involved parties in writing. The person giving the statement shall read and acknowledge or amend it and sign it. If the aforementioned person refuses to sign, the investigator or head of the working group shall read it to the person and record the accused's name.
5. The investigator or working group shall periodically inform the reporter, complainant, or cooperating party of the investigation's progress through the provided channels and will complete the investigation without delay.
6. The investigator or investigation working group shall prepare a summary report containing at least the following information:
  - Date, time, place, cause, nature, type, events suspected of wrongdoing, involved persons.
  - The amount and value of damages, if any.
  - Whether legal action has been filed against government officials as appropriate.
  - Are there insurance coverages for events suspected of wrongdoing?
  - Summary of investigation results, which should also indicate whether weaknesses occurred in the company's operational system.
  - During the investigation, the investigator or working group may propose to the Chief Executive Officer that the accused or involved parties be assigned to other duties.  
to other duties temporarily.

- The dedicated investigator or working group for the investigation does not have the authority to order punishment for the accused but may provide recommendations for punishment.
- The company will keep the personal information of reporters, complainants, or cooperating parties confidential and will not tolerate any intimidation or harassment. Should such cases occur, the matter should be reported to the Head of Human Resources Department or a higher-ranking individual to implement specific protective measures according to the situation.
- Once the company has conducted an investigation and found no wrongdoing as alleged in the complaint, the company will not take any punitive action against the complainant (if they are a director or employee of the company, a subsidiary, an associate company, or an invested company) 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 punishing the complainant and/or taking legal action, as appropriate.

### **Protection of Complainants/Whistleblowers/Information Providers and Refusal of Corruption.**

All stakeholders of the company, if they find any indication of corruption by directors, senior executives, or employees, and/or are affected by refusing corruption, and to build confidence in the measures for protecting and maintaining the confidentiality of complainants, employees can report information or provide feedback through the channels specified by the company in this regulation. The company will protect all individuals who cooperate in reporting or disclosing corruption and ensure fairness to those accused in such matters, to ensure that such actions will not cause distress or damage to the whistleblower, as follows:

- 1) The company will protect individuals who cooperate with the company in whistleblowing or refusing corruption related to the company from suffering distress, harm, or injustice arising from their cooperation in combating such corruption.
- 2) The company will not demote, punish, or negatively impact employees or executives who refuse corruption, even if such refusal results in the company losing business opportunities.
- 3) In cases where a whistleblower/complainant finds themselves unsafe or potentially harmed, they can request the company to implement appropriate protective measures.
- 4) To protect the rights of complainants and those who provide information in good faith, the company will conceal the identity of whistleblowers or information providers and keep such information confidential. Access to this information will be restricted to only those responsible for verifying the facts. If it is found that such information is used for improper purposes or disclosed inappropriately, it will be considered a violation and a disciplinary offense.
- 5) In cases where directors, executives, or employees are found to treat others unfairly or cause damage to others, motivated by the fact that those others have reported/complained or refused corruption, it shall be considered a disciplinary offense.

Reference link for Whistleblowing and Protection of Whistleblowers : [https://www.begistics.co.th/complain\\_b/Whistleblowers](https://www.begistics.co.th/complain_b/Whistleblowers)

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

B Logistics Public Company Limited ("the Company") and its subsidiaries prioritize the prevention of insider trading. The Company aims to implement a policy prohibiting directors, executives, and employees from disclosing or exploiting confidential or non-public insider information for their own benefit or the benefit of others, whether directly or indirectly, and regardless of whether they receive compensation. This also includes refraining from trading the Company's securities using insider information, as well as maintaining the confidentiality of information to prevent leakage to unauthorized persons, especially information that may affect the Company or its stakeholders. The use of insider information for personal gain or the gain of others is not permitted, in order to ensure fairness and equality for stakeholders, by disclosing information only to employees who have a need-to-know.

**Trading of Company Securities, with oversight on the use of insider information:** Directors, executives, and employees at all levels of the company should adhere to best practices in securities trading. by using insider information, as stipulated in Section 241 of the Securities and Exchange Act B.E. 2535, as follows: In the trading of securities listed on

the Stock Exchange of Thailand or securities traded on a securities trading center, no person shall buy or sell, or offer to buy or sell, or solicit another person to buy or sell, or offer to buy or sell, such listed securities or securities traded on a securities trading center, whether directly or indirectly, in a manner that is likely to take advantage of outsiders, by relying on material facts affecting the change in securities prices that have not yet been disclosed to the public, and which they have become aware of by virtue of their position or status, and regardless of whether such act is for their own benefit or the benefit of others.

**Reporting of Company Securities Holdings:** Directors, executives, and employees are required to report their securities holdings to the Securities and Exchange Commission (SEC) by notifying the Board of Directors or its assigned representatives at least 1 day in advance of trading the company's securities. In the event of a change in securities holdings, directors, executives, and employees are required to report changes in their own securities holdings, including those of their spouse or cohabiting partner, and minor children, to the SEC within 3 business days from the date of change, and to submit a copy of the report on changes in securities holdings to the Board of Directors or its assigned representatives for reporting such changes to the Board of Directors' meeting.

### **Best Practices**

1. Educate directors and executives regarding their duty to report their own, their spouse's, and their minor children's securities holdings to the SEC in accordance with Section 59 and the penalties under Section 275 of the Securities and Exchange Act B.E. 2535 (including any amendments), as well as the reporting of the acquisition or disposal of their own, their spouse's, and their minor children's securities to the SEC in accordance with Section 246 and the penalties under Section 298 of the Securities and Exchange Act B.E. 2535 (including any amendments).
2. Directors and executives of the company, including their spouses and minor children, shall prepare and disclose reports on their securities holdings and changes in the company's securities holdings to the SEC in accordance with Section 59 and the penalties under Section 275 of the Securities and Exchange Act B.E. 2535 (including any amendments), and submit a copy of this report to the company on the same day the report is submitted to the SEC, as well as report it to the Board of Directors' meeting quarterly.
3. Directors, executives, employees, and staff of the company and its group companies who have access to material insider information that may affect securities prices are prohibited from trading the company's securities during the 1-month period before financial statements or such insider information is disclosed to the public, and during the 24-hour period after the company's insider information has been disclosed to the public. Those involved with insider information must not disclose such information to others until it has been reported to the Stock Exchange. Penalties for violating the aforementioned regulations: The company considers such violations as disciplinary offenses under the company's employment regulations and will consider appropriate penalties, which may include verbal warnings, written warnings, probation, and termination of employment due to dismissal, discharge, or resignation, as the case may be.
4. The company requires directors and senior executives (as defined by the SEC) to notify the Board of Directors or its assigned representatives, such as the Chairman, Chairman of the Audit Committee, and Company Secretary, etc., regarding their own company share trading at least 1 day in advance of the transaction.
5. Directors, executives, employees, and staff of the company are prohibited from using insider information of the company or its business partners, which they have obtained through their duties, to buy or sell, or offer to buy or sell, or solicit 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 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 their last purchase of company securities, except for the sale of company shares acquired through warrant rights.
6. Directors, executives, and employees have a duty to maintain the confidentiality of company information, such as trade secrets, joint venture information, invention formulas, technology, academic knowledge, etc., to prevent leakage to unauthorized persons, which could cause damage to the company or its stakeholders, except when required by law or approved by authorized persons.

7. Must comply with the procedures and methods for maintaining confidentiality as outlined in the company's document management policy and the group company's records management system requirements.
8. Personal data obtained must be carefully protected or used only as necessary within the scope of the law. Confidential information must not be used for personal gain or the benefit of others, and attempts must not be made to access others' confidential information.
9. Do not disclose confidential company information, even after leaving or ceasing duties with the company.
10. In addition to publicly disclosed information, the company considers all other company information as internal use only. Directors, executives, and employees must use such information strictly within the scope of their assigned duties and responsibilities.
11. Directors, executives, and employees will be notified not to use insider information for their own benefit or the benefit of others through various company channels, such as electronic mail or the company's Good Corporate Governance and Business Ethics Handbook, etc.
12. Directors and executives from the level of Director or equivalent in the Finance and Accounting group will be requested to cooperate by refraining from trading the company's securities during periods when the company is about to disclose significant information that may affect the company's securities prices. Directors and executives from the level of Senior Manager or equivalent in the Finance and Accounting group are required to report their securities holdings and changes in the company's securities holdings according to the law, and must submit a copy to the Company Secretary for reporting to the Board of Directors.
13. Ethics regarding the use of computer systems, information technology, and communication are established to control and maintain data security within information systems and/or prevent unauthorized external access to company data, and to define appropriate levels of access to company data for employees at various levels according to their responsibilities.

### **Confidentiality of Information**

To ensure transparency and equality, the company has established policies and responsibilities for maintaining the confidentiality of customer and partner information regarding various transactions between customers or partners and the company, including specific data received from customers and/or partners. The use of such information must be for the purpose of the company's normal business operations 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 customer and/or partner information as confidential and to always exercise caution when it is necessary to use such information. The duty of executives and employees to maintain the confidentiality of customer and/or partner information shall continue even after their employment with the company has ceased.

### **Best Practices**

#### **1. Confidentiality of Information**

- The preservation of confidentiality for non-disclosable data and documents, and/or trade secrets, intellectual property, which are considered the company's rights against external parties, especially competitors, even after leaving their position for another 2 years. This period does not include cases where confidential information must comply with the terms of a confidentiality agreement requiring relevant parties to adhere to it.
- Do not use Opportunities or information obtained from being a director, executive, or employee of the company for personal gain and for engaging in business that competes with the company, its subsidiaries, or related businesses.
- Prepare all relevant company data and documents with integrity, prudence, and in accordance with established standards, as per assigned duties and responsibilities.
- It is prohibited to falsify data, documents, or reports of the company or its subsidiaries. Violators shall be subject to disciplinary and/or legal action, as the case may be.
- To prevent unintentional disclosure of confidential information, it is the duty of the data owner or data custodian of non-public information to be aware of and adhere to data security procedures. Furthermore, supervisors must strictly instruct relevant personnel to follow these security procedures.

- Trade secrets or important documents of the company and its subsidiaries must be protected from loss or leakage through appropriate and proper control methods, in accordance with data handling guidelines, by classifying data according to its confidentiality level, such as public data, restricted data, confidential data, or top-secret data.
- The sharing of internal information within departments or within the company and its subsidiaries must be strictly within the scope of assigned duties and responsibilities.
- The retention of company data must comply with the timeframes and criteria set by the company, under legal requirements. Data must be stored carefully and systematically for easy retrieval. Once the data retention period has expired, relevant employees must arrange for its destruction using methods appropriate for each type of data or document.
- The Chief Executive Officer or the company's assigned relevant department shall be responsible for approving and disseminating company information to the public.
- The company will disclose important information to the public accurately, transparently, timely, and equally.
- Information or opinions that have or may have a negative impact on the company, its subsidiaries, and related parties must not be disclosed to any external parties.
- If asked or requested to disclose information that one is not authorized to disclose or answer, politely decline to comment and advise them to inquire directly with the assigned and responsible department for information disclosure, in order to ensure accurate and consistent information/opinions.
- The central channel for disseminating company information is the Corporate Finance and Investor Relations department, with internal departments that own the data providing details.

### **3. Personal Data Protection**

The company mandates that all directors, executives, and employees adhere to regulations regarding access to personal data, and strictly comply with all laws, policies, regulations, requirements, or guidelines of the company and relevant organizations concerning personal data protection. This includes the governance and management of personal data, the collection, use, and disclosure of personal data under the company's custody, as well as the secure storage of such personal data, and the implementation of appropriate methods for deleting or destroying unnecessary data. To prevent impacts on the company and its subsidiaries, the Board of Directors, executives, employees, and relevant stakeholders, the company has implemented standard and practical physical, electronic, and operational system measures for personal data security for customers, contractors, service users, and personnel. The company will review and audit personal data security measures annually.

Reference link for Prevention of Misuse of Inside Information : [https://www.begistics.co.th/complain\\_b/](https://www.begistics.co.th/complain_b/)

### **Money laundering prevention**

#### **Risk Management and Financial Accounting Reports**

The company is committed to creating sustainable value and stability for the business, in line with good corporate governance principles. To achieve this, the company has established internal control and internal audit policies that are efficient and effective, consistent with international standards, and maintain risk management at an appropriate level. This enables the management of significant risks to an acceptable level without affecting the achievement of the company's objectives. Furthermore, a robust monitoring and evaluation system is in place, with regular system reviews and the preparation of accurate, complete, and reliable accounting and financial reports in accordance with legal requirements, which is crucial for building shareholder and investor confidence in the company.

#### **Good Practices**

##### **Internal Control / Internal Audit / Risk Management**

1) The Board of Directors, Audit Committee, and Risk Management Committee must review and report the results of their reviews to shareholders.

- 2) Executives must establish internal control and risk management systems for the company related to their responsibilities, including evaluating, reviewing, and adhering to the established systems, as well as instilling discipline, knowledge, understanding, positive attitudes, and cooperation among employees in the inspection and development of internal control systems.
- 3) The Internal Audit Department assesses the adequacy of internal controls, supports corporate governance processes and risk management, and recommends appropriate internal control measures and actions that add value to various departments, suitable for changing situations, environments, 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 by internal departments of the company and its subsidiaries.
- 5) Conduct risk assessments across all dimensions, including the assessment of potential corruption risks to the company. Establish an organizational internal control framework with objectives covering process-level corruption risk assessment, and mandate regular evaluation processes for the company's internal control systems to ensure that the company has adequate and appropriate internal control systems for its business operations.

### **Financial Accounting Reports**

- 1) The recording of business transactions for the company and its subsidiaries must be factual, without distortion or creation of false entries, accurate, complete, and verifiable, without exception, to reflect the company's operational results truthfully.
- 2) Business transactions must comply with the company's regulations and requirements, and be supported by accurate, complete, sufficient, and timely documentation and evidence, to ensure the complete recording of business transactions.
- 3) All employees, as business transaction initiators, are responsible for preparing and/or providing information regarding such business transactions to employees responsible for financial accounting.
- 4) Comply with relevant laws, regulations, standards, and requirements, both domestic and/or international, to ensure that the company's accounting is accurate and complete.
- 5) Adhere to the principles of honesty and impartiality to ensure that data storage, record-keeping, and the preparation of accounting and financial reports are conducted with integrity.

Reference link for Money laundering prevention : [https://www.begistics.co.th/complain\\_b/](https://www.begistics.co.th/complain_b/)

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

All personnel of the company and its subsidiaries should avoid actions that may lead to biased decision-making in their work or create conflicts of interest with the company. The company has established operational guidelines in accordance with its Anti-Corruption Policy regarding the giving and receiving of gifts, hospitality, or any other benefits (No Gift Policy), which includes participation in domestic and international travel activities, as well as travel-related expenses received from parties 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 establish good operational standards.

#### **Guidelines for Good Practice**

- 1) Company employees shall refrain from accepting gifts or any other benefits in all circumstances and are responsible for thoroughly informing external parties of this no-gift policy.
- 2) In cases where acceptance is necessary and cannot be returned, such as during important festivals or traditional customs, it may be done within reasonable bounds. However, no demands or acceptance of anything contrary to customary practice or exceeding appropriateness shall be made. It must be property or benefits legitimately obtainable under the law, or regulations issued under legal provisions, not constituting illegal receipt of assets, and must not be illegal items. This also includes acceptance from general, non-specific giving to personnel.

- 3) In cases of necessary acceptance as per item 2, the individual concerned is obliged to report the receipt of gifts, presents, souvenirs, or any other benefits to their direct supervisor for acknowledgment, using the form prescribed by the company.
- 4) Should the direct supervisor, upon consideration, deem acceptance inappropriate, the item must be handed over to the originating department or the corporate governance unit, to become the property of the company.
- 5) Company employees shall not accept bribes or any similar benefits for themselves or for external parties, especially government officials.
- 6) The giving of gifts or any other benefits to government officials and other individuals should be in a manner that promotes a positive image of the company and its subsidiaries. It must be ensured that such giving does not violate laws and local customs, and is not excessively extravagant. According to the announcement of the National Anti-Corruption Commission (NACC), government officials may accept assets or other benefits with a value not exceeding 3,000 Baht per person per occasion.
- 7) The company regularly informs employees about reporting the giving and receiving of gifts or other benefits and conducts inspections to ensure that donations and/or sponsorships are genuinely used for public benefit in accordance with their intended purpose.
- 8) Company personnel must understand and adhere to the guidelines regarding the giving and receiving of gifts, hospitality, or any other benefits.

Reference link for Gift giving or receiving, : [https://www.begistics.co.th/complain\\_b/entertainment, or business hospitality](https://www.begistics.co.th/complain_b/entertainment,orbusinesshospitality)

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

B Logistics Public Company Limited has announced the implementation of a policy for operational 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, and in alignment with good corporate governance principles and business ethics. This will help promote the company's achievement of leadership in the international logistics business. Therefore, the company has established the following policy for operational compliance with laws and regulations:

1. All executives and employees must adhere to and comply with regulations, which include laws, rules, company regulations, significant commitments, business ethics, policies, and guidelines.
2. All executives and employees have a duty to be aware of and understand how their work relates to or requires compliance with any laws, rules, regulations, or operational guidelines, including understanding the impacts and damages resulting from non-compliance or actions inconsistent with established regulations. Employees may face disciplinary action in accordance with the company's employment regulations.
3. All executives and employees must respect and comply with laws and regulations, both domestic and international, where the company conducts business, and recognize that actions that are illegal or non-compliant with laws are unacceptable.
4. All executives and employees must raise awareness by communicating, promoting, and supporting the development of knowledge and understanding, and fostering a culture of integrity and strict, tangible adherence to the company's various regulations.
5. The company has established a Risk Management Committee to effectively oversee operations and improve processes to align with both internal and external business operations, as well as to respond to potential changes and to prevent potential risks.
6. The company mandates effective guidelines for operational oversight, control, supervision, and risk prevention to strengthen and support accurate and complete compliance with laws and regulations, including providing necessary operational support in various areas such as personnel and knowledge, to ensure that all executives and employees.
7. Employees who provide information or report actions that are or may be in violation of laws, rules, or regulations will be protected and treated fairly in accordance with the company's complaint handling policy.

Reference link for Compliance with laws, regulations, : [https://www.begistics.co.th/complain\\_b/](https://www.begistics.co.th/complain_b/)  
and rules

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

### **Intellectual Property, Use of Information Technology, and Communication**

Intellectual property, information technology, and communication are crucial factors that promote business operations and enhance work efficiency. Therefore, it is the shared responsibility of all directors, executives, and employees of the company to respect the rights of intellectual property owners and to use information technology and communication strictly under the laws, regulations, and standards set by the company. This must be done with prudence and care, and information technology should be integrated as part of the company's strategy and operations. The company has a data security system in place to maintain confidentiality, reliability, and availability of information, as well as to prevent misuse of data. Furthermore, the allocation and management of information technology are considered, with criteria and factors established for prioritizing information technology plans.

#### **Best Practices**

##### **1. Intellectual Property**

- The company promotes employee awareness regarding the non-infringement of inventions, research and development works, or intellectual property of any other person, including studying, researching, writing textbooks, and creating various creative media.
- All employees of the company are obligated to respect, not infringe upon, or engage in actions that risk infringing upon the intellectual property of others, whether directly or indirectly.
- In the event of infringement of the company's intellectual property, employees are obligated to report such infringement to their supervisor or the personnel responsible for intellectual property.
- When accessing intellectual property research and development facilities or locations with specific regulations for the protection of intellectual property and confidential information, employees are obligated to strictly adhere to those rules and regulations.
- The use of the company's registered trademarks or brands should be considered for appropriateness and exercised with caution solely for the benefit of the company.

##### **2. Use of Information Technology and Communication**

(1) The company has established an information system security management system, adhering to the "Information Security Standard" policy. This includes the development of an information security policy, a data classification policy, and personal data protection in accordance with the law. Therefore, all company employees are responsible for preventing and ensuring that the company's information systems under their possession or responsibility are not improperly accessed by unauthorized persons and that business-critical information is not disclosed to irrelevant parties. All actions taken by employees as mentioned above must not contravene relevant laws.

(2) Employees must exercise discipline in using information systems, data recording devices, and communication devices of the company to avoid negative impacts on the company and others. They must not use these as tools for unauthorized access to information systems, which could damage the company's reputation and assets, disrupt or annoy the operation of information systems, intercept data, secretly decrypt passwords, falsify company information, or disseminate inappropriate images, messages, or sounds that violate ethics, customs, and traditions. Furthermore, they must not use these for personal business or illegal activities.

(3) Employees must not infringe upon software, copyrighted works, or intellectual property, whether belonging to the company or others, including but not limited to software, copyrights, patents, know-how, trade secrets, etc., by using, reproducing, modifying, disclosing, or disseminating them to the public, whether in whole or in part, unless expressly authorized by the data owner. In case of doubt, the legal department or personnel responsible for intellectual property should be contacted for advice beforehand, and the data classification policy must be followed to prevent data disclosure or leakage.

(4) Employees must keep their passwords and other codes provided by the company for accessing the company's information computer systems or data as their private confidential information. These must be kept secret from others and must not be shared with anyone else to prevent unauthorized access to their passwords. Employees must use the information system correctly according to their authorized rights and must not use the internet to access unfamiliar websites or websites without data security systems, which could be harmful to the company's computer systems. If employees encounter phishing attempts using fake emails or websites to obtain information such as usernames, passwords, or other personal data held by the company, they must immediately notify the company's information technology security department.

(5) Employees must regularly attend training and testing to raise awareness of information security and cybersecurity, as well as strictly comply with policies, regulations, announcements, and orders related to information security and cybersecurity.

(6) Employees must always check data uploaded to their computers using an up-to-date antivirus program.

(7) Employees must exercise caution when using electronic mail to prevent damage to the company's business operations, avoid infringing on the rights of others, violating ethics, causing annoyance to others, or breaking the law. Employees must not seek personal gain or allow others to seek business gain from using electronic mail through the company's network. Employees must use the company's electronic mail address solely for company work.

(8) Should there be any suspicion that an employee is using the information technology system inappropriately, or is infringing, or if there is reasonable cause to protect the security of the company's information technology system and information, the assigned unit will inspect, search, monitor, investigate, and control that employee's use of the information technology system.

### **Non-Infringement of Intellectual Property**

The company has established an intellectual property management policy to define clear guidelines for preventing and not infringing upon intellectual property. This is considered the direct responsibility of all directors, executives, employees of the company, and its affiliates, including respecting and not infringing upon the company's intellectual property rights.

### **Use of Information Technology**

All directors, executives, and employees of the company are obligated to strictly comply with laws and guidelines related to the company's use of information technology and to integrate information technology as part of the company's strategy and operations. The company has a data security system in place to maintain confidentiality, data reliability, and data availability. Furthermore, the company prevents the misuse of data and considers the allocation and management of information technology. Criteria and factors are established for prioritizing information technology plans, such as suitability, alignment with strategic plans, impact on business operations, urgency of use, budget and human resources for information technology, and consistency with the Business Model. )

### **Safeguarding Company Assets**

Directors and employees have the duty and responsibility to fully safeguard the company's assets, ensuring they are not lost and not used for personal benefit or the benefit of others. Company assets include various data, office equipment, tools, vehicles, and real estate, as well as technology, academic knowledge, title deeds, intellectual property, etc.

Reference link for Information and assets usage and protection : [https://www.begistics.co.th/complain\\_b/](https://www.begistics.co.th/complain_b/)

### **Anti-unfair competitiveness**

#### **Supporting fair competition**

The company is committed to complying with anti-monopoly laws or competition laws, supporting free and fair trade competition, and refraining from discrimination or exploitation. It is established as a policy to comply with competition laws, both domestic and international, in countries where the company operates, including any laws, rules, and

regulations related to competition law. Therefore, the company should exercise caution and adhere to the guidelines set forth by the company.

