

years in Vietnam
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**CONNECTED CITIES
CONNECTED FUTURE**

**Good Corporate Governance
Handbook**

2025

AMATA VN PUBLIC COMPANY LIMITED

Message from the Chairman

The Company's Board of Directors (the Board) has great intention to foster the best interests of the company, the shareholders, and stakeholders. The Board has established a framework of rules and practices for high standards of corporate governance to enhance the efficiency of AMATA VN's operations, performance, fairness and transparency.

AMATA VN is committed to supporting directors and organization in achieving standards of excellence in governance. Good corporate governance comprises of having Company's board of directors and executives with excellent vision and accountability, good management systems, having an effective internal control and balance of power mechanism that will provide transparency of AMATA VN's business operations and, taking into account, respecting the rights and equality of the shareholders and stakeholders for a sustainable growth and healthier returns for AMATA VN's shareholders in the long run.

This Good Corporate Governance Policy Handbook has been designed to assist AMATA VN to be able to conduct our duties and responsibilities appropriately whereby, the Board agrees to review this policy handbook every year and make a revision to update so as to be in line with the shifting corporate governance environment.

Dr. Apichart Chinwanno

Chairman of the Board of Directors

10 November 2025

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Climate Change Management Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) is aware that climate change is a major worldwide challenge that poses disaster risks and affects the economy, well-being, and sustainability of global society. The Company is committed to conducting business with regard to climate care and enhancing the capacity for sustainable management of natural resources, including being prepared to adapt effectively to and respond to the impacts of climate change, as well as collaborating with all sectors to reduce greenhouse gas emissions and together reduce the impact of climate change. The Company supports an international consensus based on the Paris Agreement to keep global average temperature increases below 2°C and global warming below 1.5°C, including net zero greenhouse gas (GHG) emissions by 2050, in accordance with the United Nations Framework Convention on Climate Change toward a low-carbon society and the United Nations Sustainable Development Goals 13.

The Company is committed to being a part of mitigating impacts and adapting to potential ongoing climate change risks, so it has established a climate change management policy and integrated it into the Company's business plan.

Definitions

Greenhouse gases are gases that trap heat from the sun in the Earth's atmosphere, causing the planet to warm. This phenomenon has been occurring since the industrial era, when human activities have emitted harmful levels of greenhouse gases, leading to global warming and climate change.

Carbon sequestration is a process, activity, or mechanism that helps absorb more carbon dioxide from the atmosphere. Forests, oceans, and land are considered the world's largest natural carbon storage.

Climate change management refers to the organization's actions in terms of policy, strategy formulation, building mechanisms, financing, and strengthening business capacity to mitigate or adapt to problems that arise as a result of climate change.

Climate change mitigation refers to any action taken by the Company to reduce or prevent greenhouse gas emissions, including boosting carbon sequestration and absorption to remove these gases from the atmosphere.

Climate change refers to changes in the Earth's climate that warm the atmosphere, oceans, and land, affecting ecosystem balance, loss of biodiversity, and human health. It also increases the severity of natural disasters.

Practices

The Company develops guidelines for managing climate change and reducing greenhouse gas emissions from business operations, as well as supporting the use of renewable energy throughout the supply chain by promoting and supporting cost-effective and efficient energy use, reducing the use of fossil fuels, developing renewable energy sources, and incorporating renewable energy into the work process. The guidelines are as follows:

1. Comply with applicable laws, rules, regulations, requirements, policies, and guidelines, as well as standards related to climate change management applicable in every country in which the Company conducts business.
2. Determine the Company's goals, strategies, and business practices for reducing greenhouse gas emissions and adapting to long-term climate change in line with international climate-related frameworks.
3. Reduce greenhouse gas emissions and limit the impact of business activities across the value chain by:
 - 3.1 Encouraging and motivating all business units to improve their energy efficiency, reduce direct and indirect greenhouse gas emissions, and use natural resources wisely.
 - 3.2 Supervising and guaranteeing that the greenhouse gas emissions business meets the requirements of applicable laws and regulations by growing the use of renewable energy, clean energy, supporting low-carbon operations when practicable, and carbon offsetting.
 - 3.3 Promote and advance zero waste initiatives and landfill reduction to minimize greenhouse gas emissions from waste management where feasible while ensuring alignment with the Company's business operations and compliance with local and national laws, regulations, and rules in the countries where the Company operates.
 - 3.4 Store data and calculate the amount of greenhouse gas emissions of the organization directly and indirectly in accordance with accepted international standards to be used for improving performance, including establishing a system to track performance and

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report greenhouse gas emissions data both directly from various activities of the organization (Scope 1) and indirectly from the energy consumption of the organization (Scope 2), and indirectly in other aspects (Scope 3) in accordance with international standards.

- 3.5 Develop or apply technology and innovation in business operations, including finding safe and environmentally friendly renewable energy sources to reduce energy consumption and overall greenhouse gas emissions.
 - 3.6 Monitor the progress of greenhouse gas emission reduction and regularly communicate the results to stakeholders.
4. Assess risks and analyze the effects of climate change on business operations throughout the product life cycle in the short, medium, and long terms, as well as systematically and effectively managing risks and mitigating climate impacts throughout the supply chain while considering relevant stakeholders.
 5. Establish adaptation measures and enhance the ability to effectively deal with the effects of climate change by:
 - 5.1 Investing in disaster prevention and mitigation systems, as well as creating a business continuity management plan in the event of a climate change impact.
 - 5.2 Managing energy and natural resources efficiently across the supply chain.
 - 5.3 Creating a business continuity plan (BCP) and preparing for natural disasters and new pandemics to maintain business continuity while mitigating the impact.
 6. Identify business opportunities, developing and improving products, services, and business operations, taking into account climate change adaptation or relevant new laws, regulations, and measures.
 7. Establish and communicate greenhouse gas emission reduction goals, and conduct business to achieve them, with the goal of being a low-carbon city by:
 - 7.1 Driving smart city projects that focus on energy efficiency by using technology and low-carbon energy sources.
 - 7.2 Integrating “Internal Carbon Pricing” into the strategy and use it as a guide to determine value, inspect, and assess the scope, determine the rights, and charge fees for greenhouse gas emissions.

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- 7.3 Developing businesses that support the Company's sustainable growth by effectively responding to climate change.
- 7.4 Applying the principles of the circular economy in the work process and business development, as well as increasing the proportion of renewable energy and low-carbon energy within the Company.
- 7.5 Implementing projects or activities that reduce greenhouse gas emissions within the organization and find ways to offset carbon according to the goals set by the Company.
- 7.6 Implementing sustainable procurement by focusing on the selection of raw materials, products, and services that have the least impact, and have measures to prevent deforestation and forest degradation, including promoting various processes or activities for carbon sequestration.
8. Promote participation and collaboration with suppliers, service providers, contractors, business partners, and stakeholders throughout the supply chain, both nationally and internationally, in reducing greenhouse gas emissions, tackling climate change, and building low-carbon cities.
9. Regularly review and engage with relevant associations, partnerships, or bodies to support climate action and consider membership where necessary to uphold the Company's commitment to global climate goals while ensuring that any affiliation aligns with the Company's policies and does not materially conflict with its sustainability objectives.
10. Conduct a review of the climate change management action plan and improve the plan and implementation process to be effective at all times.
11. Communicate and promote climate change management awareness and understanding among employees, suppliers, and key stakeholders on a continuous basis through training, knowledge sharing, and campaign activities in various forms.
12. Disclose information and report on climate change management performance certified by independent individuals or agencies through reports or channels to stakeholders on an annual basis.
13. Provide whistleblowing channels, complaint management, whistleblower protection, and notification of results for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

To ensure that the climate change management policy is implemented throughout the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities for individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing climate change management policies and guidelines to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders across the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in climate change management to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on climate risks and performance of climate change management policies and guidelines, and provide constructive recommendations to the management for development and improvement.
- 5) Consider key issues related to supervising climate change management to ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing climate change management and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for analyzing and assessing climate change risks, including establishing guidelines for coping with climate change that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the country in which the business is conducted.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for climate change management, including business continuity management.

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- 4) Arrange for the development and review of an effective risk management system, internal controls, and internal audit for climate change management.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of climate change management by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the climate change management policy, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Climate Change Management

- 1) Develop strategic plans action plans, and climate change management measures that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on climate change management.
- 3) Assess and manage risks in climate change management, including developing guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Regularly monitor, measure, collect data, and prepare reports on climate change management, as well as manage information disclosure to stakeholders across the value chain on an annual basis and in accordance with the requirements of regulatory authorities.

- 6) Report significant issues related to climate change management to the executives on a regular basis and report immediately when abnormal incidents occur.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate with employees and important stakeholders to raise awareness and promote engagement in coping with climate change, including adaptation and management.
- 9) Provide initial suggestions on the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review climate change management policies in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) Communicate and transfer knowledge about the Company's climate change management policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates with the directors, executives, employees, subsidiaries, associates, other companies that the Company has the power to control, business representatives, and suppliers, as well as stakeholders involved on climate change management policies and corporate

goals, through training, orientation, meetings, or activities in various appropriate forms, as well as evaluating their effectiveness and making continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The climate change management policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Environmental Management Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognizes their responsibility for the use of natural resources and the impact of business activities on society and the environment. Therefore, the Company is committed to conducting business of industrial estate development along with maintaining and protecting the environment responsibly and promoting the efficient and sustainable use of resources along with the development of a comprehensive related business by complying with environmental laws and regulations in accordance with international standards and related practices to prevent and reduce the potential environmental impact of the Company's business operations on stakeholders throughout the supply chain. It also includes supervising and managing effectively under the principles of good corporate governance and the Company's business code of conduct. Moreover, the Company cooperates with civil society in maintaining the community's environment to create a perfect city for investment in industrial business along with enhancing the quality of life of employees working in the industrial estate and people in the surrounding local communities and working towards the achievement of the sustainable development goals.

Definitions

The environment refers to things that surround the organization's operations, both internally and externally, including air, water, soil, natural resources, plants, animals, and humans, as well as the interrelationship of these things.

Environmental impact refers to a change in the environment, both positively and negatively, that results from the organization's business activities.

Environmental Management System (EMS) refers to a comprehensive, systematic, cyclical, planned, and written process that enables the organization to effectively manage the environment.

Circular economy is an economy in which resources or goods are produced and consumed in order to maintain existing materials and products available for as long as feasible. This includes sharing, leasing, reusing, repairing, refurbishing, and recycling.

Practices

The Company defines guidelines for environmental management as follows:

- 1) Comply with laws, rules, regulations, policies, and guidelines, as well as standards related to resource and environmental management, applicable in every country in which the Company operates.
- 2) Regularly analyze and assess environmental risks affecting the Company and stakeholders to determine appropriate environmental strategies and measures, both before the initiation, during the implementation, and after the completion of projects or activities in a thorough and continuous manner.
- 3) Promote, develop, and improve environmentally friendly business processes covering design, production, procurement, service, transportation, management, and related activities to ensure efficiency and continuity while always delivering quality and environmentally friendly products and services to customers.
- 4) Continue to prevent, control, and mitigate the environmental impact of business operations on stakeholders throughout the supply chain by establishing agencies or individuals directly responsible for environmental management and stewardship.
- 5) Conserve and use energy and natural resources efficiently and systematically manage the environment using principles of circular economy, and the 9Rs (Refuse, Reduce by Design, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle).
- 6) Support the creation, development, and application of technology and innovations that help optimize the efficient use of resources and reduce greenhouse gas emissions throughout the supply chain.
- 7) Consider investing in environmentally friendly and energy-efficient businesses or projects, as well as supporting environmentally friendly products and services.
- 8) Manage water sustainably to manage water resources efficiently and use water resources efficiently to reduce the use of raw water from natural water sources by using treated water in Amata Industrial Estate as much as possible, and not discharging wastewater outside the industrial estate in accordance with the Zero Discharge principle, where feasible while

ensuring compliance with the Company's business operations and adherence to local laws, regulations, and national requirements.

