



ESG Performance Report for Listed Companies in 2024

PETCHSRIVICHAI ENTERPRISE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 21 March 2025



ESG Performance

Company Name : PETCHSRIVICHAI ENTERPRISE PUBLIC COMPANY LIMITED Symbol : PCE

Market : SET Industry Group : Agro & Food Industry Sector : Agribusiness

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management

The Group recognizes the importance of the environment and considers it a part of its business operations along with responsibility for the environmental impacts that may arise from its operations both inside and outside its operations. The Company will also apply innovation and technology to manage resources, waste or pollution to achieve maximum efficiency, and adhere to the principles of Circular Economy for Sustainable Growth and lead the organization into a low-carbon society by balancing ESG: Environmental, Social, and Governance & Economic, as well as elevating sustainability goals to the organization to jointly solve problems and mitigate the effects of climate change, and to achieve the goal of reducing greenhouse gas emissions in line with government policies. COP 28: Thailand will become carbon neutral by 2050 and net zero greenhouse gas emissions by 2065, as well as reduce negative environmental impacts continuously and sustainably. Therefore, the Company has established management guidelines and guidelines for the Group to comply with the policy. as follows

1. Committed to complying with environmental laws and other related environmental regulations by adhering to the standard for controlling pollution generated from operations.
2. Committed to protecting the pollution problem that occurs. In terms of eliminating waste and other pollutants from the production and service processes to minimize the impact on the environment.
3. Promote the use of natural resources and energy in the most beneficial and efficient way.
4. Promote awareness of environmental quality and disseminate it to employees, the public, and stakeholders to contribute to the sustainability of the environmental management system.
5. Committed to improvement, review, objectives and goals. Continuous operation of the environmental management system

The Company has formulated a strategic plan and business operations that are in line with the changing trend of the world. (Global Megatrends) with a focus on Enhancing competitiveness and expanding business to the international level for sustainable growth under a balance in all dimensions covering environmental, social, and business operations with good governance (ESG) principles, including operations in line with the United Nations Sustainable Development Goals (SDGs).

In addition, the Company is ready to operate its business in the midst of challenges. Volatility and change are ready to create sustainable growth in the future, in line with balance with society and the environment, along with operating under ethical principles. Good corporate governance to achieve the Sustainable Development Goals (SDGs). Leadership in the oil palm business at the international level to improve the quality of life for those who have As well as reducing negative impacts on the environment continuously and sustainably.

According to the Decarbonization Roadmap set out to jointly solve problems and mitigate the effects of climate change and to achieve the goal of reducing greenhouse gases to net zero by 2050 through 3 approaches:

1. Driving business based on social and environmental responsibility Adhere to the principle of Circular Economy for Sustainable Growth
2. Decarbonization by balancing ESG: Environmental, Social, and Governance & Economy, while elevating the sustainability goal to become a Net Zero organization
3. Carbon Sink

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

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

Review of environmental policies, guidelines, and/or goals over the past year	:	Yes
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Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management

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Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Standard of Corporate Social Responsibility, Department of Industrial Works (CSR-DIW STD), BCG Model, ISO 14001 - Environmental management systems

Compliance with energy management principles and standards

Energy management principles and standards : ISO 50001 — Energy management

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

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) standards

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

-None-

Information on incidents related to legal violations or negative environmental impacts

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

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

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

Information on energy management

Energy management plan

The company's energy management plan : Yes

1. The use of renewable energy

1.1 Produce biogas from wastewater treatment systems and gasification processes to replace combustion from biomass energy, reducing the use of fossil fuels, oil, and natural gas.

1.2 From using renewable energy (Renewable Electricity) such as generating electricity from solar energy

2. The use of clean and environmentally friendly technology (Clean Technology)

2.1 The use of enzymes as catalysts to enhance efficiency in the commercial methanol production process

2.2 Enhance the efficiency of the boiler system and the heat recovery system to maximize benefits.

2.3 Use of Electric Vehicles (EV)

3. Improving energy production efficiency / energy use in the industry

3.1 The use of high-efficiency machinery or equipment to help save energy and reduce fuel consumption rates, in order to save costs and reduce greenhouse gas emissions.

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 : Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 21,646,149.72 Kilowatt-Hours	2025 : Reduced by 5% or 1,082,307.48 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

In 2024, the company established an energy management task force according to ISO 50001 standards to implement energy-saving measures and ensure compliance with the Energy Conservation Promotion Act of 1992, achieving energy conservation goals such as using renewable electricity and biogas. The company also received ISO 50001 certification from TUNORD (Thailand) Co., Ltd. in its core business sectors (palm oil extraction and refining).

Diagram of performance and outcomes in energy management



Certificate of the project to survey and develop guidelines for improving production efficiency and energy use in palm oil mills according to the BCG MODEL and measures for developing the bio-industry.

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	27,713,107.83	29,059,165.72
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	0.00	19,062,987.83	21,646,149.72
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	8,650,120.00	7,413,016.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	0.00	37,704.91	38,642.51

Additional explanation : ⁽¹⁾ Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	0.00000000	25.16130000	26.38340000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	0.00	92,915,986.09	96,059,807.01
Percentage of total electricity expense to total expenses (%) ^(**)	N/A	0.38	0.36
Percentage of total electricity expense to total revenues (%) ^(**)	N/A	0.38	0.35
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	0.00	126,416.31	127,739.11

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

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

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres) ⁽¹⁾	0.00	6,480,911.63	6,337,812.00
Gasoline (Litres) ⁽²⁾	0.00	1,940.50	2,503.95
Fuel oil (Litres) ⁽³⁾	0.00	1,951,955.25	1,899,319.52
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms) ⁽⁴⁾	0.00	378,127.27	135,404.54
Steam (Metric tonnes) ⁽⁵⁾	0.00	400,230.10	204,436.20
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Remark: ⁽¹⁾ *Information in the year 2023, specific information for the main business group (New Biodiesel Co., Ltd.)

**Information in the year 2024, for the holding company information, and New Biodiesel Co., Ltd. (during data verification process)

⁽²⁾ *Information in the year 2023, specific information for the main business group (New Biodiesel Co., Ltd.)

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⁽⁴⁾ *Information in the year 2023, specific information for the main business group (New Biodiesel Co., Ltd.)

**Information in the year 2024, for the holding company information, and New Biodiesel Co., Ltd. (during data verification process)

⁽⁵⁾ *Information in the year 2022 and 2023; consisted 4 units of biomass boiler with capacities of 20, 25, 30, and 35 tons of steam per hour, respectively.

**Information in the year 2024, notification to discontinue the use of biomass boiler with a capacity of 30 tons of steam per hour dated on xx 2024.

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	0.00	157,136,885.41	221,324,229.87
Percentage of total fuel expense to total expenses (%) ^(**)	N/A	0.65	0.83
Percentage of total fuel expense to total revenues (%) ^(**)	N/A	0.64	0.80

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	0.00

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	N/A	0.00000000	0.00000000

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

Water management

Disclosure boundary in water management over the past years

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

Information on water management plan

Water management plan

The Company's water management plan : Yes

Petchsrivichai Enterprise Public Company Limited (“the Company”) recognizes the importance of water management as a natural resource essential for life and crucial for business operations. Therefore, it has announced a policy to promote the conservation of water resources both within and outside the organization to create balance in the ecosystem and mitigate potential impacts. This is achieved by complying with environmental laws according to international standards and national regulations to demonstrate responsible water use while maintaining a balance between business operations and the community's water needs. Various measures have been prepared to ensure the most efficient use of water resources, establishing the following guidelines:

1. Strictly comply with laws, standards, and regulations related to water management.
2. Comply with the Water Resources Act B.E. 2561 to ensure the effective management of water resources in terms of allocation, usage, management, maintenance, restoration, and conservation by installing tools to measure or assess the amount of water used from relevant public water sources or that impact public or community usage.
3. Conduct business responsibly towards the environment and society, focusing on reducing negative impacts on natural water sources by conducting water usage risk assessments covering all production processes within the organization, partners, and contractors. This includes monitoring natural water usage to ensure that any activities of the company do not adversely affect the community's way of life.
4. Establish communication channels to gather feedback, complaints, and suggestions, as well as coordinate regularly with local regulatory agencies or water suppliers to monitor water conditions or implement measures to mitigate potential impacts, ensuring the water quality remains suitable for community use and consumption.
5. Encourage all departments within the organization to use water resources efficiently by adhering to the 3Rs principle:
 - 5.1) Reduce - minimize water usage and use only as necessary, with monitoring of water consumption focusing on reducing the amount of water used per ton of production.
 - 5.2) Reuse: Reusing water used in the production process.
 - 5.3) Recycle: Recycling water using technology to increase the amount of water recycled.
6. Set targets for reducing water usage in the production process to ensure the efficient and optimal use of all resources, supporting the organization's greenhouse gas reduction goals.
7. Collaborate with other agencies, such as government agencies, civil society organizations, educational institutions, communities, and relevant stakeholders, in the areas of water usage and water source conservation to achieve maximum efficiency and participate in activities to conserve or maintain natural water sources regularly.
8. Continuously monitor and review policies, considering the impact on the environment, stakeholders, and the appropriateness to the current situation.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2024 : Water withdrawal 811,603.67 Cubic meters	2025 : Reduced by 5% or 40,580.18 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Received a certificate of honor for participating in the water management technology promotion project to reduce water usage and pollution from industrial factories (under the management costs of hazardous substances and the environment) from the Department of Industrial Works.

Diagram of performance and outcomes in water management



Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.00	657,672.00	853,991.52
Water withdrawal by third-party water (cubic meters)	0.00	0.00	6,831.00
Water withdrawal by surface water (cubic meters)	0.00	657,672.00	811,603.67
Water withdrawal by groundwater (cubic meters)	0.00	0.00	35,556.85

	2022	2023	2024
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	894.79	1,135.63
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	N/A	0.03	0.03

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

Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	100.00	100.00	100.00
Total wastewater discharge (cubic meters)	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	0.00	657,672.00	853,991.52

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	N/A	0.02660186	0.03103578
Intensity of total water consumption (Cubic meters / m ²)	N/A	0.59700000	0.77535000

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	0.00	1,877,290.41	3,106,671.69

	2022	2023	2024
Percentage of total water withdrawal expense to total expenses (%) ^(*)	N/A	0.01	0.01
Percentage of total water withdrawal expense to total revenues (%) ^(*)	N/A	0.01	0.01
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	0.00	2,554.14	4,131.21

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

Waste management

Disclosure boundary in waste management over the past years

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

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The company prioritizes efficient waste disposal, managing waste under supervision and promoting waste and chemical management in accordance with regulations effectively and environmentally friendly. The management follows international standards and has received the 3Rs award, which guarantees success in managing waste pollution.

Additionally, the company is developing the biodiesel (B100) production process to utilize used vegetable oil as a raw material for producing B100, in order to reduce the amount of waste that may arise from production. Most developed countries prefer to use used vegetable oil to produce biodiesel. In Thailand, the use of used vegetable oil for production became concrete around 2007.

The company has evaluated the life cycle and prioritized reducing the use of raw materials, resulting in a plan for 2024 as follows:

- 1) Plastic reduction project
- 2) Utilizing industrial by-products to produce organic fertilizer in collaboration with the community and receiving the "By-Product for Happiness" award from the Department of Industry.
- 3) Management of sludge from wastewater treatment systems

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2024 : non-hazardous waste 37,609.00 Kilograms	2025 : Increased by 5% or 1,880.45 Kilograms	<ul style="list-style-type: none">• Incineration with energy recovery• Incineration without energy recovery
Increase of waste recovery Waste type: Hazardous waste	2024 : hazardous waste 2,344.00 Kilograms	2025 : Increased by 5% or 117.20 Kilograms	<ul style="list-style-type: none">• Other : -

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

The company prioritizes efficient waste disposal, managing waste under supervision and promoting waste and chemical management in accordance with regulations effectively and environmentally friendly. The management follows international standards and has received the 3Rs award, which guarantees success in managing waste pollution.

Diagram of performance and outcomes of waste management



Award for the factory with good economic returns from implementing 3Rs measures at the "Bronze Medal" level



CERTIFICATE OF APPROVAL

บริษัท นิว ไบโอดีเซล จำกัด

23, 23/1 หมู่ 6 ตำบลเสวีียด อำเภอลำปาง จังหวัดสุราษฎร์ธานี 84150

สถาบันวิจัยวิทยาศาสตร์และเทคโนโลยีแห่งประเทศไทย (วว.) ออกใบรับรองฉบับนี้ ให้แก่องค์กรดังกล่าวหลังจากการตรวจประเมินและขอรับรองว่าองค์กรดังกล่าวมีระบบงานสอดคล้องกับ

มตช.2 เล่ม 2-2564 : ระบบการจัดการเศรษฐกิจหมุนเวียนสำหรับองค์กร

ภายใต้ขอบข่าย :

การสกัดและกลั่นน้ำมันปาล์มดิบ การผลิตน้ำมันไบโอดีเซล และการขึ้นรูปและผลิตบรรจุภัณฑ์พลาสติก

คำขอรับการรับรองเลขที่ 022/2567

เลขที่ใบรับรอง : CE 0006

วันที่ให้การรับรองครั้งแรก : 15 มกราคม 2567

วันที่ให้การรับรอง : 15 มกราคม 2567

วันที่สิ้นอายุการรับรอง : 14 มกราคม 2570

ชูดิมา เอี่ยมโชติชวลิต
ผู้อำนวยการ วว.



สถาบันวิจัยวิทยาศาสตร์และเทคโนโลยีแห่งประเทศไทย

35 หมู่ 3 เทคโนโลยีธานี ตำบลคลองห้า อำเภอลองหลวง จังหวัดปทุมธานี 12120

CIRCULAR ECONOMY MANAGEMENT SYSTEM FOR ORGANIZATION PART 2

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	6,971.00	38,498.00	39,953.00
Total non-hazardous waste (kilograms)	6,036.00	36,719.00	37,609.00
Total hazardous waste (kilograms)	935.00	1,779.00	2,344.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	0.00	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	0.00	0.00

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

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

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	351.00
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	351.00
Recycled non-hazardous waste (Kilograms)	0.00	0.00	351.00
Percentage of total reused/recycled waste to total waste generated (%)	0.00	0.00	0.88
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	0.00	0.00	0.93

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 : Yes

Petchsriwichai Enterprise Public Company Limited and its subsidiaries ("the Company") recognize the necessity of participating in addressing and mitigating global warming issues through greenhouse gas management, which is a significant cause of global warming and climate change. These phenomena impact the way of life of humans and living beings, as well as the destruction of natural resources and the environment in various forms. To respond to government policies and international environmental agreements on climate change, and to support the country's appropriate greenhouse gas reduction actions (Nationally Appropriate Mitigation Action: NAMA) and the country's participation in greenhouse gas reduction to address climate change (Nationally Determined Contribution: NDC), which Thailand has committed to the parties of the United Nations Framework Convention on Climate Change (UNFCCC). Additionally, to align with the United Nations Sustainable Development Goals (SDG), particularly Goal 13 on Climate Action.

The company has therefore established a greenhouse gas management policy and expressed the intention of the group of companies, business partners, and all stakeholders in greenhouse gas management as follows.

- 1) Make greenhouse gas management a part of the company's strategic plan to enhance sustainable organizational growth.
- 2) Committed to reducing greenhouse gases in the electricity generation process by using clean, appropriate, and efficient technology that aligns with the long-term greenhouse gas management plan.
- 3) Promote state policies and measures for managing greenhouse gases at the national and regional levels.
- 4) In the year 2024, the company will begin collecting greenhouse gas emission data for the group of companies to use as a baseline year for setting greenhouse gas reduction targets in 2025.
- 5) Committed to taking action to participate in the voluntary greenhouse gas reduction program according to Thailand's standards (Thailand Voluntary Emission Reduction: T-VER) and the Verified Carbon Standard (VCS) by Verra, which is an international standard.
- 6) Promote and support activities or projects that create an organizational culture towards a low-carbon society, such as improving energy efficiency and valuing the use of natural resources among the personnel of the group of companies throughout the organization.
- 7) Promote research and development of technology and innovations for electricity generation, such as biomass fuel energy, biogas energy, and energy that does not increase greenhouse gas emissions, as well as innovations for reducing greenhouse gases, to achieve sustainable greenhouse gas reduction and adaptation to climate change.
- 8) Educate the organization's personnel and stakeholders about reducing greenhouse gas emissions, such as promoting and campaigning for the collection and management of waste for reuse.
- 9) Raise awareness and enhance knowledge, such as organizing activities to promote energy conservation and climate change adaptation.
- 10) Collaborate on reforestation and the restoration of forest areas to serve as carbon dioxide sinks.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes
Company's existing targets : Other Greenhouse Gas Emission Reduction Target

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1	2024 : Greenhouse gas emissions 19,539.00 tCO ₂ e	2030 : Reduced by 15% or 2,930.85 tCO ₂ e in comparison to the base year	2044 : Reduced by 50% or 9,769.50 tCO ₂ e in comparison to the base year
Scope 2	2024 : Greenhouse gas emissions 1,275.00 tCO ₂ e	2030 : Reduced by 15% or 191.25 tCO ₂ e in comparison to the base year	2044 : Reduced by 50% or 637.50 tCO ₂ e in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

The Company has improved energy efficiency in its production processes. Managing the use of cleaner energy and developing innovations in various areas to reduce greenhouse gas emissions from the Group's activities, such as improving processes and equipment to increase energy efficiency. The use of renewable energy to reduce fuel dependency By installing solar cells in office buildings, pumping plants, street lighting inside the factory, and employee residences to replace the dependence on the Provincial Electricity Authority.

Diagram of performance and outcomes in greenhouse gas management

Certificate Number:
TGO CFO FY25-038



องค์กร
rganization

THAILAND GREENHOUSE GAS
MANAGEMENT ORGANIZATION
(Public Organization)



TGO

CERTIFICATE

Awarded to

NEW BIODIESEL CO., LTD. (SURATTHANI FACTORY)

Company address verified: NEW BIODIESEL CO., LTD. (SURATTHANI FACTORY)

Thailand Greenhouse Gas Management Organization certifies that the quantity of Greenhouse Gas of the above organization has been verified by ECEE Co., Ltd. and found to be in accordance with the requirements of the standard detailed below.

Standard

TGO Guidance of the Carbon Footprint for Organization

Verification Period: [01/01/2023 - 31/12/2023]

Total Greenhouse Gas Emission (Scope 1&2): 30,193 tonCO₂e/year

Direct GHG emissions	22,241 tonCO ₂ e/year
Energy Indirect GHG emissions	7,952 tonCO ₂ e/year
Other Indirect GHG emissions	234,120 tonCO ₂ e/year

The agreed level of assurance is: Limited, at materiality of 5%

Registration Date: 26 November 2024

Mrs. Natarika Wayuparb Nitiphon

Acting Executive Director

Thailand Greenhouse Gas Management Organization (Public Organization)

Carbon Footprint Organizational Certification 2023

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	264,313.00	23,175.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent) ⁽⁶⁾	0.00	22,241.00	19,539.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent) ⁽⁷⁾	0.00	7,952.00	1,275.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent) ⁽⁸⁾	0.00	234,120.00	2,361.00

Remark: ⁽⁶⁾ Information in the year 2023, specific information for the main business group (Only New Biodiesel Co., Ltd.)

⁽⁷⁾ Information in the year 2024, excluding New Biodiesel Co., Ltd. (under data verification)

⁽⁷⁾ Information in the year 2023, specific information for the main business group (Only New Biodiesel Co., Ltd.)

⁽⁸⁾ Information in the year 2024, excluding New Biodiesel Co., Ltd. (under data verification)

⁽⁸⁾ Information in the year 2023, specific information for the main business group (Only New Biodiesel Co., Ltd.)

⁽⁸⁾ Information in the year 2024, excluding New Biodiesel Co., Ltd. (under data verification)

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ⁽⁹⁾	N/A	0.010691	0.000842
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	359.61	30.82

Additional explanation : ⁽⁹⁾ Total revenues and expenses from consolidated financial statement

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

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

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : TUV NORD (Thailand) Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

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

Absorption and removal of Greenhouse Gas

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

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 : PETCHSRIVICHAI ENTERPRISE PUBLIC COMPANY LIMITED Symbol : PCE

Market : SET Industry Group : Agro & Food Industry Sector : Agribusiness

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines	:	Yes
Social and human rights guidelines	:	Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

The Company realizes the importance of sustainable business growth under Corporate Social Responsibilities by focusing on conducting business with ethical care for stakeholders, economy, society and environment. Under the responsibility towards society to create benefits for the public along with the growth of the group of companies. The Company has therefore established a social responsibility policy for the Group to follow as a guideline. The initial details are as follows:

1.Doing Business with Fairness : Focus on doing business with honesty, fairness, ethics and determination to compete in trade according to ethical principles in doing business, laws and principles of equal trade competition. This includes refusing any behavior that hinders fair competition, such as seeking confidential information of competitors, demanding, receiving, and not giving any unfair commercial benefits in the purchase of machinery, etc. The Company also respects the intellectual property rights of others. The Company has a policy for its personnel to comply with laws or regulations regarding intellectual property rights. For example, using legally licensed computer programs. In addition, the Company has a campaign project to promote and instill a sense of social responsibility in its personnel at all levels.