### **Best Practices**

- (1) Market dominance: According to the legal criteria of each country, no actions should be taken that may constitute unfair trade practices or abuse of market dominance.
- (2) Any business merger that may lead to a reduction in competition or a monopoly in any market, such as a merger that monopolizes the acquisition of assets, the acquisition of shares, the takeover of businesses, or cross-investment in shares or assets, joint ventures, or serving as a co-director in a company, etc., must undergo a review of the necessary legal processes by a consultant or expert in competition law before such actions are taken, and prior to any merger.
- (3) Prohibit engaging in business that involves agreements to monopolize, restrict, or reduce competition.
- (4) Prohibit any conduct that may constitute unfair trade practices, even if not in a position of market dominance.
- (5) Prohibit any agreements between other operators (both domestic and international) that would restrict competition and severely impact the economy and consumers.

Reference link for Anti-unfair competitiveness : [https://www.begistics.co.th/complain\\_b/](https://www.begistics.co.th/complain_b/)

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

#### **Information Technology Security Policy**

To ensure that the information technology systems, network systems, and computers of the company and its subsidiaries, which jointly use information systems, network systems, and computers, operate appropriately, securely, and can continuously support the company's operations. This includes ensuring system usage is correct and compliant with the Computer-Related Crime Act and other relevant laws, as well as preventing threats that could cause damage to the company. Therefore, the company has established an Information Technology Security Policy to serve as a guideline for all employees to follow.

#### **Objective**

1. To define the direction, principles, and framework of requirements for information technology security management.
2. To build employees' knowledge and understanding to correctly and appropriately comply with policies, standards, operational frameworks, procedures, recommendations, and laws related to computer systems.
3. To enable employees and those who need to connect to the company's computer systems to use them correctly and appropriately.
4. To prevent the company's computer systems and information from being intruded upon, stolen, destroyed, interfered with, or subjected to various forms of theft that could cause damage to the company's business operations.

#### **Scope**

This policy covers the protection and security of the company's information systems, both within and outside the company's premises, including company-provided cloud services, which encompass:

1. All employees and departments of the company.
2. External individuals authorized to access assets related to the company's computer systems, communication networks, or data and information.
3. Strictly adhere to the company's "Information Security Standards" policy.

#### **Definitions**

The definitions in this section provide clear and consistent meanings for terms used in this Information Technology Security Policy and Guidelines.

1. "Company" refers to B Logistics Public Company Limited, its subsidiaries, and affiliated companies that jointly use information systems, network systems, and computers.

2. "Human Resources Department" refers to the Human Resources Department of B Logistics Public Company Limited.
3. "Information Technology Department" refers to the Information Technology Department of B Logistics Public Company Limited.
4. "User" refers to the company's directors, executives, personnel, related users, and external users who are authorized to access the company's network system.
5. "Personnel" refers to the company's employees, probationary employees, and temporary employees.
6. "Related User" refers to an individual or legal entity that is a contractual party of the company and conducts activities within the company.
7. "External User" refers to an individual or legal entity other than those specified in (5) and (6).
8. "Information" refers to facts derived from data that has been processed and organized, which may be in the form of numbers, text, documents, diagrams, maps, photographs, films, video recordings, audio recordings, computer recordings, or graphic images, presented in a system that is easy for users to understand and can be utilized for administration, planning, decision-making, and other purposes.
9. "Information System" refers to the company's operational system used for storing, processing, and disseminating information, which coordinates between hardware, software, data, users, and processing procedures to generate information that can be utilized for planning, management, and supporting the company's operational mechanisms.
10. "Network System" refers to a system that can be used for communication or transmitting 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.
11. "Asset" refers to any tangible or intangible property or item of value or worth to the company, including data, data systems, and information and communication technology assets such as personnel, hardware, software, computers, server computers, information systems, network systems, network devices, IP addresses, or copyrighted software, or anything else of value to the company.
12. "Information Technology Security" refers to the security and safety of the company's information technology systems and network systems, maintaining the confidentiality, integrity, and availability of information, as well as other attributes such as authenticity, accountability, non-repudiation, and reliability.
13. "User Rights" refers to the hierarchy of access to information for personnel and related users, including general rights, special rights, and any other rights related to the company's information systems and networks.
14. "Information Access or Usage Control" refers to the authorization, granting of rights, or delegation of authority to users to access or use network systems or information systems, both electronically and physically, as well as defining practices regarding unauthorized access.
15. "User Account" refers to the username and password for personnel, related users, and external users.
16. "Security Incident" refers to a situation where an event, service condition, or network indicates a potential violation of security policies, a failure of protective measures, or an event whose security implications are unknown.
17. "Undesirable or Unforeseen Security Incident" refers to a situation that may lead to the company's systems being intruded upon or attacked, and security being compromised.
18. "Encryption" refers to the process of encoding data to prevent unauthorized access. Individuals who can open encrypted data files must have decryption software to restore the data to normal use.
19. "Authentication" refers to the security process for accessing a system, which is a step to verify the identity of a general system user, typically by using a username and password.
20. "SSL (Secure Socket Layer)" refers to data encryption technology used to enhance the security of communication or data transmission over the internet between a server and a web browser or application in use.
21. "VPN (Virtual Private Network)" refers to a virtual private computer network that uses actual data transmission, where data transmission is specifically encrypted over the internet, making it unreadable and invisible to others until it reaches its destination.

### **Information Technology Security Policy (IT Security Policy)**

1. The company shall establish a written information technology security policy and must communicate this policy to foster understanding and ensure correct compliance, especially between the information technology department and other departments within the company, to facilitate coordination and achieve business objectives.
2. The company must review its information technology security policy at least once a year, or when there are changes that affect the company's information technology security.

### **Information Technology Risk Management Policy (IT Risk Management)**

Must align with the Corporate Risk Management policy and cover the following matters:

1. Clearly defining roles and responsibilities in IT risk management. Responsible parties must identify IT methods or approaches to reduce or manage existing risks and present them to management for consideration in IT system risk management.
2. Identification of Information Technology Related Risks.
  - Physical and environmental risks include the Data Center Room, where server computers, network equipment, and other devices are stored and installed. Access and usage must be controlled, and various systems such as in-room temperature alert systems and fire alarm systems must be monitored.
  - Risks related to accessing computer programs on company computers, to prevent the use or installation of insecure or malicious programs, such as downloading external programs that may contain malware or computer viruses, or have vulnerabilities that connect to external networks, attacking the computer in use or other computers on the same network, etc.
  - Risks related to accessing the company's computer network. Internal network and internet usage must be monitored and supervised, with systems in place to prevent external access and attacks on server computers and client computers used by personnel, such as systems to prevent internet access, installation of antivirus software, email filtering, etc.
  - Personnel risks require defining access rights to computer systems, various network devices, and data according to their authorized privileges, to prevent unauthorized modification or alteration of data.
3. Risk assessment covering the likelihood of risks and their potential impacts, to prioritize risk management. Risks are categorized into 4 types as follows:
  - Technical risks that may arise from computers and devices being attacked.
  - Personnel risks arising from inappropriate rights management, leading to data access beyond authorized duties, and potentially causing damage to information.
  - Risks from disasters and emergencies, arising from natural disasters or other situations such as power outages, protests, etc.
  - Management risks arising from existing policies that may not align with potential risks.
4. Defining methods or tools for risk management to an acceptable level for the company. Preparing a Risk Description table with headings such as Risk Name, Risk Type, Risk Characteristics, Risk Factors, and Impact, etc. Determining the likelihood of events and the severity of risk impacts, including creating a Risk Map.
5. Define Information Technology Risk Indicators, including establishing monitoring and reporting of these indicators to responsible parties, to enable appropriate and timely risk management.

### **IT Security**

#### **Additional Guidelines on IT Information Security Policy and Measures**

**Objective :** To prevent violations of the Information Technology Security Policy.

#### **Guidelines**

1. It is prohibited to use the company's computer resources and network for illegal acts or acts contrary to good social morals, such as creating websites for commercial operations or disseminating illegal or immoral content, etc.
2. Do not access computer networks or computers using another person's user account, whether with or without the user account owner's permission.
3. It is prohibited to access computer systems and data protected from others' access to modify, delete, add, or copy.

4. It is prohibited to disseminate data belonging to others or to a unit without authorization from the data owner.
5. It is prohibited to disturb, obstruct, or damage the company's computer resources and network, such as sending viruses to company computers, or inputting programs that cause computers or network devices to deny service (Denial of Service), etc.
6. It is prohibited to intercept data on the company's computer network and/or that of others during transmission and reception on the computer network.
7. Before using any portable storage media, opening files attached to electronic mail, or files downloaded from the internet, a virus scan must be performed using antivirus software every time.
8. Users must not allow others to use their user accounts and passwords to access computers jointly.

### **Organization of Information Security**

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

#### **Guidelines**

1. Senior management is responsible for overseeing security to ensure compliance with the company's information system security policies and guidelines.
2. The Information Technology Department Manager must assign duties to IT personnel, making them responsible for overseeing the security of the information systems used by the company and controlling operations to maintain the company's information system security policies and guidelines.
3. The Information Technology Department Manager is responsible for managing, overseeing, monitoring, and reviewing the overall information security policy of the company.
4. IT personnel assigned as Administrator-level system administrators, responsible for the systems under their care, must monitor and oversee the security of system usage. In the event of undesirable or unforeseen security incidents, corrective actions must be taken and reported to their supervisor.
5. Users and both internal and external units must be responsible for complying with the company's policies and guidelines for information system security, and must not violate laws related to computer-related offenses.

### **Human Resource Security for Information Systems**

**Objective:** To ensure users understand the policies, duties, and responsibilities regarding the use of the company's information systems.

#### **Guidelines**

1. Written roles and responsibilities for information system security must be defined for external individuals or entities contracted to perform work, and these must align with the company's information system security policy.
2. A Non-Disclosure Agreement (NDA) must be signed between the personnel and the unit, stating that company secrets will not be disclosed. This signing will be part of the employment of such personnel and must be binding both during employment and for a continuous period of no less than 1 year after the termination of employment.
3. To ensure user account management is accurate and up-to-date, the Human Resources Department or relevant units must immediately inform the Information Technology Department Manager when any of the following events occur:
  - Employment
  - Changes in employment status.
  - Resignation or termination of directorship and employment with the company.
  - Department relocation
4. Users and external contracted entities must be informed of policies related to information technology security.
5. New personnel joining the company must receive training on the information technology security policy, which should be part of their orientation.
6. After changes or termination of employment, or project completion, access to information in the information system must be revoked immediately.

### **Information Asset Management**

## Control of Computer and Computer Equipment Usage

**Objective:** To ensure users are aware of their duties and responsibilities in using the company's computers and computer equipment, and to understand and strictly comply with them, thereby protecting the company's resources and data to be secure, accurate, and always available.

### Guidelines

1. Users of the company's computers and computer equipment must be responsible for the assets they use.
2. Employees are prohibited from using the company's computers and computer network systems for any personal and inappropriate commercial business or services.
3. Users are not permitted to install or modify programs on company computers, unless advised or recommended by the system administrator, or authorized by the highest authority of the unit.
4. It is prohibited to modify any components of computers and peripheral devices, unless approved by the system administrator or the responsible unit. Users must maintain the original condition of computers and peripheral devices.
5. Users must not store or use computer equipment in hot, humid, dusty places, and must be careful to prevent impacts.
6. Do not use or place any computer equipment near liquids, strong magnetic fields, high voltage electricity, in vibrating environments, or in environments with temperatures exceeding 35 degrees Celsius.
7. When moving computer equipment, care should be taken not to place heavy objects on it or throw it.
8. Do not move the device while the hard disk is operating or while it is powered on.
9. Avoid pressing hard objects against the computer screen, which may cause scratches or damage. The computer screen should be cleaned as gently as possible, wiping in one direction. Do not wipe in a circular motion as this may cause scratches on the screen.
10. Users whose employment has been terminated or whose project has ended must return all responsible computers and computer equipment to the responsible unit in a ready-to-use condition.
11. For moving computer equipment for off-site work, users must comply with the regulations for taking company assets outside the company.
12. Users are responsible for preventing loss, not leaving devices in public places or areas with a risk of loss.

### Control of Computer Program Usage (Software License)

**Objective:** To ensure users are aware of their duties and responsibilities in using computer programs, understand the use of legally licensed programs, and strictly adhere to guidelines, as well as to ensure computer program usage is secure and compliant with the Computer-Related Crime Act and relevant laws.

### Guidelines

#### **System Administrator Requirements**

1. Responsible for controlling and overseeing the use of computer programs, as well as allocating computer program usage within the company according to defined usage rights.
2. Responsible for installing and upgrading computer programs for users according to scheduled dates and times.
3. Immediately remove and revoke computer program usage rights when the company and/or unit notifies of cancellation and/or transfer of computer program usage rights.

#### **User Requirements**

1. Computer programs must be used with the prudence expected of a reasonable person using their own property, without engaging in illegal activities or violating laws against others that could cause damage to the company.
2. Programs installed on company computers are legally licensed. Therefore, users are prohibited from copying various programs, installing them on computers, modifying them, or allowing others to use them.
3. It is prohibited to copy, distribute, or publish copyrighted programs and unauthorized command sets, especially for use as tools for illegal activities.

4. It is strictly prohibited to install and use illegal computer programs on company computers. In cases where a user installs any computer program other than those provided by the company on the computer system, whether it is licensed software or freeware, the user shall be solely responsible for any damage or infringement that occurs.
5. For the installation, deactivation, transfer, and return of computers and computer programs, users must submit a request for approval to the authorized person, and the IT system administrator is responsible for ensuring that the actions are carried out as approved in each case.

### **Control of Information Assets and Computer System Access**

#### **Guidelines**

Information assets, including documents, data storage media, computers, and information, must be controlled to prevent unauthorized access when no one is using the equipment. Users must be required to log out of information systems when not in use, as follows:

1. Log out of the information system immediately upon completion of work.
2. Computer protection is implemented by using appropriate authentication before access.
3. Important information of the unit must be stored and backed up in a secure location. User data storage can be in the following formats:
  - Exporting data from the Application system stored within the company's Data Center is not possible.
  - Can be stored in a Shared File (Central Drive) in a folder according to granted permissions.
4. Shut down the computer in use when not used for more than 1 hour, or when daily work is completed, unless it is a server computer that needs to operate 24 hours a day.
5. Configure the Screen Saver on the computer in use to automatically lock the screen after more than 10 minutes of inactivity.
6. Approval from the highest authority of the department or higher must be obtained every time information assets such as documents, data storage media, and various computer equipment are to be taken outside the company, in compliance with the regulations for taking company assets outside the company.
7. Exercise caution and care for company assets in one's use as if they were one's own. In case of loss due to negligence, one must be responsible for or compensate for the damage.

#### **Use of Electronic Mail**

**Objective:** To ensure that the company's electronic mail for receiving and/or sending information supports operations correctly, conveniently, quickly, timely, efficiently, and securely, under the provisions of laws, regulations, and the company's information security measures. Furthermore, to ensure users understand the importance and are aware of problems arising from using electronic mail services on the internet, users must understand the rules set by the system administrator, not violate rights, or commit any actions that would create problems or disrespect the established rules, and must strictly follow the system administrator's recommendations.

#### **Guidelines**

1. Electronic mail service users must not violate the Computer-Related Crime Act, the Electronic Transactions Act, relevant laws, and the company's defined information technology policies and regulations.
2. The unit or personnel using the company's electronic mail service must use electronic mail for the benefit of the company.
3. Personnel will be granted access rights to electronic mail services. The system administrator will register electronic mail service users based on the list of personnel provided by the Human Resources Department.
4. Do not use another person's electronic mail address (Email Address) to read or send messages, unless with the consent of the service owner. The owner of the electronic mail address shall be responsible for its usage.
5. When using electronic mail, users must not falsify the sender's name or other user accounts.
6. When sending electronic mail to service recipients as part of 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 cases where the company's electronic mail system is malfunctioning and only with prior authorization from a supervisor.

7. The use of electronic mail must be polite, not contrary to good morals, not incite, provoke, satirize, or be unlawful. Users must not send messages that are personal opinions claiming to be the company's opinion or causing damage to the company.
8. It is prohibited to use the company's electronic mail system to disseminate information, messages, images, or anything else that is contrary to good morals, national security, laws, defames 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 electronic mail addresses for personal activities, such as private businesses, or for registering on social networks, etc. If such actions are detected, the owner of the electronic mail address or the service owner shall be held responsible for such actions.
10. It is prohibited to perform actions that would create problems in using system resources, such as creating chain mail, sending large volumes of mail (spam mail), sending continuous mail (letter bomb), sending mail to spread computer viruses, etc.
11. Do not send confidential company information to other individuals or entities not involved in the company's mission.
12. When sending confidential company information, the information should be encrypted, and the importance of the information should not be stated in the electronic mail subject line.
13. After completing the use of the electronic mail system, users should log out every time.
14. In the event of a complaint, request, or discovery of an unlawful act, the company reserves the right to cancel or temporarily suspend services for the personnel involved, in order to conduct an investigation and determine the cause.
15. If a user discovers inappropriate or potentially illegal actions occurring within the company, they must report it through the company's reporting channels.
16. Any actions related to disclosure or dissemination, whether in the form of electronic mail or a user's homepage, shall be considered solely the responsibility of the user. The system administrator and the company bear no involvement.

## **Roles and Responsibilities**

### **Supervisor's Duties**

1. Inform employees about the company's policies, standards, operational frameworks, procedures, recommended practices, and various processes related to information security.
2. Supervise, advise, and warn in cases of incorrect or inappropriate practices.
3. Consider disciplinary action against offenders fairly and justly.

### **Employee Duties**

1. Learn, understand, and strictly adhere to the company's policies, standards, operational frameworks, procedures, recommended practices, and various processes related to information security.
2. Fully cooperate with the company in protecting the company's computer systems and information.
3. Immediately inform the company upon observing incorrect or inappropriate practices, or detecting intrusion, theft, destruction, interference with operations, or theft that could cause damage to the company.
4. If any abnormality is found in the computer system, stop its operation, disconnect the LAN cable or remove the system from the company's computer network immediately, and notify IT personnel to investigate the issue.

### **Employees assigned to use computers must comply with the following:**

1. Log off from all systems when not in use for an extended period, and shut down computers and other peripheral devices immediately after work.
2. The screen must be locked (Lock Screen) with a password if not in use or when engaging in other activities for a short period, to prevent unauthorized access by others.
3. All data transferred to one's computer must be scanned every time using an antivirus program with up-to-date virus definitions.

4. Passwords and other codes designated by the company for accessing computer systems, information, or company data must be kept as personal secrets by employees, protected from disclosure to others, and not shared with anyone. Employees must change passwords and other codes when old ones expire according to the specified period or when employees deem it necessary to change them. Passwords and other codes must be set carefully, not reused from old ones, not easily guessable by others, and not duplicated across all systems the employee is authorized to use. Secure password standards are referenced in the IT Security Standard document.

**All employees are prohibited from doing the following:**

1. Absolutely do not remove important company documents or information from the company without authorization from the competent authority.
2. Modifying data, changing the company's information without authorization from the competent authority.
3. Connecting computers, smartphones, or any unauthorized devices to the company or affiliated unit.
4. The use of data storage devices such as flash drives, CDs, DVDs, external SSDs is prohibited without authorization from the competent authority or affiliated unit.
5. Removing computer equipment from the company without authorization.
6. Installing computer programs without authorization from the company or the responsible unit.

**Supervision of Personnel**

**1. User Access Control**

The project owner unit or the unit assigned to oversee the Company's information systems must implement controls for the use of information assets and information systems as follows:

• **Define measures to protect information assets (equipment) when not in use.**

The project owner unit or the unit assigned to oversee the Company's information systems must require users to access computers or information technology systems by entering a password, and to log out of information systems, active computer systems, and computers immediately when not needed or upon completion of work. This also includes locking the screen of computers or critical devices when not in use or when away from the computer for an appropriately defined period.

• **Define mobile device usage and operations from external company networks.**

The project owner unit or the unit assigned to oversee the Company's information systems must establish appropriate measures to control the security of portable communication devices, considering the risks associated with connecting such devices to the company's computer network, and also define control measures for taking devices for external use.

• **Define controls for software installation on operational systems.**

The project owner unit or the unit assigned to oversee the Company's information systems must establish operational procedures and control measures for software installation on live systems to restrict user software installation and prevent unauthorized software installation. They must also define a written list of standard software (Software Standard) permitted for installation on the Company's computers, keep it updated, and communicate it to internal Company users for their awareness and compliance.

**2. Supervision of External Information Technology Service Providers (IT Outsourcing)**

The project owner unit or the unit assigned to oversee the Company's information systems must establish specifications and operational frameworks for external IT service providers to ensure efficiency and security. These specifications and frameworks must cover cases where the contractor subcontracts IT management tasks to other external service providers.

**Information Management and Confidentiality**

**1. Classification of Information Assets**

The project owner unit or the unit assigned to oversee the Company's information systems must define guidelines for classifying information assets and establishing information confidentiality levels. These confidentiality levels must align with relevant laws and company regulations, which should be considered when determining appropriate confidentiality levels. Furthermore, data confidentiality levels must be managed according to the defined operational guidelines.

## **2. Establishment of Backup Systems and Emergency Response Plans**

The project owner unit or the unit assigned to oversee the Company's information systems must establish appropriate backup information systems in a ready-to-use state, selecting critical information systems. They must also develop an emergency response plan for situations where electronic methods cannot be used, to ensure continuous normal operation of information. This emergency preparedness plan must be updated to be appropriately adaptable and consistent with operational usage. Furthermore, the roles and responsibilities of personnel overseeing information systems, backup information systems, and the development of emergency response plans for situations where electronic methods cannot be used must be defined, and the readiness of information systems, backup systems, and emergency response plans must be regularly tested.

## **3. Data Encryption Control**

The project owner unit or the unit assigned to oversee the Company's information systems must define data encryption measures and guidelines for selecting data encryption standards, ensuring they are appropriate for the potential risks to data at each defined confidentiality level. Additionally, compliance with these policies and methods must be regularly monitored.

### **Protection Against Information System Threats**

1. Protection against malicious software threats. The project owner unit or the unit assigned to oversee the Company's information systems must define measures for detecting, preventing, and recovering systems to protect assets from malicious software, and must also raise relevant awareness among users.
2. Technical Vulnerability Management. The project owner unit or the unit assigned to oversee the Company's information systems must ensure that the company's information systems are regularly assessed for potential technical vulnerabilities.

Reference link for Information and IT system security : [https://www.begistics.co.th/complain\\_b/](https://www.begistics.co.th/complain_b/)

### **Environmental management**

The company prioritizes social responsibility in environmental conservation. The company operates and controls its management to comply with relevant laws while seriously and strictly maintaining environmental protection. The objective is to ensure the most efficient cyclical use of shared resources for environmental preservation and to avoid environmental destruction. Therefore, the company has established an environmental policy to guide its operations with prudence and caution, to prevent business activities from impacting the environment in nearby communities, or to minimize such impacts. It promotes efficient resource utilization by recognizing the maximum value that can be derived from resource use.

#### **Good practices for the community, society, and environment.**

- (1) To consider alternatives for utilizing natural resources without causing damage to society, the environment, and the quality of life of the public, or to minimize such impacts.
- (2) To continuously and seriously instill a sense of social and environmental responsibility among employees at all levels, emphasizing responsibility towards the community, society, and the environment.
- (3) To comply with relevant laws and/or regulations, and to prevent the company's operations from causing damage to the quality of life of society, communities, and the environment.
- (4) To be a leader in promoting efficient energy use and conservation for the benefit of the public.