- 9) Manage waste to manage solid waste and industrial waste in the Company's area effectively towards the Zero Waste to Landfill principle.
- 10) Address climate change to reduce greenhouse gas emissions and mitigate impacts by promoting and supporting the cost-effective and efficient use of electricity, reducing the use of energy from fossil fuels, promoting the development of renewable energy sources, and the use of renewable energy in the work process.
- 11) Regularly and systematically follow up, monitor, and control environmental quality, continuously enhance operational efficiency, and encourage environmental management practices in the industrial estate by adhering to environmental governance principles.
- 12) Continuously develop the environmental management system by comparing the Company's operational efficiency with international standards to enhance and increase environmental management performance to be more efficient.
- 13) Supervise and encourage business partners, suppliers, contractors/subcontractors of the Company and relevant stakeholders to conduct business in accordance with the policy, have standardized and legal environmental management, promote the best use of resources, and increase the potential of environmentally friendly business operations.
- 14) Provide resources and participate in the development of the Company's environmental management operations in collaboration with private organizations, the public sector, civil society, and local communities.
- 15) Provide ongoing communication and promotion of environmental management awareness among employees, suppliers, business partners, and relevant stakeholders.
- 16) Disclose information and report on environmental performance certified by independent individuals or agencies through reports or channels to the public and relevant stakeholders in a transparent, timely, and verifiable manner.
- 17) Provide channels for whistleblowing and receiving complaints, a complaint handling process, whistleblower protection, and performance notification for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

To ensure that the environmental management policy is implemented across the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing environmental management policies and guidelines to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders across the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in environmental management to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on environmental management risks and performance of environmental management policies and guidelines, and provide constructive recommendations to the management for development and improvement.
- 5) Consider key issues related to environmental management to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing environmental management and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for analyzing and assessing environmental management risks, including establishing guidelines for coping with the environment that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the country in which the business is conducted.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for environmental management, including business continuity management.

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- 4) Arrange for the development and review of effective risk management system, internal controls, and internal audit for environmental management.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to environmental management, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of environmental stewardship by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the environmental management policy, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Environmental Management

- 1) Develop strategic plans, action plans, and environmental management measures that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on environmental management.
- 3) Assess and manage risks in environmental management, covering weather conditions, water, air pollution, light, noise, and waste, including the impact of resource and energy use in activities, as well as developing guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.

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- 5) Regularly monitor, measure, collect data, and prepare reports on environmental management, as well as manage information disclosure to the Company's stakeholders on an annual basis and in accordance with the requirements of regulatory authorities.
- 6) Report significant issues related to environmental management to the executives on a regular basis and report immediately when abnormal incidents occur.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate with employees and related stakeholders to raise awareness and promote participation in natural resource conservation and environmental management.
- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review environmental management policies in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) Communicate and transfer knowledge about the Company's environmental management policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates with the directors, executives, employees, subsidiaries, associates, other companies that the Company has the power to control, business representatives, and suppliers, as well as stakeholders involved on environmental management policies and organizational goals, through training, orientation, meetings, or activities in various appropriate forms, as well as evaluating their effectiveness and making continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Punishment

The policy on environmental management is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Biodiversity Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that the current environmental problems stem from the exploitation and dependence of resources and organisms in nature, regardless of their limits and recovery potential. This includes the impact of inappropriate use of natural resources, namely land, forests, plants, and organisms, causing biodiversity losses that are important for business operations in terms of security, economic development, slowing climate change from carbon dioxide sequestration and absorption, and potentially affecting all lives. Therefore, the Company is committed to conducting business that minimizes impacts on biodiversity, protects ecological balance, and promotes participation in the restoration, stewardship, and conservation of biodiversity and ecosystems for the transmission of value to future generations in line with the Rio Declaration on Environment and Development and the Convention on Biodiversity, including relevant practices to ensure effective management of biodiversity.

Definitions

Biodiversity as defined by the International Union for Conservation of Nature and Natural Resources (IUCN) refers to having different and diverse organisms in habitats on the earth, in the sea, and in various ecosystems. The diversity of this organism includes diversity between species, strains, and ecosystems.

Practices

The Company establishes guidelines to prevent and reduce the impact of business operations that may pass on biodiversity, including the conservation of ecosystems and natural resources to maintain fertility. The guidelines are as follows:

1. Operate responsibly and comply with laws, rules, regulations, standards, policies, and guidelines related to biodiversity in countries in which the Company operates.
2. Analyze and assess risks and potential impacts of the Company's operations on biodiversity throughout the value chain and effectively manage risks.
3. Establish goals, scope, and indicators for managing land, water, and living resources, including guidelines to mitigate negative impacts on biodiversity throughout the value chain

using a “hierarchical mitigation” approach, ranging from avoiding severe impacts to mitigating impacts through improved implementations or offsetting losses incurred.

4. Take actions to preserve and protect biodiversity by maintaining, restoring, and improving the water sources and land under the Company’s ownership to be complete, undamaged, and free from harmful chemical contamination, as well as using natural resources in the most cost-effective and beneficial way.
5. Consider using green infrastructure and developing supply chain management practices responsibly to prevent ecological impacts by continuously monitoring performance according to the guidelines.
6. Conduct inspections of business activities related to the use of land, water resources, and living things in accordance with the law and respect the rights of local communities and indigenous peoples in a fair and equitable manner.
7. Develop or apply technology and innovations that reduce the impact of business operations on biodiversity and protect the balance of ecosystems.
8. Establish a system for following up, monitoring, and reporting biodiversity performance information that is transparent and in accordance with internationally recognized standards.
9. Conduct a review of the biodiversity action plan and improve the plan and implementation process to be effective at all times.
10. Establish a fast-responding surveillance and early warning system along with an action plan to mitigate and remedy threats that affect the ecosystem and biodiversity in the areas where the Company operates.
11. Enhance biodiversity values in other areas other than the Company’s area through social activities or collaboration with agencies to create a model for sustainable biodiversity management.
12. Support and encourage local communities and relevant stakeholders to participate in biodiversity management care, restoration, conservation, and enhancement on a national and worldwide scale. This includes expanding natural protected areas into habitats for both terrestrial and aquatic organisms to conserve and restore ecosystems by building cooperation, counseling, and participation in related activities.

13. Continuously communicate and promote awareness and understanding of ecosystem and biodiversity protection among employees, suppliers, and key stakeholders.
14. Disclose and report on biodiversity performance certified by independent individuals or agencies through reports or channels to stakeholders on an annual basis.
15. Provide whistleblowing channels, complaint management, whistleblower protection, and notification of results for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

To ensure that biodiversity policies are implemented across the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing biodiversity management policies and guidelines to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders throughout the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in biodiversity management to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on biodiversity risks and performance in accordance with biodiversity management policies and guidelines and make constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to biodiversity management to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing biodiversity management and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for analyzing and assessing risks in biodiversity management, including developing biodiversity management guidelines that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the countries in which the business operates.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for biodiversity management.
- 4) Arrange for the development and review of an effective risk management system, internal controls, and internal audit for biodiversity.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to biodiversity, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of ecological and biodiversity protection by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the biodiversity management policy, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for the Environment

- 1) Develop strategic plans, action plans, and biodiversity management measures that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on biodiversity management.
- 3) Assess and manage biodiversity risks, including developing guidelines for preventing and mitigating impacts that actually occur or may occur.
- 4) Report significant issues related to biodiversity to the executives on a regular basis and report immediately when abnormal incidents occur.
- 5) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 6) Regularly follow up, examine, collect data, and prepare reports on biodiversity management, as well as manage information disclosure to the Company's stakeholders on an annual basis and in accordance with the requirements of regulatory authorities.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate with employees and relevant stakeholders to raise awareness and promote participation in protecting ecosystems and biodiversity.
- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review biodiversity policies in line with relevant laws, regulations, practices, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, and relevant standards.
- 2) Communicate and transfer knowledge about the Company's biodiversity policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates biodiversity management policies to directors, executives, employees, subsidiaries, associates, other companies under the Company's control, business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The biodiversity policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on May 9, 2024.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Sustainable Water Management Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that water resources are a major factor in the industrial sector and the livelihood of all living things on Earth. However, the expansion of investments in the industrial sector and the rapid population growth are likely to lead to an increase in water use, which in turn will increase the demand for water in the consumption, agricultural, and household sectors. Combined with current climate changes, it results in variability in water quantity and water quality in natural sources, causing risks and challenges to the Company's business operations, especially in high water stress areas.

The Company is committed to caring for and protecting water resources throughout the supply chain, including reducing water impacts through integrated water resource management, systematically assessing and managing water-related risks based on internationally recognized tools, as well as promoting equal access to and sharing quality water sources with the community. Therefore, the Company has established a sustainable water management policy to manage water on the basis of efficient and optimal use of resources, ensuring business stability, and enhancing the confidence of stakeholders in the Company's water management.

Definitions

Water management refers to the management of water resources that covers water supply, water use, wastewater management, water quality, water-related solutions, and water risk management.

Raw water refers to surface water used in the project.

Tap water is quality-improved water given by the Amata Group that meets the Provincial Waterworks Authority standards.

Wastewater refers to all types of used water that result from project operations or other activities or that comply with applicable government agencies' notifications.

Recycled water is water that has been treated to the required quality and then reused in the system.

Practices

The Company focuses on integrated water management to maximize the use of raw and recycled water within the Company for the benefit of all stakeholders. Therefore, the Company has established guidelines that should be followed as follows:

1. Comply with applicable laws, rules, regulations, requirements, policies, and guidelines, as well as standards related to water resource management and wastewater management that are applicable in every country in which the Company conducts business.
2. Oversee and protect water resources and water management along the supply chain while minimizing the negative effects of business operations on natural water sources, covering freshwater, surface water, groundwater, marine resources, and coastal waters.
3. Set long-term water efficiency targets and encourage all departments in the organization to manage water in an integrated and efficient manner.
4. Analyze, evaluate, and manage water resource risks throughout the value chain and develop measures to effectively control and manage water-related risks.
5. Require the reserve of raw water in the water storage area inside the Company's area, not less than 150% of the consumption demand within the Company's operation area, in order to reduce the risk of water issues.
6. Reduce reliance on natural raw water sources, utilize as little raw water as possible, and increase the proportion of recycled water that has been treated and used to maximize the benefits through the principles of the Circular Economy, Zero Discharge, and the 3Rs (Reduce, Reuse, Recycle), while integrating environmentally friendly technologies where feasible, ensuring alignment with the Company's business operations and compliance with local and national laws, rules, and regulations.
7. Promote and supervise the Company's customers, business partners, suppliers, and related stakeholders to conduct business in accordance with policies and manage wastewater legally and efficiently.
8. Promote fair and equitable access to quality and safe water sources for all people in the surrounding communities.

9. Follow up, supervise, control, and monitor water quality at all stages to be at the standard level as specified by the regulatory authorities while continuously improving operational efficiency.
10. Encourage all departments in the organization to manage water use effectively and campaign to raise awareness and participation of employees in working together to save water consumption.
11. Consistently communicate and promote awareness and understanding of sustainable water management to employees, customers, suppliers, communities, and key stakeholders through training, knowledge sharing, and campaign activities.
12. Cooperate and encourage communities and stakeholders involved in the use of water resources and water conservation, as well as responding to community and social concerns transparently and rapidly.
13. Disclose information and report on sustainable water management performance certified by independent individuals or agencies through reports or channels to the public and relevant stakeholders in a transparent, timely, and verifiable manner.
14. Provide whistleblowing channels, complaint management, whistleblower protection, and notification of results for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

To ensure that sustainable water management policies are implemented across the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing sustainable water management policies and guidelines to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders throughout the value chain, at least once a year.

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- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in sustainable water management to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on water risks and performance in accordance with sustainable water management policies and guidelines, and provide constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to sustainable water management to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing sustainable water management, and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for analyzing and assessing risks in water management, including developing guidelines for sustainable water management that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the countries in which the business operates.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for sustainable water management, including business continuity management.
- 4) Arrange for the development and review of an effective risk management system, internal controls, and internal audit for sustainable water management.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to water management, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.

- 7) Raise awareness and promote a culture of sustainable water management by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of sustainable water management, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Water Management

- 1) Develop strategic plans, action plans, and sustainable water management measures that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on sustainable water management.
- 3) Assess and manage risks in sustainable water management, including developing guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Regularly follow up, examine, collect data, and prepare reports on sustainable water management, as well as disclosing information to relevant stakeholders on an annual basis and in accordance with the requirements of regulatory authorities.
- 6) Report significant issues related to sustainable wastewater management to the executives on a regular basis, and report immediately when abnormal incidents occur.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate with employees and related stakeholders to raise awareness and promote participation in sustainable water management.

- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review sustainable water management policies in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) Communicate and transfer knowledge about the Company's sustainable water management policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates sustainable water management policies and organizational goals to directors, executives, employees, subsidiaries, associates, other companies under the Company's control, business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities, and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The policy on sustainable water management is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Waste Management Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) are aware that business activities from upstream to downstream production or service processes generate large amounts of waste, solid waste, and industrial waste. If waste and solid waste management is inefficient, it will have a negative impact on the environment and surrounding communities in both the short and long term and may affect the Company's operations as well. Therefore, the Company attaches importance to the efficient management of waste generated throughout the supply chain and strives to reduce the amount of waste generated from sources and optimize the use of resources to maximize the benefits in accordance with the principles of circular economy to reduce negative social and environmental impacts by setting a goal of reducing the amount of waste disposed of by the Zero Waste to Landfill method. In addition, the Company encourages customers and suppliers to be aware of the importance of waste management in order to create a model society for sustainable waste management. As a result, the Company has established a waste management policy to serve as a guideline for efficient waste management and integrate it as part of the Company's business development.

Definitions

Waste refers to solid waste and/or industrial waste generated in Amata Industrial Estate.

Solid waste refers to general waste, recyclable waste, waste that comes from the office, organic waste from the canteen that does not originate from the production process and is not contaminated or mixed with hazardous waste according to the Public Health Act, B.E. 2535 (1992).

Industrial waste refers to sewage or unused materials generated from the production process and are not contaminated or mixed with hazardous waste according to the Notification of the Ministry of Industry on Disposal of Sewage or Unused Materials, B.E. 2548 (2005).

Practices

The Company has established policies and guidelines for efficient waste management as follows:

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- 1) Comply with laws, rules, regulations, requirements, policies, and guidelines, as well as standards related to waste management that are applicable in every country in which the Company conducts business.
- 2) Define goals, strategies, action plans, and waste management measures, including mitigation to cover business activities throughout the supply chain.
- 3) Analyze, evaluate, and manage waste management risks from business operations in a thorough and continuous manner to prevent potential impacts.
- 4) Manage waste efficiently, reduce the amount of waste at the source, the sending of waste to landfill, and the use of unnecessary natural resources by reusing waste and creating added value with the principles of the circular economy, the Zero Waste to Landfill principle, and the 9Rs principle (Refuse, Reduce by Design, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, Recycle) where feasible. This shall be done in alignment with the Company's business operations while ensuring compliance with local laws, rules, and regulations in the countries where the Company operates.
- 5) Support the creation, development, and application of technology and innovations that help optimize waste management to reduce environmental impact and create added value for the business.
- 6) Follow up, supervise, inspect, and control the efficiency of waste and garbage management systematically and regularly along with continuously improving operational efficiency.
- 7) Supervise and support business partners, suppliers, and contractors/subcontractors of the Company, as well as related stakeholders to conduct business in accordance with the policy, have standardized and legal waste management, and promote the ability to make the most of resources and increase the value of waste.
- 8) Promote participation and development of waste management capabilities among direct stakeholders, including suppliers and contractors/subcontractors of the Company, local entrepreneurs, and local communities through various projects and activities to create a model society for sustainable waste management.
- 9) Provide resource support and participate in the development of waste management operations in cooperation with organizations in the private sector, the government sector,

civil society, and local communities, including respond to the concerns of communities and society in a transparent and prompt manner.

- 10) Continuously communicate and promote awareness of waste management among employees, suppliers, business partners, and related stakeholders.
- 11) Disclose information and report on waste management performance certified by independent individuals or agencies through reports or channels to the public and relevant stakeholders in a transparent, timely, and verifiable manner.
- 12) Provide whistleblowing channels, complaint management, whistleblower protection, and notification of results for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

To ensure that waste management policies are implemented across the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing waste management policies and guidelines to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders throughout the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in waste management to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on water risks related to waste and performance in accordance with waste management policies and guidelines, and provide constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to waste management to supervise and ensure timely operations.

- 6) Encourage and support the executives in recognizing and prioritizing waste management, and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for analyzing and assessing risks in waste management, including developing guidelines for waste management that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for waste management, including business continuity management.
- 4) Arrange for the development and review of an effective risk management system, internal controls, and internal audit for waste management.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to waste management, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of waste management by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the waste management, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Waste Management

- 1) Develop strategic plans, action plans, and waste management measures that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on waste management.
- 3) Assess and manage risks in waste management, including developing guidelines for preventing and mitigating impacts.
- 4) Regularly follow up, examine, collect data, and prepare reports on waste management, as well as disclosing information to relevant stakeholders on an annual basis and in accordance with the requirements of regulatory authorities.
- 5) Report significant issues related to waste management to the executives on a regular basis, and report immediately when abnormal incidents occur.
- 6) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate with employees and related stakeholders to raise awareness and promote participation in waste management.
- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review waste management policies in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, and relevant standards.
- 2) Communicate and transfer knowledge about the Company's waste management policies and goals waste management to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates waste management policies to directors, executives, employees, subsidiaries, associates, other companies under the Company's control, business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities, and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The waste management policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Quality, Safety, Occupational Health, and Working Environment Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that quality, safety, occupational health, and environment (QSHE) is an important factor in business operations that helps improve the quality of working life of employees, which is a valuable resource of the Company for continuous productivity improvement, and achieves the organization's success goals, as well as creating long-term value for stakeholders in the supply chain.

Therefore, the Company gives precedence to quality, safety, occupational health, and the working environment of employees at all levels and strives to provide a livable, safe, and hygienic environment and workplace, strengthen the well-being of the community, and preserve the environment. The Company also prepares for crisis situations that may arise by systematically managing risks and management in line with relevant laws, rules, regulations, and standards. Moreover, the Company adheres to the principles of good corporate governance and business code of conduct to prevent, mitigate, and reduce operational waste; reduce the risk of accidents and occupational illnesses; as well as the negative impact on stakeholders from the Company's business operations to create a safe society both inside and around the Company at the same time.

Definitions

Quality, Safety, Occupational Health, and Environment (QSHE) refers to an operational framework that enables an organization to manage, control, and improve the efficiency of products and services, including conducting business activities throughout the supply chain to ensure quality, safety, and good hygiene and reduce the social and environmental impact of the Company's operations. This integrates the general elements of quality, safety, occupational health, and working environment standards, such as ISO 9001, ISO 45001, and ISO 14001.

Occupational Health and Safety (OH&S) refers to various conditions or factors that affect or may affect the health and safety of employees (including temporary employees, suppliers, and contractors), visitors, or other persons in the workplace.

Illness and injury refer to symptoms that adversely affect a person's physical, mental, or cognitive condition, including death, disability, loss of sensory perception, injuries, and illnesses caused by work or in the workplace.

Workplace refers to a location where business-related activities are carried out under the Company's supervision.

Danger refers to a source or situation that is dangerous, not safe for the life and property of a person, or may pose a risk of injury, health, and mental illness.

Practices

The Company has established guidelines on quality, safety, occupational health, and working environment as follows:

- 1) Comply with laws, rules, regulations, requirements, policies, and guidelines, as well as standards related to quality, safety, occupational health, and working environment that are applicable in every country in which the Company operates business.
- 2) Establish a Quality, Safety, Occupational Health, and Working Environment Committee and define its roles, duties, and responsibilities in accordance with the law.
- 3) Set goals, strategies, indicators, operational plans, and management standards for quality, safety, occupational health, and working environment, including guidelines for responding to emergencies and mitigating impacts to cover business activities throughout the supply chain.
- 4) Analyze, assess, and manage risks that affect quality, safety, illness, and injury, including situations that may be hazardous or have a negative impact on life, property, workplaces, production processes, service provisions, and other business activities in detail in a comprehensive and continuous manner.
- 5) Develop systems, standards, and manage quality, safety, occupational health, and working environment throughout the supply chain to be efficient, including the rights of workers and employees in line with international standards.
- 6) Supply products and services by taking into account quality, safety, and socially responsible and environmentally friendly production sources.
- 7) Deliver quality products and services that are safe and meet customer needs.
- 8) Support sufficient resources to implement the policy and management standards in preventing, monitoring, controlling, and mitigating potential impacts that may arise from business activities throughout the supply chain.

- 9) Support the creation, research, development, and application of technology and innovation that improves efficiency in the management of quality, safety, occupational health, and the working environment.
- 10) Monitor, inspect, and control the effectiveness of quality, safety, occupational health, and working environment management in a systematic and regular manner, as well as continuously reviewing and improving production efficiency, services, and operations.
- 11) Supervise and support business partners, suppliers, contractors/subcontractors of the Company and related stakeholders to conduct business in accordance with the policy and have standardized and legal quality, safety, occupational health, and working environment.
- 12) Encourage all employees, business partners, suppliers, contractors/subcontractors of the Company and surrounding communities to attach importance to the safety of life and property in order to contribute to the creation of a safe society together.
- 13) Support, exchange knowledge and experience, and cooperate with organizations in the private sector, government sector, and civil society, both domestically and internationally, in managing quality, safety, occupational health, and the working environment.
- 14) Create values and a preventive culture by promoting participation and integration of cooperation from employees across the organization in creating standards for quality and safe operations.
- 15) Provide continuous communication, training, and promotion of awareness of quality, safety, occupational health, and working environment to employees, suppliers, business partners, and relevant stakeholders.
- 16) Disclose information and report quality, safety, occupational health, and working environment performance certified by independent individuals or agencies through reports or various channels to the public and relevant stakeholders in a transparent, timely, and verifiable manner.
- 17) Provide whistleblowing channels, complaint management, whistleblower protection, and notification of results for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

The Company considers work safety to be the duty and responsibility of every employee. To ensure that the quality, safety, occupational health, and working environment policies are implemented throughout the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing quality, safety, occupational health, and working environment policies and guidelines to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders throughout the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in quality, safety, occupational health, and working environment to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on quality and safety risks and performance in accordance with quality, safety, occupational health, and working environment management policies and guidelines, and provide constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to quality, safety, occupational health, and working environment to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing quality, safety, occupational health, and working environment and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for analyzing and assessing risks in quality, safety, occupational health, and working environment, including developing guidelines for management standards that are appropriate for each company's context and in

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accordance with the policies, procedures, and laws of the countries in which the Company conducts business.

- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, indicators, and management standards for quality, safety, occupational health, and working environment, including business continuity management.
- 4) Arrange for the development and review of effective risk management system, internal controls, and internal audit for environmental management.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to quality, safety, occupational health, and working environment, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of maintenance and control of quality, safety, occupational health, and working environment by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the quality, safety, occupational health, and working environment, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Quality, Safety, Occupational Health, and Working Environment

- 1) Establish relevant procedures and management standards for quality, safety, occupational health, and working environment.

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- 2) Establish a clear process for disclosing and reporting information on quality, safety, occupational health, and working environment.
- 3) Assess and manage quality, safety, occupational health, and working environment risks covering accidents, epidemics, terrorism, illnesses, and other threats that may cause damage to life, property, corporate personnel, and related external agencies, as well as guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Regularly follow up, examine, collect data, and prepare reports on the performance of quality, safety, occupational health, and working environment, as well as managing information disclosure in accordance with the requirements of regulatory authorities.
- 6) Report information on quality, safety, occupational health, and working environment to the executives on a regular basis, and report immediately when abnormal incidents occur.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish standards, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate with employees and related stakeholders to raise awareness on quality, safety, occupational health, and working environment.
- 9) Provide initial suggestions on the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review policies and management standards of quality, safety, occupational health, and working environment in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and relevant standards.
- 2) Communicate and transfer knowledge about the Company's quality, safety, occupational health, and working environment policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates quality, safety, occupational health, and working environment policies to directors, executives, employees, subsidiaries, associates, other companies under the Company's control, business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities, and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The quality, safety, occupational health, and working environment policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Sustainable Construction Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that construction activities, the use of building materials, and the Company's construction methods may have an impact on society and the environment. The Company is therefore committed to building design, construction, and use of construction materials, including managing and supervising its construction in accordance with relevant laws, rules, regulations, and policies, as well as strict and responsible safety, occupational health, and environmental standards. The Company considers the impact on the community, society, and the environment by preventing and reducing the risk of illness and accidents from the construction of employees, customers, suppliers, contractors, and related stakeholders, as well as controlling and reducing the impact and reducing waste from the construction process and production of construction materials to the standards required by law. The Company also promotes and supports construction and uses eco-friendly building materials to deliver quality work and create the perfect city for industrial business investment, along with enhancing the quality of life of employees and people in the surrounding communities.

Definitions

Construction refers to the work related to construction, modification, expansion, addition, assembly, installation, demolition, and repair of structures or buildings.

Building refers to a permanent structure that a person can live in or use, such as an office building, hospital, school, sports stadium, or other similar structures, including other buildings that are built for the building's utility, such as a flagpole, fence, drainage pipe, water tank tower, road, water supply, electricity, or other things that are components of the building, for example, air conditioners, elevators, or furniture.