2.Respect for human rights : Support and respect the protection of human rights by treating all stakeholders, whether employees, communities, and surrounding society, with respect for human values, taking into account equality and equal freedom. It does not violate fundamental rights and does not discriminate based on race, nationality, religion, language, skin color, gender, age, education, physical condition or social status.This includes ensuring that the company's business does not become involved in human rights violations, such as child labor, sexual harassment, and the use of foreign labor, etc.The Company also promotes monitoring of compliance with human rights requirements by providing a platform for participation in public relations and complaint channels for those who have been harmed by rights violations.

3.Fair treatment of workers : Recognizing the importance of human resource development and fair treatment of workers, which are factors that will increase the value of the business and strengthen the competitiveness and sustainable growth of the company in the future, the company has set the following policies and practices:

- 1)Respect employees' rights according to human rights principles and comply with labor laws.
- 2)Provide fair employment processes and employment conditions, including compensation and performance evaluation under a fair performance evaluation process.
- 3)Promote human resource development by organizing training, seminars, and training, including sending personnel to attend seminars and training in various related academic fields.
- 4)Provide various welfare benefits for employees as required by law, such as social security, compensation funds, etc.
- 5)Provide annual health check-up services to all levels of the company's personnel, considering risk factors according to each person's level, age, gender, and work environment.
- 6)To ensure that employees can work safely and have good workplace hygiene by providing accident prevention measures and enhancing employees' safety awareness.
- 7)Provide employees with an opportunity to express their opinions or complain about unfair treatment or improper actions in the company, including providing protection for employees who report such matters.

4.Responsibility to customers : The Company is committed to developing products and services of the Group of Companies for the utmost satisfaction and benefit of customers and adheres to treating customers with responsibility, honesty and

care for customers as if they were members of the Company's family as follows:

- 1) Taking into account the quality and efficiency of the company's products, in addition to selecting quality raw materials for production, the company also pays attention to the production process to ensure that customers receive the highest quality and efficient products.
- 2) Adhere to fair marketing with a policy to provide customers with information about the company's products and services that are correct, not distorted, unclear or exaggerated, so that customers have correct and sufficient information to make decisions.
- 3) Taking into account customer safety and striving to provide customers with quality products and services that are safe according to international safety standards and regulations as required by law.
- 4) Establish a customer relations system to communicate with customers, including receiving complaints about the quality of products and services efficiently via telephone, in order to be able to respond to customer needs quickly.
- 5) Keep customer information confidential and will not use such information for any improper purposes.
- 6) Organize various activities to strengthen sustainable relationships between customers and between customers and the company.

5. Community or social development : Aware of the responsibility towards the community and society, we have a policy to provide assistance and develop society with a policy to provide educational support to youth by providing educational funds. Including responding to incidents that have an impact on the community, society and the environment resulting from the Company's operations quickly and efficiently, and also promoting the Company's employees to have a sense of awareness and responsibility towards the environment and society.

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

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

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

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Community and environmental rights, Safety and Occupational Health at Work

N/A

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

The company has a policy to support and respect the protection of human rights by treating all relevant persons, whether employees, communities, and surrounding society, with respect for the value of being human, taking into account equality and equal freedom, not violating basic rights, and not discriminating. Whether it is in terms of race, nationality, religion, language, skin color, gender, age, education, physical condition or social status, including ensuring that the company's business does not become involved in human rights violations such as child labor and sexual harassment, etc. The Company also promotes monitoring of compliance with human rights requirements by providing for participation in expressing opinions and channels for complaints for those who have been damaged by rights violations resulting from the Company's business operations and take appropriate remedial action. In order to ensure effective respect for human rights, the Company has implemented human rights knowledge creation and instilled awareness in its personnel to comply with human rights principles.

HRDD process diagram



TLS 8001 (Thai Labor Standard)

Information on other social management

Plans, performance, and outcomes related to other social management

The company is aware of its responsibility towards the community and society. Therefore, it has a policy to provide assistance and develop society by providing educational support to youth by providing educational funds. In addition, the company also has a policy to support the surrounding society, whether it is providing financial support and various learning skill enhancement equipment to schools and organizing activities to renovate, repair and paint school buildings. Including responding to incidents that have an impact on the community, society and the environment resulting from the Company's operations quickly and efficiently. In addition, the Company also promotes its employees to have a sense of awareness and responsibility towards the environment and society.

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

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0

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

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type : Company
Data disclosure coverage (%) : 0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan : No
Employee and labor management plan implemented : Fair employee compensation, Employee training and
by the Company in the past year : development

The company focuses on creating shared social value, managing human resources efficiently and fairly, and developing necessary knowledge and skills according to personnel development plans at all levels. Including Individual Personnel Development (IDP) to support career growth plans and succession plans, promoting creativity in work.

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	Employee Training and Education	<p>2024: - The number of employee training hours is 14,232 hours per year.</p> <p>- The number of employees who receive training is 2,433 people per year.</p> <p>- The number of training courses is 137 courses per year.</p> <p>- The average training hours for employees is 5.85 hours per person per year.</p>	<p>2027: - The number of employee training hours increases by at least 2.5% per year from the base year.</p> <p>- The number of employees receiving training has increased by at least 2.5% per year from the baseline year.</p> <p>- The number of training courses increased by at least 2.5% per year from the base year.</p> <p>- The average number of training hours for employees increased by at least 2.5% per year from the baseline year.</p>
• Occupational health and safety in workplace	Occupational Health and Safety	<p>2024: - Total number of work-related injuries (Recordable) 40 cases</p> <p>- The number of incidents or cases of work-related injuries that resulted in work stoppage: 9 cases</p>	<p>2030: - The total number of work-related injuries (Recordable) has decreased by at least 50%.</p> <p>- The number of incidents or cases of work-related injuries leading to work stoppage has decreased by at least 50%.</p> <p>The Lost Time Injury Frequency Rate (LTIFR) should not exceed 1 time per 1,000,000 hours.</p>

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

The company focuses on creating shared social value, managing human resources efficiently and fairly, and developing necessary knowledge and skills according to personnel development plans at all levels. Including Individual Personnel Development (IDP) to support career growth plans and succession plans, promoting creativity in work.

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	839	889	910
Percentage of employees to total employment (%)	81.88	82.68	82.64
Percentage of non-employee workers to total employment (%)	18.12	17.32	17.36
Total employees (persons)	687	735	752
Male employees (persons)	513	543	526
Percentage of male employees (%)	74.67	73.88	69.95
Female employees (persons)	174	192	226
Percentage of female employees (%)	25.33	26.12	30.05
Total of workers who are not employees (Person)	152	154	158
Male workers who are not employees (Person)	127	115	111
Percentage of male non-employee workers (%)	83.55	74.68	70.25
Female workers who are not employees (Person)	25	39	47
Percentage of female non-employee workers (%)	16.45	25.32	29.75

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	325	259	308
Percentage of employees under 30 years old (%)	47.31	35.24	40.96
Total number of employees 30-50 years old (Persons)	265	385	333
Percentage of employees 30-50 years old (%)	38.57	52.38	44.28
Total number of employees over 50 years old (Persons)	97	91	111
Percentage of employees over 50 years old (%)	14.12	12.38	14.76

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	245	153	190
Percentage of male employees under 30 years old (%)	47.76	28.18	36.12
Total number of male employees 30-50 years old (Persons)	206	308	250

	2022	2023	2024
Percentage of male employees 30-50 years old (%)	40.16	56.72	47.53
Total number of male employees over 50 years old (Persons)	62	82	86
Percentage of male employees over 50 years old (%)	12.09	15.10	16.35

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	80	106	118
Percentage of female employees under 30 years old (%)	45.98	55.21	52.21
Total number of female employees 30-50 years old (Persons)	59	77	83
Percentage of female employees 30-50 years old (%)	33.91	40.10	36.73
Total number of female employees over 50 years old (Persons)	35	9	25
Percentage of female employees over 50 years old (%)	20.11	4.69	11.06

Number of employees categorized by department over the past year

Department / Line of work / Unit / Business group	Number of employees
Factory business	252
Trading Business	7
Oil Depot Business	53
Water transportation business	68
Port Business / Warehouse Rental	42
Land transport	178
Accounting and Finance	55
Sales and Marketing	18
Purchasing	12
General Warehouse	4
Human Resources and Administration	16
Information Technology	10
Strategy and System Development Division	8
Building Engineering	7
Business Development	3

Department / Line of work / Unit / Business group	Number of employees
Secretary	14
Port/warehouse/water transportation business	2
Company Secretary	3
Total number of employees	752

Significant changes in the number of employees

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

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	0	8	10
Percentage of disabled workers to total employment (%)	0.00	0.90	1.10
Total number of employees with disabilities (Persons)	0	8	10
Total male employees with disabilities (persons)	0	7	8
Total female employees with disabilities (persons)	0	1	2
Percentage of disabled employees to total employees (%)	0.00	1.09	1.33
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	0.00	293,621,071.51	300,110,655.04
Average remuneration of employees (Baht / Person)	0.00	399,484.45	399,083.32

Provident fund management policy

Provident fund management policy : Have

The Provident Fund is a fund jointly established by the employer and employees on a voluntary basis, to provide financial security for employees upon retirement, resignation, disability, or to support their families in the event of the employee's death.

Eligibility for membership requires that the employee must be classified as a full-time employee, except for foreign nationals employed under the following companies: Petchsrivichai Enterprise Public Company Limited, New Biodiesel Company

Limited, Paco Trading Company Limited, P.K. Marine Trading Company Limited, P.C. Marine (1992) Co., Ltd., and Petchsrivichai Co., Ltd. Eligible employees will be enrolled in the SCB Master Fund Provident Fund.

The fund comprises contributions from both employees and the employer:

- The employee's portion is called the accumulated contribution.
- The employer's portion is called the matched contribution, which by law, must not be less than the employee's accumulated contribution.

Members are required to contribute monthly, with the accumulated contribution deducted from their wages at a rate specified by the member. This rate must not be less than 3% and not exceeding 15% of the monthly wage, or within the limit prescribed by law. The employer will remit the matched contribution on the same day as the employee's accumulated contribution, based on the employee's job position, as follows:

- Contribution Rate (Employer's Contribution):
- Employees and Unit Heads: 3%
- Department Heads and above: 5%

The Employment Period/Membership Period is calculated from the date of becoming a member of the fund until the date of membership termination, starting from the initial membership date to the last working day or the date membership ends.

Conditions for receiving the fund upon resignation from the fund (without resignation from employment) are as follows:

Employment Period / Membership Period Percentage of Employer's Contribution and Returns

Less than 1 year	0%
1 year or more but less than 3 years	25%
3 years or more but less than 5 years	50%
5 years or more but less than 7 years	75%
7 years or more	100%

Note:

In the following cases, members will receive 100% of the employer's contributions and related benefits, regardless of their employment period/membership period:

- Death
- Illness that prevents the member from continuing work
- Disability

Establishment of the Fund Committee

1. The employer shall appoint 4 representatives from the employer's side as fund committee members.
2. Employees shall elect and appoint 3 representatives from the employee side as fund committee members.
3. Employee representatives must meet the following qualifications:
 - Must not be appointed as employer representatives under item 1.
 - Must be a member of the Provident Fund in accordance with these regulations.
 - Must apply for election under the election criteria for employee fund committee members as specified in the regulations.
 - Must possess at least a Bachelor's degree or higher.
 - Must have completed at least 1 year of continuous employment.

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	274	242	227
Proportion of employees who are PVD members (%)	39.88	32.93	30.19

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	0.00	7.43	5.85
Total amount spent on employee training and development (Baht)	0.00	2,403,769.34	1,705,204.53
Percentage of training and development expenses to total expenses (%) ^(*)	N/A	0.000099	0.000064
Percentage of training and development expenses to total revenue (%) ^(**)	N/A	0.000097	0.000062

Additional explanation : ^(*) 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

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	3	9
Total number of employees that lost time injuries for 1 day or more (Persons)	0	3	9
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.41	1.20
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 : ^(*) The company with the total number of employees over 100 or more

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	N/A	N/A	131
Proportion of voluntary resignations (%)	N/A	N/A	17.42
	2022	2023	2024
Evaluation result of employee engagement	-	Yes	Yes

Employee internal groups

Employee internal groups : No

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts

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

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

Information on customer management plan

Customer management plan

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

The company is committed to developing products and services that maximize customer satisfaction and benefits, treating customers with integrity and care. Our key commitments include:

1. Focusing on the quality and efficiency of products, using high-quality materials and ensuring a reliable production process.
2. Upholding fair marketing practices, providing accurate and transparent information about products and services.
3. Ensuring customer safety by delivering products that meet international safety standards and continually improving product quality.
4. Maintaining a customer relationship management system to handle inquiries and complaints promptly and effectively.
5. Safeguarding customer data and using it responsibly.
6. Organizing activities to strengthen long-term relationships with customers and enhance engagement.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals	:	No
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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

The company is committed to developing products and services that maximize customer satisfaction and benefits, treating customers with integrity and care. Our key commitments include:

1. Focusing on the quality and efficiency of products, using high-quality materials and ensuring a reliable production process.
2. Upholding fair marketing practices, providing accurate and transparent information about products and services.
3. Ensuring customer safety by delivering products that meet international safety standards and continually improving product quality.
4. Maintaining a customer relationship management system to handle inquiries and complaints promptly and effectively.
5. Safeguarding customer data and using it responsibly.
6. Organizing activities to strengthen long-term relationships with customers and enhance engagement.

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : (+66)77-947-300 กด 33

Fax : (+66)77-600-247

Email : cs@pce-th.com

Company's website : <https://pce-th.com/home>

Address : Petchsrivichai Enterprise Public Company Limited

99/19 Moo 4 Kanchanawithi Road, Bangkung, Muang Surat
Thani, 84000

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

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

Corporate Social Responsibility (CSR)

The company recognizes the importance of conducting business in a sustainable manner, with a strong commitment to Corporate Social Responsibility (CSR). We focus on operating in a way that is responsible towards stakeholders, the economy, society, and the environment, ensuring ethical practices while promoting benefits to the public and the growth of the Group. As part of this commitment, the company has established a CSR policy for the Group to follow, with the following key principles:

(1) Fair Business Practices

We are committed to conducting business with honesty, fairness, and ethics, adhering to business laws and fair competition principles. We reject any actions that hinder fair competition, such as seeking confidential information from competitors or engaging in unethical trade practices. Additionally, we respect intellectual property rights and require employees to comply with related laws, such as using licensed software. The company also promotes CSR awareness and encourages responsibility at all levels of the organization.

(2) Respect for Human Rights

We support and uphold human rights protection by treating employees, communities, and stakeholders with respect, ensuring equality and freedom, and protecting fundamental rights without discrimination based on race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. The company ensures that its operations do not involve human rights violations such as child labor, sexual harassment, or the exploitation of migrant workers. We also promote human rights awareness and provide channels for feedback and complaints regarding any rights violations. We take corrective actions as needed to safeguard human dignity and ensure compliance with human rights standards.

(3) Fair Treatment of Employees

The company recognizes the importance of human resource development and is committed to treating employees fairly. This includes providing a conducive work environment to foster growth and ensure sustainable development. Key practices include:

1. Respecting employees' rights according to human rights principles and labor laws.
2. Offering fair employment processes, including equitable compensation and performance evaluation.
3. Supporting employee development through training, seminars, and skill enhancement opportunities.
4. Providing benefits that meet legal requirements, such as social insurance, health insurance, and retirement funds.
5. Offering annual health check-ups for all employees, taking into account factors like age, gender, and work environment.
6. Ensuring a safe working environment, promoting safety measures, and encouraging a culture of safety and hygiene.
7. Allowing employees to express concerns or report unethical behavior with protection against retaliation.

(4) Responsibility towards Customers

The company is committed to developing products and services that maximize customer satisfaction and benefits, treating customers with integrity and care. Our key commitments include:

1. Focusing on the quality and efficiency of products, using high-quality materials and ensuring a reliable production process.

2. Upholding fair marketing practices, providing accurate and transparent information about products and services.
3. Ensuring customer safety by delivering products that meet international safety standards and continually improving product quality.
4. Maintaining a customer relationship management system to handle inquiries and complaints promptly and effectively.
5. Safeguarding customer data and using it responsibly.
6. Organizing activities to strengthen long-term relationships with customers and enhance engagement.

(5) Community and Social Development

The company recognizes its responsibility to contribute to community and social development. We focus on supporting education by providing scholarships to youth and donations for educational materials. Furthermore, we support local communities by funding projects that improve schools, including repairs, renovations, and painting. We also respond swiftly to community needs or environmental issues arising from our operations. Additionally, we encourage employees to adopt a strong sense of social and environmental responsibility.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management : No
goals

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social : No
management

The Company considers the communities around the plant by focusing on reducing environmental impacts and avoiding business operations that may have a negative impact on the surrounding communities. Examples of actions are as follows:

1. Petchsrichai Enterprise Public Company Limited participated in the CSR activities of YEC Group, Surat Thani Chamber of Commerce On October 11, 2024, the company's representative Petchsrichai Enterprise Public Company Limited participated in the 2024 CSR activities of the YEC Group, Surat Thani Chamber of Commerce by donating a scholarship of 20,000 baht and 10 boxes of Rintip vegetable oil to support the lunch project for students. Wat Laem Thong School Khlong Canak Muang, Surat Thani Province

2. On September 18, 2024, the Group of Companies Petchsrichai Enterprise Public Company Limited, together with Surat Thani Charity Foundation and Phetchabhanom Wang Charity Foundation, donated 200 crates of 500 ml of Rintip vegetable oil for 102,000 baht to the flood victims in the Northern Region.

3. On August 23, 2024 at Banjong Buri Hotel, Muang, Surat Thani Province. Petchsrichai Enterprise Company by Mr. Prakrit Prasitsupaphol The Chairman of the Executive Committee and the Prasitsupaphol family organized a Patronage Thank You Party to celebrate the 40th anniversary of Petchsrichai as a public company to celebrate the great success of the company being listed as a public company after at least 2 years of operation.

In addition, the company has given money to tennis players who have made a big name in Thailand and Surat Thani and provided financial assistance to various organizations in Surat Thani province. 20 organizations as well.

4. Tournament 2024 on November 4, 2024. Petchsrichai Enterprise Public Company Limited Led by Ms. Kanyakorn Prasitsupaphol The Vice President of the Company had the honor of presiding over the Opening Ceremony of the 2nd PCE CUP Basketball Tournament 2024, which was held from 4-9 November 2024 at the PCE Basketball Court.

5. Kindergarten Scholarship On May 28, 2024, the Group's Board of Directors Petchsrichai Enterprise Public Company Limited, led by Mr. Pornpipat Prasitsupaphol. Deputy Managing Director of Operations Mr. Kittipon Prasitsupaphol Deputy Managing Director of Strategy and Corporate Development, together with Mr. Keerati Chaiyakul Senior Director of Accounting and Finance Mr. Nattachart Sakda, Director of Port/Warehouse/Water Transportation Business, is the representative of awarding scholarships to students with good academic results and good behavior of Surat Thani Kindergarten. 28 scholarships and 5,000 baht to support the library renovation project. Snacks and milk were also distributed to students who participated in the activity.

6. On June 12, 2024 Petchsrichai Enterprise Public Company Limited Led by Mrs. Prapapan Prasitsupaphol Executive Director, Mr. Pornpipat Prasitsupaphol Deputy Managing Director of Operations, Mr. Kittipon Prasitsupaphol Deputy Managing Director, Strategy and Corporate Development Awarded 21 scholarships to students in grades 1-6 worth 30,000 baht and 5,000 baht to support students with athletic talents. The participants participated in a discussion to convey the experiences of administrators who are alumni of Surat Thani School to inspire current students at the Audiovisual Room,

Surat Thani School.

7. on 31 May 2024 Mr. Nattachart Sakda, Director of Port, Warehouse and Water Transport Business, Group of Companies Petchsriwichai Enterprise Public Company Limited visited the community of Lang Klang, Bang Kung Sub-district, Mueang District, Surat Thani Province by meeting and listening to the opinions of the villagers and participating in the Sustainable and Drug Problem Solving Project to encourage people in the community to be aware and see the importance of exercise as part of the solution to the drug problem.*

8. On September 9, 2024, Petchsriwichai Enterprise Public Company Limited and the Surat Thani Red Cross Society At the event, there were blood donors from both private agencies (Hino Company) and employees within the company.

Diagram of performance and outcomes in community and social management





Benefit from implementing social development project

Financial benefits

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

	2022	2023	2024
Scholarships (Baht)	0.00	442,200.00	355,000.00
Donations / Grants (Baht)	0.00	0.00	1,839,093.71
Value of purchasing goods and/or services from the community (Baht)	0.00	692,316.00	556,167.18

Non-financial benefits

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

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ESG Performance

Company Name : PETCHSRIVICHAI ENTERPRISE PUBLIC COMPANY LIMITED Symbol : PCE

Market : SET Industry Group : Agro & Food Industry Sector : Agribusiness

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 has agreed that the establishment of a good corporate governance policy should be used as a guideline for the performance of duties with the belief that the application of good corporate governance principles will lead to the creation of competitiveness and ethical business practices. Respect the rights and responsibilities to shareholders and stakeholders to support society and protect the environment. The Board of Directors' Meeting No. 1/2023 (the first time after transformation) on June 6, 2023 was approved. The Company's Corporate Governance Policy covers the principles of compliance with the Corporate governance code for listed companies 2017 (CG Code) of the Office of the Securities and Exchange Commission for the Board of Directors, executives and employees to adhere to as a guideline. as follows

Principle 1: Roles and Responsibilities of the Board of Directors as Leaders of Organizations that Create Sustainable Business Value

Principle 2 Determine the main objectives and objectives of the business for sustainability.