- (5) To consider it a duty and a core policy to prioritize community and social activities, focusing on sustainable social, community, and environmental development. This includes creating and conserving natural resources, as well as supporting education for youth and public benefit activities for underprivileged communities to become strong and self-reliant.
- (6) To listen to the opinions and needs of the community to ensure effective responsiveness and development of good corporate governance practices.
- (7) To participate in and support activities consistent with social and national development policies, as well as prevention campaigns and promotional policies.
- (8) To promote learning and educational skill development for youth and the general public, as well as to foster awareness of natural resource and environmental conservation in Thai communities and society.
- (9) To provide accurate information, foster understanding, and listen to potential problems and impacts on surrounding communities to address them promptly, thereby forming the foundation for harmonious coexistence between the factory and the community, free from conflicts and mutually beneficial.
- (10) To support and promote public benefit activities, especially local activities where the company operates, considering appropriateness and the sustainable benefits that society and the community should receive.

Reference link for Environmental management : [https://www.begistics.co.th/complain\\_b/](https://www.begistics.co.th/complain_b/)

### **Human rights**

The company is committed to conducting business with an emphasis on and respect for human rights, without exploiting customers, partners, or employees. It treats all parties equally and fairly, and refrains from any direct or indirect actions that violate the rights and freedoms of any individual. The company has established a written human rights policy and prioritizes treating all employees equally, without discrimination based on origin, race, gender, age, skin color, religion, disadvantaged status, or any disability unrelated to job performance. Furthermore, the company avoids involvement in human rights abuses, does not use illegal labor, and refrains from activities that could impact human rights throughout its supply chain, while also acknowledging the limitations of labor laws in each country where the company invests.

### **Good practices**

1. Personnel at all levels must adhere to the company's written human rights policy.
2. Personnel at all levels must cooperate and monitor to ensure that there is no harassment or unfair discrimination within the organization based on factors such as race, ethnicity, skin color, ancestry, nationality, social background, religion, culture, social status, gender, age, physical characteristics or appearance, language, political opinions, property, or any other status.
3. Support company personnel in openly expressing their opinions on any matter. The company will not treat employees unfairly for expressing opinions. Employees and partners can also express opinions through the processes provided by the company, which include a complaint reception process and whistleblower protection measures. Furthermore, serious investigations will be conducted when complaints arise regarding the conduct of personnel at all levels.
4. In the event of a violation of company regulations, no punishment that is excessive or constitutes a human rights violation is permitted. There will be no physical punishment, physical or psychological coercion, or verbal abuse. Should a breach of rules or discipline requiring investigation and punishment be found, only the Human Resources Department or Management will investigate the disciplinary offender to ensure fairness.
5. All company branches must maintain a humane working environment, meaning workplaces that meet safety standards, are hygienic and clean. Potable water and clean restrooms sufficient for the number of personnel must be provided. There must be fire exits, necessary safety equipment for fires or other emergencies, emergency first-aid kits, and participation in emergency response plans for both fire and medical incidents. Personnel at all levels have equal rights to access the facilities and work resources provided by the company.

6. Identify, assess risks, and record statistics of accidents occurring during the year, or rates of absenteeism, or rates of work-related illnesses, to control and prevent accidents and occupational diseases.
7. In conducting the company's business, subsidiaries must ensure that the company will not be a part of or involved in any process that violates human rights. This includes verifying that potential contractors or co-investors do not engage in businesses that violate human rights.
8. The recruitment of personnel for the company must be fair, equitable, and just, without unfair discrimination against job applicants, and without the use of child labor or any form of forced labor that indicates human rights violations.
9. Establish appropriate and fair procedures, methods, and processes for submitting and resolving grievances.
10. Provide various benefits and welfare entitlements that employees should receive from the company, such as provident funds, group accident insurance, vacation days, annual recreational activities, etc.
11. Communicate, disseminate the policy, educate, foster understanding, establish guidelines, and provide other support to employees, partners, business associates in the business value chain, as well as co-investors, to ensure their participation in ethical business operations, respect for human rights, and treatment of everyone according to human rights principles as outlined in this policy. Regularly verify understanding and provide human rights training.
12. Monitor and report on operational performance, including human rights impact assessments, to demonstrate business transparency.

Reference link for Human rights : [https://www.begistics.co.th/complain\\_b/](https://www.begistics.co.th/complain_b/)

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

The company prioritizes the continuous management of quality, security, safety, occupational health, environment, and business continuity in operations according to standards. It establishes and reviews policies for quality, security, safety, occupational health, environment, and business continuity, as well as best practices, for sustainable development.

#### **Best Practices**

1. All employees must operate under a quality, security, safety, occupational health, environmental, and business continuity management system to enhance efficiency, effectiveness, and maximize value for operations, life, body, property, and the environment.
2. Executives and employees must strictly adhere to and operate in accordance with laws, policies, requirements, and standards related to quality, security, safety, occupational health, environment, and business continuity.
3. The company will take all measures to control and prevent various forms of loss resulting from accidents, fires, injuries or work-related illnesses, loss or damage to property, security system breaches, incorrect work procedures, and various potential errors, as well as maintaining a safe working environment for employees, auxiliary workers, and contractors' employees. It is the responsibility of executives and employees to report accidents or incidents by following the prescribed procedures.
4. The company establishes emergency control and prevention plans in all operational areas, and has plans for responding to emergencies and organizational crises to prepare for various potential emergencies such as fires, spills, leaks of oil, gas, chemicals, or waste, and is prepared for other critical incidents that could disrupt business operations or damage the organization's reputation and image.
5. The company arranges for public relations and communication to build knowledge and understanding, and to disseminate information to employees and relevant stakeholders, so that they are aware of and understand policies, rules, regulations, procedures, practices, and various precautions regarding quality, safety, occupational health, and environment, and can adhere to them correctly without causing harm to health, property, and the environment.
6. The company promotes and instills awareness of quality, safety, occupational health, and environmental aspects as a daily way of life for employees.

7. The company seriously and continuously participates in social responsibility regarding quality, safety, occupational health, and environment. Natural resources must be utilized for maximum benefit, recognizing the importance of the environment and the safety of relevant stakeholders, as well as participating in promoting social activities for environmental preservation and improving the quality of life for people in the community according to the principles of sustainable development.
8. Establish that relevant departments are responsible for regularly assessing and monitoring security status according to alert levels.
9. Develop a security management system in compliance with laws and international standards, and ensure regular audits and reviews.
10. Regularly conduct tests and drills for emergency procedures and continuously improve them.
11. Ensure appropriate and sufficient resources are available for security operations.

Reference link for Safety and occupational health at : [https://www.begistics.co.th/complain\\_b/work](https://www.begistics.co.th/complain_b/work)

## **Code of Conduct for Investor Relations**

### **Best Practices**

- (1) Perform duties with honesty, integrity, and professionalism.
- (2) Disclose all necessary information fully, taking into account the interests, rights, and equality of shareholders and relevant stakeholders.
- (3) Provide opportunities for all relevant parties to access and inquire about information.
- (4) Maintain company confidentiality and do not seek personal or related party gain by using company information that has not yet been publicly disclosed.
- (5) Continuously seek knowledge to improve work efficiency.
- (6) Investor relations personnel should refrain from disclosing information related to the company's near-future performance to external parties for at least 14 days prior to the next financial statement reporting period to the Stock Exchange of Thailand.
- (7) Executives and employees in the investor relations department are prohibited from trading the company's securities at least 30 days prior to the announcement of financial statements to the Stock Exchange of Thailand and at least 24 hours after the company discloses its financial statements.

Reference link for the other policy and guidelines : [https://www.begistics.co.th/complain\\_b/](https://www.begistics.co.th/complain_b/)

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

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

### **Fostering Ethics and Morality at All Organizational Levels**

The company expects its directors, executives, and employees to perform their duties within the framework of ethics and morality, as well as under the various stipulations, rules, regulations, and company bylaws related to the

company's business operations. They must perform their duties with honesty, integrity, care, and prudence for the company's utmost benefit, and show respect to other individuals with whom the company has relationships.

### **Trade competition**

The company treats customers with a commitment to building satisfaction and confidence, providing good quality services at reasonable prices, and continuously raising standards. It also maintains good and sustainable relationships, considering equality and honesty in business operations. It protects mutual interests with partners by strictly adhering to laws and jointly established rules, and maintains business ethics. It treats trade competitors in accordance with the principles of trade competition law and adheres to fair competition rules, including not entering into any agreements with competitors or any individuals that would reduce or restrict trade competition.

### **Social Responsibility and Stakeholders**

Conducts business with consideration for duties and responsibilities in line with society, the environment, and the public interest, and is committed to treating all stakeholders—shareholders, employees, customers, partners, competitors, creditors, financial institutions, government, society, communities, and the environment—in a manner consistent with the needs of each group.

### **Information Disclosure and Transparency**

Management, accounting records, and financial reporting are handled correctly in accordance with laws and international standards. Furthermore, important company-related information, both financial and non-financial, is disclosed accurately, completely, timely, and transparently through easily accessible, equitable, and reliable channels.

### **Respect for laws and human rights principles**

The company strictly adheres to applicable laws in its business operations, including local customs and cultures. Furthermore, it respects human rights principles according to laws and international standards, recognizes individual rights and freedoms, and ensures protection against infringement. Therefore, the use, disclosure, or transfer of personal data is prohibited unless done in good faith as prescribed by law. The company treats stakeholders fairly, without discrimination based on similarities or differences, whether physical or mental, race, nationality, religion, gender, age, education, etc. It avoids expressing opinions on such matters that could lead to conflicts with international human rights principles, in line with the Universal Declaration of Human Rights.

The company has conducted a comprehensive human rights due diligence process, assessing human rights risks at every stage of its business operations, including activities in the supply chain, in accordance with the Guiding Principles on Business and Human Rights. This is to ensure that all internal and external business operations, all stakeholder groups, and the entire supply chain do not engage in any actions that violate human rights. Furthermore, the company emphasizes and prioritizes ethical treatment of employees, with guidelines established in the business code of conduct and additional details regarding employee treatment disclosed under the corporate governance section.

The company promotes the creation of a human rights organizational culture through training and human rights risk assessments throughout the company's value chain to build awareness and understanding among its personnel. By 2025, all company personnel (100%) will have undergone human rights training. Furthermore, the company has clearly defined guidelines for hiring both employees and partners, emphasizing strict adherence to labor laws in all areas, including prohibiting child labor or forced labor, as well as providing work systems and environments that prioritize safety and proper hygiene in the workplace. In 2025, the company received no complaints or reports regarding human rights issues arising from its activities, business operations, or supply chain.

Furthermore, the company has established a Welfare Committee to listen to beneficial and necessary opinions and suggestions relevant to current circumstances and to make appropriate improvements, thereby providing welfare benefits for employees.

### **Commitment to Excellence**

The company elevates its standards towards excellence in management in accordance with international standards, promotes business operations and employee performance to their full potential, and always encourages curiosity and innovation.

### **Personal Data**

The company has complied with the Personal Data Protection Act B.E. 2562 (2019) and must respect the personal data of others. If personal data of others is to be used, disclosed, or transferred, consent must be obtained from those individuals, and it must not violate legal rights. Those responsible for retaining data in the company's possession or care must protect the personal data of employees and business-related parties. Therefore, the use, disclosure, or transfer of personal data of employees and related parties shall only be done as necessary for normal work duties and without violating legal rights.

### **Conflict of Interest**

All employees of the company shall not engage in any actions that create a conflict of interest with the company, including activities or actions that may cause the company to lose benefits, receive less benefit than it should, or share benefits from the company. If a transaction is necessary, it must comply with the general conditions approved by the Board of Directors, ensuring transparency and fairness, and considering the company's best interests.

### **Personal Data**

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### **Confidentiality**

The company has a policy and responsibility to maintain the confidentiality of customer and partner information regarding various transactions between customers or partners and the company, including specific data received from customers and/or partners. The use of such data must be for the purpose of the company's normal business operations and must not be used for the personal benefit of any individual. Executives and employees are therefore responsible for protecting customer and/or partner data as confidential and must always exercise caution when it is necessary to use such data. The duty of executives and employees to maintain the confidentiality of customer and/or partner data shall continue even after their employment with the company has ceased.

### **Environment, Health, and Safety**

Environmental practices, which involve operating in accordance with environmental laws, standards, regulations, and various practices. This includes studying and cooperating in the proper disposal of waste or refuse, as well as assessing environmental risks and impacts before investing in or entering into a joint venture in any business.

Employee Health and Safety Practices: The company operates in accordance with various health and safety laws, standards, regulations, and practices. This includes monitoring and checking the health readiness of oneself and colleagues before commencing work, and immediately stopping or ordering a halt to work if physical health is found to be unfit, to reduce the risk of work-related accidents. It involves studying information about unsafe or potentially hazardous working conditions to plan or prepare appropriate preventive measures. In cases of being assigned hazardous work, or if there is uncertainty about work safety, one should immediately stop or delay the operation and consult with a supervisor or expert. Report to the supervisor immediately upon observing any abnormalities that may affect health and safety. Supervisors have direct responsibility for workplace safety and must establish or disseminate

guidelines for preventing and controlling accidents, as well as caring for employee health according to job risks, and fostering awareness of health and safety among colleagues through appropriate channels such as meetings, training, and seminars.

#### **Data recording, reporting, and retention**

The company has established guidelines for accurate, complete, and timely data recording, adhering to relevant principles and laws such as tax laws and accounting standards. Data must be reported accurately and truthfully based on facts. Important documents and confidential information must be securely and appropriately stored, including both internal company data and data of business-related parties such as customers, partners, or business associates. Data must be retained for the period specified by the company's guidelines or legal requirements, stored carefully and systematically for easy retrieval. Upon expiration of the retention period, relevant employees must ensure proper destruction methods are applied for each type of data or document.

#### **Use of Inside Information**

All directors, executives, and employees must not use material inside information of the company that has not yet been disclosed to the public for their own benefit or the benefit of others, and must strictly adhere to the company's policy on the retention and use of inside information. Furthermore, communication and awareness-building regarding the use of inside information are provided to the company's directors through Board of Directors meetings and email communications, reaching 100% of the directors.

Furthermore, if any person with inside information uses it to trade the company's securities, and such information has not yet been disclosed to the Stock Exchange of Thailand and the public as required by relevant regulations, it would create unfairness to other investors who have not had the opportunity to know such information. Therefore, the company has established a policy prohibiting the use of inside information that has not yet been disclosed to the Stock Exchange of Thailand and the public for trading the company's securities.

Furthermore, if any director, executive, or employee violates or fails to comply with the regulations concerning internal information control and the regulations concerning holding company securities, as well as other relevant guidelines from regulatory bodies, it shall be considered a disciplinary offense according to company regulations and may be subject to legal penalties.

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

Directors and employees have a full duty and responsibility to safeguard the company's assets, ensuring they are not lost or used for personal gain or by others. Company assets include various data, office equipment, tools, vehicles, and real estate, as well as technology, academic knowledge, legal documents, intellectual property, etc.

#### **Non-infringement of intellectual property**

The company has established an intellectual property management policy to define clear guidelines for preventing and not infringing upon intellectual property. This is considered the direct responsibility of all directors, executives, and employees of the company and its subsidiaries, including respecting and not infringing upon the company's intellectual property rights.

#### **Use of Information Technology**

All directors, executives, and employees of the company are responsible for strictly complying with laws and guidelines related to the company's use of information technology, and for integrating information technology as part of strategies and operations. The company has data security systems in place to maintain confidentiality, data integrity, and data availability. Furthermore, the company prevents the misuse of data and considers the allocation and management of information technology. Criteria and factors are established for prioritizing information technology plans, such as suitability, alignment with strategic plans, impact on business operations, urgency of use, budget and human resources for information technology, and consistency with the business model.

### **Gifts, Rewards, and Hospitality**

The company has a policy prohibiting executives and employees from accepting gifts, rewards, or any form of hospitality from partners or potential partners that exceeds normal business courtesies. Executives and employees who receive gifts, rewards, or hospitality must be able to provide reasonable justification and disclose details to the company, and report it to their supervisor for acknowledgment. In cases where gifts or rewards are received, they must be submitted to a central department for management.

### **Monitoring and reviewing compliance with the code of conduct**

The company's internal auditors are responsible for monitoring compliance with the code of conduct and reporting the results of such monitoring to the Audit Committee. They are also responsible for recording all information related to actual or potential violations of the code of conduct. All directors, executives, and employees are obliged to cooperate by providing accurate and complete information to the internal audit department.

The company expects all directors, executives, and employees to participate responsibly in monitoring compliance with this code of conduct. Actions that violate the code of conduct are considered disciplinary offenses as stipulated in the employment regulations and may also be considered legal offenses, damaging and undermining the organization's good values, which will affect the organization in all aspects, both short-term and long-term. Executives and employees are therefore responsible for immediately reporting to the internal audit department, their supervisor, or senior management upon observing any conduct that constitutes a violation or suspected violation of this code of conduct.

### **Penalties**

The company will seriously consider penalties for employees who violate this code of conduct, granting authority to line managers to determine offenses and penalize company employees who commit offenses or act contrary to the code of conduct. Employees who commit offenses will be subject to penalties based on the nature and severity of the offense, on a case-by-case basis. These penalties are stipulated in the employment regulations as follows:

- Verbal warning
- Written warning
- Suspension without pay
- Dismissal, discharge, termination

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : [https://www.begistics.co.th/complain\\_b/](https://www.begistics.co.th/complain_b/)

### **Diagram of promotion of compliance with the business code of conduct**

## สรุปผลคะแนนประเมิน AGM Checklist ประจำปี 2568

โครงการ การประเมินคุณภาพการจัดประชุมสามัญผู้ถือหุ้น ของบริษัทจดทะเบียนในตลาดหลักทรัพย์แห่งประเทศไทย

ข้อมูลการประชุม AGM ระหว่าง 1 มกราคม - 30 เมษายน 2568 บริษัทจดทะเบียนจัดประชุม 827 บจ.

|    |   |
|----|---|
|    | 5 เหนือ 100 คะแนน ดีเยี่ยมสมควรเป็นตัวอย่าง (Excellent) |
|    | 4 เหนือ 90-99.5 คะแนน ดี (Good)                         |
|    | 3 เหนือ 80-89.5 คะแนน พอใช้ (Fair)                      |
| NA | ต่ำกว่า 80 คะแนน  |

บริษัทจดทะเบียนที่ได้คะแนนประเมินฯ ระหว่าง 90-99 คะแนน (4 เหนือ) จำนวน 357 บริษัท

| ลำดับ | ชื่อย่อ<br>หลักทรัพย์ | ชื่อหลักทรัพย์                                       | ตลาด |
|-------|-----------------------|--|------|
| 21    | ARIN                  | บริษัท อรินสิริ แลนด์ จำกัด (มหาชน)                  | mai  |
| 22    | ARROW                 | บริษัท แอร์โรว์ ซินดิเคท จำกัด (มหาชน)               | mai  |
| 23    | AS                    | บริษัท แอสเพียร์ อินโนเวชั่นส์ จำกัด (มหาชน)         | SET  |
| 24    | ASEFA                 | บริษัท อาซีฟา จำกัด (มหาชน)                          | SET  |
| 25    | ASIMAR                | บริษัท เอเซีย มาร์ติน เซอร์วิสเซส จำกัด (มหาชน)      | SET  |
| 26    | ASN                   | บริษัท เอเอสเอ็น โบรกเกอร์ จำกัด (มหาชน)             | mai  |
| 27    | ATP30                 | บริษัท เอทีพี 30 จำกัด (มหาชน)                       | mai  |
| 28    | AURA                  | บริษัท ออโรรา ดีไซน์ จำกัด (มหาชน)                   | SET  |
| 29    | AYUD                  | บริษัท อลิอันซ์ อยูเอ แคปปิตอล จำกัด (มหาชน)         | SET  |
| 30    | B                     | บริษัท บี จิลติกส์ จำกัด (มหาชน)                     | SET  |
| 31    | B52                   | บริษัท บี-52 แคปปิตอล จำกัด (มหาชน)                  | SET  |
| 32    | BBGI                  | บริษัท บีบีจีไอ จำกัด (มหาชน)                        | SET  |
| 33    | BBL                   | ธนาคารกรุงเทพ จำกัด (มหาชน)                          | SET  |
| 34    | BC                    | บริษัท บูทิค คอร์ปอเรชั่น จำกัด (มหาชน)              | mai  |
| 35    | BCP                   | บริษัท บางจาก คอร์ปอเรชั่น จำกัด (มหาชน)             | SET  |
| 36    | BDMS                  | บริษัท กรุงเทพดุสิตเวชการ จำกัด (มหาชน)              | SET  |
| 37    | BE8                   | บริษัท เบิร์ด 8 พัลส์ จำกัด (มหาชน)                  | mai  |
| 38    | BGT                   | บริษัท บีจีที คอร์ปอเรชั่น จำกัด (มหาชน)             | mai  |
| 39    | BH                    | โรงพยาบาลบำรุงราษฎร์ จำกัด (มหาชน)                   | SET  |
| 40    | BIOTEC                | บริษัท ไบโอ กรีน เอ็นเนอร์ยี เทคโนโลยี จำกัด (มหาชน) | SET  |
| 41    | BIS                   | บริษัท ไบโอซายน์ แอนิมัล เฮลธ์ จำกัด (มหาชน)         | mai  |



หน้าหลัก > ข้อมูลของฉัน

- ข้อมูลบริษัท
- แบบสำรวจ CGR
- Dashboard**
- เอกสาร (10)

### CGR Dashboard

Symbol : B  
Company : บริษัท บี 5 เสิลท์ส จำกัด (มหาชน)

คะแนนรวม

90

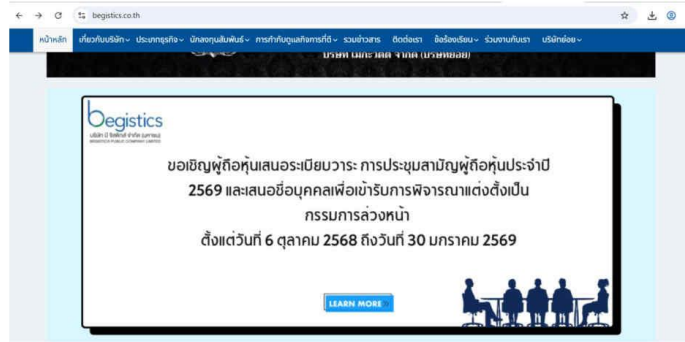


| หมวด      | คะแนน | สัญลักษณ์ | คำอธิบายช่วงคะแนน |            |          |
|-----------|-------|-----------|-------------------|------------|----------|
|           |       |           | ช่วงคะแนน         | สัญลักษณ์  | ความหมาย |
| Section A | 96    |           | 90 ขึ้นไป         |            | ดีเลิศ   |
|           |       |           | 80 - 89           |            | ดีมาก    |
| Section B | 82    |           | 70 - 79           |            | ดี       |
|           |       |           | 60 - 69           |            | ดีพอใช้  |
| Section C | 94    |           | 50 - 59           |            | ผ่าน     |
|           |       |           | 0 - 49            | ไม่มีโลโก้ | N/A      |

ข้อเสนอแนะ: ดาวน์โหลด

สมาคมส่งเสริมสถาบันกรรมการบริษัทไทย  
อาคารวทท. อาคาร 2 ชั้น 3 2/9 หมู่ที่ 4 (โครงการมอริสเมิร์ควง) ถนนวิภาวดีรังสิต

บริษัทมีการเปิดโอกาสให้ผู้ถือหุ้นเสนอระเบียบวาระการประชุมผู้ถือหุ้นประจำปี 2569 และเสนอชื่อบุคคลเพื่อเข้ารับการพิจารณาแต่งตั้งเป็นกรรมการล่วงหน้า ตั้งแต่วันที่ 6 ตุลาคม 2568 ถึงวันที่ 30 มกราคม 2569



### Participation in anti-corruption networks

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

### Diagram of participation in anti-corruption networks



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

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

In the past year, did the company review the 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 the corporate governance system to align with good corporate governance principles to enable benchmarking with other companies, which will contribute to the company's sustainable growth. Therefore, the Board regularly reviews the suitability and sufficiency of the company's corporate governance policies and practices and business ethics annually to ensure alignment with evolving business models and environmental conditions.