Building materials refer to materials used in the construction of the Company's workplace or establishment, including architecture and decoration that have been created using a variety of materials from natural materials to synthetic materials such as brick, clay, stone, gravel, sand, wood, steel, metal, rubber, glass, mirror, ceramics, concrete, plywood, plastic, plumbing, foam, silicone or fiberglass, as well as sanitary ware, plumbing system, sanitary system, electrical systems, air conditioning systems, and chemicals used in construction, for example, thinner, shellac, lacquer, turpentine, grease, paint, glue, and various types of liquids.

Practices

The Company has set guidelines for the management of construction materials, engineering design, operations inside the building, decoration, and debris handling by considering sustainability impacts throughout the supply chain. The guidelines are as follows:

- 1) Comply with laws, rules, regulations, standards, policies, and guidelines related to construction, safety, occupational health, and the environment that apply in every country in which the Company operates business.
- 2) Manage the supply chain (Supply Chain Management) with emphasis on the cost-effective and efficient use of resources and develop every step of the work process in the supply chain to be quality, safe, and not harmful to health, as well as enhancing the natural environment, health, and well-being of everyone.
- 3) Determine goals, strategies, action plans, indicators, and measures for construction, waste reduction, and management from the construction process or construction material production, including mitigating the impact for new projects, improvements, maintenance, and other related business activities.
- 4) Identify, analyze, assess, and manage risks in construction and management of waste from construction processes that are consistent with the business context and cover risks arising from both internal and external stakeholders throughout the supply chain.
- 5) Monitor, inspect, and control the performance of the construction to ensure stability and safety by not causing any harm or damage to the body, life, and property of the person on duty or others, as well as reducing carbon emissions during construction and sustainability impacts and continuously improving operational efficiency.
- 6) Prevent impacts on the environment and local communities; plan project management from the beginning of the engineering process; design, supply, and selection of building materials; installation; testing; and waste or scrap management after usage.
- 7) Life Cycle Assessment (LCA) supports the construction or management of buildings and the use of environmentally friendly building materials and efficient and cost-effective resources with the 9Rs principle by designing and constructing green buildings, avoiding the use or production of building materials containing asbestos, hazardous substances, and considering the use of building materials with Life Cycle Assessment (LCA) results.
- 8) Carry out quality, safety, occupational health, and environmental activities organized by departments in the organization in accordance with the standards set by the Company and instill a culture of safety across the organization.

- 9) Design, build, or renovate the building to have a good environment that is appropriate for its use, a long service life, energy savings, and low carbon emissions, and to support future-proof building by having a structure that is simple to maintain, operate, and deconstruct.
- 10) Supervise and encourage business partners, suppliers, and contractors/subcontractors of the Company as well as relevant stakeholders to conduct business in accordance with the policy, have standard management, and comply with relevant laws, rules, and regulations.
- 11) Treat workers fairly and provide equal opportunities without discrimination based on human rights principles, including respecting the rights of the community and supporting the employment of local workers in the project area, as well as supervising suppliers and contractors to comply with the Company's policies.
- 12) Provide support and cooperation with organizations in the private sector, the government sector, civil society, and local communities both domestically and internationally in the management and supervision of construction, the use of building materials, and the management of waste from the construction process or the production of building materials to meet standards and safety.
- 13) Arrange for communication and encouragement of awareness in construction, the use of building materials, and the management of waste from the construction process or the production of building materials for employees, suppliers, contractors, business partners, and related stakeholders on an ongoing basis.
- 14) Disclose information and construction performance reports through reports or various channels to relevant stakeholders in a transparent, timely, and verifiable manner.
- 15) Provide whistleblowing channels, complaint management, whistleblower protection, and notification of results for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

To ensure that the construction policies are implemented throughout the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing construction management policies and guidelines to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders throughout the value chain, at least once a year.

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- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in construction to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on risks in construction, the use of building materials, and management of waste from the construction process or the production of building materials and performance in accordance with construction management policies and guidelines, and provide constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to construction management to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing construction management.

Executives

- 1) Provide criteria, procedures, and guideline for construction management that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, indicators for construction, including business continuity management.
- 4) Arrange for the development and review of an effective risk management system, internal controls, and internal audit for construction.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to construction, the use of building materials, and management of waste from the construction process or production of building materials, as well as developing and improving practices to be more effective.

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- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Create and promote awareness and understanding in construction management, the use of building materials, and the management of waste from the construction process or the production of construction materials by continuously communicating to employees and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about impacts from construction and violations of the construction policy, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Construction

- 1) Prepare a strategic plan, action plan, and measures for construction management that are clear and in line with the business context.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on construction management.
- 3) Assess and manage construction risks, the use of building materials and management of waste from the construction process or production of building materials, as well as providing guidelines to prevent and mitigate the impact.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Regularly follow up, examine, collect data, and prepare reports on construction management, the use of building materials, and management of waste from the construction process or production of building materials and disclose information to relevant stakeholders on an annual basis and in accordance with the requirements of regulatory authorities.
- 6) Report risk information or significant issues related to construction management, the use of building materials, and management of waste from the construction process or

production of building materials to the executives on a regular basis, and report immediately when abnormal incidents occur.

- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 8) Communicate and train to raise awareness and promote participation in construction, the use of building materials, and management of waste from the construction process or production of building materials that are safe and environmentally friendly to employees and related stakeholders.
- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review construction policies in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with relevant laws, rules, regulations, policies, and guidelines, and standards.
- 2) Communicate and transfer knowledge about the Company's construction management policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates construction policies and organizational goals to directors, executives, employees, subsidiaries, associates, other companies under the Company's control,

business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities, and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The construction policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on May 9, 2024.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Human Rights and Fair Treatment of Labor Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that respecting human rights is an important responsibility and is of paramount importance to sustainable business operations. The Company recognizes the value and dignity of human beings; the rights, freedoms, and equality of all persons are certified or protected by both Thai and international law. Therefore, the Company adheres to treating individuals fairly and equally, respects and complies with national and international laws and principles of practice on human rights and labor practices, such as humanitarian principles and rights of the International Labour Organization, the Universal Declaration of Human Rights (UDHR) of the United Nations, and the Principles of the United Nations Global Compact (UNGC), the UN Guiding Principles on Business and Human Rights (UNGPs), the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), and the commitment to social responsibility and all groups of stakeholders in accordance with the ALL WIN business philosophy, good corporate governance principles and business code of conduct. The Company also focuses on human rights issues related to employees and all stakeholder groups in the value chain by assessing risks and conducting comprehensive inspections to ensure that services, labor practices, treatment of suppliers, creation of a work environment, joint investment, and business activities will not have a negative impact on human rights of stakeholders and express the Company's responsibility to society and the environment.

Definitions

Human rights are the fundamental rights that all human beings have, regardless of physical differences, race, gender, nationality, language, religion, or any other status, ensuring that everyone has equal rights and is protected from violation by others. Everyone has equal rights and is protected from harassment by others.

Harassment/threat refers to any inappropriate and unsatisfactory behavior that causes offense or shame to others by words or acts that are likely to threaten or insult, causing the victim to be shamed or embarrassed, or creating a threatening or hostile working environment.

Discrimination is defined as treating individuals differently, excluding or granting privileges to a particular person or group of people based on their race, nationality, ethnicity, skin

color, ancestry, religion, social status, gender, age, disability, both visible and invisible, political ideas, and marital status.

Diversity is defined as the diversity of a person in terms of attitudes, cultures, beliefs, religions, races, national or social origins, nationality, sexual orientation, gender identity, sexual expression, skin color, language, political opinion, property, or economic status, joining a group or social status, abilities, health, social status, skills, and other personal characteristics.

Labor refers to people who have jobs, both protected and unprotected and secured by the laws of that country. It applies to all forms of labor, such as forced labor, child labor, minor labor, women workers, the elderly, workers with disabilities, migrant workers, and so on, regardless of whether they are regularly employed or self-employed, have employment contracts, or are informal workers.

Forced labor refers to workers who are forced to work or provide services that they do not voluntarily perform. Individuals may be subjected to forced labor through intimidation, physical violence, punishment, or sexual assault. They are sometimes detained in debt bondage.

Modern slavery is defined as a person, whether male, female, or child, who is exploited by others by control, threats, intimidation, deception, coercion, or violence to force labor or prostitution that the person cannot refuse, resulting in loss of liberty and violation of personal rights.

Strategic Lawsuit Against Public Participation (Strategic Lawsuit Against Public Participation – SLAPP) means when an individual or company sues a person or group of people who express opinions on issues of public interest, using the judicial process to obstruct their expression or actions.

Free, Prior, and Informed Consent of Indigenous Peoples (FPIC) is an agreement of an indigenous or local group of people to exercise their right to decide to grant or revoke permission for another person to use or occupy property, space, or resources. This is a decision-making process and the right of local people to freely determine their own way of life. The key elements include: **1) Independence**, which is the decision made by local people or the process that causes the decision independently, free of external pressure or influence; **2) In advance**, which means that the local community should have the opportunity to know the objectives, conditions, and design of the project or activity carried out in the area ahead of time; **3)**

Notification, which requires the local community to be informed in detail, explicitly, and sufficiently about the project or activity before making a decision, including the use of a language that the locality understands.

Practices

The Board of Directors, executives, and employees at all levels must be aware of the importance and respect for human rights in all aspects of all stakeholders both inside and outside the organization, such as employees, customers, suppliers, and business partners, in addition to society and communities, as well as treating workers fairly according to the laws of each country in which the Company operates business and provide supports in accordance with treaties that each country is obliged to comply with. The guidelines are as follows:

1) Respect for Human Rights

- 1.1) Treat all people fairly and equally in accordance with human rights, with no discrimination based on race, national or social origins, nationality, religion, belief, gender, sexual orientation or expression, age, skin color, visible and invisible disability, language, political opinion, property, or economic status, or joining any group or social status unrelated to work or other matters.
- 1.2) Encourage everyone to treat each other with respect and acceptance of diversity, coexist on the basis of equal differences, and conduct themselves appropriately for their position and duties in accordance with the Company's regulations and good traditions without affecting its image and reputation.
- 1.3) Respect the right to life and liberty that covers freedom of thought, expression, speech, and security, including belief, religion, and performance of the culture, tradition, or religion of the locality.
- 1.4) Create a pleasant and safe working environment without allowing individuals to commit any threatening, abusive, or hostile acts, including physical, verbal, mental, and written harassment, as well as posing a risk or interfering with the performance of others.
- 1.5) Respect the right to gender equality and diversity by not committing any act that is immoral, harassing, indecent, threatening, sexually harassing, or violent against others, regardless of the person's gender, sexual orientation, gender identity, or sexual

expression, and not forcing others to reveal or conceal their identity and sexual orientation.

- 1.6) Respect the right to privacy and personal information without defaming, insulting, or defaming others, and keep information about people's diversity and individuality confidential and safe, not disclosing it to unauthorized parties.
- 1.7) Promote the right to freedom of expression or participate in political activities under democracy and in accordance with the law. However, individuals must not use the Company's name or assets for political gain without permission.
- 1.8) Respect rights and freedoms, while encouraging and supporting community participation and expression, including vulnerable groups, minorities, ethnic groups, and indigenous peoples.
- 1.9) Respect the right and freedom to use land and water throughout the value chain under relevant laws and regulations both domestically and internationally, and manage land and water appropriately by not causing negative impacts on the environment, society, and local communities.
- 1.10) The Company's land acquisition must be carried out in accordance with the principle of Free, Prior, and Informed Consent (FPIC) without infringing on the land rights of local individuals or communities to occupy or conduct business activities unfairly, as well as conducting systematic investigations of rights and ownership.
- 1.11) Respect the right of consumers or customers to receive accurate and sufficient information about products or services. They have the freedom to voluntarily purchase products or services and receive quality, safe, and standard products or services. The Company treats customers fairly, does not violate any right to privacy or any other right, and provides protection or compensation when their rights are violated.
- 1.12) Respect the rights and treat all suppliers fairly without discrimination and provide a transparent procurement process; promote equal and fair competition, including promoting and supporting suppliers to conduct business by adhering to human rights principles and following the Company's policies and supplier code of conduct.

1.13) Promote rights in accordance with social and international rules everywhere the Company conducts its business (original) by avoiding and participating in any actions that lead to human rights violations or create negative human rights impacts.

1.14) Promote knowledge and understanding as well as encouraging respect for the right to protect and respect basic human rights at all levels.

2) Labor Practices

2.1) Do not support or participate in unfair labor practices and do not use forced labor in any form, including physical or mental coercion, intimidation, coercion, violence, or inhumane treatment. Do not use or support modern slavery, human trafficking, and exploitation of labor both within the Company and in the Company's supply chain, and comply with relevant national and international labor laws and standards.