Principle 3: Strengthen Effective Committees

Principle 4: Recruiting and Developing Senior Executives and Personnel Management

Principle 5: Promote innovation and responsible business

Practice 6: Appropriate Risk Management and Internal Control System

Practice 7: Maintain Financial Credibility and Disclosure

Practice 8: Encourage Participation and Communication with Shareholders

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development

Nomination of Directors

Nomination and Remuneration of Directors and Executives

The Company has a policy of recruiting and considering the remuneration of directors in monetary form clearly and transparently. The Board of Directors has assigned the Nomination and Remuneration Committee to be responsible for the nomination and consideration of directors' remuneration. and propose for approval from the Board of Directors to be presented to the Annual General Meeting of Shareholders. The form and criteria for payment of remuneration suitable to the duties and responsibilities will be considered. Experience and obligations of each director.

The Board of Directors shall recruit and promote the development of the Chief Executive Officer and President and senior executives to possess the knowledge, abilities, skills, experience, and attributes that are appropriate and necessary to drive the Company to achieve its goals. In addition, the Board of Directors also assigns the Nomination and Remuneration Committee to prepare a succession plan, which is based on knowledge, ability, suitability and experience in order to prepare for the succession of the Chief Executive Officer and President and Senior Executives.

Determination of Director Remuneration

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Independence of the Board of Directors from the Management

Independence of the Board of Directors from Management

The Board of Directors shall consist of not less than one-third of the total number of directors but not less than three of the total directors in order to balance power appropriately and necessary to lead the organization towards the main objectives and objectives set. Independent directors must meet all the qualifications in accordance with the criteria for qualification of independent directors as announced by law. Regulations and/or relevant regulations stipulate. The Board of Directors consists of 9 directors and 5 independent directors and an independent director is appointed as the Chairman of the Board of Directors. Therefore, they have the independence to consider and give opinions on various matters.

Director Development

Development of Directors and Evaluation of the Performance of Directors

The Board of Directors will conduct an annual evaluation of the performance of the Board of Directors. The results of the evaluation will be used to improve the performance of their duties, as well as to support the opinions of the Board of Directors to present to shareholders in considering the agenda for the election of directors which will be issued according to the agenda. For the individual performance evaluation model by the self-assessment method. (Self-evaluation) It is an assessment form that complies with the guidelines of the Stock Exchange of Thailand. For each director to use as a guideline for reviewing the performance of duties on various issues.

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, Creditor, Community and society

Shareholder

Shareholder

The Company is aware of the rights of shareholders to build good understanding and cooperation between the Company and shareholders, which is beneficial to business operations and build trust. Report to shareholders regularly and completely on the Company's situation in accordance with the facts, including encouraging shareholders to attend shareholders' meetings to participate in decision-making on important matters. Acknowledging the Company's operating results and activities, as well as striving to be a good representative of shareholders in conducting business based on integrity. The Company has taken measures to prevent the use of inside information for the personal benefit of the Board of Directors and the Company's management in order to protect the interests of shareholders and will not commit any act that infringes or deprives shareholders of their rights.

Employee

Employee

The company recognizes the importance of human resources and encourages employees to perform their jobs efficiently. The Company provides appropriate and fair remuneration and welfare to maintain the safety of the environment of employees to ensure the safety of life and property. In addition, the Company appoints and transfers employees, including rewards and punishments in good faith and based on knowledge. Competence and suitability of employees The company values the abilities and skills of its employees by providing opportunities thoroughly and consistently. As well as strictly comply with laws and regulations related to employees.

Customer

Customer

The Company recognizes the treatment of its partners and important business success factors with equality and mutual benefit. The selection of suppliers is transparent, systematic, and standardized. Develop and maintain sustainable relationships with suppliers and contractors.

Business competitor

Competitors

The Company has a policy to promote free and fair trade competition to its competitors. It is practiced within the framework of the rules of good competition. Do not seek confidential information of suppliers by dishonest means, including not damaging the reputation of competitors in malicious accusations.

Creditor

Creditor

The Company has a policy on fair and equitable treatment of creditors. This is based on receiving fair returns for both parties, including strictly complying with contracts or terms and conditions agreed upon, and reporting accurate, complete, and timely financial information to creditors on a regular basis. In the case of business negotiations. The Company shall refrain from soliciting, accepting or employing any dishonest benefits in trade in order to be fair to creditors.

Community and society

1) Community and Society

The Company has guidelines to implement or control compliance with relevant laws and regulations and be socially responsible. Support and volunteer to carry out activities that are beneficial to the community and society to promote economic strength as well as social and cultural restoration. In addition, the company has also organized various activities that are continuous community or social development, such as donating masks to communities and agencies. In the province where the company is located and neighboring provinces. Scholarship programs for students at both vocational and higher education levels with students and students, etc.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Company has provided a Business Code of Conduct Manual to guide directors. The Group's executives and employees have adhered to the Code of Conduct based on responsibility, transparency and integrity, with a framework that shares common standards and adheres to morality, as well as taking into account stakeholders. Identify the important principles, including: Legal Compliance Regulations, Notices and Orders, Environmental Responsibility Intellectual Property Treatment, Anti-Corruption and Corruption Customer Treatment Treatment of suppliers and/or creditors Treatment of Competitors Community and Social Treatment Treatment of Employees Receiving complaints Human Rights and Non-Discrimination The right to political neutrality and the protection of personal data by the Company The Code of Business Conduct is reviewed annually.

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, Compliance with laws, regulations, and rules, Information and assets usage and protection

Prevention of Conflicts of Interest

Petchsrivichai Enterprise Co., Ltd. (crowd) Recognizing the importance of conducting business with integrity, transparency and verifiability, which is the principle of good corporate governance and strengthening the organization's efficiency, the Company has set a policy for directors. Executives and employees should avoid the risk of any action that may be contrary to the interests of the Company which may be caused by the following:

- (1) Dealing with the Company's trade stakeholders such as customers, business partners, etc.
- (2) Using the company's opportunities or inside information for personal gain.
- (3) Transactions with the Company
- (4) Doing business that competes with the company
- (5) Other causes

This results in the loss of benefits for the company, in case of necessity, it is impossible to avoid risks. The Company will always ensure that the transaction is conducted with transparency and fairness, as if it were a transaction with a general third party, taking into account the best interests of the Company and being fair to the parties involved. Therefore, in order to prevent conflicts of interest, the Company has established guidelines. as follows

- (1) The Company must not lend or guarantee directors. or businesses in which the directors of shareholders exceed 50%, except as part of the Company's welfare.
- (2) Directors must not engage in business in competition with the Company unless approved by the shareholders' meeting before being appointed as directors.
- (3) Directors and Executives The Company must not use the Company's opportunities or information to benefit themselves or others, including doing business that competes with the Company or doing related business.
- (4) referee and executives The Company shall not attend meetings or abstain from voting on transactions related to themselves that may cause a conflict of interest with the Company. If it is necessary to do so for the benefit of the Company, the transaction shall be performed on an Am's Length Basis.
- (5) Directors must inform the Company of their interests in various contracts entered into by the Company.
- (6) Directors and executives must prepare a report on the disclosure of conflicts of interest on an annual basis or when transactions such as the purchase and sale of goods or other assets occur, etc.
- (7) Consideration of conflicts of interest and transactions that may be in conflict In terms of interests, there must be an independent director to attend the meeting and consider it every time. referee Executives and personnel of the Company who are aware of inside information should avoid using inside information for their own benefit or providing inside information for the benefit of other persons in a misappropriate manner

Anti-corruption

Anti-Corruption Policy and Guidelines

1. Anti-Corruption and Bribery Policy The Company has an anti-corruption and bribery policy. as follows

-Directors and executives must report to the Board of Directors and the Audit Committee immediately. In the event of a fraudulent incident or suspected of fraudulent incident, or any illegal conduct or other abnormal acts that may affect the Company's financial position. Transactions that cause conflicts of interest, corruption or abnormalities or significant deficiencies in the internal control system, etc.

-Procurement must be carried out in accordance with the Company's operating procedures and be transparent and verifiable, any funding must be made in the name of the Company only and must be in accordance with the Company's procedures if an employee receives a gift on a traditional occasion that is of unusually high value from a person related to the Company.

2. Intellectual Property or Copyright Non-Infringement Policy and Practices

The Company has a policy to comply with the Copyright Act and the Computer Use Act, in order to ensure that the use of the Company's computers is effective and of the same standard.

-The software license agreement must belong to the company and the investor only (except for non-copyrighted programs).

-Installation Renovation change Canceling any program on the Company's computer can only be done by the Information Technology Department or with permission from the Information Technology Department. If you want to use a program other than the standard program, you must notify the information technology.

-If an unauthorized program is detected, it is detected. Employees who install the program, including the computer user on which the program is installed, are responsible for both opposing the company's regulations and/or opposing the law.

-Do not use the company's programs on personal computers without permission.

-Do not give the Company's programs to others who are not employees of the Company. Use or exploit for commercial purposes without permission (e.g., lending, renting, or selling, etc.).

-Do not copy, publish, alter or modify any program owned by the Company without permission.

-All programs developed according to the Company's objectives are considered to be the property of the Company, and the Company has full rights to such programs and is prohibited from employees from disseminating or using them for commercial purposes (e.g., forms, reports , etc.).

-For antivirus programs, they are always updated by the Information Technology Department, while users must scan for viruses when external data is used.

-Employees must be responsible and judicious in using the Company's programs so as not to damage the programs that are the property of the Company, which may cause business damage.

-Employees of the Company, including third parties involved. Those who violate or violate the policy will be subject to

disciplinary action and will be subject to disciplinary action and will be subject to penalties both in opposition to the company's regulations and in the legal field.

3. Conflict of Interest Policy

To conduct business with integrity. Disclosure and maintenance of the Company's good image as well as in accordance with the policy on conflicts of interest. Guidelines for Directors Executives and employees to adhere to the guidelines for operations. as follows

- Director Chief Executive Officer and President Employees of the Company who want to run their own business or have other careers in parallel with the work of the Company. Prior written approval from the company is required. This approval is only possible if the work is not contrary to all aspects of the company's interests.
- Employees cannot provide news about the Company's business to the media unless they have permission from the Company.
- Do not use your position in the company or the information obtained during your work for the company to seek unfair benefits.
- Do not show the visitor the feeling that he has to give gifts to employees. By trying: Avoid accepting gifts from visitors or accepting cash gifts. Appointment of a position outside the company, whether for commercial business or social service business, must first be approved in writing by the company. It must not be contrary to the interests of the Company.
- Directors, executive officers and employees of the Company who may hold shares of the Company who are not engaged in the same business or business as the Company or its affiliates. The Company must avoid using their position or duties in the Company or using the information and knowledge obtained from the Company to conduct such business unless they have the written permission of the Company.
- Employees must not disclose or utilize any confidential information of the Company, including operating procedures and business information, either during their employment with the Company or after resignation, they must not copy any kind of documents through any media. When an employee resigns from the company, he or she must return confidential documents in his or her possession to the company without warning, unless the employee is specifically authorized to keep such information. The employee will benefit from the Departmental Invention that is separated, unless this thinking is the result of (in whole or in part) the knowledge gained from the Company or has a relationship with the Company's business. If this is the case, the employee must provide documents or information. All discoveries made to the Company so that the Company owns and has complete legal rights to the invention. If the company does not wish to own any artifact, it is hired to use that artifact freely as it wishes. However, it must not violate the general rule that the actions of employees The Company must not damage the Company's interests.
- Employees must inform the management of the presence of spouses or relatives who work with the Company, major competitors, sub-customers, customers or contractors, or government agencies that are closely related to the Company's business and that the employee should avoid situations that may cause conflicts as much as possible. If you can't get out of the way, you should consult the company first.
- Employees must avoid the risk of having financial obligations to customers, customer representatives, and the Company's counterparties. The scope of this matter refers to lending or borrowing money. Recruiting money to maintain various businesses, using checks, cash, being a shared dealer, overdraft withdrawals (this does not prohibit obtaining ordinary credit for purchasing goods from customers, only asking for timely reimbursement).
- The use of the company's name can benefit many places and all employees have the right to Freely available However, employees are prohibited from using the company's name to solicit attention, credit or other services, as these practices will have a detrimental effect on the company's reputation.
- Employees will avoid the responsibility arising from their own actions. The employee cannot claim to be unaware of the situation or is not aware of the situation, or is unsure of his or her own actions whether it is a violation of the Company's discipline or a bad interest to the Company, or must consult with the supervisor to obtain approval before proceeding.

4. Policies and Guidelines on Transactions with Connected Parties

The company has set measures. Procedures for approving connected transactions and transactions related to the acquisition or disposal of the Company's assets in order to comply with the requirements of the Securities and Exchange Commission (SEC).T) including relevant laws. as follows

- Normal business items and normal business support items such as purchase and sale of goods, services, etc. The Company has a policy for the Audit Committee to consider and give opinions on the reasons and necessity for such transactions and the existence of trade terms and conditions that are fair and do not cause transfer of benefits compared to transactions between the Company and the general public, or transactions between individuals who have a conflict of interest with the general public, or transactions in the same manner as business operators. The Company has a policy for the Audit Committee to consider and approve the reasons and necessity for such transactions on a quarterly basis, and will comply with the Securities and Exchange Act and the Articles of Association. Announcements, orders or regulations of the Stock Exchange of Thailand, including compliance with the requirements regarding the disclosure of information on connected

transactions.

-Transactions other than ordinary business transactions and normal business support items above, such as transactions related to assets or services or transactions receiving or providing financial assistance of the Company. The Company has a policy for the Audit Committee to consider and give opinions on the reasons and necessity for such transactions, and will comply with the Securities and Exchange Act and the regulations, Announcements, Orders or Regulations of the Stock Exchange of Thailand. This includes compliance with the requirements regarding the disclosure of information on connected transactions and the acquisition or disposal of important assets of the Company or its subsidiaries. The Company does not have a policy of lending money to persons who may have a conflict of interest to conduct business or operate on behalf of the Company.

-The Company will disclose the transaction in accordance with the rules and procedures set forth by the Securities and Exchange Commission (SEC). set

-All directors must comply with Section 88 of the Public Limited Companies Act B.E. 2535 (1992), which requires directors to notify the Company without induction when the following cases occur:

- (1) The Company has an interest, either directly or indirectly, in any contract entered into by the Company during the fiscal year, stating the facts regarding the nature of the contract. Name of the parties and interests of the directors in the contract (if any)
- (2) Holding shares or shares of the company and its affiliates by indicating the total amount that increased or decreased during the accounting period (if any).

5. Policies and Guidelines on Suppliers

The Company considers equality and integrity in business operations and mutual interests with business partners, who must strictly comply with laws and regulations and have a good code of conduct in conducting business in a competitive business. The Company will adhere to the rules of fair competition and the Company will adhere to good and fair practices in borrowing from creditors and repayment. Therefore, in order to comply with these principles, the Company has established the following guidelines:

- (1) Do not solicit, accept or pay any dishonest benefits in trade with business partners.
- (2) Strictly comply with the terms and conditions for business partners.
- (3) In case of failure to comply with the conditions, we will immediately notify the partner in advance for cooperation. Consider finding solutions to problems using the principle of reasonableness.
- (4) There are policies or measures to inspect and screen the Company's business partners, such as manufacturers and contractors, as well as to support business with business partners who operate fairly. There is no violation of human rights and awareness of social responsibility.

Do not cooperate or support any person or organization that engages in illegal business or poses a threat to society and national security.

Whistleblowing and Protection of Whistleblowers

In order to comply with the resolution of the Board of Directors, the Company issued a notice. Whistleblowing and complaint policies shall be considered as principles and guidelines. as follows

company Petchsriwichai Enterprise Public Company Limited attaches great importance to the prudent business operation in terms of corruption by adhering to the principles of good corporate governance for the best interests of shareholders, stakeholders and related parties. as follows

1. Purpose

In accordance with the Company's policy against corruption, the Company has established a whistleblowing and complaint policy to ensure that the Company has channels and processes for whistleblowing and complaints that are transparent, safe, and fair to whistleblowers or complainants.

2. Scope of whistleblowing and complaints

When there is any doubt, belief, or reasonable grounds to believe that there has been an act of dishonesty or non-transparency or a violation of the Code of Good Practice.

- (1) Company policies, procedures, requirements or rules
- (2) Good Corporate Governance, Code of Conduct and Ethics of the Company
- (3) Laws, Official Requirements

3. Persons who can report whistleblowers and complaints

Company personnel at all levels, including third parties or those who have known questions within the scope specified in Clause 2, may report any clues or complaints to the Company.

4. Coverage

4.1 The Company will keep the information and details of the whistleblower or complainant and the respondent confidential or may disclose it only to those involved in the investigation or related persons to a limited extent. The Company will

carefully consider the disclosure of any information, taking into account the safety and damage of the whistleblower or complainant. Sources of information or related persons

4.2 The Company will appoint an investigation committee to jointly consider clues and complaints in detail. Be prudent, cautious, and fair to all parties.

4.3 In case the complainant or a person who cooperates in investigating the facts considers that he or she may not be safe or may suffer or be damaged. can request the Human Resources Department or the Investigation Committee to determine appropriate protection measures.

5. Appointment of the Investigation and Fact Finding Committee The Company has assigned the Chief Executive Officer and President to consider and appoint the Investigation and Fact Finding Committee. To collect evidence and take any action in investigating the facts of clues or complaints.

Both suggested ways to manage and resolve the complaint. The investigation process must be transparent and fair. Investigation and Fact Finding Committee Consisting of representatives from 3 departments or agencies of the Company.

(1) Human Resources Department

(2) The original party of the person receiving the whistleblower or complaint.

(3) Other independent departments or agencies such as the Internal Audit Department, Accounting Department, Legal Department, etc.

6. Channels for whistleblowing and complaints

The Company has established channels for receiving whistleblowing and complaints. as follows

1. By email: Cs@pce-th.com Company Secretary's Office or the Audit Committee AC@pce-th.com

2. By phone at +66 77 947300

3. Contact through the Office of the Company Secretary, Petchsrivichai Enterprise Public Company Limited, No. 99/19 Moo 4, Kanchanavithi Road. Bang Kung Subdistrict, Mueang Surat Thani District, Surat Thani Province 84000

7. Procedure

7.1 In case of employee complaints, comply with the work regulations on complaints.

7.2 In the case of whistleblowing and complaints

According to the scope specified in Clause 2, the Company Secretary shall perform the following actions:

-In case the damage is not material or the value of the damage is not large, the complaint shall be sent to the Managing Director for consideration and instruct the Human Resources Department.

-Investigate the facts and prepare a summary report of the audit results and opinions or suggestions to the Managing Director. To consider and summarize the results to inform the Company Secretary for information collection.

-In case there is a material or significant value of damage. Immediately report to the Chief Executive Officer and President for consideration and instruct the Investigation and Fact-Finding Committee to carry out the process and a copy to the Audit Committee.

7.3 Results of Investigation of Whistleblowing and Complaints

-In the event that the respondent is not guilty or the matter is caused by a misunderstanding or has given instructions to the respondent or related persons that appropriate conduct or practice has been carried out and there is no penalty, the Investigation Committee shall summarize the results and report to the executive officer and the President and a copy of the notification to the Company Secretary and the Audit Committee.

-In the event that the respondent is guilty and disciplinary action and/or legal proceedings are imposed (if any), the Investigation Committee shall propose opinions and suggestions to the Chief Executive Officer and the President for consideration. Approval Once the conclusion has been reached, the Investigation Committee shall summarize the investigation results and notify the Company Secretary and the Audit Committee.

-In the case of a complaint from an anonymous person who cannot find enough information. Report to the Chief Executive Officer and President for consideration and order.

7.4 Notification of the conclusion to the complainant and amendments

The Investigation Committee shall notify the complainant of the results of the proceedings and summarize the guidelines for amendments and propose them to the Chief Executive Officer and the President.

8. Complaints in good faith

Reporting complaints, whistleblowing, giving statements, or providing any information if it is proven that the act was done in dishonesty or deliberate bullying. Slander, distort the facts. In the case of an employee, they must be considered for disciplinary action according to the company's work regulations and regulations. In the case of an act by a third party, including an act by an employee of the Company, and the Company has received a damaged The Company may consider taking legal action as the case may be.

Prevention of Misuse of Inside Information

Governance of Directors The Company has established policies and regulations prohibiting any person who knows and possesses the Company's inside information. Use such information, which has not been disclosed to the public, for personal gain or the use of others. The guidelines have been set. as follows

- 1) The Company has stated in the Good Corporate Governance Policy. Prohibited circumstances that are considered to be unfair acts related to securities trading, including disclosure of information that may cause damage to investors and the capital market, such as notification, dissemination or disclosure of false or misleading statements, including analysis/predictions using false information or distorting information. Taking advantage of other investors by leveraging the information they have learned to trade the company's securities. Creating securities prices by trading securities that make the general public Misleading the price or trading volume or trading of securities that deviate from the normal market conditions.
- 2) Sending orders into the SEC's securities trading system causing delays/interruptions in the system or using/permitting the use of the Nominee account for unfair acts related to securities trading.
- 3) Notification to the Directors The executives acknowledge the obligation to report their securities holdings and derivatives contracts under Section 100 of the National Monetary Policy Act. 59 of the Securities and Exchange Act B.E. 2535 (1992) of their spouse or cohabitants, husband and wife (1) and minor children (2) and juristic persons of which they are The person under (1) and the person under (2) collectively hold more than 30% of the total number of voting rights of the said juristic person, and the combined shareholding is the largest proportion of the juristic person held in the Company and its subsidiaries at every meeting of the Board of Directors that is changed (buying, selling, transferring or receiving transfer) and must notify the Company without delay.
- 4) Determination of the Blackout Period for at least 1 month prior to the disclosure of inside information on the financial statements. The Company's financial position or operating results, including other material internal information that affects changes in the price of securities to the public, and at least 3 days after the disclosure of the information to the public, including the prohibition of disclosing such material information to other persons.
- 5) referee or senior executives who wish to trade the Company's securities. The request must be notified to the Internal Audit Office at least 1 day in advance to report at the quarterly meeting of the Audit Committee. Determine disciplinary penalties if there is a violation of using inside information for personal gain to the extent permitted by law. Starting from a written warning. The punishment will be determined by the intention of the act and the seriousness of the offense.