In 2025, the Board of Directors reviewed policies and considered the Board Charter and sub-committee charters, as well as the good corporate governance system, and was of the opinion 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) by the Securities and Exchange Commission (SEC), as well as the principles of good corporate governance for listed companies 2012 (CG Code) by the Stock Exchange of Thailand, the principles of good corporate governance from the Corporate Governance Report (CGR) survey project by the Thai Institute of Directors Association (IOD), and the assessment criteria for the Shareholder Meeting Quality Assessment project by the Thai Investors Association. In 2025, the company undertook the following corporate governance initiatives:

1. The Board of Directors and sub-committees conducted individual and collective self-assessments for their performance in 2025 and presented the results to the Board of Directors for consideration, with the aim of using the assessment outcomes to enhance the directors' performance.
2. The Board of Directors reviewed its operations to ensure compliance with the principles of good corporate governance for listed companies (CG Code) issued by the Securities and Exchange Commission (SEC), most of which the company has adopted. Furthermore, the Board also reviewed the company's explanations regarding the CG Code principles that have not yet been implemented.
3. At the Board of Directors Meeting No. 1/2025 on Friday, February 28, 2025, the company's corporate governance policy was reviewed and approved.
4. The Board of Directors acknowledged the assessment of corporate governance for Thai listed companies (CGR) and provided comments, including recommendations for the company to implement.

### Implementation of the CG Code for listed companies

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

For the year 2025, the Board of Directors has reviewed the application of the principles of good corporate governance for listed companies (2017) to align with the company's business context. The Board has documented the practices that have not yet been implemented and the reasons for them as part of the Board's resolution. The practices that the company has not yet implemented and the reasons are as follows:

- The Board of Directors should have a minimum of 30% female directors. The Board of Directors, comprising 8 members, consists of 6 male directors and 2 female directors, all possessing sufficient knowledge, capabilities, expertise, and experience suitable for the company's business. The Board of Directors acknowledges the recommendations of the Nomination and Remuneration Committee regarding the company's operational guidelines on board gender diversity, aiming to increase the pool of female directors and appoint them appropriately when suitable opportunities arise.
- The company has not yet established a Corporate Governance Committee, as it believes that the existing Board of Directors is sufficient in number and can convene meetings to consider such matters during regular Board meetings. Furthermore, the company's directors are required to adhere to good practices for directors of listed companies, such as complying with various relevant laws, adhering to the company's regulations, demonstrating integrity and responsibility towards the company and shareholders, possessing knowledge and capabilities, and being committed to continuously applying their knowledge, capabilities, and experience in business operations, and being responsible for financial reports, among others.

### **Other corporate governance performance and outcomes**

With unwavering commitment and determination in conducting business based on good corporate governance, the company has consistently received ratings and awards for good corporate governance, as follows:

1. In 2025, the company continuously received an "Excellent" or "5-star" rating in the assessment under the CORPORATE GOVERNANCE REPORT OF THAI LISTED COMPANIES (CGR) project, conducted by the Thai Institute of Directors (IOD).
2. In 2025, the company received the assessment results for the quality of the Annual General Meeting of Shareholders of listed companies for 2025 (Annual General Meeting Checklist). The assessment was conducted by the Thai Investors Association. The company scored 96 points and was rated "Excellent and deserve as an example" out of a total of 827 listed companies surveyed in 2025.

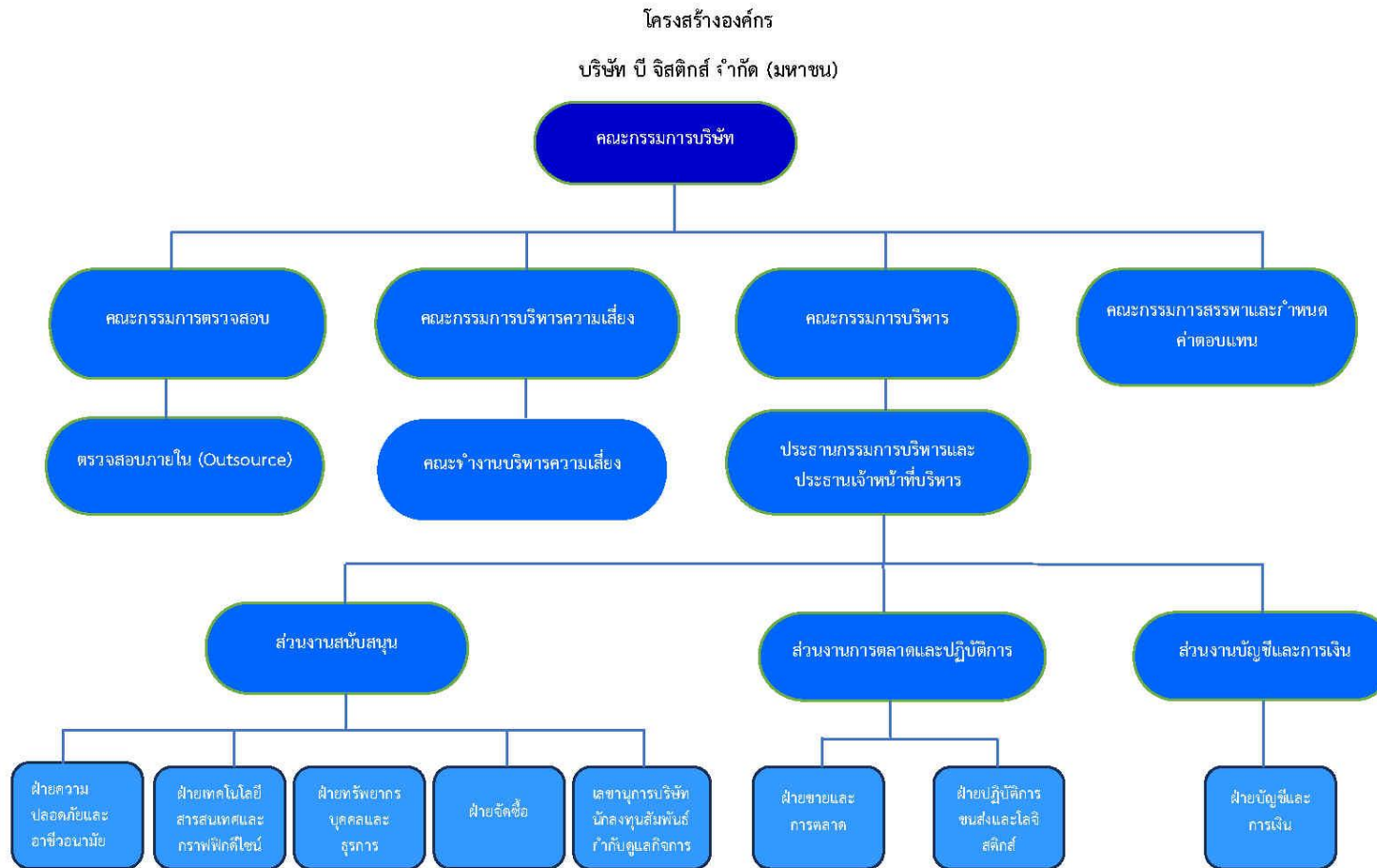
## Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025



## Information on the board of directors

### Information on the board of directors

#### Composition of the board of directors

|   | 2023              |                     | 2024              |                     | 2025              |                     |
|---|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
|   | Male<br>(persons) | Female<br>(persons) | Male<br>(persons) | Female<br>(persons) | Male<br>(persons) | Female<br>(persons) |
| Total directors   | 8                 |                     | 8                 |                     | 8                 |                     |
|   | 6                 | 2                   | 6                 | 2                   | 6                 | 2                   |
| Executive directors   | 1                 |                     | 1                 |                     | 1                 |                     |
|   | 1                 | 0                   | 1                 | 0                   | 1                 | 0                   |
| Non-executive directors   | 7                 |                     | 7                 |                     | 7                 |                     |
|   | 5                 | 2                   | 5                 | 2                   | 5                 | 2                   |
| Independent directors   | 5                 |                     | 5                 |                     | 5                 |                     |
|   | 4                 | 1                   | 4                 | 1                   | 4                 | 1                   |
| Non-executive directors who have no position in independent directors | 2                 |                     | 2                 |                     | 2                 |                     |
|   | 1                 | 1                   | 1                 | 1                   | 1                 | 1                   |

|   | 2023     |            | 2024     |            | 2025     |            |
|---|----------|------------|----------|------------|----------|------------|
|   | Male (%) | Female (%) | Male (%) | Female (%) | Male (%) | Female (%) |
| Total directors   | 100.00   |            | 100.00   |            | 100.00   |            |
|   | 75.00    | 25.00      | 75.00    | 25.00      | 75.00    | 25.00      |
| Executive directors   | 12.50    |            | 12.50    |            | 12.50    |            |
|   | 12.50    | 0.00       | 12.50    | 0.00       | 12.50    | 0.00       |
| Non-executive directors   | 87.50    |            | 87.50    |            | 87.50    |            |
|   | 62.50    | 25.00      | 62.50    | 25.00      | 62.50    | 25.00      |
| Independent directors   | 62.50    |            | 62.50    |            | 62.50    |            |
|   | 50.00    | 12.50      | 50.00    | 12.50      | 50.00    | 12.50      |
| Non-executive directors who have no position in independent directors | 25.00    |            | 25.00    |            | 25.00    |            |
|   | 12.50    | 12.50      | 12.50    | 12.50      | 12.50    | 12.50      |

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

|                                   | 2023         |                | 2024         |                | 2025         |                |
|-----------------------------------|--------------|----------------|--------------|----------------|--------------|----------------|
|                                   | Male (years) | Female (years) | Male (years) | Female (years) | Male (years) | Female (years) |
| Average age of board of directors | 57           |                | 55           |                | 56           |                |
|                                   | 61           | 43             | 59           | 44             | 60           | 45             |

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<br/>Gender: Male<br/>Age : 73 years<br/>Highest level of education : Master's degree<br/>Study field of the highest level of education : Political Science<br/>Thai nationality : Yes<br/>Residence in Thailand : Yes<br/>Family relationship between directors and executives : Doesnt Have<br/>Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have<br/>DAP course : Yes<br/>DCP course : No</p> | <p>Chairman of the board of directors<br/>(Non-executive directors, Independent director)<br/><br/>Authorized directors as per the companys certificate of registration : No<br/><br/>Type of director : Existing director</p> | 5 Nov 2020                         | Law, Audit, Change Management, Leadership, Governance/ Compliance  |
| <p>2. Ms. SUTTIRAT LEESWADTRAKUL<br/>Gender: Female<br/>Age : 44 years<br/>Highest level of education : Master's degree<br/>Study field of the highest level of education : Economics<br/>Thai nationality : Yes<br/>Residence in Thailand : Yes<br/>Family relationship between directors and executives : Doesnt Have<br/>Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have<br/>DAP course : Yes<br/>DCP course : No</p>                       | <p>Vice-chairman of the board of directors<br/>(Non-executive directors)<br/><br/>Authorized directors as per the companys certificate of registration : Yes<br/><br/>Type of director : Existing director</p>                 | 27 Feb 2018                        | Human Resource Management, Change Management, Economics, Governance/ Compliance, Corporate Social Responsibility |

| List of directors   | Position   | First appointment date of director | Skills and expertise   |
|---|--|------------------------------------|--|
| <p>3. Police Major General PRAPASS PIYAMONGKOL</p> <p>Gender: Male</p> <p>Age : 67 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 : Doesnt Have</p> <p>Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> | <p>Vice-chairman of the board of directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 10 Nov 2020                        | Law, Risk Management, Audit, Leadership, Governance/ Compliance                    |
| <p>4. Mr. PAIROJ WAIWANIJCHAKIJ</p> <p>Gender: Male</p> <p>Age : 54 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p>                      | <p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a 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<br/>Gender: Male<br/>Age : 62 years<br/>Highest level of education : Doctoral degree<br/>Study field of the highest level of education : Managerial Psychology<br/>Thai nationality : Yes<br/>Residence in Thailand : Yes<br/>Family relationship between directors and executives : Doesnt Have<br/>Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have<br/>DAP course : Yes<br/>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>Direct shareholding : 7,933,333 Shares (0.098258 %)</li> </ul> | <p>Director<br/>(Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>                          | 5 Nov 2020                         | Strategic Management, IT Management, Data Analysis, Negotiation, Leadership |
| <p>6. Mr. JAKKARAT LERTOPAS<br/>Gender: Male<br/>Age : 65 years<br/>Highest level of education : Barrister<br/>Study field of the highest level of education : Law<br/>Thai nationality : Yes<br/>Residence in Thailand : Yes<br/>Family relationship between directors and executives : Doesnt Have<br/>Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have<br/>DAP course : Yes<br/>DCP course : Yes</p>   | <p>Director<br/>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys 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<br/>Gender: Female<br/>Age : 46 years<br/>Highest level of education : Master's degree<br/>Study field of the highest level of education : Economics<br/>Thai nationality : Yes<br/>Residence in Thailand : Yes<br/>Family relationship between directors and executives : Doesnt Have<br/>Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have<br/>DAP course : Yes<br/>DCP course : No</p>   | <p>Director<br/>(Non-executive directors, Independent director)<br/><br/>Authorized directors as per the companys certificate of registration : No<br/><br/>Type of director : Existing director</p> | 1 Sep 2022                         | Accounting, Commerce, Economics, Audit, Finance                                      |
| <p>8. Mr. VIRIYA CHINVIRIYA<br/>Gender: Male<br/>Age : 36 years<br/>Highest level of education : Master's degree<br/>Study field of the highest level of education : Management<br/>Thai nationality : Yes<br/>Residence in Thailand : Yes<br/>Family relationship between directors and executives : Doesnt Have<br/>Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have<br/>DAP course : No<br/>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 34 Shares</li> </ul> | <p>Director<br/>(Non-executive directors, Independent director)<br/><br/>Authorized directors as per the companys certificate of registration : No<br/><br/>Type of director : Existing 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

### รายชื่อคณะกรรมการบริษัท



พลตำรวจโทสมคิด บุญอนอม  
ประธานกรรมการ



นางสาวสุทธิรัตน์ สีสวัสดิ์ตระกูล  
รองประธานกรรมการคนที่ 1  
กรรมการบริหาร  
ประธานกรรมการสรรหาและกำหนดค่าตอบแทน



พลตำรวจตรีประภาส ปิยะมงคล  
กรรมการอิสระ  
รองประธานกรรมการคนที่ 2  
ประธานกรรมการตรวจสอบ



นายปัญญา บุญญาภิวัฒน์  
ประธานกรรมการบริหารความเสี่ยง  
ประธานเจ้าหน้าที่บริหาร



นายไพโรจน์ ไววนิชกิจ  
กรรมการบริหาร  
กรรมการบริหารความเสี่ยง



นายจักรรัฐ เลิศโอกาส  
กรรมการอิสระ  
กรรมการสรรหาและกำหนดค่าตอบแทน



นางสาวณัฐสินี เตียรทอง  
กรรมการอิสระ  
กรรมการตรวจสอบ



นายวิริยะ จินตวิริยะ  
กรรมการอิสระ  
กรรมการตรวจสอบ  
กรรมการบริหารความเสี่ยง  
กรรมการสรรหาและกำหนดค่าตอบแทน

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

List of the board of directors by position

| List of the board of directors                | Position                                | Executive directors | Non-executive directors | Independent directors | Non-executive directors who have no position in independent directors | Authorized directors as per the companys certificate of registration |
|---|---|---------------------|-------------------------|-----------------------|---|--|
| 1. Police Lieutenant General SOMKID BOONTANOM | Chairman of the board of directors      |                     | ✓                       | ✓                     |   |  |
| 2. Ms. SUTTIRAT LEESWADTRAKUL                 | Vice-chairman of the board of directors |                     | ✓                       |                       | ✓   | ✓  |
| 3. Police Major General PRAPASS PIYAMONGKOL   | 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                                |                     | ✓                       | ✓                     |   |  |
| <b>Total (persons)</b>                        |   | <b>1</b>            | <b>7</b>                | <b>5</b>              | <b>2</b>  | <b>2</b>   |

#### Overview of director skills and expertise

| Skills and expertise | Number (persons) | Percent (%) |
|----------------------|------------------|-------------|
| 1. Economics         | 2                | 25.00       |

| Skills and expertise               | Number (persons) | Percent (%) |
|------------------------------------|------------------|-------------|
| 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       |

| Skills and expertise        | Number (persons) | Percent (%) |
|-----------------------------|------------------|-------------|
| 24. Governance/ Compliance  | 3                | 37.50       |
| 25. Business Administration | 1                | 12.50       |

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

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
| The chairman of the board and the highest-ranking executive are from the same person                             | -    | No   | No   |
| The chairman of the board is an independent director   | -    | Yes  | Yes  |
| The chairman of the board and the highest-ranking executive are from the same family                             | No   | No   | No   |
| Chairman is a member of the executive board or taskforce   | -    | No   | No   |
| The company appoints at least one independent director to determine the agenda of the board of directors meeting | Yes  | Yes  | Yes  |

Additional explanation :

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

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

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

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

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

The Company has measures to balance power between the Board of Directors and management. The method of balancing power between the Board and management is to increase the proportion of independent directors to more than half.

As of December 31, 2025, the Company comprises 8 directors, with 7 non-executive directors and 5 independent directors, accounting for 62.5% of the Board of Directors, which complies with the requirements of the Capital Market Supervisory Board. There is 1 executive director. Among these, there are 2 female directors and 6 male directors, representing 25% female directors of the total number. All directors possess expertise, knowledge, capabilities, and

experience beneficial to the Company's business operations and success, ensuring independence, transparency, checks and balances, and effective corporate governance. Directors of the Company must perform their duties in accordance with the Company's rules, objectives, and articles of association, as well as resolutions of shareholders' meetings.

- The Chairman of the Board is not the same person as the Chief Executive Officer and does not hold any positions on sub-committees, to ensure clear segregation of duties and operations.

#### **Roles and Responsibilities of the Chairman of the Board.**

1. Consider setting the agenda for Board of Directors meetings in conjunction with the Audit Committee, Nomination and Remuneration Committee, Executive Committee, and Chief Executive Officer, and ensure that directors receive accurate, complete, clear, and timely information before meetings to enable them to make appropriate decisions.
2. Preside over Board of Directors meetings and cast the deciding vote in cases where the Board meeting results in a tie.
3. Convene Board of Directors meetings and Shareholders' meetings, but may delegate another director to convene or sign the meeting invitation.
4. Preside over shareholders' meetings and cast the deciding vote in cases where the meeting results in a tie. Conduct Board of Directors meetings according to the agenda, the Company's articles of association, and laws.
5. Allocate sufficient time and encourage all directors to fully and independently discuss and exchange opinions, exercising careful discretion while fully considering all stakeholders.
6. Conduct and control Board meetings or Shareholders' meetings according to the agenda, and must provide opportunities for directors or shareholders, as the case may be, to ask questions or express opinions as appropriate.
7. Foster good relationships between the Board of Directors and management, and support the Chief Executive Officer and management in performing their duties in accordance with the Company's policies.
8. Oversee transparent disclosure of information and management in cases of conflicts of interest.
9. Oversee that the Board of Directors has an appropriate structure and composition.
  - a. Oversee that the performance of duties by the Board of Directors as a whole, various sub-committees, and individual directors is efficient and effective.
  - b. Review the Board of Directors' charter at least once a year.

#### **Roles and Responsibilities of the Chief Executive Officer.**

1. Oversee, manage, operate, and perform daily business activities for the benefit of the Company, in accordance with the Company's objectives and articles of association, as well as regulations, resolutions, policies, plans, and budgets set by the Board of Directors and/or Shareholders' Meeting, within the framework of relevant laws and the scope of authority defined by the Board.
2. Oversee the Company's operations and/or daily management.
3. Prepare and propose business policies, business plans, objectives, operational plans, business strategies, the Company's annual operating budget, annual report budget, and define management authority for submission to the Executive Committee and the Board of Directors.
4. Adopt the Board of Directors' policies to define business direction, guidelines, strategies, and objectives, thereby establishing key missions for management.
5. Control, inspect, and monitor the performance of management, and recommend solutions to various obstacles to ensure that executives and management implement the strategies and business plans set forth in accordance with the Company's policies.

6. Monitor and evaluate the performance of management, and report the results of operational management and progress to the Executive Committee, Audit Committee, and Board of Directors.
7. Perform other duties as assigned by the Executive Committee or the Board of Directors.

However, the delegation of authority to perform any legal act that may create a conflict of interest between the Chief Executive Officer or any person with an interest in the Company or its subsidiaries, as stipulated by laws and announcements of the Securities and Exchange Commission or the Stock Exchange of Thailand, shall not be considered within the scope of the Chief Executive Officer's authority to consider and vote on such legal acts, whether by their own discretion or by delegating to others to act on their behalf. In such cases, the legal act must be submitted for approval through the Audit Committee, to be presented to the Board of Directors and/or the Shareholders' Meeting (as the case may be), as stipulated in the Company's articles of association and applicable laws.

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

Board charter : Have

The Board of Directors of B Logistics Public Company Limited recognizes and emphasizes good corporate governance, performing duties responsibly, efficiently, transparently, prudently, and with integrity, as a reasonable business person would under similar circumstances. It assesses risks in all factors, prevents and combats corruption, and fosters continuous development to primarily safeguard the interests of shareholders and the company. Its scope of authority and duties are as follows:

#### **Composition of the Board of Directors**

The Board of Directors shall consist of no less than 5 (five) members, with a number appropriate to the company's size, comprising a Chairman, Vice Chairman, and directors. There shall be truly independent directors from management, free from business relationships or any other relationships that could influence their independent judgment, comprising no less than one-third of the total number of directors, but not less than 3 (three) persons. Directors whose terms expire may be re-elected.

The Board of Directors shall comprise at least 3 non-executive / independent audit committee members to ensure independence in performing duties and expressing opinions adequately. They must possess the specified qualifications, and at least one audit committee member should have knowledge, expertise, and experience in accounting and finance.

#### **Roles, Duties, and Responsibilities of the Board of Directors**

The Board of Directors is responsible to shareholders for the company's business operations and for overseeing that management adheres to corporate governance policies, guidelines, and objectives that maximize shareholder benefits, within the framework of business ethics, and considering the interests of all stakeholders. Its scope of duties is as follows:

- (1) Manage the business for the best interests of shareholders (Fiduciary Duty) by adhering to 4 key practices:

- Performing Duties with Responsibility, Care, and Prudence (Duty of Care)
- Performing Duties with Integrity (Duty of Loyalty)
- Compliance with Laws, Objectives, Company Regulations, Board Resolutions, and Shareholder Resolutions (Duty of Obedience)
- Accurate, Complete, Transparent, Verifiable, and Timely Disclosure of Information to Shareholders (Duty of Disclosure)

(2) Conduct the company's business in accordance with laws, objectives, company regulations, Board resolutions, and shareholder resolutions.

(3) Plan and formulate the company's management policies, as well as review the company's operational results and establish various company regulations.

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

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

(6) Define and review approval authorities. The Board shall define, review, and approve the company's vision, policies, mission, tasks, strategies, goals, business plans, and budget at least once every year, as well as supervise, control, oversee, and regularly monitor operational performance to ensure that operations are conducted efficiently and effectively in accordance with established policies and plans.

(7) Approve and review 37 policies, such as the following policies:

- Anti-Corruption Policy
- Business Ethics
- Information Disclosure Policy
- Whistleblower Protection and Complaint Investigation Policy

(8) The Board of Directors encourages the company to adhere to and prioritize management based on business ethics principles and good corporate governance policies in terms of organizational structure and management strategies, by defining roles and operational guidelines that are systematic, transparent, and auditable.

(9) The Board shall establish a complaint handling process and take action in cases of reported misconduct, through the company's website, by sending a letter to the company's address, or by directly reporting to a supervisor.