2.2) Establish guidelines for recruiting and selecting persons to work by taking into account diversity and providing equal opportunity to all without discrimination, depending on the desired qualifications for the position being recruited.

2.3) Protect employees from harassment that occurs or may occur both inside and outside the organization, including ensuring the safety of traveling to and from the workplace and from other business units related to the Company.

2.4) Do not discriminate or use the issue of diversity as a reason for recruiting employees, granting and extending benefits or remuneration, and opportunities for professional development and advancement, including operations in various areas.

2.5) Promote employees' rights and healthcare, occupational health, and safety equally and hygienically in accordance with industrial hygiene principles, including clean air, light, sound, access to safe and hygienic water, epidemics, and illnesses caused by working in accordance with relevant laws, policies, and standards, as well as providing appropriate facilities that are consistent with employee diversity.

2.6) Determine working days, working hours, vacations, and other employment conditions in accordance with the law and each type of labor group, which must not be less than those for similar jobs and comparable to businesses or industries in that area.

- 2.7) Do not employ child labor or minors under the legal age of each country in which the Company conducts business. If minor workers are employed, the Company must provide appropriate work and a safe working environment that is not harmful to health, development, morality, or mental state. Additionally, the Company upholds children's human rights, including protection from violence and exploitation, while fostering a safe and supportive environment for children in surrounding communities to grow and develop.
- 2.8) Pays wages, remuneration, welfare, and benefits in various forms fairly and equally for equal work and in accordance with relevant labor laws. Wages must be paid on time and without any wage deduction for employees or laborers, unless the conduct is not against the law.
- 2.9) Support the legal, equal, and appropriate employment and treatment of female and pregnant workers, elderly and disabled workers, and migrant workers without discrimination. Such workers must receive fair compensation and benefits, including providing protection as required by law and regulatory agencies.
- 2.10) Promote the development of knowledge and capability of employees and each group of workers in a comprehensive, equitable, and non-discriminatory manner, taking into account the suitability of job positions and career advancement.
- 2.11) Respect and promote the freedom of mobility of workers without confinement or restriction of freedom, seizure of identification documents and things, collection of deposits, or other actions, unless it is an operation that is not against the law.
- 2.12) Do not charge fees or expenses or require deposits for recruitment services from job seekers, employers, or recruitment agents.
- 2.13) Establish criteria and procedures for job transfer, promotion, appraisal, and dismissal that are transparent and fair without discrimination, and disclose them to all employees and laborers.
- 2.14) Promote the right to peaceful assembly and freedom of association, including joining bargaining groups, provided that the association does not violate the law or affect the efficiency of work and continuity of customer service, unless such rights are restricted

to protect the overall interest, maintain public order, or prevent violations of the law or the business code of conduct.

- 2.15) Do not do anything in response to human rights defenders, trade unions, environmental defenders, business protesters, or those who exercise the right to freedom of social and political expression in a lawful and appropriate manner, including not using the Strategic Lawsuit Against Public Participation (SLAPP) to suppress honest public participation.
- 2.16) Supervise relevant suppliers or contractors to ensure that they treat workers fairly, do not employ forced labor in any form, and comply with this policy.
- 3) Implement the Human Rights Due Diligence, assess human rights risks and impacts that occur or may arise from business activities in the value chain on a regular basis by covering 1) policy formulation and management; 2) determination of the scope and identification of risk issues and impact assessment; 3) risk management and mitigation; 4) internal control, monitoring, and review of risks; 5) communication; and 6) remedial mechanisms for human rights violations by disclosing them to relevant stakeholders.
- 4) Prepare plans, procedures, and measures to avoid human rights violations and unfair treatment of workers, including thorough and adequate mitigation and remedial measures for human rights violations that will be executed in accordance with the policy.
- 5) Encourage customers, suppliers, contractors, business partners, and relevant stakeholders to adhere to and respect human rights, including conducting business in accordance with the Company's policies and supplier code of conduct by supporting appropriate policies, preventive measures, and guidelines to mitigate the impact of human rights violations.
- 6) Communicate, disseminate, educate, understand, and provide any other support to those involved in determining the business throughout the business value chain, including contractors, deliverers of goods and services, and joint ventures, to participate in business operations with integrity and respect for human rights, and treat everyone in accordance with the human rights principles outlined in this policy.
- 7) Follow up and monitor policy implementation and review the efficiency of policy compliance, including urgent issues found in a consistent and timely manner, using appropriate procedures and actions.

- 8) Disclose information and report on the performance of human rights and fair treatment of workers that have been certified by independent individuals or agencies through reports or various channels to stakeholders on an annual basis.
- 9) Provide safe communication channels and opportunities to employees and stakeholders to seek advice, report clues, or complain about human rights violations and unfair treatment of workers, including establishing measures to protect whistleblowers, complainants, witnesses, and information reporters.
- 10) Provide support, exchange knowledge and experience, and cooperate with organizations in the private sector, government sector, and civil society, both domestically and internationally, to protect human rights and treat labor fairly.

Duties and Responsibilities

To ensure that human rights policies and fair treatment of workers are implemented across the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing policies and guidelines for human rights management and fair treatment of laborers to be up to date and appropriate to the environment and risk factors, covering business activities and stakeholders throughout the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in human rights and fair treatment of laborers to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on risks in human rights and fair treatment of laborers and performance in accordance with policies and guidelines on human rights and fair treatment of labor, and provide constructive recommendations to the management for development and improvement.

- 5) Consider urgent issues related to human rights management and fair treatment of laborers to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing human rights management and fair treatment of laborers, and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for human rights management and fair treatment of laborers that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for human rights and fair treatment of laborers, including business continuity management.
- 4) Arrange for the development and review of an effective risk management system, internal controls, and internal audit for human rights and fair treatment of laborers.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to human rights and fair treatment of laborers, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of human rights and fair treatment of laborers by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about human rights management and fair treatment of laborers, including protection measures for whistleblowers, complainants, witnesses, and information reporters.

Department or Individuals Responsible for Human Rights and Fair Treatment of Laborers

- 1) Develop strategic plans, action plans, and human rights and fair treatment of laborers measures that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on human rights and fair treatment of laborers.
- 3) Implement the monitoring process of human rights due diligence operations, assess and manage risks in human rights and fair treatment of laborers, including developing guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Continuously monitor, follow up, and verify the efficiency of preventive measures and remedial guidelines, as well as the progress of responding to those who are affected.
- 6) Collect data and prepare reports on human rights and fair treatment of laborers, as well as disclosing information to relevant stakeholders of the Company on an annual basis and in accordance with the requirements of regulatory authorities.
- 7) Provide channels for complaints or whistleblowing for those affected by human rights and labor practices, and establish a complaint or whistleblowing management process that is consistent with relevant standards.
- 8) Report risk information or significant issues related to human rights and fair treatment of laborers to the executives on a regular basis, and report immediately when abnormal incidents occur.
- 9) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 10) Continuously communicate with employees and related stakeholders to raise awareness and promote participation in human rights and fair treatment of laborers.

- 11) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 12) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 13) Review policies on human rights and treatment of laborers in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) Communicate and transfer knowledge about policies on human rights management and fair treatment of laborers and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates policies on human rights and fair treatment of laborers and organizational goals to directors, executives, employees, subsidiaries, associates, other companies under the Company's control, business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities, and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The policy on human rights and fair treatment of laborers is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Sustainable Development Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) are well aware that business development to grow while coexisting with and responsible for the local community, as well as the preservation of natural resources and a sound environment based on good corporate governance, will help create long-term value for the organization and stakeholders throughout the value chain. Therefore, the Company is committed to conducting business in accordance with the principles of sustainable development and the “ALL WIN” philosophy under the principles of corporate governance and the Company’s business code of conduct, as well as complying with the guidelines of the UN Global Compact as well as relevant international practices and standards. This is done by integrating sustainability management guidelines with the Company’s business strategy and operations to drive the sustainable development of the organization in a concrete manner with the goal of developing the business to grow steadily, increase competitiveness, reduce the negative impact of business operations, and create a positive impact on the economy, the environment, and society. It is also able to meet the expectations of all stakeholders in a balanced manner and support the achievement of the United Nations Sustainable Development Goals (SDGs).

Definitions

Sustainable development refers to development that meets the needs of the current generation without depriving them of the ability to meet the needs of future generations. The ultimate goal of this concept is to improve the quality of life of the world’s population while maintaining the level of human use of natural resources that does not exceed the production potential of nature and focusing on the balance between the economy, society, and the environment by taking the next generation into account.

Practices

The Company has established guidelines for setting strategies and operational goals in alignment with the principles of sustainable development that aim to create a balance between the economy, society, and the environment throughout the value chain under the principles of good corporate governance and the business code of conduct. The guidelines that should be followed are as follows:

1. Leadership Commitment

The Company demonstrates the commitment of the top management in formulating the strategy, sustainability management framework, and short-, medium-, and long-term corporate strategic goals that are consistent with the international principles of sustainability and sustainable development goals to guide practices and drive the concrete implementation of the whole organization. The Company continuously monitors various situations, prepares for changes, and consistently supervises operations to be efficient, as well as building a strong corporate culture and behaving as a good role model, including cooperating or supporting Thai and international organizations or agencies in driving business toward sustainability.

2. Business operation with integrity based on the corporate governance principles

The Company operates with integrity, transparency, and fairness, adheres to applicable laws, regulations, policies, guidelines, and standards, and upholds the tenets of corporate governance and business ethics to combat corruption, prevent conflicts of interest, and respect intellectual property. The Company also respects and adheres to human rights principles, treats workers fairly, discloses information transparently, conducts socially and environmentally responsible business, and treats all stakeholders equally. Besides this, the Company cultivates an ethical culture in the organization and systematically implements the ethics and compliance program by adequately providing an effective mechanism for supervision, risk management, audits, and internal controls.

3. Increase in business value with innovation and quality

The Company continues to improve its work processes and improve the quality of products and services throughout the product life cycle efficiently with technology and innovation, while promoting innovation and developing new businesses that create added value for the organization and stakeholders by taking into account the long-term impact covering issues related to stakeholders, society, and the environment in the value-creating process of the Company. It also invests in innovative new businesses for sustainability and supports innovation with suppliers and business partners to increase competitiveness, generate continuous growth of turnovers, and provide good returns for shareholders and stakeholders.

4. Treatment of employees in accordance with human rights principles

The Company respects the rights and treats employees and workers in accordance with human rights principles. It encourages teamwork, respect for differences, diversity, and inclusion. The Company does not use forced labor in any form and treats employees and workers fairly and equally without discrimination in the processes of recruitment, selection, appointment, and provision of welfare and remuneration, transfer, as well as performance evaluation and dismissal. The Company also creates a good working environment in accordance with quality standards, builds a strong corporate culture and values, and continuously develops the knowledge, skills, and potential of its personnel to create opportunities for advancement in work and prepare for changes. In addition, the Company respects the privacy rights and protects the personal information of employees to be secure and safe.

5. Promotion of participation and consideration for all stakeholders

The Company is committed to reducing the negative impact of business operations that occur or may occur to stakeholders, both inside and outside the organization, by providing channels for expressing opinions, complaints, or whistleblowing and the transparent and fair process of handling complaints from stakeholders, as well as creating participation and engagement with stakeholders through various means to manage the interests, concerns, and expectations of stakeholders. The Company strives to minimize or eliminate direct and indirect negative impacts on stakeholders by comprehensively assessing risks and responsibly managing all types of risks in the supply chain in accordance with international standards, as well as developing employees, suppliers, business partners, and key stakeholders to have the knowledge and skills to support sustainable business operations to create sustainable opportunities and benefits for all stakeholders.

6. Care for and protection of the environment

The Company encourages executives and employees at all levels to be aware of the risks and environmental impacts caused by business operations on water, air, ecosystems, and biodiversity, including climate change. It conducts business by promoting the most efficient use of natural resources, increasing the ability to manage natural resources sustainably, fostering the use of renewable energy and clean energy, creating innovations or environmentally friendly new businesses, and reducing the impact of operations on the environment, including adapting to climate change. Controls and manages greenhouse gas emission reduction, waste emission

reduction, and the use of chemicals that are harmful to the environment throughout the supply chain in line with international practices. This includes creating awareness of working with responsibility toward the environment and encouraging stakeholders to jointly care for the environment, preserve, and restore ecosystems and biodiversity.