Compliance with laws, regulations, and rules

Executives and employees must strictly comply with laws related to the Company's business and the Company's operating regulations, and avoid any actions that may adversely affect the Company's reputation. In the Company's business operations.

Guidelines

- Executives and employees must not violate the avoid Violate or ignore any regulations, notices or orders of the Company as well as any lawful and lawful orders of the superiors.
 - Executives and employees must not produce or possess illegal items. Whether for their own use, for sale, or for any other person.
 - Executives and employees must use communication and computer systems responsibly and must not cause division. Damaging others, destroying morale, or promoting hostility in the workplace.
- Executives and employees must not use communication systems and computer systems in activities that are illegal or contrary to the Company's policies, and do not use the Internet or services that interfere with each other in a way that will cause damage. Shame, lack of trust, or disrepute.

Information and assets usage and protection

Executives and employees shall be responsible for maintaining and using the Company's assets to the fullest benefit of the Company's business only and not to use them for the benefit of others or in an improper manner.

Guidelines

- Executives and employees must comply with the company's safety requirements. In the use of tools, equipment, and working environment.
- Executives and employees must not use, sell, lend, lend, or dispose of the Company's assets without permission. Regardless of the value or condition of the property.
- Executives and employees must not intentionally damage, sabotage or destroy the Company's assets.
- Executives and employees must not use the Company's assets for personal benefit or external affairs unless authorized by

their superiors.

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

The Company has provided a Business Code of Conduct Manual to guide directors. The Group's executives and employees have adhered to the Code of Conduct based on responsibility, transparency and integrity, with a framework that shares common standards and adheres to morality, as well as taking into account stakeholders. Identify the important principles, including: Legal Compliance Regulations, Notices and Orders, Environmental Responsibility Intellectual Property Treatment, Anti-Corruption and Corruption Customer Treatment Treatment of suppliers and/or creditors Treatment of Competitors Community and Social Treatment Treatment of Employees Receiving complaints Human Rights and Non-Discrimination The right to political neutrality and the protection of personal data by the Company The Code of Business Conduct is reviewed annually.

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 : CAC_EN.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 : No

Review of policies, practices, and corporate governance systems in the past year

The Board of Directors recognizes the importance of increasing the efficiency of supervision and raising the standards of corporate governance of the company in line with the principles of good corporate governance for listed companies 2017 or the Corporate Governance Code (CG Code) in accordance with the principles of the Office of the Securities and Exchange Commission. The Board of Directors has established a process for reviewing suitability, and the adequacy of the company's policies and practices regarding corporate governance and business ethics on a regular basis. At least 1 time per year to be consistent with the business model the environment may change. This includes laws, regulations, guidelines and opinions from stakeholders.

Implementation of the CG Code for listed companies

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

The Board of Directors recognizes the importance of increasing the efficiency of supervision and raising the standards of corporate governance of the company in line with the principles of good corporate governance for listed companies 2017 or the Corporate Governance Code (CG Code) in accordance with the principles of the Office of the Securities and Exchange Commission. The Board of Directors has established a process for reviewing suitability, and the adequacy of the company's policies and practices regarding corporate governance and business ethics on a regular basis. At least 1 time per year to be consistent with the business model the environment may change. This includes laws, regulations, guidelines and opinions from stakeholders.

Other corporate governance performance and outcomes

PCE Announcement of intent to fight corruption and join forces with CAC to fight against all forms of corruption on 29 May 2024.

Corporate Governance Structure

Information on corporate governance structure

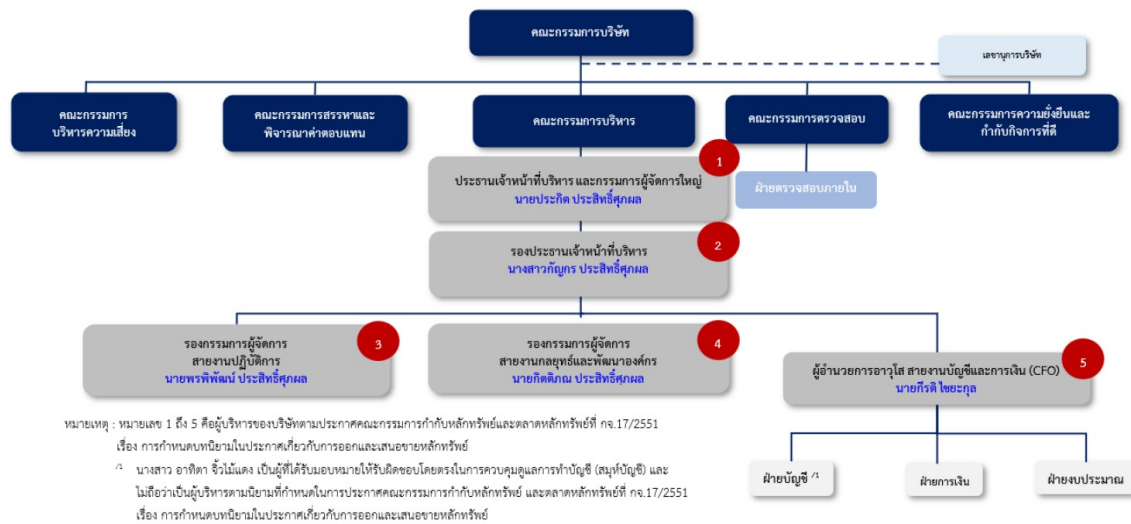
Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 30 May 2023

Corporate governance structure diagram

โครงสร้างองค์กรของบริษัท ณ วันที่ 30 มิถุนายน 2566



Information on the board of directors

Information on the board of directors

Composition of the board of directors

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

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	88.89	11.11
Executive directors	44.44	
	33.33	11.11
Non-executive directors	55.56	
	55.56	0.00
Independent directors	55.56	
	55.56	0.00
Non-executive directors who have no position in independent directors	0.00	
	0.00	0.00

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

	2024	
	Male (years)	Female (years)
Average director age	54	
	54	47

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. CHANITR CHARNCHAINARONG Gender: Male Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p>	<p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	9 Dec 2022	Business Administration, Information & Communication Technology, Accounting, Finance, Data Analysis
<p>2. Mr. CHAKKRIT PARAPUNTAKUL Gender: Male Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p>	<p>Vice-chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Dec 2022	Business Administration, Property Development, Accounting, Finance, Audit
<p>3. Ms. KANYAKORN PRASITSUPAPHON Gender: Female Age : 47 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 60,000,000 Shares (2.181818 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	20 Nov 2013	Business Administration, Agribusiness, Transportation & Logistics

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. KITTIPON PRASITSUPAPHOL Gender: Male Age : 31 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 40,000,000 Shares (1.454545 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	20 Nov 2013	Business Administration, Tourism & Leisure, Strategic Management, Transportation & Logistics, Agribusiness
<p>5. Mr. PRAKIT PRASITSUPAPHOL Gender: Male Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 60,000,000 Shares (2.181818 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 70,000,000 Shares (2.545455 %) <p><u>Indirect shareholding details</u></p> <p>Spouse: Mrs. Prapaphan Prasitsupaphol</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	20 Nov 2013	Business Administration, Economics, Agribusiness, Transportation & Logistics, Law

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. PORNPAT PRASITSUPAPHOL Gender: Male Age : 34 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 44,636,800 Shares (1.623156 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	20 Nov 2013	Agribusiness, Transportation & Logistics, Corporate Social Responsibility
<p>7. Mr. TANIN TANPRAWAT Gender: Male Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	9 Dec 2022	Business Administration, Agribusiness, Industrial Materials & Machinery, Construction Materials, Engineering

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. EKARIN LUENGVIPIYA Gender: Male Age : 65 years Highest level of education : Doctoral degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Dec 2022	Business Administration, Agribusiness, Energy & Utilities, Public Administration, Human Resource Management
<p>9. Mr. MONGKON RATTANAPUNT Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 1,000,000 Shares (0.036364 %) <p><u>Indirect shareholding details</u></p> <p>Child (already of legal age) Ms. Ramil Rattanaphan</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	9 Dec 2022	Business Administration, Agribusiness, Construction Services, Law, Public 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:

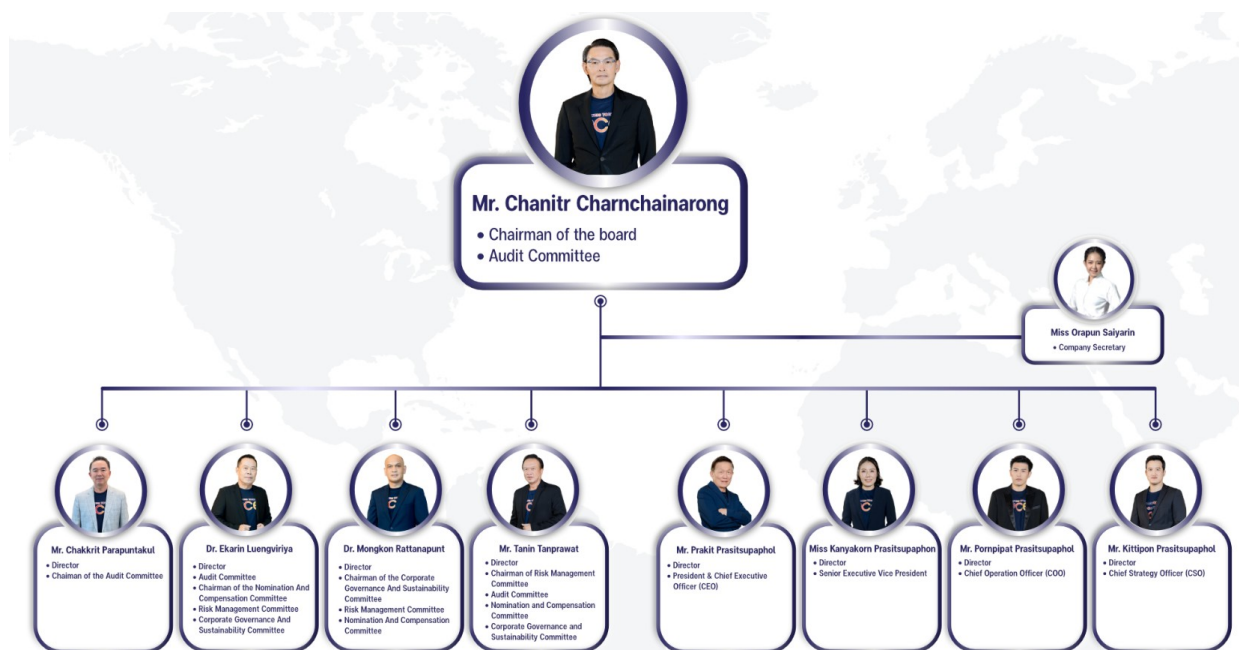
(1) Dishonest act or gross negligence

(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



List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. CHANITR CHARNCHAINARONG	Chairman of the Board of Directors		✓	✓		
2. Mr. CHAKKRIT PARAPUNTAKUL	Vice-chairman of the Board of Directors		✓	✓		
3. Ms. KANYAKORN PRASITSUPAPHON	Director	✓				✓
4. Mr. KITTIPON PRASITSUPAPHOL	Director	✓				✓
5. Mr. PRAKIT PRASITSUPAPHOL	Director	✓				✓
6. Mr. PORNIPIAT PRASITSUPAPHOL	Director	✓				✓
7. Mr. TANIN TANPRAWAT	Director		✓	✓		
8. Mr. EKARIN LUENGVIRIYA	Director		✓	✓		
9. Mr. MONGKON RATTANAPUNT	Director		✓	✓		
Total (persons)		4	5	5	0	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	11.11
2. Agribusiness	7	77.78
3. Industrial Materials & Machinery	1	11.11
4. Construction Materials	1	11.11
5. Construction Services	1	11.11
6. Property Development	1	11.11
7. Energy & Utilities	1	11.11
8. Tourism & Leisure	1	11.11
9. Transportation & Logistics	4	44.44
10. Information & Communication Technology	1	11.11
11. Law	2	22.22
12. Accounting	2	22.22
13. Finance	2	22.22
14. Corporate Social Responsibility	1	11.11
15. Human Resource Management	1	11.11
16. Data Analysis	1	11.11
17. Engineering	1	11.11
18. Strategic Management	1	11.11
19. Audit	1	11.11
20. Public Administration	2	22.22
21. Business Administration	8	88.89

Information about the other directors

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

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 : Doesn't Have

N/A

Information on the roles and duties of the board of directors

Board charter : Have

In addition to the Board of Directors of Petchsrivichai Enterprise Co., Ltd. (crowd) (the "Company") shall strictly comply with the Company's Articles of Association. Civil and Commercial Code, including laws related to the Public Companies Act B.E. 2535 (1992) ("Public Companies Act"). The Securities and Exchange Act B.E. 2535 (1992) ("the Securities Act") After becoming a public limited company and in accordance with other relevant laws. The Company also recognizes and attaches great importance to corporate governance. Therefore, the Company has established the Charter of the Board of Directors to ensure that the roles and duties of the Board of Directors are in line with the principles of good corporate governance set forth by the SET. as follows

1. Composition of the Board of Directors

- 1.1. The Board of Directors consists of not less than 5 directors and not less than half of the total number of directors must be residents of Thailand and have the qualifications required by law.
- 1.2. The structure of the Board of Directors must consist of at least one-third (1/3) of the total directors but not less than 3 independent directors, and the independent directors must be fully qualified in accordance with the criteria for qualification of independent directors as specified in the Notification of the Capital Market Supervisory Board No. TOR Jor 39/2016. Re: Application for Permission and Permission to Offer for Sale of Newly Issued Shares ("Notification of TOR 39/2016") or to be amended in the future
- 1.3. The Board of Directors shall elect one director as the Chairman of the Board of Directors, in the event that the Board of Directors deems it appropriate, may elect one or more directors as the Vice Chairman of the Board of Directors.
- 1.4. The Company has a policy that the Chairman of the Board of Directors should be an independent director and must not be the same person as the Chief Executive Officer and not be a spouse or child of the Chief Executive Officer and the President. In the event that the Chairman of the Board of Directors and the Chief Executive Officer are not clearly separated, for example, the Chairman of the Board of Directors and the Chief Executive Officer are members of the same family (except for spouses or children as prohibited in the preceding paragraph), or the Chairman of the Board of Directors is a member of the Executive Committee or working group, or is assigned to have administrative responsibilities (meaning that he or she is a director who has the authority to sign and bind the Company as specified in the Company Certificate). The Board of Directors will promote a balance of power between the Board of Directors and management. It is considered to be implemented according to one of the principles. as follows
 - (1) Appoint at least one independent director to give opinions to the management to consider setting the agenda for each meeting of the Board of Directors, or
 - (2) The Board of Directors shall be structured to consist of more than half of the total number of independent directors.
- 1.5. Directors are not required to be shareholders of the Company.
- 1.6. Persons nominated as directors of the Company must be considered and nominated by the Nomination and Remuneration Committee.
- 1.7. The shareholders' meeting shall appoint directors in accordance with the Company's Articles of Association and the provisions of relevant laws. The following criteria and methods are as follows:
 - (1) Each shareholder has 1 vote per share.
 - (2) Each shareholder may use their existing votes to elect one or more individuals as directors of the Company. In the case of election of multiple persons as directors of the Company, the number of votes cannot be divided among any one person (non-cumulative voting for the election of directors only).
 - (3) The person who receives the highest number of votes in descending order shall be elected as a director of the Company equal to the number of directors to be or shall be elected at that time. In the event that the person who is elected in the next order has the same number of votes in excess of the number of directors to be elected or to be elected at that time. The Chairman shall vote decisively.

2. Qualifications of the Company's Directors

2.1 Directors must be persons with knowledge, abilities and experience that will be beneficial to business operations. Be honest, honest, ethical in business operations and have enough time to devote knowledge. Ability and perform duties for the Company to the fullest.

2.2 Directors must be fully qualified and not have any prohibited characteristics under the Public Companies Act and the Securities Act, as well as must not have characteristics that indicate a lack of suitability to be entrusted to manage a business with the public as a shareholder as announced by the Office of the Securities and Exchange Commission.

2.3 Directors cannot operate businesses with the same conditions and compete with the Company's business, or become partners or directors of other juristic persons with the same conditions and compete with the Company's business. Unless it is done for the benefit of oneself or the benefit of another person, unless it is notified to the shareholders' meeting before the resolution of the appointment of the

2.4 Directors must notify the Company without delay. If there is an interest in a contract entered into, either directly or indirectly, or an increase or decrease in the shareholding or debentures in the Company or its subsidiaries.

3. Appointment of Directors and Term of Office

3.1 The election of directors shall be in accordance with the Company's Articles of Association and relevant laws. The nomination of directors must be transparent and clear by considering the educational background and professional experience of the person, as well as the qualifications and absence of prohibited characteristics, with sufficient details for consideration. Submit to the Nomination and Remuneration Committee for consideration and approval before presenting to the Board of Directors and/or shareholders for further approval of the appointment (as the case may be)

3.2 The Company's directors have a term of office of 3 years at a time (1 year herein refers to the period between the date of the Annual General Meeting of Shareholders of the year in which they are appointed and the date of the Annual General Meeting of Shareholders of the following year). Directors who retire from office may be nominated and appointed to new positions.

3.3 At every Annual General Meeting, at least one-third (1/3) of the Company's directors shall resign from their positions. If the number of directors cannot be divided into three parts. The directors who are to retire in the first and second years after the registration of the company shall be resigned by lottery method (or voluntarily), and in the following years, the director who has held the longest term of office shall retire and the directors who have resigned from office according to the term may be nominated and appointed to a new position.

3.4 In addition to his resignation as a director of the Company. The Company's directors will retire from their positions when:

- (1) die
- (2) resign
- (3) Lack of qualifications or prohibited characteristics under the Public Company Act and/or the Securities Act.
- (4) The shareholders' meeting shall vote to issue the shares by vote of not less than three-fourths (3/4) of the number of shareholders present at the meeting and have the right to vote, and the total number of shares shall not be less than half of the number of shares held by the shareholders present and entitled to vote.
- (5) The court ordered the dismissal.

3.5 Any director who will resign from office shall submit his resignation letter to the Company. The resignation shall take effect from the date the resignation letter reaches the company. The resigned director may also notify the Registrar of his or her resignation.

3.6 In the event that the position of the Company's director becomes vacant due to reasons other than the time to leave the company, the Nomination and Remuneration Committee shall approve and propose to the Board of Directors as long as there are any remaining candidates, selecting persons who are qualified and do not have any prohibited characteristics under the Public Company Act and the Securities Act. Unless the term of office of such director is less than 2 months, the person who becomes a substitute director may only hold the position of director of the company for the remaining term of the director he or she replaced.

4. Duties and Responsibilities of the Board of Directors

4.1 Manage the company in accordance with the law. The Company's objectives and articles of association as well as the resolutions of the shareholders' meeting are lawful with good faith. Be careful to protect the interests of the company.

4.2 The Company shall arrange the Annual General Meeting of Shareholders within 4 months from the end of the Company's accounting period, and the Company shall send the Notice of the Annual General Meeting of Shareholders as well as the agenda and supporting documents for consideration in advance within a reasonable period of time. It must not be less than the period specified in the Articles of Association or in accordance with the regulations of the regulatory authority in force at that time.

4.3 The Board of Directors shall hold meetings at least once every 3 months and should not be less than 6 times a year, and should be a full meeting when considering and voting on significant matters or transactions. Significant transactions should include the acquisition or disposal of assets of the Company and its subsidiaries that have a

significant impact on the Company. Expansion of investment projects Consideration and approval of connected transactions Determination of the level of operational authority and formulation of financial management and risk management policies of the Company's business, etc.

4.4 Establish an efficient and effective internal control system, internal audit, and risk management.

4.5 Arrange an accounting system. The Company also maintains a document storage system that enables the accuracy of information to be verified later and is in accordance with relevant laws.

4.6 Arrange for the preparation of quarterly financial statements to propose the auditor to review the statements before presenting them to the Board of Directors and the preparation of financial statements at the end of the Company's accounting cycle to be accurate in order to show the financial position and operating results of the past year in accordance with reality, complete and accurate. Comply with generally accepted accounting standards and be audited by the Company's auditors. Before presenting to the Annual General Meeting of Shareholders for consideration and approval.

4.7 Consider approving the proposal for the appointment of an auditor who is qualified as required by law. Regulations, Announcements, Determination and Approval of Annual Audit Fees to be presented to the Annual General Meeting of Shareholders for consideration and approval.