(10) Establish a process for assessing corruption-related risks within the company. Approve policies and implement policies, guidelines, and measures/procedures for anti-corruption practices correctly and throughout the organization.

(11) Oversee compliance with guidelines, measures/procedures for anti-corruption practices. Establish an effective system to support anti-corruption efforts to ensure that management is aware of and prioritizes combating all forms of corruption in all company activities and instills it as an organizational culture.

(12) The Board of Directors must strictly adhere to the company's anti-corruption policy, guidelines, and measures/procedures for combating corruption, including serving as a good example of honesty, transparency, and fairness, and providing advice and recommendations to relevant parties with questions or inquiries. Non-compliance will result in legal penalties.

(13) Oversee the company's risk management to a level that drives sustainable growth for the company.

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

(15) Continuously develop knowledge and operational capabilities by attending training or participating in courses related to director duties or seminar activities that enhance continuous operational knowledge.

(16) Oversee that management establishes a unit or assigns personnel responsible for investor relations to communicate with shareholders and other stakeholders, such as investors and analysts, in an appropriate, equitable, and timely manner.

(17) Oversee the establishment of policies and guidelines regarding safety and occupational health in the workplace.

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

- Conflicts of Interest: The Board shall prudently consider items involving conflicts of interest, with interested parties not participating in the decision-making, and oversee compliance with requirements regarding operational procedures and accurate and complete information disclosure.

- The Board of Directors shall arrange for an independent internal audit unit or may engage external parties to perform duties and report directly to the Audit Committee, with responsibility for auditing financial reporting control systems and compliance with regulations and policies. The Board shall review and assess the adequacy of the internal control system at least once a year.

- The Board of Directors must disclose their shareholdings and those of related directors within 30 business days after appointment, report advance share trading at least 1 day prior, and report share purchases or sales within 3 business days. The Company Secretary shall collect and prepare this information for presentation at meetings.

- Furthermore, the Board of Directors is responsible for overseeing the company's compliance with securities laws and regulations, including Stock Exchange requirements, such as considering and approving connected transactions, and the acquisition or disposal of assets in accordance with the rules of the Stock Exchange of Thailand or announcements of the Securities and Exchange Commission or laws related to the company's business, among others.

- In accordance with the company's Articles of Association, the Board of Directors has the authority to make decisions and oversee the company's operations, except for the following matters, which require approval from the shareholders' meeting before implementation:

1. The sale or transfer of all or a significant part of the company's business to shareholders.
2. The purchase or transfer of business from another public company or private company to the company.
3. Entering into, amending, or terminating contracts related to the lease of all or a significant part of the company's business, assigning others to manage the company's business, or merging businesses with others with the objective of sharing profits and losses.
4. Amendments to the Memorandum of Association or the company's Articles of Association.
5. Capital increase, capital decrease.
6. Issuance of debentures.
7. Merger or dissolution of the company.

### **Roles and Duties of the Chairman**

The Chairman shall have the following duties:

1. Consider and determine the agenda for Board meetings in conjunction with the Audit Committee, Nomination and Remuneration Committee, Executive Committee, and Chief Executive Officer, and ensure that directors receive accurate, complete, clear, and timely information before meetings to enable them to make appropriate decisions.
2. Chair Board meetings and cast a tie-breaking vote in cases where the Board meeting has a vote and the votes are equally divided.
3. Convene Board meetings and shareholder meetings, but may delegate other directors to convene or sign meeting invitations.
4. Chair shareholder meetings and cast a tie-breaking vote in cases where the meeting has a vote and the votes are equally divided. Conduct Board meetings in accordance with the agenda, company regulations, and laws.
5. Allocate sufficient time and encourage all directors to fully and independently discuss and exchange opinions, exercising prudent judgment, while thoroughly considering all stakeholders.
6. Conduct and control Board meetings or shareholder meetings in accordance with the agenda, and provide opportunities for directors or shareholders, as the case may be, to ask questions or express opinions as appropriate.
7. Foster good relations between the Board of Directors and management, and support the performance of duties by the Chief Executive Officer and management in accordance with company policies.
8. Oversee the transparent disclosure of information and management in cases of conflicts of interest.

9. Oversee that the Board of Directors has an appropriate structure and composition.
10. Oversee that the performance of duties by the Board of Directors as a whole, various sub-committees, and individual directors is efficient and effective.
11. Review the Board of Directors Charter at least once a year.

### **Board Meetings**

1. The company shall schedule Board meetings for the entire year in advance and inform each director accordingly.
2. The company shall arrange Board meetings at least once every three (3) months.
3. The Chairman, or a person designated by the Chairman, or the Chief Executive Officer, shall consider and determine matters for the Board meeting agenda. However, each director is free to propose matters for inclusion in the agenda.
4. For each Board meeting, a clear agenda shall be set, with complete and sufficient meeting documents provided to the directors at least three (3) days in advance, except in urgent cases to protect the company's rights and interests, in which case the company may notify the meeting by other means and set an earlier meeting date to allow directors sufficient time to review the information before the meeting.
5. The Chairman, or acting Chairman, shall allocate sufficient time during meetings for management to present matters and for directors to thoroughly and prudently discuss important issues. Meeting minutes shall be prepared in writing and kept for inspection by directors and relevant parties.
6. All directors shall have access to additional necessary information or data from the Chief Executive Officer or the Company Secretary.
7. The Board shall encourage various department heads and relevant officers to attend meetings with the Board.
8. The Chairman shall convene Board meetings.

When there is a reasonable cause or to protect the rights or interests of the company, two or more directors may jointly request the Chairman to convene a Board meeting, specifying the matter and reasons to be presented for consideration. In such a case, the Chairman shall convene and set the date within fourteen days from the date of the request.

If the Chairman fails to act in accordance with the second paragraph, the requesting directors may jointly convene and set the date for a Board meeting to consider the requested matter within fourteen days from the expiration of the period specified in the second paragraph.

9. In the event that there is no Chairman for any reason, the Vice Chairman shall convene the Board meeting. In the event that there is no Vice Chairman for any reason, two or more directors may jointly convene the Board meeting.

### **Quorum**

For a Board meeting to constitute a quorum, at least half of the total number of directors must be present. If the Chairman is not present at the meeting or unable to perform duties, and a Vice Chairman is present, the Vice Chairman shall chair the meeting. If there is no Vice Chairman or if the Vice Chairman is not present or unable to perform duties, the directors present at the meeting shall elect one director to chair the meeting. The minimum quorum at the time the Board is to vote must be no less than two-thirds of the total number of directors. Resolutions of the meeting shall be decided by a majority vote of the directors present. Each director shall have one vote. If the votes are tied, the Chairman shall cast an additional vote as a tie-breaker. Each director has one vote, except for directors who have a conflict of interest in any matter, who shall not be entitled to vote on that matter.

### **Reporting**

The Board of Directors emphasizes the accurate, complete, transparent, up-to-date, regular, and timely disclosure of information in accordance with the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand, which is made public in both Thai and English, including: (1) financial information and (2) non-financial information.

### **Review and Amend the Board of Directors Charter**

The Board of Directors shall review, recommend, amend, and modify the Board of Directors Charter as deemed appropriate.

### **Performance Evaluation**

The Board of Directors should evaluate its own performance and that of the entire Board regarding efficiency and achievement of objectives.

Reference link for the board charter : [https://www.begistics.co.th/wp-content/uploads/2025/05/B\\_Charter\\_BOD-effective\\_2568.pdf](https://www.begistics.co.th/wp-content/uploads/2025/05/B_Charter_BOD-effective_2568.pdf)

Page number of the reference link : 1-13

## **Information on subcommittees**

Information on subcommittees

Information on roles of subcommittees

### **Roles of subcommittees**

#### **Audit Committee**

##### **Role**

- Audit of financial statements and internal controls

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

-

##### **Reference link for the charter**

-

#### **Executive Committee**

##### **Role**

- Others
- -

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

-

**Reference link for the charter**

-

null

**Role**

- Director and executive nomination
- Remuneration
- Corporate governance

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

-

**Reference link for the charter**

-

null

**Role**

- Risk management

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

-

**Reference link for the charter**

-

**Information on each subcommittee**

**List of audit committee**

| List of directors | Position | Appointment date of audit committee member | Skills and expertise |
|-------------------|----------|--|----------------------|
|-------------------|----------|--|----------------------|

| List of directors  | Position  | Appointment date of audit committee member | Skills and expertise   |
|--|---|--|--|
| <p>1. Police Major General PRAPASS PIYAMONGKOL<sup>(*)</sup></p> <p>Gender: Male</p> <p>Age : 67 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 : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 10 Nov 2020                                | Law, Risk Management, Audit, Leadership, Governance/ Compliance                      |
| <p>2. Ms. CHAYASINEE TIENTONG<sup>(*)</sup></p> <p>Gender: Female</p> <p>Age : 46 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 : Existing director</p>  | 31 Aug 2022                                | Accounting, Commerce, Economics, Audit, Finance                                      |
| <p>3. Mr. VIRIYA CHINVIRIYA</p> <p>Gender: Male</p> <p>Age : 36 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 executive committee members**

| List of committee members  | Position                                       | Appointment date of executive committee member |
|--|--|--|
| <p>1. Mr. PANYA BOONYAPIWAT<br/>                     Gender: Male<br/>                     Age : 62 years<br/>                     Highest level of education :<br/>                     Doctoral degree<br/>                     Study field of the highest level of education : Managerial Psychology<br/>                     Thai nationality : Yes<br/>                     Residence in Thailand : Yes</p> | <p>The chairman of the executive committee</p> | <p>5 Nov 2020</p>                              |
| <p>2. Ms. SUTTIRAT LEESWADTRAKUL<br/>                     Gender: Female<br/>                     Age : 44 years<br/>                     Highest level of education : Master's degree<br/>                     Study field of the highest level of education : Economics<br/>                     Thai nationality : Yes<br/>                     Residence in Thailand : Yes</p>                               | <p>Member of the executive committee</p>       | <p>27 Feb 2018</p>                             |
| <p>3. Mr. PAIROJ WAIWANIJCHAKIJ<br/>                     Gender: Male<br/>                     Age : 54 years<br/>                     Highest level of education :<br/>                     Doctoral degree<br/>                     Study field of the highest level of education : Engineering<br/>                     Thai nationality : Yes<br/>                     Residence in Thailand : Yes</p>       | <p>Member of the executive committee</p>       | <p>8 Sep 2020</p>                              |

| List of committee members  | Position                          | Appointment date of executive committee member |
|--|-----------------------------------|--|
| 4. Ms. Peeraya Photiprasat<br>Gender: Female<br>Age : 45 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Economics<br>Thai nationality : Yes<br>Residence in Thailand : Yes | Member of the executive committee | 24 Sep 2021                                    |

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

Other Subcommittees

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

Information on the executives

Information on the executives

List and positions of the executive

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

| List of executives   | Position                             | First appointment date | Skills and expertise  |
|--|--------------------------------------|------------------------|---|
| 1. Mr. PANYA BOONYAPIWAT<br>Gender: Male<br>Age : 62 years<br>Highest level of education : Doctoral degree<br>Study field of the highest level of education : Managerial Psychology<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No | -<br>(The highest-ranking executive) | 16 Nov 2022            | Strategic Management, IT Management, Data Analysis, Negotiation, Leadership |

| List of executives  | Position | First appointment date | Skills and expertise  |
|---|----------|------------------------|---|
| <p>2. Ms. Peeraya Pothiprasart<br/>(*)(**)</p> <p>Gender: Female<br/>Age : 45 years<br/>Highest level of education : Master's degree<br/>Study field of the highest level of education : Economics<br/>Thai nationality : Yes<br/>Residing in Thailand : Yes<br/>Highest responsibility in corporate accounting and finance : Yes<br/>Accounting supervisor : Yes</p>         | -        | 28 Sep 2020            | Economics, Budgeting, Business Administration, Finance & Securities   |
| <p>3. Ms. Yuppadee Koopetngarm</p> <p>Gender: Female<br/>Age : 49 years<br/>Highest level of education : Master's degree<br/>Study field of the highest level of education : Master of Public Administration<br/>Thai nationality : Yes<br/>Residing in Thailand : Yes<br/>Highest responsibility in corporate accounting and finance : No<br/>Accounting supervisor : No</p> | -        | 5 Nov 2020             | Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Risk Management |

| List of executives   | Position | First appointment date | Skills and expertise                            |
|--|----------|------------------------|---|
| 4. Mr. ATTAPOL SANONT<br>(**)<br><br>Gender: Male<br>Age : 43 years<br>Highest level of education<br>: Bachelor's degree<br>Study field of the highest<br>level of education :<br>Business Administration<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in<br>corporate accounting and<br>finance : No<br>Accounting supervisor :<br>Yes | -        | 22 Nov 2021            | Accounting, Finance, Data Management, Budgeting |

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

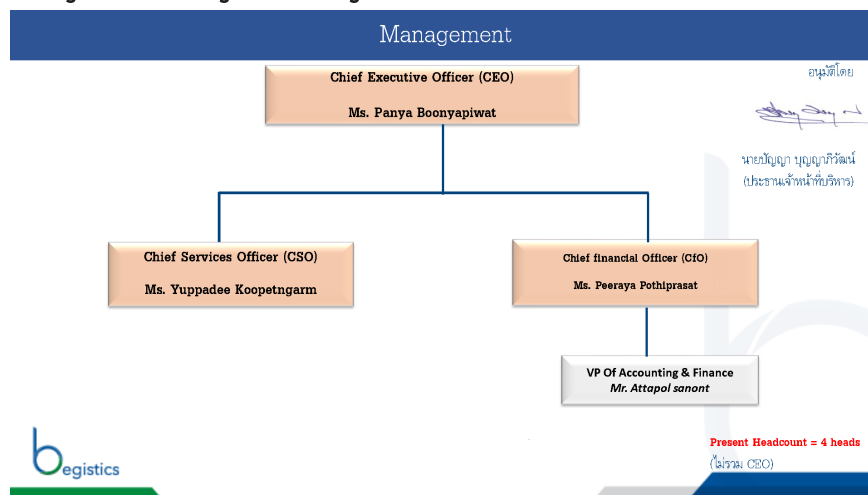
(\*\*) Accounting supervisor

(\*\*\*) 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 next four executives as of date : 31 Dec 2025

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



### Remuneration policy for executive directors and executives

The company has established a policy for compensating directors and executives to align with the organization's primary objectives and goals, as well as the long-term interests of the business. This is determined by considering the appropriateness of the proportion of compensation in the form of salary and compensation linked to the short-term

and long-term performance of the business, the size of the business, and the responsibilities of the individuals concerned. This is compared with compensation data from other listed companies of similar size in the same industry, as recommended by the Nomination and Remuneration Committee. Compensation is provided in the form of monthly or quarterly payments, meeting allowances, and bonuses. Currently, this compensation structure is appropriate for the responsibilities and can incentivize directors and executives to lead the organization to achieve its short-term and long-term goals, and is also comparable to the levels practiced in the same industry.

### **Chief Executive Officer Compensation**

The Chief Executive Officer's compensation is reviewed annually, in accordance with the nature and compensation policy determined by the Nomination and Remuneration Committee. The CEO's performance is evaluated annually, and the evaluation results are used to consider the CEO's compensation in the form of salary, review the appropriateness of current criteria, compare compensation data from other companies in the same industry as the company, and establish appropriate criteria to achieve expected performance, ensure fairness, and reward individuals who contribute to the company's success.

### **Senior Executive Compensation**

The compensation for senior executives is reviewed annually by the Chief Executive Officer, in accordance with the principles and compensation policy set by the Nomination and Remuneration Committee. The Chief Executive Officer will review the appropriateness of current criteria, compare compensation data from other companies in the same industry as the company, and establish appropriate criteria to achieve 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 fixed compensation and performance-based compensation, taking into account practices in the same industry, the company's operating results and business size, and the responsibilities, knowledge, abilities, and experience of senior executives.

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

The Nomination and Remuneration Committee will review all types of remuneration structures, such as fixed remuneration and performance-based remuneration, taking into account practices within the same industry, the company's performance and business size, and the responsibilities, knowledge, capabilities, and experience of the Chief Executive Officer. This review must be consistent with financial performance, the achievement of long-term strategic objectives, executive development, and will also consider business expansion and the company's profit growth. The committee will then present its recommendations to the Board of Directors for approval of the Chief Executive Officer's remuneration.

### **Remuneration of executive directors and executives**

### Monetary remuneration of executive directors and executives

|  | 2023         | 2024         | 2025          |
|--|--------------|--------------|---------------|
| <b>Total remuneration of executive directors and executives (baht)</b> | 5,846,064.00 | 7,502,000.00 | 11,506,000.00 |
| Total remuneration of executive directors (baht)                       | 0.00         | 0.00         | 0.00          |
| Total remuneration of executives (baht)                                | 5,846,064.00 | 7,502,000.00 | 11,506,000.00 |

The company provides vehicles to executives, as defined by the SEC, for the performance of their duties. Executives receive benefits similar to those provided to employees in various areas, including medical expense benefits, health insurance, annual health check-ups based on age-group specific plans, life insurance for all employees, funeral assistance for employees' families, employee uniforms, and annual social gatherings.

### Other remunerations of executive directors and executives

|  | 2023       | 2024       | 2025         |
|--|------------|------------|--------------|
| Company's contribution to provident fund for executive directors and executives (Baht) | 133,083.00 | 228,400.00 | 2,592,000.00 |
| Employee Stock Ownership Plan (ESOP)   | No         | No         | No           |
| Employee Joint Investment Program (EJIP)   | No         | No         | No           |

Other compensation, such as group insurance (health and accident), etc.

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

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

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

### Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

| General information | Email                      | Telephone number |
|---------------------|----------------------------|------------------|
| 1. Ms.              | peeraya.po@begistics.co.th | 086-2572222      |

#### List of the company secretary

| General information | Email                       | Telephone number |
|---------------------|-----------------------------|------------------|
| 1. Mrs.             | 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.              | wiwatli@kpsaudit.com | 081-9121133      |

#### List of the head of the compliance unit

#### Head of investor relations

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

#### List of the head of investor relations

| General information | Email                      | Telephone number |
|---------------------|----------------------------|------------------|
| 1. Mr.              | itsaret.um@begistics.co.th | 089-353 9645     |

#### Company's auditor

#### Details of the companys auditor

| Audit firms | Audit fee (Baht) | Other service fees | Names and general information of auditors |
|-------------|------------------|--------------------|---|
|-------------|------------------|--------------------|---|

| Audit firms  | Audit fee (Baht)    | Other service fees | Names and general information of auditors  |
|--|---------------------|--------------------|--|
| <p>A.M.T. &amp; ASSOCIATES<br/> 491/27 SILOM PLAZA,<br/> SILOM ROAD BANG RAK<br/> Bangkok 10500<br/> Telephone number +66<br/> 2234 1676</p> | <p>6,006,000.00</p> | <p>-</p>           | <p>1. Mrs. NATSARAK SAROCHANUNJEEN<br/> Email: mailboxes@amtasso.com<br/> Telephone number: 02-22341678<br/> License number: 4563</p> <p>2. Ms. DARANEE SOMKAMNERD<br/> Email: mailboxes@amt-asso.com<br/> Telephone number: 02-22341678<br/> License number: 5007</p> <p>3. Ms. JARUNEE NUAMMAE<br/> Email: mailboxes@amt-asso.com<br/> Telephone number: 02-22341678<br/> License number: 5596</p> <p>4. Mr. SIRAMATE AKKHARACHOTKULLANUN<br/> Email: mailboxes@amt-asso.com<br/> Telephone number: 02-22341678<br/> License number: 11821</p> <p>5. Ms. NATTAYA TUNGPRADIT<br/> Email: mailboxes@amt-asso.com<br/> Telephone number: 02-22341678<br/> License number: 11591</p> |

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

Does the company have any individual assigned to : No

be representatives in Thailand

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

## Performance Report on Corporate Governance

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

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

##### 1. Compliance with Relevant Laws and Regulations

The Board of Directors has considered and approved key matters in accordance with its roles and responsibilities, such as financial statements, calling shareholder meetings, connected transactions, and the appointment of directors and sub-committees, in order to comply with laws and regulations of regulatory bodies.

##### 2. Governance of Management in accordance with Good Corporate Governance Principles

The Board of Directors plays a crucial role in monitoring and considering various matters to ensure operations adhere to good corporate governance principles and international standards, such as securities trading reports of directors and executives, reports from sub-committees, review and revision of the Board of Directors' charter, sub-committee charters, company policies and code of ethics, and monitoring the performance of other corporate governance matters.

##### 3. Key Strategies and Policies

The Board of Directors prioritizes the formulation and implementation of the company's strategies by monitoring and overseeing the execution of defined strategies at quarterly board meetings. This includes reviewing and revising key policies such as vision, mission, organizational strategies, and Corporate Key Performance Indicators (KPIs) to align with the changing environment, as well as the revision of the Anti-Corruption Policy (Anti-Corporate Policy).

#### 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   |
|--|---|------------------------------------|--|
| Police Major General PRAPASS PIYAMONGKOL | Vice-chairman of the board of directors | 10 Nov 2020                        | Law, Risk Management, Audit, Leadership, Governance/ Compliance                    |
| Mr. PAIROJ WAIWANIJCHAKIJ                | Director                                | 8 Sep 2020                         | Project Management, Design, Energy & Utilities, Engineering, Electronic Components |

#### List of newly appointed director to replace the ex-director

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

## Selection of independent directors

### Criteria for selecting independent directors

#### Qualifications of Independent Directors

1. Holding shares not exceeding 1% of the total voting shares of the company, its parent company, subsidiaries, associated companies, or any entity that may have a conflict of interest, including shares held by related persons of that independent director (including related persons under Section 258 of the Securities and Exchange Act).
2. Not being or having been an executive director, employee, staff, regular salaried advisor, or controlling person of the company, its parent company, subsidiaries, associated companies, same-tier subsidiaries, controlling persons of the company, or any entity that may have a conflict of interest, unless such characteristics have ceased for at least 2 years prior to being appointed as a director.
3. Not being a person related by blood or legal registration as a parent, spouse, sibling, or child, including the spouse of a child, to an executive, major shareholder, controlling person, or a person nominated to be an executive, controlling person, or a person proposed to be an executive or controlling person of the company or its subsidiary.
4. Having no or having had no business relationship with the company, its parent company, subsidiaries, associated companies, major shareholders, controlling persons of the company, or any entity that may have a conflict of interest, in a manner that could impede their independent judgment, and not being or having been a significant shareholder or controlling person of those having a business relationship with the company, its parent company, subsidiaries, associated companies, major shareholders, or any entity that may have a conflict of interest, unless such characteristics have ceased for at least 2 years prior to being appointed as a director.
5. Not being a director appointed to represent the company's directors, major shareholders, or shareholders who are related to the company's major shareholders.
6. Not being or having been an auditor of the company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the company, and not being a significant shareholder, controlling person, or partner of an audit firm where an auditor of the company, its parent company, subsidiaries, associated companies, or major shareholders is affiliated, unless such characteristics have ceased for at least 2 years prior to being appointed as a director.
7. Not being or having been any professional service provider, including legal advisors or financial advisors, who received service fees exceeding 2 million baht per year from the company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the company, and not being a significant shareholder, controlling person, or partner of such professional service provider, unless such characteristics have ceased for at least 2 years prior to being appointed as a director.
8. Not engaging in a business of the same nature that is significantly competitive with the business of the company or its subsidiaries, or not being a partner in a partnership, or an executive director, employee, regular salaried advisor, or holding shares exceeding 0.5% of the total voting shares of another company that engages in a business of the same nature and is significantly competitive with the business of the company or its subsidiaries.
9. Possessing no other characteristics that would prevent them from providing independent opinions on the company's operations.
10. An independent director shall hold office for a term not exceeding 9 years from the date of appointment. An independent director shall not hold directorships in more than 5 listed companies.