7. Promotion of the development of the quality of life of people in society

The Company respects the rights of the community and promotes a good quality of life for workers in the operating area and the community, including supporting equal access to resources and utilizing resources in the community with appreciation. It also takes responsibility for managing risks and negative impacts on communities resulting from business activities along the supply chain, as well as caring for and improving community quality of life through projects and activities such as creating employment opportunities and promoting community public health development that enable opportunity to listen to feedback. Moreover, the Company encourages stakeholders to participate in its operations and create shared value by using the organization's capabilities to help develop society and create equal opportunities for all groups of people in society. The Company cooperates with the government sector, the private sector, and civil society to develop the potential of communities to be strong and sustainable.

Duties and Responsibilities

The sustainable development policy is the responsibility of the Board of Directors and management to jointly drive the Company's sustainable development to achieve its goals, and employees at all levels are responsible for supporting and actively following the policy and implementing it as a part of all work processes to achieve these objectives in a concrete manner and implementing the policy throughout the organization with clear supervision. Therefore, the Company has defined the duties and responsibilities of individuals or departments within the organization as follows:

Board of Directors

- 1) Consider approving and reviewing sustainable development policies and frameworks to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders across the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.

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- 3) Support the management in assessing risks in all dimensions that affect sustainable development and formulate effective, appropriate, and adequate risk control measures.
- 4) Consider reports on risks and performance of sustainable development policies and guidelines, and provide constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to sustainable development to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing sustainable development and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for sustainable development that are appropriate for each company's context and in accordance with the policies, procedures, and laws of countries in which the Company operates business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for sustainable development. This includes integrating the performance of climate change and sustainability efforts with key performance indicators (KPIs) that impact executive compensation including business continuity management.
- 4) Adequately arrange for the development and review of effective risk management system, internal controls, and internal audit.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures in all dimensions, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of sustainable development by continuously communicating to employees at all levels and relevant stakeholders.

- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the sustainable development policy, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Sustainable Development

- 1) Develop strategic plans, action plans, and measures for sustainable development that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on sustainable development.
- 3) Assess and manage risks in the economic, social, environmental, and corporate governance dimensions, including determining risk control and management measures, as well as having guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Regularly monitor, collect data, and prepare reports on sustainable development, as well as managing information disclosure to stakeholders throughout the value chain on an annual basis and in accordance with the requirements of regulatory authorities.
- 6) Report the performance of the management of significant issues related to sustainable development to the executives on a regular basis and report immediately when abnormal incidents occur.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate with employees and related stakeholders to raise awareness and promote participation in sustainable development.

- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review sustainable development policies in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) Communicate and transfer knowledge about the Company's sustainable development policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates with the directors, executives, employees, subsidiaries, associates, other companies that the Company has the power to control, business representatives, and suppliers, as well as stakeholders involved in sustainable development policies and organizational goals, through training, orientation, meetings, or activities in various appropriate forms, as well as evaluating their effectiveness and making continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The sustainable development policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Stakeholder Engagement Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) are aware that promoting participation and building good relationships with stakeholders based on trust, respect, and mutual understanding are key elements in creating long-term business value that helps reduce risks, fosters collaboration, and supports the organization in driving the business to effectively achieve the goals of sustainable development.

The Company therefore conducts business according to the “**ALL WIN**” philosophy that places importance on the engagement of stakeholders in the value chain, including responding to or dealing with issues that stakeholders value and have expectations or concerns about the impact of business operations activities. The Company is committed to caring for and treating stakeholders throughout the value chain, including society as a whole, natural resources, and the environment responsibly, with dignity, fairness and respect for stakeholders’ rights under the principles of corporate governance and business code of conduct by providing opportunities and encouraging stakeholders to participate constructively in the organization’s important operations, as well as participating in social and environmental development at the same time. These bring about positive relationships and trust and allow the Company to develop and operate its business sustainably and create value for all stakeholders in the long term.

Definitions

Stakeholders refer to individuals or groups of persons who are directly or indirectly affected by the Company’s business operations, whether positive or negative, or individuals or groups of persons who influence the Company’s business operations, such as employees, shareholders, investors, customers, communities, suppliers, business partners, creditors, government agencies, and state enterprises.

Stakeholder engagement refers to the process of interactive participation with stakeholders through two-way communication through continuous exchanges, understanding, or listening to opinions on the organization’s operations in various forms, such as meetings, listening to opinions, and counseling, to achieve understanding, meet expectations, and create mutual value.

Guidelines for Building Stakeholder Engagement

The Company creates and promotes the engagement and equally and fairly treats all groups of stakeholders in accordance with relevant laws, rules, regulations, standards, policies, and guidelines by providing opportunities to listen to their perspectives, viewpoints, concerns, and expectations in order to understand the needs of each stakeholder group and be able to manage them effectively. The guidelines are as follows:

1. Defining, Classifying, and Analyzing Stakeholder Groups

Identify, classify, analyze, and prioritize stakeholders to fully and clearly assess and manage risks and direct and indirect impacts on each stakeholder group. The Company also formulates strategies, engagement plans, and indicators, and prioritizes steps of implementations for each stakeholder group, as well as determining key issues for sustainable development and the best use of the Company's resources by considering various factors that these individuals have an effect on or are affected by the Company's operations, such as interest, level of influence on the Company's operations, expertise in key sustainability issues, stakeholder expectations, level of business impact on stakeholders, value created for the Company, dependency, responsibility, tension, and diverse perspectives. However, the Company conducts regular reviews of the organization's stakeholder groups to align with changing business contexts, for example, technology, requirements, laws, markets, and customers.

2. Level of Stakeholder Engagement and Methods

Prepare a profile and stakeholder mapping to identify the Company's stakeholders, perceive the perspectives of stakeholders and potential impacts, including the expectations of each stakeholder group. The said map will be used to design guidelines and action plans to meet stakeholders' needs with constant review and suitable improvement.

The Company determines the level, methods, and capacity for participation that are appropriate and consistent with the objectives, scope, and needs of relevant stakeholders. Examples of ways to engage with stakeholders are as follows:

Stakeholders	Level of Participation	Method
1. Be a stakeholder who is partially affected by the Company's operations and has no influence or little on the Company's operations.	Inform	One-way communication, such as printed media (reports, brochures, press releases), online media, websites, Marketing tools
2. Be a stakeholder who has a high influence on the Company's operations but is not affected or little by the Company's operations.	Engage and keep satisfied	Hearings through various channels such as telephone, email, questionnaires, Two-way communication
3. Be a stakeholder who is directly related to or highly affected by the Company's operations but has little influence on the Company's operations.	Involve	Meetings, Workshops, Talks
4. Be a stakeholder who is directly involved or highly affected by the Company's operations and has a high influence on the Company's operations.	Collaborate	Conducting business or joint projects, Being partners in various matters

3. Risk Management of Stakeholder Participation

Identify, assess, and prioritize risks from stakeholder engagement actions to plan responses, prepare for constructive negotiations with stakeholders and manage risks effectively. Potential risks that should be considered include differences of opinion, feelings of being ignored and having their rights violated, unfair or non-transparent participation procedures, unwilling participation, participation fatigue, creation of expectations of changes that the Company may not agree with or cannot actually achieve, disruptive or problematic stakeholders, uninformed stakeholders, disempowered stakeholders, technical barriers for online participation processes, and conflicts between participating stakeholders. This is to prevent risks that may occur, the Company clarifies and informs the objectives, scope, and expected outcomes of stakeholder engagement activities, as well as providing opportunities to listen to opinions, suggestions, and honestly, transparently, fairly, and promptly respond to inquiries, including regularly examining and reviewing the participation process.

4. Stakeholder Participation Process

Establish a stakeholder participation process by various methods and channels, which are carried out by agencies related to stakeholder groups under the supervision of the Company's Sustainable Development Working Group to cover all stakeholder groups, and bring the results of the impact assessment and the level of importance of impacts received by the stakeholders from the Company, as well as expectations, needs, concerns, and comments of stakeholders that are significant to the Company's business operations to analyze for a materiality issue by the Sustainability Development Working Group. The guidelines are as follows:

4.1 Before the stakeholder participation process

- Determine the objectives, timeframes, and scope of stakeholder engagement linked to the action plan or business activities.
- Consider the appropriate process, duration, and method of participation.
- Consider defining the stakeholders participating in the process and the relevant responsible persons, along with clear scopes, duties, and responsibilities.
- Prepare and allocate necessary resources sufficiently for the participation process, including materials, equipment, and documents that are suitable for vulnerable groups or persons with language difficulties.
- Disclose information accurately, clearly, transparently, and thoroughly to ensure that stakeholders receive adequate, consistent, and timely information. However, appropriateness and compliance with the Company's information disclosure policy should be considered.
- Inform and invite stakeholders in advance, including checking acceptance of each relevant stakeholder who agrees to attend the event on the date, time, and location specified.

4.2 During the Participation Process

- Set clear rules, procedures, and guidelines for participation that are agreed upon by all participants.
- Create and encourage the participation of all stakeholders in a balanced manner.

- Listen and exchange opinions neutrally based on reasoning and facts without discrimination, including clarifying information transparently, clearly and correctly.
- Respect privacy and confidentiality of information in accordance with the law.
- Handle criticism professionally and accept stakeholders' perspectives and opinions.
- Avoid making promises to stakeholders if the Company is unable to fulfill the promise.
- Continuously monitor and follow up on the situation, including being ready to deal with unexpected events that may occur immediately.
- Record the details of the engagement completely and clearly.

4.3 After the participation process

- Ask for comments on the participation process to improve the process for future stakeholder engagement activities and develop sustainable relationships.
- Collect information and summarize the results from meetings, perspectives, concerns, and expectations of stakeholders.
- Prioritize issues based on their relevance and importance to the Company and its stakeholders. Sustainability key issues are ones that will influence decision-making, actions, and performance of the Amata Group or its stakeholders.
- Monitor the implementation of the plan and systematically assess the participation efficiency.
- Continuously review and improve action plans and guidelines to be effective in line with the expectations of each stakeholder group.
- Report the performance to the Board of Directors or authorized persons.

5. Communication and Disclosure of Information

Determine the scope of disclosing and communicating information to stakeholders correctly, completely, clearly, promptly, thoroughly, transparently, and in accordance with relevant laws, regulations, policies, or guidelines. The Company reveals the true purposes, sources of information, and a participation plan that allows stakeholders to express their opinions equally and fairly.

The Company has a communication strategy, methods, formats, contents, channels, and procedures that are suitable for stakeholder groups, situations, durations, and culture in each locality. This may be determined based on the level of damage that may occur or the benefits that may be lost if ignored or not taken. There is a process for reporting information and communicating the results to stakeholders in a transparent, adequate, timely, and convenient access by stakeholders to build confidence and trust among all stakeholder groups.

The Company informs stakeholders of progress through its communication channels, as well as providing channels for counseling, receiving recommendations, or whistleblowing, complaint management, whistleblower protection, and systematic reports of the results of operations for both internal and external stakeholders affected by the Company's business operations. The said channels are transparently disclosed, and the Company mitigates the potential impacts of business activities on stakeholders throughout the value chain.

6. Review and Improvement

The Company regularly monitors, supervises, examines, and evaluates the efficiency of participation creation operations in accordance with relevant laws, regulations, policies and guidelines along with updating the information and issues of stakeholder needs and conducting reviews of strategies, participation plan, analysis and ranking stakeholders, communication methods, and guidelines for effective information disclosure in order to continuously improve the efficiency of stakeholder participation.

Duties and Responsibilities

All executives and employees are like the Company's representatives in liaising with stakeholders, so they have the responsibility to treat stakeholders strictly in accordance with the Company's policies and guidelines. The duties and responsibilities are as follows:

Board of Directors

- 1) Consider approving and reviewing stakeholder engagement policies and guidelines to be up to date and appropriate to the environment and risk factors, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.

- 3) Supervise and support the management in assessing risks in stakeholder engagement to ensure the efficiency of appropriate and adequate risk control.
- 4) Consider reports on risks and performance in accordance with stakeholder engagement policies and guidelines and provide constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to stakeholder engagement to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing stakeholder engagement and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Establish strategies, plans, and guidelines for managing stakeholder engagement, including business continuity management.
- 4) Adequately arrange for the development and review of an effective risk management system, internal controls, and internal audit for stakeholder engagement.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to stakeholder engagement, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Encourage subordinates at all levels to recognize the importance of policy compliance and cultivate it as a corporate culture.