4.8 Set goals method Policies, business plans, and the Company's budget. Monitoring and Supervision The administration and management of the management department in accordance with the policy. Plans and budgets that are set efficiently and effectively.

4.9 To review, examine and approve business expansion plans, large-scale investment projects, as well as investment with other entrepreneurs proposed by the management.

4.10 Consider and amend the names of directors who have the authority to bind the Company.

4.11 To consider and propose the annual dividend payment to shareholders for approval at the Annual General Meeting of Shareholders and to consider and approve the interim dividend payment to shareholders. When it is seen that the Company has sufficient profits to do so, and the dividend payment is reported to the shareholders' meeting at the next shareholders' meeting.

4.12 Enforce the control policy and corporate governance mechanism of the Company that invests in subsidiaries or associated companies, including:

(1) Perform duties in accordance with the scope of duties and responsibilities set forth for directors who have been approved by the Board of Directors to become directors. or executives of subsidiaries or associates in proportion to the Company's shareholding in such subsidiaries or associates.

(2) Continuously monitor the performance of subsidiaries or associates in accordance with the plan and budget.

(3) Monitoring and supervising the disclosure of information related to the financial position and operating results of subsidiaries Transactions between the Company and the acquisition or disposal of significant assets to the Company are accurate and complete.

(4) In the case of a subsidiary entering into a transaction with a connected person of the Company. There is an acquisition or disposal of assets or any other important transactions. The Board of Directors in particular Directors or any other person who has received a resolution from the Board of Directors meeting shall be appointed as a director. or executives in subsidiaries are responsible for supervising the subsidiaries to comply with the regulatory mechanism regarding transactions with connected persons. The transaction shall be considered in the same manner as the transaction in the same manner and size as the transaction required by the Company to obtain a resolution from the Board of Directors or the Company's shareholders' meeting, as the case may be.

4.13 Consider and approve the appointment. Change of person to become a director and/or executives in subsidiaries or associates in proportion to their shareholding in subsidiaries or associates, including the application of the Company's control policies and corporate governance mechanisms. Invest in subsidiaries or associates to show that the Company has a supervisory mechanism for subsidiaries as stipulated in Notification Tor.J.39/2016. Application for Permission and Permission to Offer for Sale of Newly Issued Shares (including the Revised Version)

4.14 Consider determining the administrative structure and have the power to appoint. The Executive Committee, the Chief Executive Officer and the President and other subcommittees as appropriate, such as the Audit Committee. The Nomination and Remuneration Committee, etc., including the determination of the scope of authority and duties as well as the remuneration of the Executive Committee. The delegation of authority according to the prescribed scope of authority must not be in the nature of delegating the authority that makes the Executive Committee The Chief Executive Officer and President and the aforementioned subcommittees will be able to consider and approve transactions that may have conflicts of interest or other conflicts of interest with the Company or its subsidiaries (if any), except for the approval of transactions that are in accordance with the policies and criteria that have been considered and approved by the Board of Directors. In the event that the Board of Directors assigns the Chief Executive Officer and President or any other person to act on behalf of the Board of Directors in any matter. Such assignment must be made in writing or clearly recorded as a resolution of the Board of Directors in the minutes of the Board of Directors' meeting. and clearly state the scope of authority and duties of the assignee.

4.15 The Board of Directors may authorize one or more directors or any other person to perform any of the duties on behalf of the Board. It is under the control and supervision of the Board of Directors. Or it may delegate the authority to give such person the authority as the Board deems appropriate and within such period as the Board deems appropriate, which the Board may cancel or revoke. The delegation of authority may be changed or amended as appropriate. It must not be of the nature of an authorization that enables such person to consider and approve transactions that he/she or a person who may have a conflict of interest in any other manner to be entered into with the Company or its subsidiaries (if any), except for the approval of ordinary business transactions and in accordance with general commercial conditions, or in accordance with the policies and criteria that have been considered and approved by the Board of Directors. Conditions and procedures as prescribed in relation to connected transactions and transactions of acquisition or disposal of significant assets in accordance with the Notification of the Capital Market Board and/or any other announcement of relevant agencies.

4.16 Directors and executives must report to the Company their interests or related persons. This is an interest related to the management of the activities of the Company or its subsidiaries. Conditions and procedures announced by the Capital Market Supervisory Board

4.17 It is forbidden for directors to Executives, including spouses or minor children of directors. or executives. Use information within the Company, its subsidiaries and associates, whether obtained from the performance of its duties or in any other way that has or may have a significant impact on the Company. subsidiaries or associates for the benefit of themselves or others, directly or indirectly, and regardless of whether they receive returns or not.

4.18 Directors and executives of the Company, including related persons of such directors and executives. The Company is responsible for notifying the Company of its relationship and transactions with the Company. Subsidiaries or associates in a manner that may cause a conflict of interest and avoid transactions that may cause a conflict of interest with the Company. Such subsidiaries or associate companies.

4.19 Appoint any person to act as the Company Secretary to assist the Board of Directors in the performance of various tasks to ensure that the Company's business operations comply with laws and regulations. Regulations and related guidelines. The Board of Directors has the power to determine the remuneration (meeting allowance) to the Company Secretary as it deems appropriate and appropriate, and the Company shall be responsible for such remuneration.

5. Board of Directors Meeting

1.1 The Board of Directors shall hold meetings to acknowledge the Company's operating results at least once every 3 months and not less than 6 times per year. The Company's directors must attend at least three-quarters (3/4) of the total number of meetings per year. At the Board of Directors meeting, the Company's directors must express their opinions and exercise discretion independently. In addition to force majeure that must be notified to the Secretary of the Board of Directors in advance. The Company must report the number of times the Board of Directors attends the meeting in the Annual Report, which at each Board of Directors meeting to be known to all the Board of Directors in advance, the Secretary of the Board of Directors must send an invitation letter to all the Board of Directors to inform the date. The time, place and agenda of the meeting shall be sent not less than 3 days in advance (except for urgent cases for the benefit of the Company, other actions may be taken as appropriate) and the meeting documents shall be collected from the directors. and management to submit to the Board of Directors in advance and such documents must provide sufficient information to make decisions and exercise independent discretion of the Board of Directors. The Secretary of the Board of Directors shall record the issues of the meeting to prepare the minutes of the meeting, which must be complete and complete within 14 days from the date of completion of the meeting to propose to the Chairman of the Board of Directors for signature.

1.2 The directors of the Company who have an interest in any matter do not have the right to vote on such matters.

1.3 Voting at the Board of Directors meeting shall be based on the opinion of the majority vote. In case of equal votes, the Chairman of the meeting shall cast one additional vote as the decisive vote. However, the opinions of other directors who did not vote in favor shall be clearly stated in the minutes of the meeting.

1.4 The Chairman of the Board of Directors acted as the chairman of the meeting. It is responsible for allocating sufficient time for each agenda for the directors to discuss and express their opinions independently on important issues. Taking into account the interests of shareholders and stakeholders fairly.

1.5 The Chairman of the Board of Directors and the Chairman of the Executive Committee will be in charge of approving the agenda of the meeting.

1.6 In the meeting of the Board of Directors, not less than half of the total number of directors of the Company must be present and at least 1 independent director must be present to form a quorum. In the event that the Chairman of the Board of Directors is absent from the meeting or is unable to perform his duties. If the Vice Chairman of the Board of Directors is present at the meeting, the Vice Chairman of the Board of Directors shall chair the meeting. or being absent from the meeting or unable to perform their duties. The directors of the Company who attend the meeting shall elect one of the directors to be the chairman of the meeting.

1.7 In considering a particular matter, the directors have the right to request to see or examine the relevant

documents or request the relevant management to attend the meeting to clarify more detailed information.

6. Report of the Board of Directors

The Board of Directors will prepare a performance evaluation report as a support for the opinion of the Board of Directors to report on the performance of duties in the past year to the shareholders in the Annual Report. as follows

- (1) Number of meetings
- (2) Number of times each director attends the meeting
- (3) Remuneration of the Board of Directors
- (4) Performance of duties according to the prescribed charter

7. Evaluation of the Board of Directors

The performance evaluation of the Board of Directors is held annually and is divided into 2 evaluations: The categories are the performance evaluation of individual directors and the performance evaluation of the entire Board of Directors. The Board of Directors will prepare a performance evaluation report as a basis for the opinion of the Board of Directors. It is prepared in 2 ways as follows:

7.1 Evaluation of the performance of the entire committee by evaluating the following aspects:

- Structure and Qualifications of the Board of Directors
- Roles, Duties and Responsibilities of the Board of Directors
- Board of Directors Meeting
- Duties of Directors
- Management Relations
- Self-development of directors

7.2 Evaluation of the performance of individual directors by evaluating in various aspects:

- Availability of Directors
- Strategizing and planning a business plan
- Risk Management and Internal Control
- Ensuring that there are no conflicts of interest
- Tracking financial and operational reports
- Board of Directors Meeting
- other

The Board of Directors will use the performance evaluation as information to support the opinion of the Board of Directors. Presenting to shareholders to consider the agenda for the election of directors which is issued according to the agenda.

8. Revision and Revision of the Charter

The Board of Directors will review this Charter annually and will make amendments as it deems appropriate.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Other
 - Manage the company in accordance with the law, objectives, and company regulations.
 - Arrange a shareholder meeting Hold meetings of the Board of Directors and all sub-committees according to the charter.

Scope of authorities, role, and duties

4.1 Manage the company in accordance with the law. The Company's objectives and articles of association as well as the resolutions of the shareholders' meeting are lawful with good faith. Be careful to protect the interests of the company.

4.2 The Company shall arrange the Annual General Meeting of Shareholders within 4 months from the end of the Company's accounting period, and the Company shall send the Notice of the Annual General Meeting of Shareholders as well

as the agenda and supporting documents for consideration in advance within a reasonable period of time. It must not be less than the period specified in the Articles of Association or in accordance with the regulations of the regulatory authority in force at that time.

4.3 The Board of Directors shall hold meetings at least once every 3 months and should not be less than 6 times a year, and should be a full meeting when considering and voting on significant matters or transactions. Significant transactions should include the acquisition or disposal of assets of the Company and its subsidiaries that have a significant impact on the Company. Expansion of investment projects Consideration and approval of connected transactions Determination of the level of operational authority and formulation of financial management and risk management policies of the Company's business, etc.

4.4 Establish an efficient and effective internal control system, internal audit, and risk management.

4.5 Arrange an accounting system. The Company also maintains a document storage system that enables the accuracy of information to be verified later and is in accordance with relevant laws.

4.6 Arrange for the preparation of quarterly financial statements to propose the auditor to review the statements before presenting them to the Board of Directors and the preparation of financial statements at the end of the Company's accounting cycle to be accurate in order to show the financial position and operating results of the past year in accordance with reality, complete and accurate. Comply with generally accepted accounting standards and be audited by the Company's auditors. Before presenting to the Annual General Meeting of Shareholders for consideration and approval.

4.7 Consider approving the proposal for the appointment of an auditor who is qualified as required by law. Regulations, Announcements, Determination and Approval of Annual Audit Fees to be presented to the Annual General Meeting of Shareholders for consideration and approval.

4.8 Set goals method Policies, business plans, and the Company's budget. Monitoring and Supervision The administration and management of the management department in accordance with the policy. Plans and budgets that are set efficiently and effectively.

4.9 To review, examine and approve business expansion plans, large-scale investment projects, as well as investment with other entrepreneurs proposed by the management.

4.10 Consider and amend the names of directors who have the authority to bind the Company.

4.11 To consider and propose the annual dividend payment to shareholders for approval at the Annual General Meeting of Shareholders and to consider and approve the interim dividend payment to shareholders. When it is seen that the Company has sufficient profits to do so, and the dividend payment is reported to the shareholders' meeting at the next shareholders' meeting.

4.12 Enforce the control policy and corporate governance mechanism of the Company that invests in subsidiaries or associated companies, including:

(1) Perform duties in accordance with the scope of duties and responsibilities set forth for directors who have been approved by the Board of Directors to become directors. or executives of subsidiaries or associates in proportion to the Company's shareholding in such subsidiaries or associates.

(2) Continuously monitor the performance of subsidiaries or associates in accordance with the plan and budget.

(3) Monitoring and supervising the disclosure of information related to the financial position and operating results of subsidiaries Transactions between the Company and the acquisition or disposal of significant assets to the Company are accurate and complete.

(4) In the case of a subsidiary entering into a transaction with a connected person of the Company. There is an acquisition or disposal of assets or any other important transactions. The Board of Directors in particular Directors or any other person who has received a resolution from the Board of Directors meeting shall be appointed as a director. or

executives in subsidiaries are responsible for supervising the subsidiaries to comply with the regulatory mechanism regarding transactions with connected persons. The transaction shall be considered in the same manner as the transaction in the same manner and size as the transaction required by the Company to obtain a resolution from the Board of Directors or the Company's shareholders' meeting, as the case may be.

4.13 Consider and approve the appointment. Change of person to become a director and/or executives in subsidiaries or associates in proportion to their shareholding in subsidiaries or associates, including the application of the Company's control policies and corporate governance mechanisms. Invest in subsidiaries or associates to show that the Company has a supervisory mechanism for subsidiaries as stipulated in Notification Tor.J.39/2016. Application for Permission and Permission to Offer for Sale of Newly Issued Shares (including the Revised Version)

4.14 Consider determining the administrative structure and have the power to appoint. The Executive Committee, the Chief Executive Officer and the President and other subcommittees as appropriate, such as the Audit Committee. The Nomination and Remuneration Committee, etc., including the determination of the scope of authority and duties as well as the remuneration of the Executive Committee. The delegation of authority according to the prescribed scope of authority must not be in the nature of delegating the authority that makes the Executive Committee The Chief Executive Officer and President and the aforementioned subcommittees will be able to consider and approve transactions that may have conflicts of interest or other conflicts of interest with the Company or its subsidiaries (if any), except for the approval of transactions that are in accordance with the policies and criteria that have been considered and approved by the Board of Directors. In the event that the Board of Directors assigns the Chief Executive Officer and President or any other person to act on behalf of the Board of Directors in any matter. Such assignment must be made in writing or clearly recorded as a resolution of the Board of Directors in the minutes of the Board of Directors' meeting, and clearly state the scope of authority and duties of the assignee.

4.15 The Board of Directors may authorize one or more directors or any other person to perform any of the duties on behalf of the Board. It is under the control and supervision of the Board of Directors. Or it may delegate the authority to give such person the authority as the Board deems appropriate and within such period as the Board deems appropriate, which the Board may cancel or revoke. The delegation of authority may be changed or amended as appropriate. It must not be of the nature of an authorization that enables such person to consider and approve transactions that he/she or a person who may have a conflict of interest in any other manner to be entered into with the Company or its subsidiaries (if any), except for the approval of ordinary business transactions and in accordance with general commercial conditions, or in accordance with the policies and criteria that have been considered and approved by the Board of Directors. Conditions and procedures as prescribed in relation to connected transactions and transactions of acquisition or disposal of significant assets in accordance with the Notification of the Capital Market Board and/or any other announcement of relevant agencies.

4.16 Directors and executives must report to the Company their interests or related persons. This is an interest related to the management of the activities of the Company or its subsidiaries. Conditions and procedures announced by the Capital Market Supervisory Board

4.17 It is forbidden for directors to Executives, including spouses or minor children of directors. or executives. Use information within the Company, its subsidiaries and associates, whether obtained from the performance of its duties or in any other way that has or may have a significant impact on the Company. subsidiaries or associates for the benefit of themselves or others, directly or indirectly, and regardless of whether they receive returns or not.

4.18 Directors and executives of the Company, including related persons of such directors and executives. The Company is responsible for notifying the Company of its relationship and transactions with the Company. Subsidiaries or associates in a manner that may cause a conflict of interest and avoid transactions that may cause a conflict of interest with the Company. Such subsidiaries or associate companies.

4.19 Appoint any person to act as the Company Secretary to assist the Board of Directors in the performance of various tasks to ensure that the Company's business operations comply with laws and regulations. Regulations and related guidelines. The Board of Directors has the power to determine the remuneration (meeting allowance) to the Company Secretary as it deems appropriate and appropriate, and the Company shall be responsible for such remuneration.

Reference link for the charter

Audit Committee

Role

- Audit Subcommittee

Scope of authorities, role, and duties

- 4.1 Review the Company's financial reporting to ensure that it is accurate, complete, reliable, and adequately disclosed by coordinating with external auditors and responsible executives. Prepare financial reports according to the time frame prescribed by law. The Stock Exchange of Thailand and relevant government agencies stipulate
- 4.2 Review the Company's internal control system and internal audit system, as well as appropriate and effective risk management in accordance with the internal control framework recognized as international standards and consider the independence of the internal audit department, as well as approve the consideration, appointment, transfer, and dismissal of the head of the internal audit department or any other department responsible for internal audit.
- 4.3 Review the Company's compliance with the Securities and Exchange Act. Requirements of the Stock Exchange of Thailand Announcement of the SEC and Announcement of the Capital Market Supervisory Commission as well as laws related to the business of the Company and its subsidiaries
- 4.4 To consider the selection and proposal of an independent person to act as the Company's auditor and to consider and propose the remuneration of such person, as well as to attend a meeting with the auditor without the attendance of the management at least once a year.
- 4.5 Consider connected transactions or transactions that may have a conflict of interest in accordance with the law. Announcement of the Capital Market Supervisory Board and Requirements of the Stock Exchange of Thailand This is to ensure that the transaction is reasonable and in the best interest of the Company and its subsidiaries.
- 4.6 Consider the Company's Disclosure In the event of a connected transaction or a transaction that may have a conflict of interest, it must be accurate and complete.
- 4.7 Review the Company and its subsidiaries to have an appropriate and effective risk management system to propose to the Board of Directors.
- 4.8 Review and approve the Charter of the Internal Audit Agency (if any) Annual Internal Audit Work Plan The operation of the Internal Audit Department and coordinate with the auditor.
- 4.9 Prepare the report of the Audit Committee which is disclosed in the Company's Annual Report. The report must be signed by the Chairman of the Audit Committee and must contain at least the following information:
- Opinions about the accuracy and completeness of the Company's financial reports are reliable. Subsidiaries
 - Opinion on the adequacy of the internal control system of the Company and its subsidiaries
 - Opinions on compliance with the Securities and Exchange Act, the requirements of the Stock Exchange or laws related to the business of the Company and its subsidiaries
 - Opinion on the suitability of the auditor
 - Comments on items that may have a conflict of interest
 - Opinion on Risk Management of the Company and its Subsidiaries
 - Number of Audit Committee meetings and attendance of each Audit Committee member
 - Overall opinion or observation received by the Audit Committee from the performance of its duties under the Charter
 - Other items that shareholders and general investors should be aware of within the scope of duties and responsibilities

assigned by the Board of Directors.

-Conflicts of Interest

-Corruption or any irregularities or major deficiencies in the internal control system.

-Violation of the Securities and Exchange Act Announcement of the Capital Market Supervisory Board The requirements of the Stock Exchange of Thailand or laws related to the business of the Company and its subsidiaries.

-If the Board of Directors or the management does not take corrective action within the specified time. An Audit Committee may report any transactions or acts under paragraph 1 to the Office of the Securities and Exchange Commission or the Stock Exchange of Thailand.

-Conduct a fact-finding investigation as notified by the auditor regarding the circumstances that should be suspected that the directors The Chief Executive Officer and the President or the person responsible for the operation of the Company or its subsidiaries have committed an offence as prescribed by the Securities and Exchange Act, and the Audit Committee shall report the preliminary audit results to the Office of the Securities and Exchange Commission and the auditor within 30 days from the date of receipt of the auditor's notification.

-Report the performance of the Audit Committee to the Board of Directors at least 4 times a year. If any of the following items or actions are found or suspected that may have a significant impact on the Company's financial position and operating results, the Audit Committee shall report to the Company's Board of Directors for improvement within the time deemed appropriate by the Audit Committee.

-In performing the duties within the scope of its authority, the Audit Committee shall have the power to invite directors. administrator Heads of departments or employees of the Company and its subsidiaries to give their opinions, attend the meeting, or submit documents as deemed necessary.

-Consider approving the appointment of consultants or third parties in accordance with the regulations of the Company and its subsidiaries to provide opinions or advice if necessary.

-Review for the Company and its subsidiaries Comply with the policy on providing information on wrongdoing and corruption. Investigation and protection of informants and acknowledgement of complaints as well as the results of the investigation of the Investigation Committee.

-To review the scope and evaluate the performance of the Audit Committee on an annual basis.

-Review the independence of the auditor and consider receiving other services other than auditing from the same audit firm.

-Perform any other duties as assigned by the Board of Directors with the approval of the Audit Committee.

-In the performance of the duties of the Audit Committee. If there is any transaction or action that may have a significant impact on the Company's financial position and operating results, the Company shall be able to conduct a transaction or act that may have a significant impact on the Company's financial position and operating results. Report what is detected immediately so that the Board of Directors can find a solution in time.

-List of conflicts of interest

-Suspicion or assumption that there may be fraud, irregularities, or major deficiencies in the internal control system.

-Suspicion that there may be a violation of the Securities and Exchange Act The requirements of the Stock Exchange or the relevant laws of the Company.

-Any other reports that the Board of Directors should be aware of.

-If the Audit Committee has reported to the Board of Directors what has a significant impact on its financial position and operating results, and has discussed with the Board of Directors and executives whether it must be improved. When the deadline is met. If the Audit Committee finds that the corrective action has been ignored without reasonable grounds. One of the Audit Committee members or the Audit Committee. The findings may be reported to the Office of the Securities and Exchange Commission or the Stock Exchange of Thailand.