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

Business or professional relationships of : No

independent directors 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 through the nomination committee : Yes

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

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

Number of directors from each group of major shareholders over the past year (persons) : 0

### **Rights of minority shareholders on director appointment**

1. Each shareholder shall have votes equal to the number of shares held, meaning one share equals one vote.
2. Each shareholder may cast all available votes to elect a single person or multiple persons as directors. In the case of electing multiple persons as directors, the votes cannot be split among candidates in varying proportions.
3. Individuals who receive the highest votes in descending order shall be elected as directors, up to the number of directors to be appointed or elected at that time. In the event that individuals elected in the subsequent order receive an equal number of votes exceeding the number of directors to be appointed or elected at that time, the chairman shall cast the deciding vote.

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) All company directors must possess the qualifications as stipulated in the Public Company Limited Act and the company's regulations, and must not have any disqualifying characteristics as per the Capital Market Supervisory Board's announcements. In the case of independent directors, the Board of Directors sets stricter qualifications than the minimum requirements of the Securities and Exchange Commission, the Stock Exchange of Thailand, and the Capital Market Supervisory Board's announcements.</p> <p>(2) Company directors must be knowledgeable, capable, honest, ethical, and moral individuals with good business conduct, including any other qualifications that may be additionally stipulated by law or as deemed appropriate by the Board.</p> <p>(3) Company directors must possess diverse qualifications, including knowledge, ability, and experience in the company's business and related industries; expertise that is beneficial to the company; or expertise in finance, accounting, management, or other areas deemed appropriate by the Board, in order to manage efficiently and maximize benefits for the company.</p> <p>Note: Board Diversification Policy: The Board of Directors has defined the required qualifications for recruiting directors to ensure diversity, considering necessary skills that are lacking within the board, as well as professions, specific expertise, and gender, etc., to create diversity in the board structure. In addition, to enhance the efficiency of the Board of Directors' performance, there should be at least one female director, due to their meticulousness and thoroughness in management.</p> <p>(4) Independent directors must fully meet the qualifications as stipulated in the Capital Market Supervisory Board Announcement No. Tor.Jor. 4/2552 regarding the application for permission. and permission to offer newly issued shares (Version 2)</p> <p>(5) Independent directors must possess knowledge, ability, credibility, and independence in performing their duties, without any business relationship with the Company or any other relationship that may influence their discretion and independent</p> | <p>Economics, Accounting, Finance, Audit, Internal Control</p> |

| Qualifications, knowledge, or experience  | Skill and expertise |
|---|---------------------|
| <p>performance of duties.</p> <p>(6) Directors must have sufficient independent time to fully dedicate themselves to performing their duties for the benefit of the Company, especially in making important decisions, and attend all Board of Directors meetings and shareholder meetings, except in cases of necessity or force majeure.</p> <p>(7) Directors are prohibited from engaging in business, becoming partners, or serving as directors in other legal entities of the same nature and that compete with the Company's business, unless they notify the shareholder meeting before the appointment resolution is passed, and the director must notify the Company without delay.</p> <p>(8) Holding positions in listed companies and non-listed subsidiaries</p> <p>8.1 The Board of Directors stipulates that a director of the Company may hold positions in no more than 5 listed companies.</p> <p>8.2 The Board of Directors stipulates that the Chief Executive Officer of the Company, or the highest authority of the organization, or other person, may hold positions as a director in no more than 5 listed companies and no more than 5 listed companies and non-listed subsidiaries. This excludes subsidiaries, affiliated companies, and joint ventures of the Company, in which the Company needs to oversee the management to protect the Company's interests.</p> |                     |

### 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 |
|-------------------|--|-----------------------------------|
|                   |  |                                   |

| List of directors  | Participation in training in the past financial year | History of training participation   |
|--|--|---|
| 1. Police Lieutenant General SOMKID BOONTANOM<br>(Chairman of the board of directors, Independent director)    | Non-participating                                    | Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2018: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2025: RIC Knowledge Sharing</li> </ul>  |
| 2. Ms. SUTTIRAT LEESWADTRAKUL<br>(Vice-chairman of the board of directors)                                     | Non-participating                                    | Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2024: Advanced Audit Committee Program (AACP)</li> <li>• 2007: Director Accreditation Program (DAP)</li> </ul>   |
| 3. Police Major General PRAPASS PIYAMONGKOL<br>(Vice-chairman of the board of directors, Independent director) | Non-participating                                    | Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2024: Financial Statements for Directors (FSD)</li> <li>• 2019: Advanced Audit Committee Program (AACP)</li> <li>• 2018: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2025: RIC Knowledge Sharing</li> </ul> |
| 4. Mr. PAIROJ WAIWANIJCHAKIJ<br>(Director)   | Non-participating                                    | Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2018: Director Accreditation Program (DAP)</li> </ul>  |
| 5. Mr. PANYA BOONYAPIWAT<br>(Director)   | Non-participating                                    | Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2016: Role of the Chairman Program (RCP)</li> <li>• 2007: Director Certification Program (DCP)</li> </ul>  |
| 6. Mr. JAKKARAT LERTOPAS<br>(Director, Independent director)   | Non-participating                                    | Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2016: Director Certification Program (DCP)</li> <li>• 2015: Director Accreditation Program (DAP)</li> </ul>  |

| List of directors  | Participation in training in the past financial year | History of training participation  |
|--|--|--|
| 7. Ms. CHAYASINEE TIENTONG<br>(Director, Independent director) | Non-participating                                    | Thai Institute of Directors (IOD)<br><br><ul style="list-style-type: none"> <li>• 2024: Advanced Audit Committee Program (AACP)</li> <li>• 2023: Director Accreditation Program (DAP)</li> </ul> |
| 8. Mr. VIRIYA CHINVIRIYA<br>(Director, Independent director)   | Non-participating                                    | -  |

## Information on the evaluation of duty performance of directors

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

#### Board Performance Evaluation (Collective Evaluation)

The questionnaire consists of 6 main categories: 1) Board structure and qualifications, 2) Board roles, duties, and responsibilities, 3) Board meetings, 4) Board functions, 5) Relationship with management, and 6) Board self-development and executive development. By the evaluating director.

#### Individual Performance Evaluation

The questionnaire consists of 5 main categories: 1) Board structure and qualifications, 2) Readiness to perform duties, 3) Board meetings, 4) Board roles, duties, and responsibilities, and 5) Relationship with the Board and management. The summary of individual performance evaluation for 2025 shows an average score of 3.82 percent.

For the Board's self-assessment for the year 2025, the Company Secretary arranged for the self-assessment of the Board and sub-committees, prepared in two forms: self-assessment of the entire Board's performance and individual performance assessment, which are also conducted annually. The evaluation results were presented to the Board at Board Meeting No. 1/2025 on February 29, 2025.

#### Individual Performance Evaluation

##### Criteria

The Company's Board of Directors arranges for the performance evaluation of the Board and each sub-committee annually, at least once a year. This includes evaluation of the entire Board, self-assessment of sub-committees, and self-assessment of individual directors. The self-assessment guidelines for directors from the Stock Exchange of Thailand are used, covering topics such as the appropriate structure and qualifications of each sub-committee, sub-committee meetings, and the roles, duties, and responsibilities of each sub-committee, ensuring sufficient attention, time for consideration, review, and compliance with various matters. Steps

##### Steps

The Company arranges for the annual performance evaluation of the Board of Directors and sub-committees to assess the operational results of the past year. The Company Secretary will distribute the evaluation forms to each director for both collective and individual (self-assessment) evaluations, and then compile and submit them to the Nomination and Remuneration Committee for performance evaluation. The evaluation results will then be discussed at the Board of Directors' meeting.

All recommendations received from the performance evaluation of the Board of Directors will be utilized by the Company to enhance the effectiveness of the Board's operations, thereby maximizing benefits for the Company's business. This serves as a framework for setting standards, monitoring duties, considering and analyzing operational results, and comparing these results with the performance outlined in the Board's charter. Furthermore, it enables the Board to review its own performance, adopting self-assessment guidelines for directors from the Stock Exchange of Thailand and the Thai Institute of Directors (IOD) as a framework for monitoring the performance of the Company's Board of Directors and to genuinely reflect accountability for effective performance. The scores and feedback from the Board will be used to improve and develop the Board's duties annually, aiming for more efficient and effective Board operations. The performance evaluation of the Board of Directors is divided into 2 types as follows:

- (1) Collective Board Evaluation
- (2) Individual Director Evaluation (Self-Assessment)

In 2025, the Company Secretary distributed the Board of Directors' performance evaluation forms to directors to assess the performance of the entire Board, including individual self-assessment of directors. The criteria and performance evaluation results can be categorized as follows:

## **Evaluation of the duty performance of the board of directors over the past year<sup>(2)</sup>**

### **Performance evaluation of the Board of Directors (Board as a whole evaluation)**

In 2025, the Company conducted performance evaluations of the Board of Directors, both individually and as a whole. The evaluation content covered the structure and qualifications of directors, the roles, duties, and responsibilities of the Board, meeting attendance, performance of duties, self-development, and relationships with management. The objective was to review past performance, issues, and obstacles to enhance the effectiveness of the Board's work and its awareness of its responsibilities, as well as to foster good relationships with management.

- The summary of the performance evaluation of the Board of Directors as a whole for the year 2025 averaged 3.70 percent.

For the Board of Directors' self-assessment for the year 2025, the Company Secretary arranged for self-assessments of the Board of Directors and its sub-committees. These were conducted in two forms: the self-assessment of the performance of the Board as a whole and individual performance assessments, which are also conducted annually. The assessment results were presented to the Board of Directors at Board Meeting No. 1/2025 on February 28, 2025, and were considered and approved by the Board of Directors.

*Remark:* <sup>(2)</sup> The performance evaluation results for each committee and individual director in 2025, covering the topics of Board structure and qualifications, readiness to perform duties, directors' performance of duties, relationship with management, directors' self-development

and executive development, roles, duties, and responsibilities of the Board of Directors, and Board meetings, were found to be satisfactory.

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

| List of directors   | Assessment form                                      | Grade / Average score received | Grade / Full score |
|---------------------|--|--------------------------------|--------------------|
| Board of Directors  | Group assessment                                     | 3.70                           | 4                  |
|                     | Self-assessment                                      | 3.82                           | 4                  |
|                     | Cross-assessment<br>(assessment of another director) | None                           | None               |
| Audit Committee     | Group assessment                                     | 3.75                           | 4                  |
|                     | Self-assessment                                      | 3.82                           | 4                  |
|                     | Cross-assessment<br>(assessment of another director) | None                           | None               |
|                     | Group assessment                                     | 3.68                           | 4                  |
|                     | Self-assessment                                      | 3.82                           | 4                  |
|                     | Cross-assessment<br>(assessment of another director) | None                           | None               |
|                     | Group assessment                                     | 3.75                           | 4                  |
|                     | Self-assessment                                      | 3.82                           | 4                  |
|                     | Cross-assessment<br>(assessment of another director) | None                           | None               |
| Executive Committee | Group assessment                                     | 3.68                           | 4                  |
|                     | Self-assessment                                      | 3.82                           | 4                  |
|                     | Cross-assessment<br>(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 : 8  
past year (times)

Date of AGM meeting : 25 Apr 2025

EGM meeting : No

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

| Names of Board members  | Meeting attendance of the board of directors |   |                        | AGM meeting attendance |   |                        | EGM meeting attendance |   |                        |
|---|--|---|------------------------|------------------------|---|------------------------|------------------------|---|------------------------|
|   | Attendance (times)                           | / | Meeting rights (times) | Attendance (times)     | / | Meeting rights (times) | Attendance (times)     | / | Meeting rights (times) |
| 1. Police Lieutenant General SOMKID BOONTANOM<br>(Chairman of the board of directors, Independent director) | 8  | / | 8                      | 1                      | / | 1                      |                        | / |                        |
| 2. Ms. SUTTIRAT LEESWADTRAKUL<br>(Vice-chairman of the board of directors)                                  | 8  | / | 8                      | 1                      | / | 1                      |                        | / |                        |

| Names of Board members  | Meeting attendance of the board of directors |   |                        | AGM meeting attendance |   |                        | EGM meeting attendance |   |                        |
|---|--|---|------------------------|------------------------|---|------------------------|------------------------|---|------------------------|
|   | Attendance (times)                           | / | Meeting rights (times) | Attendance (times)     | / | Meeting rights (times) | Attendance (times)     | / | Meeting rights (times) |
| 3. Police Major General PRAPASS PIYAMONGKOL (Vice-chairman of the board of directors, Independent director) | 8  | / | 8                      | 1                      | / | 1                      |                        | / |                        |
| 4. Mr. PAIROJ WAIWANIJCHAKIJ (Director)   | 8  | / | 8                      | 1                      | / | 1                      |                        | / |                        |
| 5. Mr. PANYA BOONYAPIWAT (Director)   | 8  | / | 8                      | 1                      | / | 1                      |                        | / |                        |
| 6. Mr. JAKKARAT LERTOPAS (Director, Independent director)   | 8  | / | 8                      | 1                      | / | 1                      |                        | / |                        |
| 7. Ms. CHAYASINEE TIENTONG (Director, Independent director)   | 8  | / | 8                      | 1                      | / | 1                      |                        | / |                        |
| 8. Mr. VIRIYA CHINVIRIYA (Director, Independent director)   | 7  | / | 8                      | 1                      | / | 1                      |                        | / |                        |

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

| Names of directors   | Board of directors meeting attendance rate | AGM meeting attendance rate | EGM meeting attendance rate |
|--|--|-----------------------------|-----------------------------|
| 1. Police Lieutenant General SOMKID BOONTANOM<br>(Chairman of the board of directors)    | 8/8<br>(100.00%)                           | 1/1<br>(100.00%)            | N/A                         |
| 2. Ms. SUTTIRAT LEESWADTRAKUL<br>(Vice-chairman of the board of directors)               | 8/8<br>(100.00%)                           | 1/1<br>(100.00%)            | N/A                         |
| 3. Police Major General PRAPASS PIYAMONGKOL<br>(Vice-chairman of the board of directors) | 8/8<br>(100.00%)                           | 1/1<br>(100.00%)            | N/A                         |
| 4. Mr. PAIROJ WAIWANIJCHAKIJ<br>(Director)   | 8/8<br>(100.00%)                           | 1/1<br>(100.00%)            | N/A                         |
| 5. Mr. PANYA BOONYAPIWAT<br>(Director)   | 8/8<br>(100.00%)                           | 1/1<br>(100.00%)            | N/A                         |
| 6. Mr. JAKKARAT LERTOPAS<br>(Director)   | 8/8<br>(100.00%)                           | 1/1<br>(100.00%)            | N/A                         |
| 7. Ms. CHAYASINEE TIENTONG<br>(Director)   | 8/8<br>(100.00%)                           | 1/1<br>(100.00%)            | N/A                         |
| 8. Mr. VIRIYA CHINVIRIYA<br>(Director)   | 7/8<br>(87.50%)                            | 1/1<br>(100.00%)            | N/A                         |
| <b>Average meeting attendance rate</b>   | <b>98.44%</b>                              | <b>100.00%</b>              | <b>N/A</b>                  |

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

### Remuneration of the board of directors

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

##### Monetary Remuneration for Directors

The Company has considered and established a fair and reasonable remuneration policy for directors and executives, at a level appropriate to the duties and responsibilities assigned to the Board of Directors, referencing industry practices. The directors' remuneration is set at an appropriate level, sufficient to incentivize directors to perform their duties to achieve the Company's established goals and business direction, and to retain good directors who can

perform their duties with dedication and commitment to creating benefits for the Company. The Nomination and Remuneration Committee will review directors' remuneration annually to ensure its appropriateness and will propose it to the Board of Directors for approval and inclusion as an agenda item for the Annual General Meeting of Shareholders for shareholder approval.

The Annual General Meeting of Shareholders for 2025, held on April 25, 2025, resolved to approve the determination of directors' remuneration for 2025 not exceeding 3 million Baht, which is the same rate as in 2024. Such remuneration, including monthly remuneration and meeting allowances paid to directors and executives, was disclosed in the format prescribed by the Securities and Exchange Commission at the Annual General Meeting of Shareholders for 2025, where the directors' remuneration was approved.

### **Other Remuneration**

In addition to monetary compensation for directors in the form of monthly remuneration and meeting allowances, the Company also provides other forms of compensation to directors in the form of various general welfare benefits, such as group health insurance covering inpatient and outpatient medical treatment (IPD+OPD), with a total annual premium not exceeding 50,000 Baht (excluding VAT) per director.

Furthermore, the Company has arranged Directors and Officers Liability Insurance, as well as expenses for training and seminars. The Company is responsible for these expenses up to the limits specified in the relevant company policies. The total annual budget for the remuneration of the Company's Board of Directors, excluding subsidiaries, is not to exceed 3 million Baht, as approved by the Annual General Meeting of Shareholders for 2025, held on April 25, 2025.

## Remuneration of the board of directors

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

| Names of directors /<br>Board of directors  | Company              |                                   |                   |                              | Total<br>monetary<br>remuneration<br>from<br>subsidiaries<br>(Baht) |
|---|----------------------|-----------------------------------|-------------------|------------------------------|---|
|   | Meeting<br>allowance | Other<br>monetary<br>remuneration | Total (Baht)      | Non-monetary<br>remuneration |   |
| <b>1. Police Lieutenant<br/>General SOMKID<br/>BOONTANOM<br/>(Chairman of the<br/>board of directors,<br/>Independent<br/>director)</b> |                      |                                   | <b>400,000.00</b> |                              | <b>0.00</b>   |
| Board of Directors<br>(Chairman of the<br>board of directors)   | 40,000.00            | 360,000.00                        | 400,000.00        | Yes                          |   |
| <b>2. Ms. SUTTIRAT<br/>LEESWADTRAKUL<br/>(Vice-chairman of<br/>the board of<br/>directors)</b>  |                      |                                   | <b>335,000.00</b> |                              | <b>0.00</b>   |
| Board of Directors<br>(Vice-chairman of the<br>board of directors)  | 40,000.00            | 240,000.00                        | 280,000.00        | Yes                          |   |
| Executive<br>Committee<br>(Member of the<br>executive committee)  | 45,000.00            | N/A                               | 45,000.00         | -                            |   |
| -<br>(The chairman of the<br>subcommittee)  | 10,000.00            | N/A                               | 10,000.00         | -                            |   |

| Names of directors /<br>Board of directors   | Company              |                                   |                   |                              | Total<br>monetary<br>remuneration<br>from<br>subsidiaries<br>(Baht) |
|--|----------------------|-----------------------------------|-------------------|------------------------------|---|
|  | Meeting<br>allowance | Other<br>monetary<br>remuneration | Total (Baht)      | Non-monetary<br>remuneration |   |
| <b>3. Police Major<br/>General<br/>PRAPASS<br/>PIYAMONGKOL<br/>(Vice-chairman of<br/>the board of<br/>directors,<br/>Independent<br/>director)</b> |                      |                                   | <b>310,000.00</b> |                              | <b>0.00</b>   |
| Board of Directors<br>(Vice-chairman of the<br>board of directors)   | 40,000.00            | 240,000.00                        | 280,000.00        | Yes                          |   |
| Audit Committee<br>(Chairman of the<br>audit committee)  | 30,000.00            | N/A                               | 30,000.00         | -                            |   |
| <b>4. Mr. PAIROJ<br/>WAIWANIJCHAKIJ<br/>(Director)</b>   |                      |                                   | <b>215,000.00</b> |                              | <b>0.00</b>   |
| Board of Directors<br>(Director)   | 40,000.00            | 120,000.00                        | 160,000.00        | Yes                          |   |
| Executive<br>Committee<br>(Member of the<br>executive committee)   | 45,000.00            | N/A                               | 45,000.00         | -                            |   |
| -<br>(Member of the<br>subcommittee)   | 10,000.00            | N/A                               | 10,000.00         | -                            |   |
| <b>5. Mr. PANYA<br/>BOONYAPIWAT<br/>(Director)</b>   |                      |                                   | <b>335,000.00</b> |                              | <b>0.00</b>   |

| Names of directors / Board of directors                            | Company           |                             |                   |                           | Total monetary remuneration from subsidiaries (Baht) |
|--|-------------------|-----------------------------|-------------------|---------------------------|--|
|  | Meeting allowance | Other monetary remuneration | Total (Baht)      | Non-monetary remuneration |  |
| Board of Directors (Director)                                      | 40,000.00         | 240,000.00                  | 280,000.00        | Yes                       |  |
| Executive Committee (The chairman of the executive committee)      | 45,000.00         | N/A                         | 45,000.00         | -                         |  |
| - (The chairman of the subcommittee)                               | 10,000.00         | N/A                         | 10,000.00         | -                         |  |
| <b>6. Mr. JAKKARAT LERTOPAS (Director, Independent director)</b>   |                   |                             | <b>170,000.00</b> |                           | <b>0.00</b>  |
| Board of Directors (Director)                                      | 40,000.00         | 120,000.00                  | 160,000.00        | -                         |  |
| - (Member of the subcommittee)                                     | 10,000.00         | N/A                         | 10,000.00         | -                         |  |
| <b>7. Ms. CHAYASINEE TIENTONG (Director, Independent director)</b> |                   |                             | <b>190,000.00</b> |                           | <b>0.00</b>  |
| Board of Directors (Director)                                      | 40,000.00         | 120,000.00                  | 160,000.00        | -                         |  |
| Audit Committee (Member of the audit committee)                    | 30,000.00         | N/A                         | 30,000.00         | -                         |  |

| Names of directors /<br>Board of directors  | Company              |                                   |                   |                              | Total<br>monetary<br>remuneration<br>from<br>subsidiaries<br>(Baht) |
|---|----------------------|-----------------------------------|-------------------|------------------------------|---|
|   | Meeting<br>allowance | Other<br>monetary<br>remuneration | Total (Baht)      | Non-monetary<br>remuneration |   |
| <b>8. Mr. VIRIYA<br/>CHINVIRIYA<br/>(Director,<br/>Independent<br/>director)</b>      |                      |                                   | <b>195,000.00</b> |                              | <b>0.00</b>   |
| Board of Directors<br>(Director)  | 35,000.00            | 120,000.00                        | 155,000.00        | -                            |   |
| Audit Committee<br>(Member of the audit<br>committee)                                 | 25,000.00            | N/A                               | 25,000.00         | -                            |   |
| -<br>(Member of the<br>subcommittee)  | 10,000.00            | N/A                               | 10,000.00         | -                            |   |
| -<br>(Member of the<br>subcommittee)  | 5,000.00             | N/A                               | 5,000.00          | -                            |   |
| <b>9. Ms. Peeraya<br/>Photiprasat<br/>(Member of the<br/>executive<br/>committee)</b> |                      |                                   | <b>N/A</b>        |                              | <b>0.00</b>   |
| Executive<br>Committee<br>(Member of the<br>executive committee)                      | N/A                  | N/A                               | N/A               | No                           |   |

Summary of the remuneration of each committee over the past year

| Names of board members | Meeting allowance | Other monetary<br>remuneration | Total (Baht) |
|------------------------|-------------------|--------------------------------|--------------|
|------------------------|-------------------|--------------------------------|--------------|

| Names of board members | Meeting allowance | Other monetary remuneration | Total (Baht) |
|------------------------|-------------------|-----------------------------|--------------|
| 1. Board of Directors  | 315,000.00        | 1,560,000.00                | 1,875,000.00 |
| 2. Audit Committee     | 85,000.00         | 0.00                        | 85,000.00    |
| 3. Executive Committee | 135,000.00        | 0.00                        | 135,000.00   |
| 4. -                   | 25,000.00         | 0.00                        | 25,000.00    |
| 5. -                   | 30,000.00         | 0.00                        | 30,000.00    |

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

|                                    | 2023         | 2024         | 2025         |
|------------------------------------|--------------|--------------|--------------|
| Meeting allowance (Baht)           | 980,000.00   | 680,000.00   | 590,000.00   |
| Other monetary remuneration (Baht) | 1,560,000.00 | 1,560,000.00 | 1,560,000.00 |
| Total (Baht)                       | 2,540,000.00 | 2,240,000.00 | 2,150,000.00 |

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

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

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

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

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

Does the Company have subsidiaries and associated : Yes  
companies

Mechanism for overseeing subsidiaries and : Yes  
associated companies

Mechanism for overseeing management and taking : The appointment of representatives as directors,  
responsibility for operations in subsidiaries and executives, or controlling persons in proportion to  
associated companies approved by the board of shareholding, The determination of the scope of duties  
directors 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

### **Management Structure of Subsidiaries and Associated Companies**

1. Appoint Company representatives to serve as directors or executives in the company, subsidiary, or associated company to oversee the management of that company in accordance with the Company's policies efficiently and effectively.
2. Regularly monitor and oversee the operations of invested subsidiaries or associated companies, and provide guidance to individuals appointed by the Company as directors or executives in such companies for their compliance.
3. Control and oversee the business operations of subsidiaries and associated companies to align with business policies, goals, and plans.
4. Consider the organizational structure and management of subsidiaries and associated companies to ensure efficiency and suitability for business operations.
5. Consider and approve expenditures for various investments or operations, transactions, acquisition or disposition of assets, borrowing or requesting any loans from financial institutions, lending, capital increase, capital reduction, or dissolution of companies that significantly affect the business operations of subsidiaries and associated companies.
6. Consider delegating authority to
  - The Audit Committee is responsible for reviewing the accuracy and reliability of financial reports, internal control systems, internal audits, related party transactions, compliance with relevant laws and regulations, as well as overseeing the operations of subsidiaries and associated companies.
  - The Risk Management Committee considers and screens the risk management policies and guidelines for subsidiaries and associated companies.
  - The Executive Committee manages through the management department, which is responsible for reporting the operating results from subsidiaries and associated companies. Operating results are reviewed quarterly. Additionally, subsidiaries must report their business plans, investment projects, and joint ventures with other operators to the Company, which forms part of the operating results report. Subsidiaries must also submit information or documents related to their operations to the Company upon reasonable request. In cases where the Company identifies significant issues, it may request the subsidiary to clarify and submit documents for the Company's consideration.
7. Develop the management of subsidiaries and associated companies to have good corporate governance, internal control, and risk management systems.