- 8) Arrange a system to collect concerns, expectations, and suggestions from stakeholders. The Company will use these issues to correct and improve negative impacts or create positive ones through various projects or activities, as well as monitoring the progress and evaluating the effective response to issues and suggestions in a timely manner.
- 9) Raise awareness and promote a culture of stakeholder engagement by continuously communicating to employees at all levels and relevant stakeholders.
- 10) Consider using information and important issues from stakeholder engagement as part of business decisions, strategy formulation, action plans, and management at all levels.
- 11) Consider the report on the performance of the policy and the results of stakeholder engagement with the Company before presenting it to the Senior Management and the Board of Directors.
- 12) Provide channels for whistleblowing and receiving complaints about violations of stakeholder engagement policies, as well as complaint handling processes and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Department or Individuals Responsible for Stakeholder Engagement Implementation

- 1) Establish procedures and guidelines for creating the participation of relevant stakeholders.
- 2) Establish a clear process for disclosing and reporting information on stakeholder engagement.
- 3) Assess and manage stakeholder engagement risks, including guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Monitor, collect, and store reports on stakeholder participation, as well as managing and disclosing information in accordance with the requirements of regulatory agencies.

- 6) Regularly report information on creating and promoting stakeholder participation and the results of stakeholder participation with the Company to the executives and immediately report when an abnormal event occurs.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish standards, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate and raise awareness about the creation of participation among employees and related stakeholders.
- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review policies and guidelines for stakeholder engagement to be in line with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates stakeholder engagement policies to directors, executives, employees, subsidiaries, associates, other companies under the Company's control, business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities, and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The stakeholder engagement policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Policies and Practices Towards Different Stakeholder Groups

The Company treats all groups of stakeholders equally and fairly according to the principles of corporate governance and business code of conduct. Therefore, policies and guidelines for various groups of stakeholders have been established to be practices for conducting business, creating added value for the organization, and achieving the goals of sustainable development as follows:

Policies and Practices Towards Shareholders

The Company recognizes the importance and equality of the fundamental rights of all shareholders that should be treated equally and fairly. Any decisions and actions must be made fairly, taking into account the maximum interests as a whole, and continuing to add value to shareholders in the long term. The directors, executives, and employees are required to comply with the following guidelines.

- 1) Respect all shareholders' rights and treat them equally, equitably, and fairly without taking any action that deprives or violates their rights.

- 2) Perform duties responsibly, prudently, and honestly under reasonable decisions based on information that is believed to be sufficient and accurate. There is no direct and indirect interest or in good faith in the best interests of the Company. Shareholders must have a legitimate and appropriate purpose and must not act with a conflict of interest with the Company.
- 3) Comply with laws, objectives, and the Company's articles of association, resolutions of directors and shareholders' meetings, corporate governance principles, and business code of conduct for the best interests of shareholders.
- 4) Establish a governance structure that takes care of shareholders equally and have easily accessible channels for communication and listening to opinions, suggestions, or complaints.
- 5) Ensure that the Company's assets do not depreciate or become lost through illegal means.
- 6) Provide an opportunity for shareholders to participate in taking care of the business and give opinions regarding business operations equally through proposing agendas for the general meeting of shareholders and names of directors in advance, including offering constructive opinions during meetings.
- 7) Clarify information, schedule, and other details regarding the agenda so that shareholders can adequately use it to make decisions at the shareholders' meeting in advance, and they must be in a language that shareholders can understand.
- 8) Disclose information, financial reports, financial position, and operating results in various areas of the Company regularly, completely, factually correct, transparently, and in a manner that is timely, up to date, and sufficient for shareholders and investors to make decisions.
- 9) Do not disclose or use any documents or internal information that have not been publicly disclosed and are confidential to the Company for personal benefit and/or related persons or take any action in a manner that may cause a conflict of interest with the Company, both during the performance of duties and after resignation.
- 10) Establish measures and systems for internal control, internal audit, regulatory compliance supervision and effective risk management.

- 11) Provide channels for whistleblowing of dishonest acts or complaints, including websites, post, and telecommunications, and have a complaint response process, protection of complainants, including reporting the results of the proceedings to complainants in a systematic and fair manner.

Policies and Practices Towards Employees

The Company recognizes that every employee is its most valuable resource and an important part of driving the Company to success. Therefore, the Company has established a “Human Rights Policy” to prioritize the equal treatment of all employees, free from discrimination, and respond to the needs of employees, with the aim of fostering a good relationship between the Company and employees, as well as promoting the development of employees’ skills and abilities, creating a good and safe working environment, and having career stability and growth in the future. The guidelines are as follows:

- 1) Recruit and select qualified personnel meeting needs and consistent with the organization’s culture through a fair and efficient selection process with equal opportunities for those who are interested to apply for jobs equally.
- 2) Respect personal rights and freedoms and human dignity by treating all employees equally with non-discrimination regardless of origin, race, gender, age, skin color, religion, disability, status, family background, educational institution, or any other status that is not directly related to the performance of the job.
- 3) Provide a governance structure and human resource management, including allocating resources to support employees in complying with relevant laws, regulations, policies, and guidelines appropriately and adequately.
- 4) Pay remuneration and benefits to employees without discrimination and provide equal and fair opportunities by administering remuneration from performance evaluations with goals and performance criteria that are transparent, clear, fair, and acceptable to employees.
- 5) Establish criteria and processes for appointment, transfer, and promotion, including rewards and punishments for employees that are clear, transparent, and fair, without discrimination.

- 6) Take care of employees holistically according to an organization of happiness approach to create a balance between their work and personal life by providing various activities to promote health and a good quality of life for employees.
- 7) Provide workplaces, equipment, and work processes that are safe for life and property in accordance with international occupational health and safety standards.
- 8) Provide channels for information and hearings, including whistleblowing channels, complaint management, whistleblower protection, and notification of implementation results for employees affected by violations of human rights or the business code of conduct by following the whistleblowing policy.
- 9) Promote and provide opportunities for all employees to show their full abilities and create motivation for work in the form of salary, bonuses, and appropriate operating expenses according to the Company's regulations.
- 10) Promote the development of knowledge, necessary skills, and potential of employees in accordance with the business direction in a thorough, equitable, and non-discriminatory manner, taking into account the suitability of job positions and career advancement.
- 11) Encourage and support teamwork and cultivate a culture based on corporate values and business code of conduct to achieve unity by collaborating and creating awareness of employees in performing their work to achieve the organization's goals.
- 12) Give precedence to taking care of employees from the commencement of employment to after retirement and provide employment opportunities for retired employees who are still in good health, can work efficiently, and create benefits for the Company by considering the knowledge and abilities of retirees and the suitability of the job characteristics.
- 13) Comply with laws, rules, regulations, policies, and guidelines, as well as standards related to employees and workers, including promoting the exercise of employees' rights in law.
- 14) Continuously evaluate the satisfaction and engagement of employees with the organization and use the evaluation results to improve the efficiency of human resource management operations, as well as communicating the results of the employee engagement evaluation and the Company's operations to the employees.

Policies and Practices Towards Customers

The Company is committed to developing products and services that are of high quality and value and meet customer needs efficiently so that customers are satisfied, have confidence, trust, and support the business continuously. Therefore, the Company has set guidelines for developing and maintaining sustainable relationships with customers as follows:

- 1) Produce and deliver quality, safe, standardized products and services in accordance with laws, rules, regulations, policies, and practices, including related standards, at reasonable prices and meeting customer needs and expectations.
- 2) Find and understand the needs of various customers to ensure customer satisfaction by studying and analyzing trends in consumer behavior and customer needs according to the era.
- 3) Develop socially and environmentally responsible products and services by applying innovative technology in the production of quality products or services, using resources efficiently, protecting the environment, reducing negative impacts, and creating a positive impact on society and the environment to deliver value to customers and build long-term trust.
- 4) Provide quality and efficient after-sales service throughout the life of the product and service.
- 5) Treat customers equitably and equally on the basis of fair returns to both parties.
- 6) Monitor the source and quality of raw materials and service providers to manage sustainability risks throughout the supply chain, as well as managing the quality of products and services efficiently in accordance with international standards.
- 7) Conduct business ethically and honestly and treat customers politely and trustworthily.
- 8) Respect customers' privacy by keeping their business and personal information confidential, preventing unauthorized access to customer information, and not disclosing such data to third parties without their consent.
- 9) Communicate and provide accurate, sufficient, and up-to-date information, news, and suggestions to customers so that they will regularly know about products and services.

Advertising, public relations, and marketing promotion must be done responsibly, without exaggerating or misleading about the amount, quality, or conditions of the product or service.

- 10) Provide various communication channels that give customers the opportunity to make suggestions or complaints about products and services, as well as reporting information when wrongdoing or violation of the Company's business code of conduct is discovered by following the whistleblowing policy.
- 11) Arrange a satisfaction survey process, hearings, and receipt of suggestions from customers in order to continuously improve products and services for quality, including responding quickly to build good relationships with customers on a regular basis.

Policies and Practices Towards Suppliers

The Company prioritizes its suppliers as partners in business success and is committed to conducting business with them in a transparent, equitable, and fair manner. Therefore, it has prepared a "Business Code of Conduct for Suppliers" and encourages all suppliers to follow. The Company provides assistance, support, and encouragement to suppliers to conduct business ethically, respect human rights, supervise occupational health and safety, and value sustainable environmental management to support long-term business operations between each other. The guidelines are as follows:

- 1) Carry out procurement in a transparent, fair, and verifiable manner, including strictly complying with laws, regulations, requirements, policies, guidelines, and related standards, as well as social ethical standards.
- 2) Provide accurate, complete, clear, and sufficient information to all suppliers in an equitable and fair manner, without taking advantage.
- 3) Consider an appropriate and fair purchase price, taking into account reasonableness in price, quality, and service received, including the ability to provide appropriate reasons when inspected.
- 4) Recruit and select suppliers fairly based on their performance, reliability, and operations according to the business code of conduct for suppliers and related policies of the Company.

- 5) Pay for products and services to suppliers correctly and on time.
- 6) Strictly follow the trading and contract conditions as agreed upon. If any condition cannot be met, the other party must be notified in advance so that the problem can be solved together.
- 7) Set rules, criteria, and procedures for selecting suppliers and contractors, including contract terms and clear and fair procurement procedures.
- 8) Provide communication channels that allow suppliers the opportunity to submit complaints or report information in the event that they discover misconduct or violations of the policy and business code of conduct of employees by following the whistleblowing policy.
- 9) Listen to any opinions and suggestions that suppliers complain about or recommend for development, improvement, and solving problems occurring during work.
- 10) Keep information and documents received from each bidder confidential. Do not disclose them to others. Supplier information must not be disclosed to others unless consent is obtained from suppliers.
- 11) Maintain equal and neutral business relationships with suppliers, and do not demand or receive property, gifts, or other benefits from them, either directly or indirectly.
- 12) Do not support procuring from suppliers who do not follow the business code of conduct for suppliers, breach the law and social ethical norms, or who commit corruption, violate human rights, or infringe on intellectual property rights.
- 13) Support suppliers' knowledge and potential to improve their production capacity and service delivery to meet standards.
- 14) Encourage suppliers to source raw materials, products, or services that are environmentally friendly and selected from local communities, as well as supporting suppliers to operate their businesses sustainably by taking into account the social, environmental, and governance dimensions.
- 15) Continuously monitor, inspect, and evaluate the efficiency of suppliers' operations, including giving advice on corrections and improvements.

Policies and Practices Towards Joint Venture Partners

The Company respects the rights and treats all business partners equally and fairly and supports them to respect human rights in accordance with the human rights policy and other related policies. The Company cooperates in working with business partners to maintain good relationships and enable joint ventures to achieve common goals with the following guidelines:

- 1) Cooperate with business partners to support and strengthen joint venture operations.
- 2) Develop, create opportunities, and expand on existing businesses, including opening up new business partners to create continuous growth.
- 3) Support the exchange of ideas and suggestions with business partners and jointly formulate a business plan to ensure the development and sustainable growth of the joint venture.
- 4) Monitor the operations of the joint venture to ensure that it complies with laws, rules, regulations, the business code of conduct for business partners, and sustainable development guidelines.
- 5) Work with business partners to allocate profits from joint ventures fairly and transparently.
- 6) Do not seek benefits from business partners or take advantage of business partners in any aspect.

Policies and Practices Towards Trade Competitors

The Company treats its trade competitors fairly under the framework of honest and transparent competition rules. Do not seek confidential information, do not damage the reputation of competitors by dishonest or unlawful means, and strive to conduct business fairly in accordance with the law, rules, regulations, corporate governance principles, and business code of conduct, as well as taking into account trade ethics and competition law. The guidelines are as follows:

- 1) Operate within the framework and rules of free and fair competition, as well as trade competition laws and other relevant laws, including a commitment to conducting business ethically and transparently, and not exploiting competitors illegally.