Reference link for the charter

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Executive Committee

Role

• Other

• Consider and create strategies Management structure, business plan (both short-term, medium-term, and long-term), including annual budget

Scope of authorities, role, and duties

The Board of Directors has the authority and duties to administer the Company's business in accordance with its objectives. Articles of Association Resolutions of the shareholders' meeting or any policies or orders prescribed by the Board of Directors and have the authority to approve and/or approve any action. as usual and necessary for the management of the Company's business in general. In addition, the Executive Committee shall have the duty to consider and scrutinize the various considerations that will be presented to the Board of Directors for consideration and/or approval, as stipulated in the Articles of Association or the orders of the Board of Directors, as well as the implementation of the orders of the Board of Directors from time to time. In addition, the Executive Committee has the authority and duty to act on various matters. Within the scope of the prescribed matters, the following matters:

3.1 Consider and prepare strategies and management structures. Business plans (both short-term, medium-term, and long-term) as well as annual budgets to be presented and considered further.

3.2 Manage the Company's business to achieve the objectives and objectives set, including seeking and evaluating investment opportunities in new businesses.

3.3 To supervise and monitor the operating results and financial position of the Company and its subsidiaries and to report the operating results and financial position to the Board of Directors for acknowledgment.

3.4 To review and approve transactions related to investment and disposal of assets, administration, human resources, finance and money management. General administration and any other transactions related to the Company's business within the scope of authority approved by the Board of Directors.

3.5 The Executive Committee delegates the authority to the executive or a person to have the authority to take action on one or more matters as the Executive Committee deems appropriate. The approval of the transactions of the Executive Committee or the delegation of sub-authorizations shall not be the approval of connected transactions or transactions that may have a conflict of interest, or transactions in which the Board of Directors has an interest as prescribed in the Company's Articles of Association and the Announcement of the Capital Market Supervisory Board.

3.6 Consider and screen all types of work proposed to the Board of Directors for consideration, except for work that is located in the Company. Under the responsibilities and/or authority of other sub-committees of the Company to consider and moderate to present directly to the Board of Directors.

3.7 Perform other tasks as assigned by the Board of Directors.

Reference link for the charter

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Nomination and Remuneration Committee

Role

- Nomination Subcommittee
- Remuneration Subcommittee

Scope of authorities, role, and duties

4.1 choosing

4.1.1 To consider, determine and review the structure and qualifications of the Board of Directors. Sub-committees and executives to be appropriate in accordance with the Company's business operations to propose to the Board of Directors for approval.

4.1.2 Consider the criteria and process for recruiting qualified persons. To hold the positions of directors and executives at the level of Chief Executive Officer and above, including selecting persons according to the prescribed nomination process and proposing opinions to the Board of Directors for consideration when such positions become vacant, which may need to be proposed to the shareholders' meeting for consideration and approval.

-To consider the list of directors who must retire according to the term of office and the list of persons nominated to be selected to serve as directors of the Company. Both from the proposals of the Company's directors and shareholders, especially minority shareholders (if any).

-Consider that the person nominated to serve as a director of the Company It must not have any prohibited qualifications and characteristics as required by law, including the requirements and good practices of the SEC.

-Consider that the person nominated to serve as a director of the Company must have knowledge, skills, experience, and specific abilities that are useful to the Company. Leadership Broad vision, dedication of time. Efforts to perform their duties with fairness and honesty. Have the courage to express your opinions. Have a good work history and good ethics.

-Consider that the person nominated to serve as a director of the Company must not operate a business with the same condition and is in competition with the company's business, whether it is for personal benefit or others.

-The nomination of directors can use a consulting company or use the director database to recruit new directors.

4.1.3 Consider the suitability of the person nominated for the position. Company Secretary and propose opinions to the Board of Directors for consideration and approval. In the event that the position becomes vacant.

4.1.4 To consider and determine the succession plan of the directors and the Chief Executive Officer and the President as well as to determine the criteria for considering the successor and propose opinions to the Board of Directors for consideration and approval.

4.1.5 Perform any other duties as assigned by the Board of Directors in relation to the nomination of directors and executives of the Company.

4.2 Consideration of remuneration

4.2.1 To consider and determine the form and criteria for the payment of remuneration of the Board of Directors and sub-committees of the Company in a fair and appropriate manner. as follows

-Consider the remuneration of directors by comparing it with other companies operating in the same industry or other companies operating in a similar business. and listed on the Stock Exchange of Thailand.

-Consider the rewards from the scope of authority and responsibility (Accountability and Responsibility) as well as the expected benefits from each director. Directors who are assigned additional duties should be remunerated fairly and appropriately.

-Consider the return on the company's performance each year.

-Consider the return from the Self-Assessment of the Board of Directors' Performance each year, as well as review and make recommendations. The Company will report the performance to the Board of Directors for further consideration and improvement of the performance of the Board of Directors.

-Consider reviewing the form and criteria for paying all types of returns every year. Both the amount of cash and the proportion of remuneration payments shall be appropriate, including monthly remuneration (e.g. meeting allowance) and annual remuneration (e.g. gratuity) paid to the Company's sub-committees and then propose their opinions to the Board of Directors for consideration and approval by the shareholders' meeting.

4.2.2 Consider determining the form and criteria for paying remuneration to the Company's employees in a fair and appropriate manner. as follows

-Consider and determine the Company's performance measurement criteria or KPIs (Key Performance Indicators) to be used to consider adjusting the salary rate and annual bonus payment to the Company's employees based on the annual budget and the Company's operational targets, as well as market and economic conditions, and then propose opinions to the Board of Directors for approval.

-Consider performance evaluation and determine the salary payment structure. Annual bonus and annual salary increase rate of executives from the level of Chief Executive Officer and above, and propose opinions to the Board of Directors for further approval.

-Consider recommending a salary structure. Benefits and other benefits of the Company's employees, both monetary and non-monetary

4.2.3 The Nomination and Remuneration Committee shall consider proposing various conditions to incentivize directors and employees to perform their duties to create added value for shareholders in the long term and to be able to retain truly qualified employees, but at the same time, it must not be too high and fair to shareholders. If any director or employee is allocated securities, it exceeds 5% of the total number of securities to be allocated. The Nomination and Remuneration Committee shall consider the appropriateness and give approval in accordance with the requirements of the Office. SEC However, no member of the Nomination and Remuneration Committee must be allocated more than 5% of the securities in order to have the right to give approval. Approval from shareholders must be obtained according to relevant laws.

4.2.4 The Company has the power to invite the Company's executives and/or related persons to attend the meeting or clarify related matters in any case.

4.2.5 Perform any other operations as assigned by the Board of Directors. Regarding the consideration of directors' remuneration. Executives and employees of the Company

Reference link for the charter

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Sustainability and Good Corporate Governance Committee

Role

- Nomination Remuneration Subcommittee
- Sustainability Subcommittee

Scope of authorities, role, and duties

4.1 Formulate Corporate Governance Policies Business Ethics and Work Practices The anti-corruption policy shall be in accordance with the laws and regulations of government agencies and organizations in charge of overseeing the Company, such as the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission, and propose to the Board of Directors for consideration and approval.

4.2 Formulate policies, targets, operational guidelines, and follow up on actions related to the environment. Social, Corporate Governance and Sustainable Development

4.3 Supervise the management to ensure that it complies with the Corporate Governance Policy. Business Ethics Anti-Corruption Policy Environmental, social, corporate governance and sustainable development policies

4.4 Review policies related to corporate governance Business Ethics Work Practices Anti-Corruption Policy Environmental, social, corporate governance and sustainable development policies at least once a year.

4.5 Coordinate with other committees, management In considering matters related to corporate governance. Business Ethics and Work Practices Anti-Corruption Environment, Society, and Sustainable Development by providing advice to the management as appropriate.

4.6 Encourage the Company to communicate to the directors. Executives, employees at all levels and related persons Awareness and understanding of corporate governance policies and practices Business Ethics and Work Practices Anti-Corruption Policy Environmental Policy society and sustainable development adequately and continuously.

Reference link for the charter

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Risk Management Committee

Role

- Risk Management Subcommittee

Scope of authorities, role, and duties

- 4.1 Consider the Company's risk management policy to cover market risks. Market Risk, Operation Risk, Strategic Risk, Liquidity Risk, and other risks such as regulatory risk, etc.
- 4.2 Consider reviewing and approving acceptable risks. (Risk Appetite) and presenting The Board of Directors acknowledges
- 4.3 Consider and review the determination of Risk Limits and measures to take action in cases that do not meet the specified risk ceiling (Corrective Measures).
- 4.4 Supervision Monitoring and reviewing important risk management plans and reports, as well as providing recommendations to ensure effective and appropriate risk management at an acceptable level in accordance with the risk management policy.
- 4.5 Coordinate with the Audit Committee on major risks and have an internal audit department review to ensure that the Company has an appropriate internal control system for risk management, including the appropriate application of the risk management system, and compliance throughout the organization.
- 4.6 Report on the results of important risk management to the Audit Committee. In the event of a significant factor or event that may have a significant impact on the Company. It must be reported to the Board of Directors for consideration as soon as possible.
- 4.7 Support and develop risk management at all levels throughout the organization as well as various tools continuously and effectively, including promoting the development of risk management culture in the organization.
- 4.8 Perform any other tasks related to risk management as assigned by the Board of Directors. The Risk Management Board and/or the agencies and/or working groups involved in risk management and/or the risk auditor and/or the internal auditor and/or the auditor shall report or present relevant information and documents to the Risk Management Committee to support the performance of the Risk Management Committee to achieve its assigned duties.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. CHAKKRIT PARAPUNTAKUL^(*) Gender: Male Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Dec 2022	Business Administration, Property Development, Accounting, Finance, Audit
<p>2. Mr. CHANITR CHARNCHAINARONG^(*) Gender: Male Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	9 Dec 2022	Business Administration, Information & Communication Technology, Accounting, Finance, Data Analysis
<p>3. Mr. TANIN TANPRAWAT^(*) Gender: Male Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	9 Dec 2022	Business Administration, Agribusiness, Industrial Materials & Machinery, Construction Materials, Engineering
<p>4. Mr. EKARIN LUENGVIRIYA^(*) Gender: Male Age : 65 years Highest level of education : Doctoral degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Dec 2022	Business Administration, Agribusiness, Energy & Utilities, Public Administration, Human Resource Management

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. PRAKIT PRASITSUPAPHOL</p> <p>Gender: Male</p> <p>Age : 70 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Chairman of the executive committee	1 Nov 1984
<p>2. Ms. KANYAKORN PRASITSUPAPHON</p> <p>Gender: Female</p> <p>Age : 47 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	1 Jun 2007
<p>3. Mr. PORNPIPAT PRASITSUPAPHOL</p> <p>Gender: Male</p> <p>Age : 34 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	13 Jul 2020
<p>4. Mr. KITTIPON PRASITSUPAPHOL</p> <p>Gender: Male</p> <p>Age : 31 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	12 Jan 2017
<p>5. Mr. Keerati Chaiyakul</p> <p>Gender: Male</p> <p>Age : 35 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	1 May 2022

Other Subcommittees

Subcommittee name	Name list	Position
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Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. EKARIN LUENGVIPIYA	The chairman of the subcommittee (Independent director)
	Mr. TANIN TANPRAWAT	Member of the subcommittee (Independent director)
	Mr. MONGKON RATTANAPUNT	Member of the subcommittee (Independent director)
	Mr. PRAKIT PRASITSUPAPHOL	Member of the subcommittee
	Mr. KITTIPON PRASITSUPAPHOL	Member of the subcommittee
Sustainability and Good Corporate Governance Committee	Mr. MONGKON RATTANAPUNT	The chairman of the subcommittee (Independent director)
	Mr. EKARIN LUENGVIPIYA	Member of the subcommittee (Independent director)
	Mr. TANIN TANPRAWAT	Member of the subcommittee (Independent director)
	Mr. PRAKIT PRASITSUPAPHOL	Member of the subcommittee
	Mr. KITTIPON PRASITSUPAPHOL	Member of the subcommittee
Risk Management Committee	Mr. TANIN TANPRAWAT	The chairman of the subcommittee (Independent director)
	Mr. EKARIN LUENGVIPIYA	Member of the subcommittee (Independent director)
	Mr. MONGKON RATTANAPUNT	Member of the subcommittee (Independent director)
	Mr. PRAKIT PRASITSUPAPHOL	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. PRAKIT PRASITSUPAPHOL Gender: Male Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Chief Executive Officer and Managing Director (The highest-ranking executive)</p>	1 Nov 1984	Business Administration, Economics, Agribusiness, Transportation & Logistics, Law
<p>2. Ms. KANYAKORN PRASITSUPAPHON Gender: Female Age : 47 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Deputy Chief Executive Officer (The highest-ranking executive)</p>	1 Jun 2007	Business Administration, Agribusiness, Transportation & Logistics
<p>3. Mr. PORNPIPAT PRASITSUPAPHOL Gender: Male Age : 34 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Deputy Managing Director of Operations (The highest-ranking executive)</p>	13 Jul 2020	Agribusiness, Transportation & Logistics, Corporate Social Responsibility
<p>4. Mr. KITTIPON PRASITSUPAPHOL Gender: Male Age : 31 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Deputy Managing Director of Strategy and Organizational Development (The highest-ranking executive)</p>	12 Jan 2017	Business Administration, Tourism & Leisure, Strategic Management, Transportation & Logistics, Agribusiness

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Keerati Chaiyakul ^(*) Gender: Male Age : 35 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Senior Director of Accounting and Finance	1 May 2022	Business Administration, Construction Services, Accounting, Finance, Internal Control

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 from the top executive



Remuneration policy for executive directors and executives

The Nomination and Remuneration Committee shall consider the prescribed format and criteria, taking into account various factors such as duties, scope of responsibility, performance and the Company's performance, in line with the compensation rates in the market or similar industries.

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

The Company has a clear and transparent policy for recruiting and considering the monetary compensation of the Company's directors, emphasizing long-term sustainability. The Board of Directors has assigned the Nomination and Remuneration Committee to be responsible for recruiting and considering the compensation of the directors and submit for approval from the Board of Directors' meeting to present to the shareholders' meeting annually, with consideration of the form and criteria for paying compensation appropriate to the duties, responsibilities, experience and responsibilities of each

director.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	16,540,000.00	18,410,000.00	7,240,000.00

For the fiscal year ending December 31, 2024, the company paid monetary compensation to five executives (excluding compensation for the accountant) amounting to 7.24 million baht. This compensation included salaries, bonuses, telephone expenses, fuel expenses, travel expenses, and other allowances. The Board of Directors believes that the compensation for the executive directors and executives is appropriate and in line with the market rates or industry standards, as determined by the Nomination and Remuneration Committee based on the established criteria.

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

a. Provident Fund

The company and its subsidiaries have established the Thai Commercial Bank Master Fund Provident Fund, which is registered under the Provident Fund Act, B.E. 2530 (including amendments). The company and its subsidiaries have set a contribution policy of 3%-5% of the wages, depending on the member's age. The company and its subsidiaries support the Provident Fund Committee in selecting fund managers who comply with the Investment Governance Code ("I Code") for institutional investors and manage investments responsibly, considering Environmental, Social, and Governance (ESG) factors. The company also ensures the fund manager adheres to good governance practices and discloses the fund manager selection process to the members, aiming for long-term investment management that maximizes the benefits for the members of the provident fund.

b. Allocation of Common Shares for Sale to Directors, Executives, and Employees

At the Extraordinary General Meeting of Shareholders No. 2/2024, held on August 27, 2024, the resolution was passed to allocate additional common shares for sale to the company's directors, executives, and employees. The CEO and Managing Director, or their designated representative, were given the authority to allocate the shares. The individuals eligible to receive the shares must remain directors, executives, and employees of the company at the time of the offering. The sale price will be the same as the price offered to the public during the IPO. Details about the directors, executives, and employees receiving the IPO shares can be found in Section 4 regarding the securities offering.

Outstanding remuneration or benefits of executive directors and executives

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

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Artita Jiewmaidang	Artita@pce-th.com	0617955494

List of the company secretary

General information	Email	Telephone number
1. Ms. Orapun Saiyarin	Orapun@pce-th.com	0856786835

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Piyamas Ruansangrob	piyamas@honoraudit.com	0822456924

List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Orapun Saiyarin	Orapun@pce-th.com	0856786835

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Pornpetch Kholert	Pornpetch.k@pce-th.com	0930237248

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
ANS AUDIT COMPANY LIMITED 100/72, 22ND FLOOR,100/2 VONGVANIJ B BLD.,RAMA 9 ROAD HUAI KHWANG HUAI KHWANG Bangkok 10310 Telephone +66 2645 0109	5,500,000.00	Types of non-audit service : Travel, allowance and expenses Details of non-audit service : Hotel, airplane ticket and traveling expenses Amount paid during the fiscal year 0.00 baht Amount to be paid in the future 0.00 baht Total non-audit fee 1,000,000.00 baht	1. Mr. VICHAI RUCHITANONT Email: Vichai@crowe-ans.co.th License number: 4054

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

The Company's Board of Directors has complied with the law, Objectives, Articles of Association and resolutions of the Company's shareholders' meeting, as well as adhering to and complying with the principles of good corporate governance for listed companies in 2020. 2560 (Corporate Governance Code for Listed Companies 2017) According to the guidelines set by the SEC Office. The Board of Directors has set guidelines for the Company's operations in order to achieve operational efficiency and create transparency to investors, which will create confidence in the Company's business operations to third parties.

(1) Independent Director

The Nomination and Remuneration Committee will jointly consider the qualifications of the person who will serve as an independent director based on the qualifications and prohibited characteristics of the director under the Public Limited Act, Securities and Exchange Law SEC Announcement Notification of the Capital Market Supervisory Board Notification of the Stock Exchange of Thailand and related announcements, articles and/or regulations in addition The Nomination and Remuneration Committee will consider the selection of independent directors from qualified persons. The Company will then present to the Board of Directors meeting to present to the shareholders for consideration and appointment as directors of the Company. The Company has a policy of appointing at least 1/3 of the total number of independent directors of the Company, but not less than 3 of them, whose qualifications are consistent with the qualifications of independent directors according to the Notification of the Capital Market Supervisory Board No. TOR 39/2016. Re: Application for Permission and Permission to Offer Newly Issued Shares as follows

1. Holding not more than 1% of the total number of voting shares of the Company, parent company, and subsidiaries. The shareholding of the related persons of the independent directors shall also be counted.
2. Not be or have been a director who participates in the management, employees, employees, consultants who receive regular salaries, or persons with control authority of the company, parent company, or subsidiary. Associates and subsidiaries of the same order Major shareholders or persons with controlling authority of the Company, unless such characteristics have been removed from such characteristics not less than 2 years prior to the date of appointment as independent directors. The prohibited nature does not include cases where an independent director has been a public servant or an advisor to a government department who is a major shareholder or a controlling person of the Company. Not be a person who is related by blood or by legal registration. In the manner of parents, spouses, Siblings and children, including spouses of children, other directors, executives, major shareholders, controlling persons, or persons to be proposed to be executives or controlling persons of the Company or its subsidiaries.
3. Do not have or have had a business relationship with a company, a parent company, or a subsidiary. Associate companies, major shareholders or controlling persons of the Company In a manner that may hinder the exercise of their independent judgment, including not being or having been an implied shareholder or a person with control of a person who has a business relationship with the Company, the parent company, the subsidiary company, the Associates, major shareholders or persons with controlling authority of the Company, unless such characteristics have been terminated not less than 2 years prior to the date of appointment as independent directors. Such business relationship includes commercial transactions that are normally carried out for the purpose of conducting business. Renting or leasing real estate. Transactions related to assets or services, or the provision or receipt of financial assistance by receiving or lending or guarantees. As a result, the Company or its counterparty has a debt obligation to be repaid to the other party from 3% of the Company's net tangible assets or from 20 million Baht or more (whichever is lower). The calculation of such debt obligations shall be in accordance with the method of calculating the value of connected transactions in accordance with the Notification of the Capital Market Supervisory Board on Rules for Connected Transactions by mutatis mutandis, but in considering such debt obligations, the debt obligations incurred during the one (1) year preceding the date of business relationship with the same person shall be counted.
4. Not be a director appointed to represent the Company's directors, major shareholders or shareholders who are related to the Company's major shareholders.
5. Not be or have been an auditor of a company, parent company, or subsidiary. Associates, major shareholders or controlling persons of the Company and are not significant shareholders. Persons with controlling authority or partners of an audit firm which has auditors of the Company, parent company, subsidiaries, An associate company, a major shareholder or a controlling person of an affiliated company, unless the person has ceased to have such characteristics for at least 2 years before the date of appointment as an independent director.
6. Not being or being a professional service provider, including providing services as legal advisors or financial

advisors, which receive service fees exceeding 2 million baht per year from a parent company, subsidiary, etc. An associate company, major shareholder or controlling person of the Company and not a person who has any implication, controlling authority or partner of such professional service provider, unless such characteristics have been removed for at least 2 years prior to the date of appointment as an independent director.

7. The Company does not operate in the same condition and is in significant competition with the business of the Company and its subsidiaries, or is not a partner or a director participating in the management. Employees, employees, consultants who receive regular salaries or hold more than 1% of the total number of voting shares of other companies who are engaged in the same business and are in significant competition with the business of the Company and its subsidiaries.