### **Scope of Authority and Responsibilities of Directors and Executives in Subsidiaries and Associated Companies**

1. Closely monitor the operations of subsidiaries or associated companies to ensure alignment with the Company's established goals.
2. Perform duties as determined by the boards of directors of subsidiaries and associated companies and/or the shareholders' meetings of subsidiaries or associated companies.
3. Consider and vote at meetings of the boards of directors of subsidiaries and associated companies on matters related to the general operations in the normal course of business of the subsidiaries and associated companies, as deemed appropriate by the directors and executives of the subsidiaries and associated companies, for the maximum benefit of the subsidiaries, associated companies, and the Company. However, consideration and voting on the following matters must receive approval from the Company's Board of Directors and/or the Company's Shareholders' Meeting, namely:
  - (1) Transactions of subsidiaries in accordance with the announcements on related party transactions, inter-company transactions, and announcements on acquisition and disposition of assets.
  - (2) Transactions that may have a significant impact on the financial position and operating results of the subsidiary, including:
    - The sale or transfer of all or a significant part of a subsidiary's business to another person.

- The dissolution of the subsidiary.
- The transfer or waiver of significant benefits or claims that could harm the subsidiary.
- Borrowing, lending, guaranteeing, incurring obligations, or providing financial assistance to other companies that significantly affect the financial position of the subsidiary.
- Amendment of the subsidiary's articles of association.
- Capital increase, allocation of newly issued shares, and reduction of the registered capital of the subsidiary, as well as any other actions that result in the Company's direct and indirect shareholding proportion in any subsidiary decreasing by 10 percent or more of the subsidiary's paid-up capital, or decreasing to less than 50 percent of the subsidiary's paid-up capital.

Furthermore, certain transactions or events involving subsidiaries may obligate the Company to disclose information to the Stock Exchange of Thailand. Therefore, the representative director or representative of the subsidiary is responsible for immediately notifying the Company Secretary upon becoming aware that the subsidiary plans to enter into or has experienced the following transactions or events:

1. The subsidiary acquires or disposes of its assets, such as buying, selling, investing or divesting, transferring or receiving transfers, acquiring or waiving rights to leasehold, land, buildings, businesses, other securities, etc.
2. The subsidiary engages in related party transactions, such as transactions with major shareholders, directors, executives, controlling persons of the Company, as well as related parties and close relatives of such persons.
3. The Company acquires or disposes of investments in other companies, resulting in that company becoming or ceasing to be a subsidiary of that subsidiary.
4. The subsidiary has borrowed money or issued debt instruments in an amount significant to its financial position and operating results.
5. The subsidiary has significant legal disputes.
6. The subsidiary has made significant changes in its investment payment projects.
7. The subsidiary has made significant changes in its accounting policies.
8. The subsidiary ceases operations.
9. Any case that has or may have an impact on the rights and benefits of securities holders, or on investment decisions, or on changes in the price of the Company's listed securities, such as suffering severe damage, ceasing all or part of its operations, changing its objectives or nature of business, etc.

The Company has established policies for the management of subsidiaries and associated companies, with the Board of Directors setting directions and goals for overseeing the Company's management structure and business operations, including ensuring that the management of subsidiaries or associated companies aligns with the Company's business plans, goals, and strategies, in accordance with shareholders' resolutions, in good faith under the law, objectives, and articles of association of the Company, as well as overseeing subsidiaries and associated companies to comply with securities and exchange laws and regulations of the Stock Exchange of Thailand.

The Company has established governance mechanisms for its direct and indirect subsidiaries and associated companies, with measures to monitor the management of these entities to ensure compliance with established policies, safeguard the Company's investment interests, and maintain appropriate and effective internal control systems. The Audit Committee reviews the accuracy and reliability of financial reports, internal control systems, internal audits, related party transactions, compliance with relevant laws and regulations, as well as overseeing the operations of subsidiaries and associated companies. It manages and is responsible for the operations of subsidiaries and associated companies as if they were integral parts of the Company.

For the year 2025, the Company has appointed directors and/or individuals to serve as representative directors in subsidiaries and associated companies to participate in policy-making and oversee management in such companies, and to report operational results to the Board of Directors quarterly for the benefit of the Company. In 2025, no violations or non-compliance with the related party transaction rules of regulatory agencies were found.

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

1. The Board of Directors is responsible for monitoring and overseeing the management and operations of subsidiaries and associated companies to ensure compliance with the company's established policies, laws related to business operations, including the Securities and Exchange Act, announcements of the Capital Market Supervisory Board, and regulations of the Stock Exchange of Thailand, mutatis mutandis, insofar as they do not conflict with other laws.
2. The Board of Directors is responsible for overseeing and ensuring that subsidiaries and associated companies disclose material information to the Stock Exchange of Thailand, the Securities and Exchange Commission, and the general public, such as information regarding financial position, operating results, connected transactions, significant asset acquisitions or disposals, and any other significant transactions that are not part of the ordinary course of business of the subsidiaries or associated companies. Such disclosure must provide sufficient, complete, and accurate information within an appropriate timeframe and in accordance with the criteria of relevant authorities.
3. In cases where a subsidiary enters into a connected transaction with a connected person of the subsidiary, or a transaction involving the acquisition or disposal of assets by the subsidiary, in accordance with the criteria stipulated in the announcements of the Capital Market Supervisory Board and/or the Stock Exchange of Thailand (as the case may be), the Company and its subsidiaries shall comply with the rules and procedures specified in such announcements for those matters before entering into such transactions, mutatis mutandis, whereby the subsidiary shall comply with the rules and procedures specified in such announcements as if the Company itself were the party entering into the transaction. Furthermore, in cases where such types of transactions require approval from the Company's Board of Directors Meeting and/or the Company's Shareholders' Meeting, in accordance with the announcements of the Capital Market Supervisory Board and/or the Stock Exchange of Thailand and/or relevant laws, the Company and its subsidiaries shall consider the size of the transaction in comparison to the Company's consolidated financial statements.
4. For any significant transactions or operations that affect the financial position and operating results of subsidiaries and associated companies, which require approval from the Company's Board of Directors or the Company's Shareholders' Meeting (as the case may be), the Company's directors shall be responsible for arranging a meeting of the Company's Board of Directors and/or the Company's Shareholders' Meeting (as the case may be) to consider and approve such matters before the subsidiaries and associated companies hold their own Board of Directors and/or Shareholders' Meetings (as the case may be) to consider and approve the transaction or operation. In this regard, the Company shall disclose information and comply with the criteria, conditions, procedures, and methods related to the matter requiring approval as stipulated in the Public Limited Company Act, the Securities Act, and other relevant laws, as well as announcements, regulations, and criteria of the Capital Market Supervisory Board, the Securities and Exchange Commission, the Office of the Securities and Exchange Commission, and the Stock Exchange of Thailand, mutatis mutandis (insofar as they do not conflict), completely and accurately.

For the year 2025, the company has appointed directors and/or individuals to serve as representative directors in subsidiaries and associated companies to safeguard the company's interests.

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

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

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

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

The company has established a written conflict of interest policy to prevent conflicts of interest. This policy has been approved by the Board of Directors' meeting and is regularly reviewed to ensure that the implementation of control systems is standardized, transparent, and managed in accordance with good corporate governance principles. This also ensures continuous adherence to the company's corporate governance policies and guidelines, focusing on the development, review, and improvement of policies to align with relevant laws, criteria, and regulations, thereby enhancing operational efficiency.

Furthermore, the company has established guidelines for directors regarding the procedures for conducting and disclosing information on transactions that may involve conflicts of interest. The company's operations are consistent with and responsive to business conditions. Emphasizing the independence of directors' decision-making for the utmost benefit of the company and its shareholders as a whole, duties are performed with honesty, integrity, and diligence in safeguarding the company's interests. This includes overseeing compliance with the regulations of the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand, and relevant regulatory bodies. An Audit Committee has been appointed to consider, approve, and provide opinions on transactions that may involve conflicts of interest.

The Board of Directors and the company's executives shall exercise caution regarding conflicts of interest. The company has established a written policy and guidelines on conflicts of interest for directors, executives, and employees within its Business Ethics, which requires directors, executives, and employees to report their own interests and those of related persons. To prevent the use of their positions as directors, executives, or employees of the company to seek personal gain, the company has established the following guidelines for its directors, executives, and employees:

1. For any transaction in which a director, employee, or related person has an interest in conducting business with the company, directors or employees are prohibited from participating in the approval of such transactions. The pricing shall be determined appropriately, as if transacting with an external party.
2. In price determination, to prevent conflicts of interest, fair and appropriate prices shall be used, consistent with general trade conditions. Documents or information obtained as 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 criteria prescribed by the Stock Exchange of Thailand for connected transactions requires that such transactions be presented to the Audit Committee for consideration and opinion before being submitted to the Board of Directors for approval, in accordance with good corporate governance principles.
4. Disclosure of information regarding transactions that may involve conflicts of interest or connected transactions, or inter-company transactions, in accordance with the criteria prescribed by the Securities and Exchange Commission (SEC) and/or the Stock Exchange of Thailand, by disclosing them in Form 56-1 One Report, as well as disclosing such inter-company transaction information in the financial statements as required by accounting standards.

In any instance where a director has an interest in a particular agenda item, that director shall not have the right to vote on that item. Furthermore, the Board of Directors has established policies and procedures to prevent senior executives and related parties from using the company's internal information for personal gain. Additionally, the

company has established operating procedures and defined the scope of transactions with interested parties, specifying the types and approval processes for transactions that may involve conflicts of interest, which are transactions the company conducts in its ordinary course of business.

For the approval of inter-company transactions, the responsible unit will initially evaluate such transactions by gathering information and analyzing whether they are reasonable, for the benefit of the company, and at a fair price. For example, in the case of asset purchases, the investment department must analyze the return on investment and may engage external experts to provide additional opinions. The transaction is then presented according to the approval steps and processes. Executives or directors with an interest shall not participate in the approval of such transactions. Furthermore, the Audit Committee will collectively oversee these inter-company transactions to ensure they are necessary and conducted at a fair price.

The company has communicated and enhanced the knowledge and understanding of directors, executives, and employees through electronic and online formats to align with the current situation, while still covering corporate governance and good practices of business ethics. This information is disseminated through various company communication channels, and acknowledgments are signed, agreeing to comply with the company's policies and business ethics. Furthermore, the company requires its directors, executives, and related persons to submit disclosure reports of their interests twice a year, in June and December.

The company has stipulated a policy that the Board of Directors, executives, and employees must perform their duties for the company's best interests. In cases where any individual has an interest or involvement in a transaction under consideration, that individual must inform the Office of the Chief Executive Officer, which oversees such matters, and refrain from participating in the consideration of that transaction.

For the year 2025, the audit unit conducted an examination of the company's transactions with business partners and found no material transactions or actions that violated the conflict of interest policy. The company has disclosed its conflict of interest items and acknowledges that any breach of the company's Business Ethics constitutes a disciplinary offense, subject to disciplinary action, including the process of punishment and the severity of the act. Alternatively, no part was found to be involved with the company's Board of Directors, executives, and employees.

To enhance the company's internal corporate governance, in the past year, the company revised its Business Ethics and related policies concerning conflicts of interest. This included adding provisions to prevent the misuse of customer data to comprehensively cover, prevent, and mitigate risks in this regard. The Board of Directors considered and approved these revisions on February 28, 2025.

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

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

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

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

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

1. The Company requires its directors and executives, including their spouses and minor children, to prepare and disclose reports on their securities holdings and changes in the Company's securities holdings to the Securities and Exchange Commission (SEC) in accordance with Section 59 and the penalties stipulated in Section 275 of the Securities and Exchange Act B.E. 2535 (1992). A copy of the report must be submitted to the Company on the same day it is submitted to the SEC, and the Board of Directors' meeting must be informed quarterly. Furthermore, directors and senior executives (as defined by the SEC) are required to notify the Board of Directors or its assigned representative regarding any trading of the Company's shares at least 1 day in advance of the transaction.
2. The Company requires directors and executives, as defined by the SEC, to report their interests and conflicts of interest, as well as those of related persons. These interests must be related to the Company's management, and must be reported upon their initial appointment to the Company. They are also required to report any changes in their interest information, using the form approved by the Board of Directors, to the Chairman of the Board immediately upon notification from the Board and whenever such information changes.
3. The Company stipulates that directors, executives, employees, and staff of the Company and its subsidiaries who become aware of material inside information that could affect the securities price are prohibited from trading the Company's securities. This prohibition applies during the 1-month period prior to the public disclosure of financial statements or such inside information, and for a period of 24 hours after the Company's inside information has been publicly disclosed. Individuals involved with inside information must not disclose it to others until such information has been reported to the Stock Exchange of Thailand. The Company has disciplinary measures in place for any violations of the aforementioned regulations. Such violations are considered disciplinary offenses under the Company's employment regulations, and penalties will be considered on a case-by-case basis. These guidelines have been approved by the Board of Directors.
4. The Company stipulates that directors, executives, employees, and staff of the Company shall not use inside information of the Company or its business partners, obtained through their duties, to buy, sell, offer to buy, offer to sell, or solicit others to buy, sell, offer to buy, or offer to sell securities of the Company or its joint ventures for their own benefit or the benefit of others. They 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 their last securities transaction, with the exception of selling shares acquired through warrant rights.

The Company has established a policy to prevent the use of inside information for personal gain, specifically to prevent the use of such information for trading the Company's securities. This policy requires directors, executives, and departments involved with significant information to refrain from trading the Company's securities. For example, trading is prohibited 30 days prior to the release of financial statements and is permitted only after 1 business day following their release. Additionally, trading is prohibited during periods when other significant information known to directors and executives has not yet been disclosed to investors.

The Human Resources Department has informed new executives and employees about the Company's good corporate governance policies and practices. These are considered part of the employee regulations published on the Company's website or intranet, accessible to all personnel. Furthermore, 100% of all new personnel joining the Company in 2025 have signed an acknowledgment and agreed to comply with the good corporate governance policies and practices, including the use and confidentiality of inside information.

In 2025, the Company ensures that directors and executives do not trade securities during the blackout periods designated by the Company. Furthermore, the Company has implemented an electronic system to enhance reporting efficiency for directors, executives, and employees. The Company has communicated its policy on the use of inside information to all executives and employees via email, Line, and the internet, and requires all executives and

employees to learn the policy and guidelines regarding the use of inside information, as well as to acknowledge and agree to comply with the inside information policy.

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

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

**Anti-corruption action**

**Operations in anti-corruption in the past year**

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

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

The Company expressed its intention to join the Thai Private Sector Collective Action Against Corruption (CAC) project on November 30, 2017, and was certified as a member of the project on February 7, 2020. The certification is valid for 3 years from the date the committee resolved to grant certification. Upon the completion of the 3-year period, the Company submitted a self-assessment form to the Thai Private Sector Collective Action Against Corruption (CAC) committee for consideration of its renewal application.

- The first renewal certification was received on March 31, 2023.
- The second renewal application was due on March 31, 2026, and is currently under assessment.

Furthermore, the Company has communicated with directors, executives, and employees, stipulating that all operational processes must strictly adhere to legal frameworks. Should errors occur in operational processes due to negligence or lack of awareness, penalties from the government will be accepted without lobbying. Additionally, the Company has established channels for reporting policy violations or acts of corruption, along with protective measures for whistleblowers.

The Company has disclosed details of its policies and measures to prevent involvement in corruption on its website. <https://www.begistics.co.th/> under the Corporate Governance section.

In 2025, the Company has undertaken the following anti-corruption initiatives:

- All employees are required to undergo training or testing on anti-corruption knowledge and understanding, which is a topic within the business ethics code, at least once a year. New employees must complete an onboarding orientation, which includes various company policies and business ethics. In 2025, 100% of the Company's employees have completed the training.
- Emails were sent to communicate to employees about potential corruption risks and prevention guidelines, such as refraining from accepting gifts during festive seasons, and this information was also published on the company's intranet.

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

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

## Whistleblowing

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

Has the company implemented whistleblowing : Yes  
procedures over the past year

#### Whistleblowing Channels

Individuals who observe suspicious incidents that may constitute corruption or are affected by the refusal of corruption can report/complain, either anonymously or by disclosing their name, along with providing facts or sufficient clear evidence to indicate a reasonable belief that corruption has occurred or that they have been affected by the refusal of corruption, through any of the following channels:

**Channel 1:** Chairman of the Board of Directors, Chairman of the Audit Committee

**Channel 2:** Trusted supervisor

**Channel 3:** Website : <https://www.begistics.co.th/th/home-thai/>

(Topic : Complaint, Whistleblowing, Request for Fairness against Corruption)

**Channel 4:** By E-mail : [whistleblowing@begistics.co.th](mailto:whistleblowing@begistics.co.th)

**Channel 5:** By telephone : 02-096 4999

**Channel 6:** By mail : Chairman of the Audit Committee

No. 52 Thaniya Plaza Building, Silom Road, Suriyawong Subdistrict, Bang Rak District, Bangkok 10500

***In cases involving directors and/or senior executives, the matter should be reported directly to the Chairman of the Board of Directors / Chairman of the Audit Committee.***

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

### **Complaint Management Process**

1. Upon receiving a complaint, the Head of Internal Audit will forward the matter to the investigator or working group for compilation. An initial factual assessment will be conducted to determine the nature of the complaint. In cases where a complaint is submitted via email to [whistleblow@begistics.co.th](mailto:whistleblow@begistics.co.th), the recipients of the complaint information will be the Head of Internal Audit, the Chairman of the Audit Committee, and the Company Secretary.
2. In cases where a complaint is made to the Chief Executive Officer, it should be directed to the Chairman of the Audit Committee or the Head of Internal Audit. Once the information is deemed credible, the Board of Directors shall appoint a working group to proceed with the investigation.
3. The investigator or working group will independently and fairly examine information and investigate complaints to reach a conclusion that confirms or refutes the complaint and the facts received, including granting the accused the right to be informed of the complaint and to prove their innocence. Subsequent actions will be considered, such as dismissing the complaint due to lack of merit or basis, or imposing disciplinary action and legal proceedings against the accused if the act is deemed an offense by law.
4. The investigator or working group shall record statements or use audio recording devices for the complainant, the accused, and other relevant parties in writing, read it to the declarant for acknowledgment or correction, and have them sign it. In cases where the aforementioned individuals refuse to sign, the investigator or head of the working group shall read it to them and record the name of the accused.
5. The investigator or working group shall periodically inform the reporter, complainant, or collaborator of the investigation's progress through the provided channels and shall complete the investigation without undue delay.
6. The investigator or investigation working group shall prepare a summary report containing at least the following information:
  1. Date, time, location, cause, nature, type of suspected misconduct, and involved parties.
  2. The amount and value of damages, if any.
  3. Whether legal action has been filed with government officials as appropriate.
  4. Is the suspected misconduct covered by insurance?
  5. Summary of the investigation results, which should also indicate whether weaknesses have occurred in the Company's operational system.
  7. During the investigation, the investigator or working group may propose to the Chief Executive Officer that the complainant or related parties be temporarily assigned to other duties.
  8. The investigator or the dedicated investigation working group does not have the authority to order penalties for the accused but may provide recommendations for penalties.
  9. The Company will keep the personal information of reporters, complainants, or collaborators confidential and will not tolerate any intimidation or harassment. Should such a case occur, it should be reported to the Head of Human Resources or a higher-ranking individual to implement specific protective measures according to the situation.
  10. Once the Company has conducted an investigation and found no misconduct as complained, the Company will not impose any penalties on complainants (if they are directors or employees of the Company, its subsidiaries, associates, or investee companies) 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 penalizing the complainant and/or taking legal action, as the case may be.

### **Whistleblower Protection and Refusal of Corruption**

All groups of the Company's stakeholders, if they observe any indications of corruption by directors, senior executives, or employees of the Company, and/or are affected by the refusal of corruption, and to build confidence in the

protection and confidentiality measures for complainants, employees can report information or offer opinions through the channels specified in this regulation. The Company will protect all individuals who cooperate in reporting or disclosing corruption and ensure fairness to those accused in such matters, to ensure that such actions will not cause distress or harm to the reporter, as follows:

- The Company will protect individuals who cooperate with the Company in reporting or refusing corruption related to the Company, to prevent them from suffering distress, danger, or injustice arising from their cooperation in combating such corruption.
- The Company will not demote, punish, or negatively impact employees or executives who refuse corruption, even if such actions result in the Company losing business opportunities.
- In cases where a whistleblower/complainant finds themselves unsafe or potentially harmed, they may request the Company to implement appropriate protective measures.
- To protect the rights of complainants and individuals who provide information in good faith, the Company will conceal the identity of whistleblowers or information providers and keep such information confidential, limiting access only to those responsible for verifying the facts. If it is found that such information has been misused or improperly disclosed, it will be considered a violation and a disciplinary offense.
- In cases where a director, executive, or employee is found to have treated another person unfairly or caused damage to another person, motivated by that person having reported/complained or refused corruption, it shall be considered a disciplinary offense.

In the past year 2025, the Company "did not" receive any complaints regarding misconduct related to fraud or corruption, unethical acts, or incidents negatively impacting the Company's reputation due to the Board's management. Furthermore, there were no cases of non-executive directors resigning due to management errors by the Company, nor any legal disputes concerning labor or commercial business operations, as the Company has measures and guidelines for oversight and control to prevent and monitor risks from fraud and corruption.

The Company has not found any material issues or defects regarding lawsuits related to anti-competition, trade monopolies, discriminatory incidents, or corruption. Furthermore, there have been no fines or non-monetary penalties due to operations not complying with relevant laws or regulations, or any violations of business ethics.