8. There is no other characteristic that makes it impossible to give an independent opinion on the Company's operations.

(2) Nomination and Appointment of Directors and Chief Executive Officer and President

(1) Nomination and Appointment of Directors

The election of directors shall be in accordance with the Company's Articles of Association and relevant laws. The nomination of directors must be transparent and clear by considering the educational background and professional experience of the person, as well as the qualifications and absence of prohibited characteristics, with sufficient details to be submitted to the Nomination and Remuneration Committee for consideration and approval before presenting to the Board of Directors and shareholders for further election consideration, with the following criteria and procedures:

1. Each shareholder has 1 vote per share.

2. Each shareholder may use their existing votes to elect one or more individuals as directors of the Company. In the case of election of multiple persons as directors of the Company, the number of votes cannot be divided among any one person (non-cumulative voting for the election of directors only).

3. The person who receives the highest number of votes in descending order shall be elected as a director of the Company equal to the number of directors to be or shall be elected at that time. In the event that the person who is elected in the next order has the same number of votes in excess of the number of directors to be elected or to be elected at that time. The Chairman shall vote decisively.

(2) Nomination and Appointment of Chief Executive Officer and President

Chief Executive Officer and President to be nominated by the Nomination and Remuneration Committee. The Company shall select from the persons named as members of the Executive Committee at the time of selection and propose to the Board of Directors for consideration and approval of the appointment.

(3) Evaluation of the performance of directors' duties

The Company has a policy to arrange for the Board of Directors to conduct a self-performance evaluation at least once a year to help the Board of Directors to review its performance. The Company Secretary will submit an evaluation of the performance of the Board of Directors in accordance with the principles of good corporate governance. The committee will be sent to all members of the committee to evaluate the annual performance of both the faculty and individually. The evaluation form will be sent back to the Company Secretary to collect the evaluation scores of each director, and the Human Resources Department will summarize the analysis of the performance evaluation of the Board of Directors for the year and report to the Board of Directors for consideration to achieve the objectives mentioned above.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. CHAKKRIT PARAPUNTAKUL	Vice-chairman of the Board of Directors	9 Dec 2022	Business Administration, Property Development, Accounting, Finance, Audit

List of directors	Position	First appointment date of director	Skills and expertise
Mr. KITTIPON PRASITSUPAPHOL	Director	20 Nov 2013	Business Administration, Tourism & Leisure, Strategic Management, Transportation & Logistics, Agribusiness
Mr. EKARIN LUENGVIRIYA	Director	9 Dec 2022	Business Administration, Agribusiness, Energy & Utilities, Public Administration, Human Resource Management

Selection of independent directors

Criteria for selecting independent directors

(2) Nomination and Appointment of Directors and Chief Executive Officer and President

(1) Nomination and Appointment of Directors

The election of directors shall be in accordance with the Company's Articles of Association and relevant laws.

The nomination of directors must be transparent and clear by considering the educational background and professional experience of the person, as well as the qualifications and absence of prohibited characteristics, with sufficient details to be submitted to the Nomination and Remuneration Committee for consideration and approval before presenting to the Board of Directors and shareholders for further election consideration, with the following criteria and procedures:

1. Each shareholder has 1 vote per share.
2. Each shareholder may use their existing votes to elect one or more individuals as directors of the Company. In the case of election of multiple persons as directors of the Company, the number of votes cannot be divided among any one person (non-cumulative voting for the election of directors only).
3. The person who receives the highest number of votes in descending order shall be elected as a director of the Company equal to the number of directors to be or shall be elected at that time. In the event that the person who is elected in the next order has the same number of votes in excess of the number of directors to be elected or to be elected at that time. The Chairman shall vote decisively.

(2) Nomination and Appointment of Chief Executive Officer and President

Chief Executive Officer and President to be nominated by the Nomination and Remuneration Committee. The Company shall select from the persons named as members of the Executive Committee at the time of selection and propose to the Board of Directors for consideration and approval of the appointment.

(3) Evaluation of the performance of directors' duties

The Company has a policy to arrange for the Board of Directors to conduct a self-performance evaluation at least once a year to help the Board of Directors to review its performance. The Company Secretary will submit an evaluation of the performance of the Board of Directors in accordance with the principles of good corporate governance. The committee will be sent to all members of the committee to evaluate the annual performance of both the faculty and individually. The evaluation form will be sent back to the Company Secretary to collect the evaluation scores of each director, and the Human Resources Department will summarize the analysis of the performance evaluation of the Board of Directors for the year and report to the Board of Directors for consideration to achieve the objectives mentioned above.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

Rights of minority shareholders on director appointment

The Board of Directors of Petchsrivichai Enterprise Public Company Limited (“the Company”) realized the importance of good corporate governance. Therefore, the Board of Directors encourages shareholders to propose an agenda(s) for the Annual General Meeting of Shareholders for the year 2025 and a qualified person to be elected as a director of the Company.

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

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. CHANITR CHARNCHAINARONG (Chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) • 2004: Director Certification Program (DCP)
2. Mr. CHAKKRIT PARAPUNTAKUL (Vice-chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) • 2017: Ethical Leadership Program (ELP) • 2004: Director Accreditation Program (DAP)
3. Ms. KANYAKORN PRASITSUPAPHON (Director)	Participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP)
4. Mr. KITTIPON PRASITSUPAPHOL (Director)	Participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP)
5. Mr. PRAKIT PRASITSUPAPHOL (Director)	Participating	Thai Institute of Directors (IOD) • 2017: Director Accreditation Program (DAP)
6. Mr. PORNPIPAT PRASITSUPAPHOL (Director)	Participating	Thai Institute of Directors (IOD) • 2021: Director Accreditation Program (DAP)
7. Mr. TANIN TANPRAWAT (Director)	Participating	Thai Institute of Directors (IOD) • 2017: Director Certification Program (DCP) • 2011: Director Accreditation Program (DAP)
8. Mr. EKARIN LUENGVIRIYA (Director)	Participating	Thai Institute of Directors (IOD) • 2021: Ethical Leadership Program (ELP) • 2021: Role of the Chairman Program (RCP) • 2017: Director Accreditation Program (DAP)
9. Mr. MONGKON RATTANAPUNT (Director)	Participating	Thai Institute of Directors (IOD) • 2021: The Board's Role in Mergers and Acquisitions (BMA) • 2017: Director Certification Program (DCP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Company has a policy to arrange for the Board of Directors to conduct a self-performance evaluation at least once a year to help the Board of Directors to review its performance. The Company Secretary will submit an evaluation of the performance of the Board of Directors in accordance with the principles of good corporate governance. The committee will be sent to all members of the committee to evaluate the annual performance of both the faculty and individually. The evaluation form will be sent back to the Company Secretary to collect the evaluation scores of each director, and the Human Resources Department will summarize the analysis of the performance evaluation of the Board of Directors for the year and report to the Board of Directors for consideration to achieve the objectives mentioned above.

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

The Board of Directors will conduct an annual evaluation of the performance of the Board of Directors. The results of the evaluation will be used to improve the performance of their duties, as well as to support the opinions of the Board of Directors to present to shareholders in considering the agenda for the election of directors which will be issued according to the agenda. For the individual performance evaluation model by the self-assessment method. (Self-evaluation)

It is an assessment form that complies with the guidelines of the Stock Exchange of Thailand. For each director to use as a guideline for reviewing the performance of duties on various issues.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

- 1) The Company will clearly define the qualifications, powers, and duties of the senior executives, and in considering the criteria and procedures for nominating and appointing individuals or approving the nominees for senior management. The Nomination and Remuneration Committee will present the names to the Board of Directors and/or the Shareholders' Meeting for consideration and appointment. In addition, the company has prepared a succession plan. By selecting personnel who will perform their duties in such positions and develop them to prepare to be able to support positions in the future. This is to build confidence among investors, shareholders and employees that the Company's operations will be continued in a timely manner.
- 2) The Board of Directors is responsible for supervising the establishment of the framework. The Nomination and Remuneration Committee proposes to motivate executives and employees at all levels to work in line with the main objectives and objectives of the organization and in line with the long-term interests of the business. This takes into account the compensation level that is comparable to that of industries engaged in similar businesses.
- 3) The Board of Directors has an understanding of the structure and relationship of shareholders and helps to supervise the Board of Directors so that it does not become an obstacle to the operation of the Board. and senior executives, as well as ensuring the continuous disclosure of important information that affects the management of the Company.
- 4) The Board of Directors recognizes the importance of human resources as the most important part of joint business operations to achieve the Company's set goals. Therefore, the Company has established a personnel management and development policy that focuses on developing skills and educating employees to continuously increase the efficiency of work in all aspects of employees at all levels. This results in creative ideas to add innovative value to the company, which is considered one of the company's important strategies.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 5
(times)
Date of AGM meeting : 06 Mar 2024
EGM meeting : Yes
Date of the EGM over the past year (1st time) : 31 May 2024
Date of the EGM over the past year (2nd time) : 27 Aug 2024

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. CHANITR CHARNCHAINARONG (Chairman of the Board of Directors, Independent director)	5	/	5	1	/	1	2	/	2

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
2. Mr. CHAKKRIT PARAPUNTAKUL (Vice-chairman of the Board of Directors, Independent director)	5	/	5	1	/	1	2	/	2
3. Ms. KANYAKORN PRASITSUPAPHON (Director)	5	/	5	1	/	1	2	/	2
4. Mr. KITTIPON PRASITSUPAPHOL (Director)	5	/	5	1	/	1	2	/	2
5. Mr. PRAKIT PRASITSUPAPHOL (Director)	5	/	5	1	/	1	2	/	2
6. Mr. PORNPIPAT PRASITSUPAPHOL (Director)	5	/	5	1	/	1	2	/	2
7. Mr. TANIN TANPRAWAT (Director, Independent director)	5	/	5	1	/	1	2	/	2
8. Mr. EKARIN LUENGVIRIYA (Director, Independent director)	5	/	5	1	/	1	2	/	2
9. Mr. MONGKON RATTANAPUNT (Director, Independent director)	5	/	5	1	/	1	2	/	2

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

N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

1. Monetary Compensation

a. Monthly Compensation: This is provided to reflect the duties and responsibilities of the directors. Directors who receive a regular salary will not receive monthly compensation in their capacity as directors of the company. In cases where a director holds more than one position, they will only receive the highest monthly compensation for one position.

b. Meeting Attendance Fees: This is provided to reflect the directors' involvement and to encourage regular attendance at meetings. Directors attending meetings will receive meeting attendance fees based on the number of meetings they attend.

Directors receiving regular salaries will not receive meeting attendance fees in their capacity as company directors. If a director holds more than one position, they will only receive the highest meeting attendance fee for one position.

c. Annual Bonus: This will be proposed for approval of the budget and criteria by the Annual General Meeting of Shareholders each year, considering the company's performance. The Board of Directors will evaluate both individual and collective performance before considering the bonus payment, but it will not exceed the amount approved by the shareholders.

2. Non-Monetary Compensation

a. Study Tours (Domestic and International): These are organized to help directors study, develop, and learn the business development strategies in related industries and to apply these insights to the group to ensure sustainable growth. Such study tours will only be organized if they are relevant and beneficial to the business of the group.

b. Directors and Officers Liability Insurance: This is provided to ensure that all directors, whether independent or involved in management, can perform their duties with confidence and efficiency. The policy will cover damages resulting from management errors (excluding fraudulent actions) and the costs of legal defense for the directors.

c. Provident Fund: This is available to directors involved in management and who receive a regular salary, provided they voluntarily join the provident fund established by the company.

d. Health and Accident Insurance: All directors, whether independent or involved in management, are entitled to receive this compensation.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. CHANITR CHARNCHAINARONG (Chairman of the Board of Directors)			380,000.00		0.00
Board of Directors	200,000.00	120,000.00	320,000.00	No	
Audit Committee	60,000.00	0.00	60,000.00	No	
2. Mr. CHAKKRIT PARAPUNTAKUL (Vice-chairman of the Board of Directors)			320,000.00		0.00
Board of Directors	120,000.00	120,000.00	240,000.00	No	
Audit Committee	80,000.00	0.00	80,000.00	No	
3. Ms. KANYAKORN PRASITSUPAPHON (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
4. Mr. KITTIPON PRASITSUPAPHOL (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
Sustainability and Good Corporate Governance Committee	N/A	N/A	N/A	-	
5. Mr. PRAKIT PRASITSUPAPHOL (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
Sustainability and Good Corporate Governance Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
6. Mr. PORNPIPAT PRASITSUPAPHOL (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
7. Mr. TANIN TANPRAWAT (Director)			340,000.00		0.00
Board of Directors	120,000.00	120,000.00	240,000.00	No	
Audit Committee	60,000.00	0.00	60,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee	40,000.00	0.00	40,000.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
Sustainability and Good Corporate Governance Committee	0.00	0.00	0.00	No	
8. Mr. EKARIN LUENGVIRIYA (Director)			340,000.00		0.00
Board of Directors	120,000.00	120,000.00	240,000.00	No	
Audit Committee	60,000.00	0.00	60,000.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
Sustainability and Good Corporate Governance Committee	0.00	0.00	0.00	No	
Risk Management Committee	40,000.00	0.00	40,000.00	No	
9. Mr. MONGKON RATTANAPUNT (Director)			280,000.00		0.00
Board of Directors	120,000.00	120,000.00	240,000.00	No	
Sustainability and Good Corporate Governance Committee	0.00	0.00	0.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
Risk Management Committee	40,000.00	0.00	40,000.00	No	
10. Mr. Keerati Chaanyakul (Member of the executive committee)			0.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	680,000.00	600,000.00	1,280,000.00
2. Audit Committee	260,000.00	0.00	260,000.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Remuneration Committee	0.00	0.00	0.00
5. Sustainability and Good Corporate Governance Committee	0.00	0.00	0.00
6. Risk Management Committee	120,000.00	0.00	120,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,060,000.00
Other monetary remuneration (Baht)	600,000.00
Total (Baht)	1,660,000.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	:	Yes
Mechanism for overseeing subsidiaries and associated companies	:	Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results

The Company has established a policy to supervise the operation of its subsidiaries and associates engaged in its core business. The purpose of the meeting is to establish measures to monitor the management of subsidiaries and associated companies as one of the Company's departments, as well as to establish management guidelines for subsidiaries and associates to maintain the Company's investment interests in accordance with the provisions of the Law on Public Companies, the Civil and Commercial Code. The Securities and Exchange Act and related laws, as well as the announcements, regulations and rules of the Capital Market Supervisory Board. Securities and Exchange Commission The Securities and Exchange Commission and the Stock Exchange of Thailand In the event that the policy requires any transaction or action that is significant or affects the financial position and performance of the subsidiaries and associated companies, the matter is subject to the approval of the Board of Directors of the Company and/or the shareholders' meeting of the Company (as the case may be).

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

N/A

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

The Board of Directors has established a policy on the prevention of conflicts of interest based on the principle that any decision made by the Board of Directors shall be made by the Board of Directors of the Company. In conducting business activities, it must be done only in the best interests of the Company and should avoid acts that cause conflicts of interest. The Conflict of Interest Management Policy is as follows:

1. Ensure that the Company complies with the rules. The Company shall strictly comply with the Company's regulations, methods, and disclosure of connected transactions as strictly required by laws or regulatory agencies.
2. Avoid transactions related to oneself or related persons/juristic persons that may cause a conflict of interest with the Company, including not incentivizing, exerting influence, or influencing the decision of other persons in approving the transaction.
3. In the event that the transaction is a connected transaction that does not comply with the general trade conditions approved by the Board of Directors or the nature and size of the transaction are not within the jurisdiction of the management. must be reviewed and given an opinion by the Audit Committee. Before proposing, seek approval from the Board of Directors or shareholders (as the case may be).
4. In case it is necessary to make a connected transaction. The transaction must comply with the general trade conditions in accordance with the principles approved by the Board of Directors with transparency and fairness, as if it were a transaction with a third party, and take into account the best interests of the Company.
5. Interested parties must not participate in the consideration of transactions in which they have a conflict of interest.

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

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

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

The Company has policies and guidelines for the use of inside information to prevent directors from Executives, employees, and employees must not use inside information that is material to the public for their own benefit or that of others. as follows

1. The Company prohibits directors from Executives and employees at all levels use inside data (Insider Information) The Company has not disclosed to the public that it has been obtained from the performance of its duties significantly and has not been disclosed to the public in order to seek benefits for itself or others, whether directly or indirectly, regardless of whether it is done on behalf of itself or others, which may affect the Company's securities price or if disclosed may cause damage or disadvantage to the Company.

2. This is to prevent conflicts of interest. The company has a policy not to allow directors. Executives and employees at all levels who are aware of the inside information of the performance. It is prohibited to trade in the Company's securities and derivatives contracts that refer to the Company's shares from the date of knowledge until the information has been disclosed to the public. 1 and prohibit the publication of inside information that has never been disclosed in order to create a price for securities, including prohibiting trading in securities of the Group of Companies during the 30 Prior to the disclosure of the quarterly and annual financial statements or the disclosure of the Company's financial position to the public.

3. The Company shall appoint the The management is obliged to prepare a report on changes in the holding of securities and derivatives contracts every time a purchase is made. Sell, transfer or receive transfer of the Company's securities internally. 3 Business days from the date of purchase, sale, transfer or transfer to the Office of the Securities and Exchange Commission according to the report form. 59 and prepare a report on the interests of the directors. The Company Secretary shall send a copy of the report to the Chairman of the Board of Directors and the President and the Chairman of the Internal Audit Committee. 7 From the date the Company receives such a report.

4. If there is a violation of the above rules and regulations and the Company conducts an investigation of the offense, it is found that there is a violation of the above regulations. In addition to being an offense for the individual according to the relevant laws and regulations. The Company will take disciplinary action to consider appropriate punishment in the case, starting from verbal warnings, written warnings, The punishment will be determined based on the intention of the act and the seriousness of the offense.

However, the Company is responsible for disclosing information about the Company's important operations to the public immediately and thoroughly through the SET's media and methods, the Company's information disclosure policy and through the Company's other media to ensure that the information reaches all groups of shareholders and/or investors in a timely and equitable manner.

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

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, Assessment and identification of corruption risk, 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 Group has a policy of prohibiting directors, Executives, employees, and employees who commit any act related to corruption in various forms, either directly or indirectly, whether as a recipient, giver, or offer to give bribes to relevant persons or organizations, and to review policies and guidelines regularly every year to be in line with changes in the business. The rules, regulations and requirements of the law are as follows:

1. The Company and its Group are committed to building an anti-corruption corporate culture.
2. The Company's and its Group's personnel must comply with the Anti-Corruption Policy and Business Ethics. The Board of Directors shall not be involved in corruption, either directly or indirectly, in order to benefit both themselves and related persons. Executives must act as good role models and direct all employees to comply with anti-corruption measures.
3. The Company and the Group have established an internal control system that takes into account the control of corruption risks, as well as assessing risks and determining risk management measures adequately and appropriately.
4. The Company has established a process to audit the sales and marketing system and procedures, including procurement/procurement work to ensure transparency in accordance with the Company's regulations and procedures, including assessing the risk of corruption and managing it to have appropriate remedial measures.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes
over the past year

If you see or have evidence of information related to the directors, Executives, employees, or agents of the Company. Regarding inappropriate behavior. Against the law Regulations, Code of Business Ethics or Good Corporate Governance Policies Witnesses can report clues and complaints. as follows

1. By email: Cs@pce-th.com Company Secretary's Office or the Audit Committee AC@pce-th.com
2. By phone at +66 77 947300
3. Contact through the Office of the Company Secretary, Petchsrivichai Enterprise Public Company Limited, No.

99/19 Moo 4, Kanchanavithi Road. Bang Kung Subdistrict, Mueang Surat Thani District, Surat Thani Province 84000

During the past year, the Company has not received any whistleblowing or complaints from stakeholders regarding corruption or violation of the Company's corporate governance policy.

Number of cases or issues related to whistleblowing

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

The monitoring of compliance with other corporate governance policy and guidelines

N/A

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 5

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. CHAKKRIT PARAPUNTAKUL (Chairman of the audit committee)	5	/	5
2 Mr. CHANITR CHARNCHAINARONG (Member of the audit committee)	5	/	5
3 Mr. TANIN TANPRAWAT (Member of the audit committee)	5	/	5
4 Mr. EKARIN LUENGVIPIYA (Member of the audit committee)	5	/	5

The results of duty performance of the audit committee

1. Review of Accurate and Reliable Financial Reporting

The committee reviewed the quarterly and annual financial statements, as well as related financial reports, in collaboration with the external auditors and the accounting department. The Audit Committee provided recommendations for improvements in the accounting process to ensure that the financial statements are in compliance with accounting standards and include sufficient disclosure of information.

2. Review of Related Party Transactions

The committee reviewed related party transactions or transactions that may present conflicts of interest to ensure that they were conducted under normal commercial terms and beneficial to the company's operations. The committee provided opinions on related party transactions and ensured that the relevant information was disclosed accurately and sufficiently.

3. Appointment of External Auditor

The committee reviewed, selected, and proposed the appointment of an independent external auditor for the company and its subsidiaries. Additionally, the committee proposed the external auditor's annual compensation for 2024 and held meetings with the Audit Committee every quarter to discuss accounting processes and find appropriate solutions for any identified issues.

4. Review of Internal Control Systems

The Audit Committee reviewed the appointment of the internal auditor and determined the annual compensation for the internal auditor for 2024. The committee also reviewed the annual internal audit plan for 2024 and approved the appointment of Onner Audit and Advisory Co., Ltd. as the company's internal auditor.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PRAKIT PRASITSUPAPHOL (Chairman of the executive committee)	12	/	12
2 Ms. KANYAKORN PRASITSUPAPHON (Member of the executive committee)	12	/	12
3 Mr. PORNPAT PRASITSUPAPHOL (Member of the executive committee)	12	/	12
4 Mr. KITTIPON PRASITSUPAPHOL (Member of the executive committee)	12	/	12
5 Mr. Keerati Chaiyakul (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

1. Strategy, Organizational Structure, and Business Plans:

Develop and consider strategies, organizational structure, and business plans (short-term, medium-term, long-term), including the annual budget, for further presentation and review.

2. Business Operations:

Manage the company's operations to achieve its objectives and set goals, including exploring and evaluating opportunities for new business investments.

3. Monitoring Performance and Financial Status:

Oversee and track the performance and financial position of the company and its group companies. Regularly report operational and financial results to the Board of Directors on a monthly basis.

4. Dividend Policy:

Review and provide recommendations to the Board of Directors on the company's dividend payment policy.

5. Investment and Asset Transactions:

Review and approve investment transactions, asset sales, human resource management, financial management, and general operations, as well as other business-related matters, within the scope of authority approved by the Board of Directors.

6. Risk Management and Internal Control:

Review and assess the company's risk management and internal control systems.

7. Delegation of Authority:

The Executive Committee has the authority to delegate powers to executives or individuals for specific matters, as deemed necessary by the Executive Committee. However, approval of any transactions that may involve conflicts of interest or require the involvement of the Board or related committees must follow the established policies and guidelines set by the Board of Directors and regulatory bodies.

8. Review of Board Proposals:

The Executive Committee is responsible for filtering and reviewing all matters presented to the Board, except those under the responsibility and/or authority of other sub-committees that directly report to the Board.

9. Other Duties as Assigned:

Perform any other duties assigned by the Board of Directors.

Meeting attendance Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 4
Committee (times)

List of Directors	Meeting attendance Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. EKARIN LUENGVIPIYA (The chairman of the subcommittee)	4	/	4
2 Mr. TANIN TANPRAWAT (Member of the subcommittee)	4	/	4
3 Mr. MONGKON RATTANAPUNT (Member of the subcommittee)	4	/	4
4 Mr. PRAKIT PRASITSUPAPHOL (Member of the subcommittee)	4	/	4
5 Mr. KITTIPON PRASITSUPAPHOL (Member of the subcommittee)	4	/	4

The results of duty performance of Nomination and Remuneration Committee

The Nomination and Remuneration Committee addressed key issues, including the recruitment of new directors to replace those retiring in accordance with their term. The committee also reviewed and provided opinions on the appropriateness of the annual remuneration for directors for 2024.

Meeting attendance Sustainability and Good Corporate Governance Committee

Meeting Sustainability and Good Corporate Governance Committee (times) : 4

List of Directors	Meeting attendance Sustainability and Good Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. MONGKON RATTANAPUNT (The chairman of the subcommittee)	4	/	4
2 Mr. EKARIN LUENGVIPIYA (Member of the subcommittee)	4	/	4
3 Mr. TANIN TANPRAWAT (Member of the subcommittee)	4	/	4
4 Mr. PRAKIT PRASITSUPAPHOL (Member of the subcommittee)	4	/	4
5 Mr. KITTIPON PRASITSUPAPHOL (Member of the subcommittee)	4	/	4

The results of duty performance of Sustainability and Good Corporate Governance Committee

The Sustainability and Corporate Governance Committee developed policies for corporate governance, business ethics, and working practices, as well as anti-corruption policies. These policies were designed to comply with laws and regulations set by government agencies, the Stock Exchange of Thailand, and the Securities and Exchange Commission. The committee presented these policies to the Board of Directors for review and approval.

Meeting attendance Risk Management Committee

Meeting Risk Management Committee (times) : 4

List of Directors	Meeting attendance Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. TANIN TANPRAWAT (The chairman of the subcommittee)	4	/	4
2 Mr. EKARIN LUENGVIPIYA (Member of the subcommittee)	4	/	4
3 Mr. MONGKON RATTANAPUNT (Member of the subcommittee)	4	/	4
4 Mr. PRAKIT PRASITSUPAPHOL (Member of the subcommittee)	4	/	4

The results of duty performance of Risk Management Committee

The Risk Management Committee reviewed and considered risk management policies to ensure they cover the company's operations. This included setting risk thresholds, establishing actions to be taken in cases where risks exceed the defined thresholds, and overseeing, monitoring, and reviewing key risk management plans. The committee also provided recommendations to ensure that risk management is conducted efficiently and appropriately within acceptable levels, aligned with the company's risk management policies. The findings and recommendations were then presented to the Board of Directors for acknowledgment.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The company and its subsidiaries ("the Group") focus on conducting business based on sustainable growth. The Group recognizes the importance of social responsibility, environmental responsibility, and stakeholders in the business value chain, as well as the significance of being recognized as an organization that prioritizes Environmental, Social, and Governance (ESG) factors. This is achieved through the use of modern machinery and production processes, including transportation systems, that are environmentally friendly. The Group also promotes the adoption of digital technologies across its operations. The Group has a management system in place to minimize safety, health, environmental, and social impacts arising from operations, and strives to coexist harmoniously with local communities. The Group provides opportunities for all stakeholders to participate transparently in operations to ensure sustainable growth of both the Group and society.

The Group emphasizes corporate social responsibility (CSR) in every step of its business operations, including the development of environmentally friendly products and services, reducing resource and energy consumption at all stages, minimizing pollution and waste, cutting down greenhouse gas emissions, and establishing environmental standards in various areas to demonstrate its commitment to social responsibility. As a result, the company has set social responsibility policies and sustainability management targets in alignment with the United Nations' Sustainable Development Goals (SDGs) under the UN Global Compact.

The company has established a sustainability development policy, focusing on conducting business with strong governance principles alongside social responsibility, conservation of natural resources, and environmental care. This approach aims to build trust with stakeholders through transparent and verifiable operations, in line with the company's core values.

Sustainability management goals

Does the company set sustainability management goals : Yes

The Group has established operational guidelines to achieve its sustainability management objectives as follows:

- 1. Good Corporate Governance:** The Group conducts its business in accordance with the principles of good corporate governance, ensuring transparency, accountability, and adherence to ethical standards. This includes complying with the corporate governance manual, business ethics, personal data protection, and comprehensive risk management across the value chain. These efforts ensure business continuity, create shared value for society, and safeguard the interests of all stakeholders in a balanced and equitable manner.
- 2. Continuous Business Process Development:** The Group is committed to the continuous improvement of its palm oil business and its by-products. In addition, the Group actively seeks opportunities to expand its service offerings, including transportation, port services, and warehousing, beyond palm oil and its by-products. The Group is mindful of creating long-term value for its products and services while considering the satisfaction of customers and stakeholders. The Group also promotes the development of innovation in business alongside social and environmental innovations to achieve sustainable business goals.
- 3. Creating Social Value:** The Group effectively and fairly manages human resources by developing the necessary knowledge and skills through individual development plans (IDP) to support career growth and succession planning. The Group encourages creativity in the workplace and supports a robust occupational health and safety management system. Additionally, the Group promotes respect for human rights in alignment with universal principles, emphasizing equality and non-discrimination. The Group also fosters participation from the company, communities, and relevant stakeholders to build strong relationships, understanding, and cooperation, reducing potential conflicts in the future.
- 4. Sustainable Environmental Management:** The Group is committed to conducting business in an environmentally responsible manner, focusing on energy conservation, climate change mitigation, and resource management. The Group promotes efficient energy usage and collaborates with external entities to conserve natural resources and protect the environment. Strict adherence to environmental laws is also a priority.

In addition, the Group has adopted a Corporate Social Responsibility (CSR) policy that guides the Group in conducting business according to sustainable development principles. This policy takes into account the risks and opportunities at all levels of the organization, as well as the short-term and long-term needs and expectations of stakeholders across the value chain. It also considers the social and environmental impact to inform strategic decision-making, ensuring

sustainable growth in a rapidly changing environment while balancing environmental, social, and governance dimensions.

United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, Goal 2 Zero Hunger, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 14 Life below Water, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals

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

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

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

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

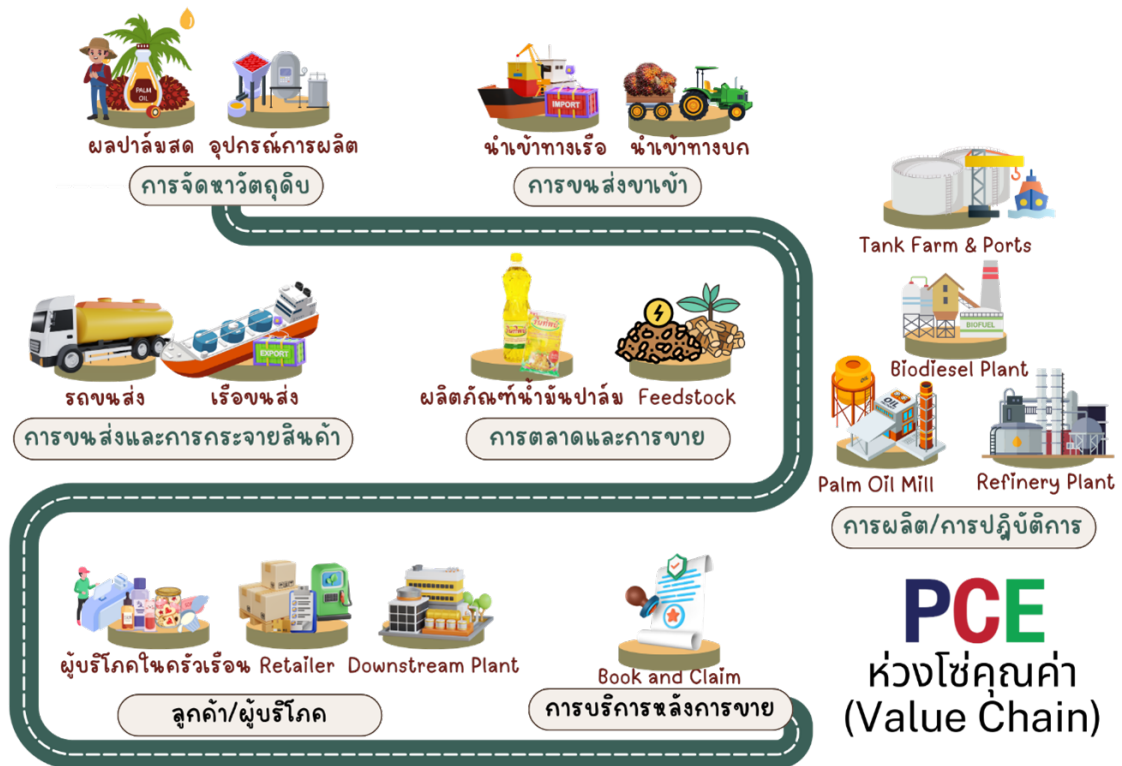
The Group has adopted a Corporate Social Responsibility (CSR) policy that guides the Group in conducting business according to sustainable development principles. This policy takes into account the risks and opportunities at all levels of the organization, as well as the short-term and long-term needs and expectations of stakeholders across the value chain. It also considers the social and environmental impact to inform strategic decision-making, ensuring sustainable growth in a rapidly changing environment while balancing environmental, social, and governance dimensions.

Information on impacts on stakeholder management in business value chain

Business value chain

The Group attaches great importance to the development of quality products and services by focusing on meeting the needs of stakeholders throughout the value chain, including safety and environmental friendliness, both directly and indirectly. Enhance organizational management to be efficient. Personnel are involved and have career stability in order to maximize the benefits of development and create value for the organization, as well as to be able to continuously develop innovation and modern technology.

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
External stakeholders			
<ul style="list-style-type: none"> • Farmers • Competitors • Business partners • Community • Investors or investment institutions • Employees • Customers • Government agencies and Regulators 	<ul style="list-style-type: none"> • Comply with the principles of human rights. Respect the rights of neighboring communities. • Create career security and income to be self-reliant. • Operating a business that does not affect the community and society, is environmentally friendly, and is safe. • Participate in community and social development. • Promote and support activities that build good relationships with the community and society. 	<ul style="list-style-type: none"> • Create jobs and create careers for people in the community to distribute income and improve the quality of life of the community and society. • Improve production processes and provide services to be environmentally friendly. • Increase the proportion of renewable energy consumption • Efficiently manage production waste • Supporting public activities with the community • Comply with international standards and relevant laws. • Exploring the impact on the community and society 	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • Internal Meeting • External Meeting • Annual General Meeting (AGM) • Complaint Reception

Diagram of the stakeholder analysis in the business value chain



Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Policy and compliance with environmental management standards	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management • Human Rights • Fair Labor Practices • Customer / Consumer Responsibility • Community / Social Responsibility • Good Governance • Sustainability Risk Management • Sustainable Supply Chain Management

Diagram of organization’s material sustainability topics



Information on sustainability report

Corporate sustainability report

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

Company sustainability disclosure aligned with standards

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

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The company recognizes that risk management is an essential part of good corporate governance. Identifying and managing risks helps support better planning and decision-making and enables the company to spot opportunities while mitigating potential impacts from significant events that may affect the company or its shareholders. At the Extraordinary General Meeting of Shareholders No. 4/2022, held on December 9, 2022, the appointment of the Risk Management Committee was approved, along with the approval of the risk management policy, to serve as a framework and guidelines for the company's risk management process throughout the organization. This ensures that the roles and responsibilities for managing the identified risks are clearly defined. The company's risk management policy is as follows:

1. The company integrates risk management into its decision-making process, strategic planning, operational plans, and overall operations.
2. Each department is required to assess risks, set risk indicators, and implement preventive measures and mitigation strategies for potential risks or losses. Regular monitoring and evaluation of risk management performance are conducted, and reports are prepared in line with the company's risk management framework and procedures.
3. If an employee identifies or becomes aware of a risk that could affect the company, they must immediately report it to the relevant parties for further risk management actions.
4. The company is committed to promoting, supporting, and continuously educating executives and employees on the risk management process and guidelines. This aims to instill a sense of awareness and responsibility at all levels, ensuring that risk management becomes part of the company's culture, ultimately contributing to the creation of added value.

Additionally, at the Risk Management Committee Meeting No. 1/2023 held on January 28, 2023, the company established an internal risk management handbook to serve as a guideline for the company's risk management process, ensuring alignment with the risk management policy and good corporate governance principles. This also ensures that the company has defined appropriate responsibilities for managing risks. The details of the handbook cover the following key actions:

1. **Defining Responsibilities:** The roles and responsibilities of the Risk Management Committee are defined to ensure that significant business risks are identified, assessed, and controlled. This includes ensuring that executives and employees at all levels are responsible for identifying, analyzing, assessing, prioritizing risks in their respective departments, and establishing appropriate measures to manage these risks.
2. **Risk Management Approach:** The company has adopted and adapted the COSO Enterprise Risk Management Framework to align with the company's risk management process, ensuring consistency with these principles.
3. **Analyzing the Internal Environment:** To determine the plan and procedures for risk management, including defining the details regarding strategy, operations, reporting, and compliance. This ensures that the risk management process is effective and appropriate.
4. **Reviewing Risks and Risk Factors:** The company conducts a review of various risk factors, including strategic, operational, reporting, legal, regulatory, anti-corruption, and internal change factors. Activities to control these risks are then developed to ensure business continuity, efficiency, and to mitigate potential risks.
5. **Monitoring and Reporting Risks:** Risks are monitored and reported based on relevant events and factors critical to business operations.
6. **Managing Business Risks:** It is the responsibility of management to develop plans to ensure operations are aligned with the company's objectives. This includes managing risks across four areas: revenue goals, profitability, cost control, and investment in new business ventures.
7. **Reviewing the Risk Management Handbook:** The Risk Management Committee will review the risk management handbook and ensure that a summary of both internal and external risk factors is prepared and reviewed at least once a year.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Environmental Risks

- Related risk topics : Strategic Risk
- ESG risk
 - Pandemic risk
 - Climate change and disasters
- Operational Risk
- Climate change and disasters
 - Impact on the environment
- ESG risks : Yes

Risk characteristics

- Climate change affects the design of products or services. and procurement of raw materials
- Water shortage
- Increased costs from taxing industrial sectors or businesses that emit carbon dioxide.
- Construction site Has an impact on the community

Risk-related consequences

- Climate change affects the design of products or services. and procurement of raw materials
- Water shortages cause delays in the production process.
- Bear increased costs from taxing industrial sectors or businesses that emit carbon dioxide.
- Construction site Has an impact on the community

Risk 2 Social Risks

- Related risk topics : Strategic Risk
- Behavior or needs of customers / consumers
 - Business operations of partners in the supply chain
 - ESG risk
- Operational Risk
- Shortage or reliance on skilled workers
 - Climate change and disasters
 - Impact from population structure
- Compliance Risk
- Corporate Governance
- Financial Risk
- Change in financial and investment policies of financial institutions that affect business operations
 - Income volatility
- ESG risks : Yes

Risk characteristics

- Human rights violations in the supply chain
- Changes in population structure
- The living behavior of people in society has changed.
- Geographic risks that affect investment decisions
- People in the community do not agree with the construction of factories in the vicinity of residences.

Risk-related consequences

- Human rights violations in the supply chain This causes rights violations and brings risks.
- Changes in population structure Affecting changes in every dimension
- The living behavior of people in society has changed.
- Geographic risks that affect investment decisions

-People in the community do not agree with the construction of factories in the vicinity of residences.

Risk 3 Corporate governance Risks

Related risk topics : Strategic Risk

- Damage to company image and reputation
- Corporate ownership structure risk
- ESG risk

Operational Risk

- Reliance on employees in key positions
- Systems or internal control system

Compliance Risk

- Change in laws and regulations
- Corporate Governance

ESG risks : Yes

Risk characteristics

- The organization does not disclose significant information which is an issue that is expected of stakeholders.
- Deficiencies in governance measures within the organization
- Risks from investing in countries that have corruption problems
- Failure to pass regulations such as consideration of environmental impacts
- Choosing materials that are not up to standard in construction causes permission from government agencies.

Risk-related consequences

- The organization does not disclose significant information which is an issue that is expected of stakeholders.
- Deficiencies in governance measures within the organization
- Risks from investing in countries that have corruption problems
- Failure to pass regulations such as consideration of environmental impacts
- Choosing materials that are not up to standard in construction causes permission from government agencies.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and : Yes
guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

1. Input management or inbound logistics.

Palm Oil / Trading

- Supply of raw materials and quality products and standards.
- There is a process for purchasing and selecting suppliers fairly. No trade barriers, no discrimination.
- employee
- Palm fruit farmers
- Partners
- Government Agencies

Transportation/Warehouse & Terminal

- There is a process for procurement and fair selection of suppliers.
- There is a process of selecting and evaluating vendors and contractors to maintain the quality of products and services continuously.
- There is a process for receiving goods and services to ensure that the correct products and services are received and meet the procurement conditions.
- employee
- customer
- Partners
- Government Agencies

2. Operation

Palm Oil / Trading

- There is an efficient production and storage process with product quality inspection at every stage of production.
- Reduce the amount of waste generated from production and storage so as not to cause an impact on the environment and the community.
- employee
- customer
- community
- Government Agencies

Transportation/Warehouse & Terminal

- Operators are trained to respond to emergency situations quickly and safely for society and the environment.
- Control the operation correctly and in accordance with the law.
- There are 24-hour security measures to ensure the security of the goods deposited.
- employee
- customer
- community
- Government Agencies

3. Distribution of goods and services or outbound logistics.

Palm Oil / Trading

- There is a standardized warehouse that can maintain good product quality.
- There is standard transportation. It does not pollute the environment.
- Deliver goods to customers on time and maintain product quality according to standards.
- employee
- customer
- community

- Government Agencies

Transportation/Warehouse & Terminal

- The safety of both operators, including vehicles and boats, is checked before every service.
- Transportation services are monitored with modern technology to ensure safety and on-time transportation.
- There are safety audits and environmental management. continuously and in accordance with the law.
- Safe and on-time freight service
- Safe storage service and maintain product quality according to the conditions set by customers.
- employee
- customer
- community

- Government Agencies

4. Marketing & Sales

Palm Oil / Trading

- There is a fair sales process, not taking advantage of customers, and it is for the benefit of customers.
- Set the appropriate selling price of products at a fair price (Fair Dealing).
- Reasonable and fair discounts are provided to customers.
- Rintip products are sold through online channels and dealers, while other products focus on direct sales (Off-line) because they are products with specific customer groups such as the palm oil industry and the food industry.
- employee
- customer

- Government Agencies

Transportation/Warehouse & Terminal

- There is a review process for the work agreement to ensure that the service can be provided according to the needs of the customer.
- There is a systematic process for preparing bidding documents or service outsourcing agreements for transparency in services.
- employee
- customer
- Partners

5. After-sales Service

Palm Oil / Trading

- There is a warranty for products that do not meet the quality or agreement and customer satisfaction.
- Complaints from customers are received and handled systematically.
- employee
- customer

Transportation/Warehouse & Terminal

- Complaints from customers are received and handled systematically.
- There is a satisfaction assessment process. To improve the quality of service to meet the highest customer needs.
- employee
- customer

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge : No
compliance with the supplier code of conduct?

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

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

Process of developing and promoting the company's innovation culture

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

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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