**Number of cases or issues related to whistleblowing**

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

**The monitoring of compliance with other corporate governance policy and guidelines**

With a strong commitment and unwavering determination to conduct business based on good corporate governance, the company has consistently received ratings and awards for good corporate governance, such as

1. In the year In 2025, the company received an assessment under the CORPORATE GOVERNANCE REPORT OF THAI LISTED COMPANIES (CGR) survey project by the Thai Institute of Directors Association at an "Excellent" level (or "5-star") for the second consecutive year.

2. In the year In 2025, the company received the assessment results for the quality of the Annual General Meeting of registered companies for 2025 (Annual General Meeting), which was evaluated by the Thai Investors Association. The company scored 96 points, placing it in the "Excellent and deserving as an example" category among all 850 listed companies surveyed in 2025.

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

### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 6

| List of Directors   | Meeting attendance of audit committee |   |                                   | Average meeting attendance |
|---|---------------------------------------|---|-----------------------------------|----------------------------|
|   | Meeting attendance (times)            | / | Meeting attendance rights (times) |                            |
| 1 Police Major General PRAPASS PIYAMONGKOL<br>(Chairman of the audit committee) | 6                                     | / | 6                                 | 6/6<br>(100.00%)           |
| 2 Ms. CHAYASINEE TIENTONG<br>(Member of the audit committee)                    | 6                                     | / | 6                                 | 6/6<br>(100.00%)           |
| 3 Mr. VIRIYA CHINVIRIYA<br>(Member of the audit committee)                      | 4                                     | / | 6                                 | 4/6<br>(66.67%)            |
| <b>Average meeting attendance rate</b>  |                                       |   |                                   | <b>(88.89%)</b>            |

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

In 2025, the Audit Committee performed its duties independently, within the scope of authority specified in its Charter. During Audit Committee meetings, discussions were held with the Chief Executive Officer, management, external auditors, and internal auditors as appropriate. In every meeting, the Audit Committee reported the results of internal audits, expressed independent opinions and recommendations, and summarized queries, objections, significant suggestions, and advice for the Board of Directors' information. The key points are summarized as follows:

**1. Review the accuracy, completeness, and reliability of financial reports** The Audit Committee reviewed the quarterly financial reports and the annual financial statements for 2025 of B Logistics Public Company Limited, which were audited by the Company's external auditor, through discussions with management, the internal audit department, relevant departments, and the external auditor. The external auditor was questioned regarding the accuracy and completeness of the financial reports, significant accounting adjustments, and the adequacy and correctness of disclosures, to ensure that the Company's financial reporting adheres to generally accepted accounting principles and is beneficial to financial report users. Additionally, the Audit Committee held one meeting with the external auditor without management present on September 18, 2025, to be informed of issues found during the audit, consider the

external auditor's annual audit plan, and assess the external auditor's independence in performing duties. The Audit Committee is of the opinion that the Company's financial reports have been prepared in accordance with accounting measures, are materially accurate, complete, and reliable, and include sufficient disclosure of important information.

**2. Review the effectiveness of internal control and internal audit systems** The Audit Committee has reviewed the effectiveness and adequacy of the internal control system, the effectiveness of the strategic plan, the annual audit plan, the long-term audit plan, and compliance with the plan, as well as the internal control system in conjunction with the internal audit department. This review covered operational aspects, resource utilization, asset management, regulatory compliance, and the prevention or reduction of potential damages or fraud. The Audit Committee regularly consulted with the external auditor to understand issues related to the internal control system. It reviewed the performance of the internal audit department and the annual internal audit plan, ensuring that the internal audit function concluded that the company's internal control system is adequate and appropriate, with no material deficiencies. Furthermore, the Committee assessed the adequacy of the internal control system using the evaluation form from the Securities and Exchange Commission of Thailand (SEC), for which management had already prepared supporting documentation for internal control activities. It also oversaw internal audit work by reviewing the appropriateness of the internal audit unit's charter, approving the annual internal audit plan for 2026, and considering the results of the 2025 annual internal audit performance.

**3. Review compliance with relevant regulations and laws** The Audit Committee reviewed with the Company's management the performance of the Company's corporate governance in compliance with the Securities and Exchange Act, the Stock Exchange's regulations, or laws related to the Company's business, to ensure that the Company has adequate control processes, by holding meetings with relevant executives. From the review, the Audit Committee found no instances where the Company failed to comply with the Securities and Exchange Act, including the regulations of the Securities and Exchange Commission or laws related to the Company's business.

**4. Review related party transactions or transactions that may have conflicts of interest** The Audit Committee reviewed and provided opinions on related party transactions or transactions that have or may have conflicts of interest for the Company, adhering to principles of reasonableness, fairness, transparency, and maximum benefit to the Company and its stakeholders, as well as ensuring complete, accurate, and sufficient disclosure of information in accordance with the criteria and regulations of the Stock Exchange of Thailand. Management's operations complied with the related party transaction policy approved by the Board of Directors. Furthermore, from the review of the internal audit department's report on related party transactions, no significant issues were found that would affect the achievement of organizational objectives. The Audit Committee also received no reports of irregularities from the external auditor regarding the disclosure of related party transactions.

**5. Consideration of proposing to the Board of Directors the appointment of the auditor for the year 2025** The Audit Committee considered and proposed the appointment of the external auditor, taking into account qualifications, skills, knowledge, experience in auditing the business, audit approach, performance, and the independence of the auditor in accordance with the professional ethics prescribed by the Federation of Accounting Professions and the requirements of the Securities and Exchange Commission, as well as the appropriateness of the audit fees and other non-audit services from the same audit firm. The Audit Committee proposed the appointment of the auditor and audit fees for the Board of Directors' consideration and approval, to be presented at the Annual General Meeting of Shareholders for 2025, for the appointment of Mrs. Natthasarak Sarochana-Chin, Certified Public Accountant No. 4563, and/or Ms. Doranee Somkamnerd, Certified Public Accountant No. 5007, and/or Ms. Jarunee Nuammae, Certified Public Accountant No. 5596, and/or Mr. Sirames Chotikulnan, Certified Public Accountant No. 11821, and/or Ms. Nattaya Tangpradit, Certified Public Accountant No. 11591, from A.M.T. Associates as the Company's auditor.

**6. Review good corporate governance** The Audit Committee reviewed corporate governance, demonstrating a commitment to conducting business in accordance with the principles of the Stock Exchange of Thailand, the Securities and Exchange Commission (SEC), and the Thai Institute of Directors Association, to ensure that the Company has appropriate and effective corporate governance processes. This was based on the Company's complaint summary report and the operational report on anti-corruption measures, as well as overseeing the complete disclosure of

information in accordance with the Stock Exchange of Thailand's regulations, to ensure that business operations adhere to good corporate governance principles for sustainable value creation. Furthermore, the Audit Committee encouraged group companies to join the Thai Private Sector Collective Action Against Corruption (CAC) and reviewed the self-assessment certification regarding anti-corruption measures, with recommendations for the Company to implement new forms of anti-corruption activities to build confidence among stakeholders.

**7. Consider reviewing and revising the Audit Committee Charter** The Committee regularly reviews and amends the Audit Committee Charter to align with best practices annually, ensuring that the Audit Committee Charter remains consistent with the announcements and best practices of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand. Furthermore, the Company has conducted individual and collective performance evaluations of its duties in accordance with the best practice guidelines of the Securities and Exchange Commission. The results of these evaluations indicate a satisfactory level of performance, with all duties specified in the Audit Committee Charter, approved by the Board of Directors, being fully discharged. This was achieved through the application of knowledge, competence, and independence, along with continuous provision of opinions and recommendations to the management and the Board of Directors.

The Audit Committee has fully performed its duties as stipulated in the Audit Committee Charter and as assigned by the Board of Directors, adhering to principles of fairness, independence, and equal consideration for all stakeholders.

The Audit Committee is of the opinion that the Company has prepared accurate, reliable financial reports with adequate disclosures in accordance with generally accepted accounting standards and financial reporting standards. The Company has complied with regulations related to its business operations, maintained good corporate governance, implemented adequate and appropriate risk management and internal controls, and conducted effective internal audits. Furthermore, it monitors new situations and risks to prepare for potential new risks that may arise in both the present and 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 of Executive Committee

Meeting Executive Committee (times) : 9

| List of Directors  | Meeting attendance of Executive Committee |   |                                   | Average meeting attendance |
|--|---|---|-----------------------------------|----------------------------|
|  | Meeting attendance (times)                | / | Meeting attendance rights (times) |                            |
| 1 Mr. PANYA BOONYAPIWAT<br>(The chairman of the executive committee) | 9   | / | 9                                 | 9/9<br>(100.00%)           |

| List of Directors   | Meeting attendance of Executive Committee |   |                                   | Average meeting attendance |
|---|---|---|-----------------------------------|----------------------------|
|   | Meeting attendance (times)                | / | Meeting attendance rights (times) |                            |
| 2 Ms. SUTTIRAT LEESWADTRAKUL<br>(Member of the executive committee) | 9   | / | 9                                 | 9/9<br>(100.00%)           |
| 3 Mr. PAIROJ WAIWANIJCHAKIJ<br>(Member of the executive committee)  | 9   | / | 9                                 | 9/9<br>(100.00%)           |
| 4 Ms. Peeraya Photiprasat<br>(Member of the executive committee)    | 9   | / | 9                                 | 9/9<br>(100.00%)           |
| <b>Average meeting attendance rate</b>                              |   |   |                                   | <b>(100.00%)</b>           |

### The results of duty performance of Executive Committee

In 2025, the Executive Committee held a total of nine meetings, performing its duties within the scope of authority assigned by the Board of Directors. Key actions included:

1. Developing the vision, mission, business strategy, business direction, business policy, goals, guidelines, operational plans, and budget of the company and its subsidiaries, as well as various management authority, for presentation to the Board of Directors for consideration and approval. In the past year, policies and strategic plans were presented to address important issues in response to changing circumstances, and additional work plans were proposed.
2. Overseeing the business operations of the company and its subsidiaries to ensure compliance with policies, goals, strategies, and operational plans. The Executive Committee had the authority to approve specific cases or actions related to the company's normal business operations within the annual budget approved by the Board of Directors, and to act within the scope of the Executive Committee's authority as defined by regulations.
3. Approving the expenditure of company investment funds as allocated in the annual budget, as assigned by the Board of Directors or as previously approved in principle by the Board. This involved presenting and reporting on the progress, investment value, and outcomes of approved projects.
4. Reviewing and monitoring monthly performance to ensure targets are met, and refining the company's strategic plans and initial decision-making processes. Before submitting to the Board of Directors for further consideration:
5. Monitor and track the implementation of policies and management guidelines in various areas of the company to ensure they are effective as assigned by the Board of Directors, through the presentation and reporting of financial performance summaries for each accounting period, key plans, investment utilization, progress summaries based on investment value, and results of each project to the Board of Directors.
6. Serve as an advisory committee to management on marketing policies, operations, and other management matters.
7. The Executive Committee shall appoint working groups and/or individuals to review work presented to the Executive Committee or to carry out any work beneficial to the Executive Committee's functions and/or to perform any other tasks as assigned by the Executive Committee within the scope of the Executive Committee's authority.

8. Define an effective organizational structure and management system.
  
9. Take necessary actions to promote and protect the company's interests; perform any other duties assigned by the Board of Directors, including reviewing and summarizing information concerning the company and its subsidiaries; reporting problems or obstacles that may have an impact; discussing and seeking approval for approaches deemed appropriate by the Board of Directors for delegating management authority to eliminate or reduce obstacles to ensure the continuous operation of the company and its subsidiaries.
  
10. Approve the management guidelines for subsidiaries and associated companies for the year 2025 to align with the structure and business operations of subsidiaries and associated companies, in order to achieve better policy and management oversight, before submitting them to the Board of Directors for consideration and approval.
  
11. Evaluate the self-performance of the Executive Committee and approve the Executive Committee's annual report for 2025.
  
12. Review the Executive Committee Charter for the year 2025. The review revealed no need for amendments, as the current charter is complete and consistent with the current circumstances.

## 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

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 5 Gender Equality, Goal 7 Affordable and Clean Energy, Goal 9 Industry, Innovation and Infrastructure

### 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> |                           |                                       |   |

| Group of stakeholders  | Stakeholders expectations  | Responses to stakeholder expectations  | Channels for engagement and communication   |
|--|--|--|---|
| <ul style="list-style-type: none"> <li>• Employees</li> </ul>    | <ul style="list-style-type: none"> <li>-Equality and fundamental rights</li> <li>-Adequate welfare and compensation</li> <li>-Skills development and learning</li> <li>-Career security and advancement</li> </ul>       | <ul style="list-style-type: none"> <li>- Treat and care for everyone equally.</li> <li>-Support performance potential and compensation rates.</li> <li>-Fair benefits, appointments, and transfers.</li> <li>-Oversee workplace safety and hygiene.</li> </ul> | <ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Complaint Reception</li> <li>• Employee Engagement Survey</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> <li>• Others <ul style="list-style-type: none"> <li>• <a href="https://www.begistics.co.t">https://www.begistics.co.t</a></li> <li>• Employee opinion survey.</li> <li>• Participation activities</li> </ul> </li> </ul> |
| <b><u>External stakeholders</u></b>                              |  |  |   |
| <ul style="list-style-type: none"> <li>• Shareholders</li> </ul> | <ul style="list-style-type: none"> <li>- Consistent growth in performance</li> <li>- Return on investment</li> <li>- Managed with good governance and is auditable.</li> </ul>   | <ul style="list-style-type: none"> <li>-Disclose business information fully and transparently.</li> <li>-Treat shareholders equally.</li> <li>-Adhere to principles of good governance.</li> </ul>   | <ul style="list-style-type: none"> <li>• Press Release</li> <li>• Annual General Meeting (AGM)</li> <li>• Others <ul style="list-style-type: none"> <li>• Annual report</li> </ul> </li> </ul>  |
| <ul style="list-style-type: none"> <li>• Customers</li> </ul>    | <ul style="list-style-type: none"> <li>-Quality service at reasonable prices.</li> <li>-Ensuring customer satisfaction and handling complaints quickly and efficiently.</li> <li>-Respecting consumer rights.</li> </ul> | <ul style="list-style-type: none"> <li>-Prioritize and take responsibility for developing products and services to meet standards, by improving quality and service quickly.</li> <li>-Maintain customer confidentiality.</li> </ul>                           | <ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Others <ul style="list-style-type: none"> <li>• <a href="https://www.begistics.co.th/">https://www.begistics.co.th/</a></li> <li>• 063-323-1361</li> </ul> </li> </ul>   |

| Group of stakeholders   | Stakeholders expectations   | Responses to stakeholder expectations   | Channels for engagement and communication  |
|---|---|---|--|
| <ul style="list-style-type: none"> <li>• Suppliers</li> </ul> | <ul style="list-style-type: none"> <li>-Fair procurement and equitable treatment.</li> <li>-Providing appropriate and fair compensation.</li> <li>-Performing duties as per contract.</li> <li>-Fostering business development partnerships.</li> <li>-Occupational health and safety.</li> <li>-Respect for human rights.</li> </ul> | <ul style="list-style-type: none"> <li>- Adhere to the framework for honest procurement and services.</li> <li>-Treat business partners according to good corporate governance principles.</li> <li>-Develop a joint business plan.</li> <li>-Share knowledge.</li> </ul> | <ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> </ul> |
| <ul style="list-style-type: none"> <li>• Community</li> </ul> | <ul style="list-style-type: none"> <li>- Having social and environmental responsibility.</li> <li>- Preventing negative impacts from business operations, such as construction, noise, and dust.</li> </ul>   | <ul style="list-style-type: none"> <li>-Support activities that improve quality of life and enhance occupational health for society and the environment.</li> <li>-Be responsible for the environmental conditions of the community and society.</li> </ul>               | <ul style="list-style-type: none"> <li>• Social Event</li> <li>• Complaint Reception</li> </ul>  |

| Group of stakeholders   | Stakeholders expectations  | Responses to stakeholder expectations   | Channels for engagement and communication  |
|---|--|---|--|
| <ul style="list-style-type: none"> <li>Competitors</li> </ul> | Fair competition   | <ul style="list-style-type: none"> <li>-Actions should be followed according to the rules of good competition.</li> <li>-The competition should be conducted fairly.</li> </ul> | <ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li><a href="https://www.begistics.co.th/">https://www.begistics.co.th/</a></li> <li>063-323-1361</li> </ul> </li> </ul>  |
| <ul style="list-style-type: none"> <li>Creditor</li> </ul>    | <ul style="list-style-type: none"> <li>-Repay debts on time.</li> <li>-Strictly adhere to all terms and conditions.</li> </ul> | Comply with the terms of the contract and all applicable laws in paying off the debt.   | <ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li>Contract and terms of debt repayment.</li> <li><a href="https://www.begistics.co.th/">https://www.begistics.co.th/</a></li> <li>063-323-1361</li> </ul> </li> </ul> |

## Information on organization's material sustainability topics

### Organization's material sustainability topics

The company has identified its sustainability : No  
materiality topics

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

### Details of organization's material sustainability topics

## Information on sustainability report

### Corporate sustainability report

Corporate sustainability report : Doesnt Have data

### Company sustainability disclosure aligned with standards

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

## 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.

Reference link to risk management policy and plan : [https://www.begistics.co.th/wp-content/uploads/2025/03/25.-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%AB%E0%B8%B2%E0%B8%A3%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B9%80%E0%B8%AA%E0%B8%B5%E0%B9%88%E0%B8%A2%E0%B8%87\\_2568-.pdf](https://www.begistics.co.th/wp-content/uploads/2025/03/25.-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%AB%E0%B8%B2%E0%B8%A3%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B9%80%E0%B8%AA%E0%B8%B5%E0%B9%88%E0%B8%A2%E0%B8%87_2568-.pdf)

Page number of the reference link : 2

### 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 Risk from fluctuations in oil prices.

Related risk factors : Strategic Risk  
• Government policy

Operational Risk  
• Systems or internal control system

ESG risk factors : Yes

### **Risk characteristics**

Currently, the company provides transportation services, and a significant cost is fuel. Fuel prices generally fluctuate according to global supply and demand, impacting the company's service costs. This affects not only the transportation business directly but also the overall economy. The company recognizes this impact and has implemented service agreements with partners that clearly specify changes in service fees based on fuel prices. This helps mitigate the impact of fuel price fluctuations to some extent. Furthermore, the company has implemented systems such as GPS vehicle tracking and a Transportation Management System (TMS), with dedicated personnel monitoring drivers to ensure they stay on designated routes, contributing to fuel efficiency.

### **Risk-related consequences**

The company's service costs increased due to the rise in oil prices.

### **Risk management measures**

-

### **Risk 2 The risk of accidents occurring during transportation services.**

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

ESG risk factors : Yes

### **Risk characteristics**

As the company operates as a transportation service provider, there is a risk of accidents occurring during service. Any errors or accidents during transportation could lead to serious damage. Therefore, the company has a policy of managing transportation with safety standards as required by law, utilizing a team of skilled personnel who receive basic training. Before each operation, all transport vehicles undergo a thorough inspection of their condition and safety systems. All company transport vehicles are insured to cover third-party liability in accordance with the Insurance Act.

### **Risk-related consequences**

There was a delivery delay.

Penalties for late delivery.

### **Risk management measures**

-

### **Risk 3 The risk of relying on large customers.**

Related risk factors : Strategic Risk  
• Reliance on large customers or few customers  
• Reliance on large partners / distributors or few partners / distributors

ESG risk factors : Yes

### **Risk characteristics**

Currently, the company's revenue primarily comes from serving large clients. If these clients change their policies, such as terminating their contract as transportation providers, undertaking their own transportation operations, or experiencing business difficulties, it would significantly impact the company's future revenue. Therefore, the company strives to maintain its existing client base and adjust its development plans. Last year, the company expanded its team, developed business and marketing plans with experienced and specialized personnel, and focused on engaging clients across a wider range of business sectors, including e-commerce and SMEs.

**Risk-related consequences**

The company's service revenue may not meet expectations.

**Risk management measures**

-

**Risk 4 The risk of customers being unable to pay for services.**

Related risk factors : Strategic Risk  
 • Economic risk

Operational Risk  
 • Loss or damage from non-compliance of partners  
 or  
 counterparties

Financial Risk  
 • Income volatility

ESG risk factors : No

**Risk characteristics**

Due to the global and Thai economic slowdown last year, many businesses faced significant challenges. Customers were unable to pay their bills on time, posing a risk of non-collection. However, the company has implemented rigorous customer screening procedures. These include initial document checks from business partners, verification of office location and company status, and review of financial statements from reliable sources before granting credit. Furthermore, the company has introduced stricter contracts and requires deposits for new customers to mitigate the risk of debt collection.

**Risk-related consequences**

The company's service revenue may not meet expectations.

**Risk management measures**

-

**Risk 5 Risks associated with personnel recruitment.**

Related risk factors :  
Operational Risk  
 • Other : -

ESG risk factors : No

**Risk characteristics**

As the company operates a comprehensive logistics service business, it requires personnel with extensive knowledge, expertise, and a deep understanding of the industry. The transportation sector, in particular, relies on drivers with specialized driving skills and the necessary licenses. This can present challenges in the recruitment process. Therefore, the company places great importance on this, employing a highly skilled and experienced human resource management team. This team carefully selects, develops, and trains employees, and provides appropriate compensation and benefits to boost morale and encourage long-term employee engagement. This effectively mitigates

potential risks. Furthermore, the company utilizes diverse recruitment and selection channels, including referral systems, job websites, social media, and headhunters, to ensure the recruitment of high-quality personnel that meet the company's specific needs. Finally, the company employs systems such as a Transportation Management System (TMS) and a vehicle management and tracking system (GPS) to support operations, reduce time, and streamline various operational processes.

#### **Risk-related consequences**

The shortage of personnel in specialized positions is affecting the company's operations.

#### **Risk management measures**

-

#### **Risk 6 The risk of producing less energy than estimated.**

Related risk factors : Strategic Risk  
• Climate change and disasters

ESG risk factors : Yes

#### **Risk characteristics**

The company, which sells electricity generated from solar cells (alternative energy) through The Megawatt Company Limited (a subsidiary), has experienced difficulties due to natural factors affecting sunlight intensity and technical issues in the power generation system. These factors have directly impacted the solar power generation capacity, resulting in the company selling less electricity than anticipated.

#### **Risk-related consequences**

Revenue from electricity sales did not meet the target.

#### **Risk management measures**

-

#### **Risk 7 Risks arising from changes in government policy.**

Related risk factors : Strategic Risk  
• Government policy

ESG risk factors : Yes

#### **Risk characteristics**

Changes to measures promoting renewable energy production, requirements for electricity trading permits, requirements for factory licenses (Form 4), etc.

#### **Risk-related consequences**

Revenue from electricity sales did not meet the target.

#### **Risk management measures**

-

#### **Risk 8 Risk of drought**

Related risk factors : Strategic Risk  
• Climate change and disasters

ESG risk factors : Yes

#### **Risk characteristics**

Due to the fact that Thepparit Co., Ltd. (a subsidiary) is engaged in the business of selling raw water for the production of tap water to related agencies, the raw water sold is primarily obtained from rainwater. However, current global warming has resulted in prolonged droughts and unseasonal rainfall. These changing weather conditions have caused the amount of raw water flowing into the company's reservoirs to fall below the required level. Furthermore, the

continuous increase in temperature directly affects the evaporation of raw water in the company's reservoirs. The increase in the number of businesses selling raw water directly impacts the water distribution routes, resulting in a lower-than-expected volume of raw water flowing from natural sources.

**Risk-related consequences**

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

**Risk management measures**

-

**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 : No  
policy and guidelines

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management : Yes  
plan

The company recognizes the 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 2025, 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 : No  
criteria with 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 : No  
acknowledge compliance with the supplier code of  
conduct?

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Company's research and development (R&D) policy : No

#### Additional explanation for research and development (R&D) expenses over the past 3 years

### Information on organizations innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : 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 : No  
from innovation development?

##### Non-financial benefits

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

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