- 2) Conduct business in accordance with the mechanism of free market competition, taking into account the best interests of customers or consumers.
- 3) Do not disclose, solicit, share, exchange, or forward important business-sensitive or confidential information about competitors using dishonest or inappropriate means, both directly and indirectly.
- 4) Do not damage the reputation of competitors with malicious accusations.
- 5) Do not encourage mutual agreement to act or allow monopolies, reduce and limit competition, lower the quality of products or services, or set unfair prices for customers.
- 6) Do not infringe on the intellectual property of trade competitors.
- 7) Business integration must be transparent, not create a monopoly, or reduce competition by taking action as required by law.
- 8) Support cooperation with trade competitors for consumer benefits.

Policies and Practices Towards Creditors

The Company respects the rights and treats creditors equally, fairly, and transparently and strictly complies with the contracts and conditions set forth for financial reliability. The guidelines are as follows:

- 1) Prepare contracts with all creditors legally with equality, fairness, and transparency without taking advantage of the parties.
- 2) Ensure that all loan and interest payments to all creditors are made in full and on time as agreed.
- 3) Supervise and manage finances honestly and transparently in accordance with the objectives of the loan. The Company must carefully consider the reasons and necessity before deciding to apply for loans or guarantees.
- 4) Disclose information and report financial position in a transparent, complete, and accurate manner based on a period cycle and as asked by creditors.
- 5) Be committed to managing the business efficiently, avoid defaults on debt payments, and maintain the ability to repay debt as best as possible.

- 6) Strictly comply with the terms, conditions, and agreements of the contract with creditors. In the event that the conditions cannot be met or there is a reason to change the conditions, the Company will notify the creditors in advance and jointly find a solution to the problem as soon as possible.

Policies and Practices Towards Communities

The Company is committed to developing business, the economy, and society to grow together with surrounding communities. The Company therefore conducts business by adhering to social responsibility, respecting human rights, and treating all groups of stakeholders with fairness, including continuously supporting activities that promote a good quality of life and develop communities and society as a whole in all countries in which it operates business. In addition, the Company acts as a good citizen of society by encouraging employees and other stakeholders to participate in community and social development to create shared value and a better quality of life for the community. The guidelines are as follows:

- 1) Take responsibility for the negative impact on the community caused by the Company's business operations by providing communication channels that provide opportunities for the community to give suggestions, complaints, or whistleblowing in case of any wrongdoing or violation of the Company's business code of conduct by following the whistleblowing policy.
- 2) Respond to complaints from the community systematically and efficiently, including taking steps to prevent and manage negative impacts to a minimum or no.
- 3) Support and provide necessary assistance to society and communities, especially communities surrounding the Company's establishments within a distance of five kilometers.
- 4) Maintain the community's environment by monitoring, supervising, controlling, and managing waste efficiently, including controlling pollution by using effective technology and in accordance with the law.
- 5) Provide knowledge and be a model learning source for surrounding communities regarding safety, emergency management, and good environmental management.
- 6) Promote the development of the quality of life of the community and society by supporting activities or projects that promote safety and better health for people in the

community, develop knowledge and skills necessary for youth and people in the community, develop the community economy, and create equal opportunities for people to access the Company's various services.

- 7) Support projects or activities that preserve arts and culture, good tradition, local wisdom, and religion, including foundations and public charity organizations to help the underprivileged have a good quality of life, as well as organizations or activities that aim to develop human resources.
- 8) Support and provide opportunities for the community to participate in activities or projects of the Company and to express opinions, make suggestions, or complain about the Company's operations.
- 9) Disclose the results of social responsibility operations in a transparent and verifiable manner.
- 10) Create a network and support cooperation with other stakeholder groups to jointly develop the community and society as a whole.
- 11) Encourage employees at all levels to have a sense of social responsibility seriously and consistently.

Policies and Practices Towards Government Agencies and State Enterprises

The Company places great importance on government agencies and state enterprises because of their direct role in business operations. The Company strictly complies with relevant laws and cooperates with government agencies and state enterprises in countries in which it invests in supporting various activities. The guidelines are as follows:

- 1) Strictly comply with relevant laws, rules, and regulations in every country in which the Company operates business.
- 2) Do not take any action to persuade government officers to support and conspire in inappropriate acts.
- 3) Do not give, offer, or promise to grant property or any other benefits to officers of government agencies or state enterprises with the intent of inducing them to perform or

omit to undertake illegal acts by duty in order to benefit its own business or others involved.

- 4) Participate in creating knowledge in community development for local government agencies.
- 5) Continuously support the operations and activities of government agencies and state enterprises related to the Company's operations.
- 6) Disclose the Company's performance as requested by government agencies in a transparent and verifiable manner.
- 7) Participate in meetings to share knowledge and methods and provide assistance in various areas according to the organization's specializations.
- 8) Listen to opinions, suggestions, or complaints from government agencies and state enterprises and use them to improve the efficiency of operations.
- 9) Support building good relationships between communities and government agencies and support social and environmental development.

Policies and Practices Towards Mass Media

The Company places importance on disclosing information to the mass media in a transparent and factual manner in order to communicate information to the public accurately and rapidly. The guidelines are as follows:

- 1) Disclose information and news to the media in a comprehensive, equal, and continuous manner that is factual, accurate, clear, and straight to the point.
- 2) Communicate information promptly and in line with the situation.
- 3) Be cautious when communicating in public by maintaining a positive attitude, sincerity, and friendliness. Consider the impact on both direct and indirect stakeholders, and abide by any relevant laws.
- 4) Check the accuracy and completeness of the content carefully before providing information to the mass media.

- 5) Do not perform any act that involves bribing, offering, or promising to give property or any other benefits that lead to corruption to the mass media in exchange for news coverage.
- 6) Provide opportunities for the mass media to meet and talk with senior executives.
- 7) Facilitate the mass media when contacting the Company.
- 8) Build good relationships with the media through various activities, such as visits to the industrial estate or receiving news directly from the Company.
- 9) Designate a person responsible for communicating the organization's information, clear contact channels, and inform the mass media.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Human Resource Management Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that human resources are a critical factor to an organization's success. Competent, moral, and ethical employees are an important force in driving the Company's business to achieve the goals of sustainable development. Thus, human resource management is an important process that helps attract and retain talented people, as well as enhancing relationships and improving the performance of both employees and the organization.

The Company is committed to effective human resource management, which includes recruitment, employment, welfare and remuneration, relationship management, and dismissal, as well as the care of employees' physical and mental health and working environment through systematic management based on human rights, fair labor treatment, corporate governance principles, and the Company's business code of conduct. This aims to enable employees to continuously grow in their careers, be happy at work and be engaged with the organization, and perform their duties to their full potential, as well as retaining personnel to continue to work with the organization to support the Company's future business expansion.

Definitions

Human resources are defined as a person's labor, skills, knowledge, and abilities that can be used to produce goods or provide useful services that add value to the organization.

Human resource management is the strategic approach to managing human resources, which are the most valuable assets of an organization, by developing various systems and processes to attract and retain employees through training, professional development, and systematic planning to keep employees motivated to perform their duties to achieve the organization's objectives.

Practices

All supervisors are responsible for managing human resources within their departments in accordance with related laws, rules, regulations, standards, policies, and practices, including human resource management guidelines and the Company's regulations. The guidelines for human resource management are as follows:

- **Respect for human rights and fair labor treatment**

Treat employees fairly, with equity and equality, without discrimination and division due to age, gender, education, marital status, political opinions, race, religion, and belief, as well as visible and invisible disability, subject to the principles of labor law, regulations, and standards related to labor in the countries in which the Company operates its business and human rights principles. The Company also promotes and accepts diversity and inclusion on the basis of equity (DEI) by treating all employees fairly and providing equal opportunities ranging from recruitment, employment, and skill development to dismissal with clear written performance processes, as well as fair benefits and remuneration based on evaluation criteria with goals and performance achievements that are clear, transparent, fair, and acceptable.

- **Organizational structure and manpower**

Define the organizational structure with a chain of command and divisions that supports operations so that the organization can achieve its objectives and goals efficiently and respond rapidly to change. The roles, duties, and responsibilities of each department are clearly and consistently defined in accordance with the principles of corporate governance, as well as managing the manpower ratio to be appropriate and adequate for the organizational structure, workload, and nature of the work in order to manage employee costs efficiently and maximize benefits.

- **Recruitment and Employment**

Define and develop the processes of recruitment, selection, and employment, taking into account diversity, and provide opportunities for everyone to acquire knowledgeable and competent personnel with qualifications that are suitable for the position to be recruited, in line with the operational strategy, the Company's business expansion plan, and corporate values. In the event that there are vacancies, the Company will give opportunities and consider selecting employees within the Company first. If there is no suitable person, it will recruit and employ people from outside. The Company will not use child labor or labor violating the law and treat employees, job applicants, workers, and related parties with fairness and implement every step with transparency and verification.

- **Post-retirement Employment**

Provide opportunities for employment after retirement based on the knowledge and abilities of the retiree, as well as the retiree's health and the suitability of the job characteristics.

The nature of the work must not jeopardize health and safety, and remuneration and benefits must be equal and appropriate to the duties and responsibilities. The Company also provides the protection required by the laws and regulatory agencies of each country in which the Company operates business.

- **Compensation and Welfare Management**

Manage short-term and long-term compensation, welfare and benefits that are appropriate, fair and consistent with the Company's performance by taking into account the duties and responsibilities of the job position, economic conditions, living conditions, the business environment; and review it to an appropriate level so that it can compete and be comparable with the employment market in the same type of business. The Company considers the principles of Pay for Position and Pay for Performance, without discrimination in work of equal value, in order to retain and motivate employees who do good work and are competent and dedicated to the organization. The salary and bonus payment cycle (if any) are clearly defined. Salaries are paid on time, and payment documents are provided as evidence to employees. If the performance and turnovers in that year are sufficient to pay the bonus, the Human Resources Management Committee will consider and approve.

Provide welfare and benefits in addition to basic benefits as prescribed by law without discrimination according to their duties and responsibilities. All types of employees will receive benefits such as life and accident insurance, as well as protection against work-related disability, an annual health check-up, maternity leave, and a language proficiency stipend. Full-time employees and yearly contract employees will receive the same additional benefits, including financial support for medical and dental treatment, loans, and other forms of financial aid. Full-time employees will also be eligible to join the provident fund. In addition, employees' families also receive benefits, for example, child scholarships, financial aid for funerals, etc.

Determine the appropriate compensation and benefits for expatriate staff that comply with provisions of local laws and take into account competitiveness with the local market by comparing welfare compensation information and the cost of living/price index of each city in the country in which the Company operates its business.

- **Performance Management**

Establish clear, transparent, and fair criteria and evaluation processes by evaluating employees' performance based on actual performance and reflecting desirable behavior in accordance with corporate values. The Company provides opportunities for employees to

participate in setting their own work plans and key performance indicators (KPIs) with their supervisors in line with the goals of the department and the Company. The performance evaluation system is clearly structured and standardized, with chances for supervisors and employees to discuss together in planning, tracking progress, and strengthening good supervisor-employee relationships. To build morale and be a good role model for others, the Company also recognizes and rewards employees whose performance can meet the goals and behave in accordance with corporate values.

- **Appointment and Transfer**

Establish clear, transparent, and fair criteria and processes for appointment, transfer, and promotion that are free of discrimination and based on knowledge, ability, and achievement of corporate goals while performing duties in line with employees' duties and responsibilities. Employees and workers are informed of the criteria and processes for acknowledgment.

- **Employee Potential Development**

Promote the development of knowledge, necessary skills, and potential of employees and workers in accordance with the direction of the business in a comprehensive, equitable, and non-discriminatory manner, taking into account the suitability of job positions and career advancement, in order to increase the competitiveness of the organization both now and in the future. This includes basic knowledge, technical skills, managerial/soft skills, leadership skills, and digital skills, as well as attitudes and behaviors that support the organization's sustainable operations. The Company has prepared training and staff development plans according to the skills and abilities that are consistent with the Company's expectations and meet the needs of the positions and allocated a sufficient budget for the development of employees throughout the organization, as well as organizing training or applying other tools such as coaching, study visits, small group meetings, knowledge exchange platforms, and providing feedback. In this regard, training programs are regularly evaluated and monitored, and the outcomes are used to develop an employee skill and capability development plan.

Promote career path opportunities for employees by managing talents and preparing succession plans for positions that are important to the business and positions of employees who are retiring. This is to prepare employees with the right qualifications and potential for higher positions, as well as filling vacant positions, by establishing procedures and criteria for assessing executives' talents and potential in accordance with the corporate strategy plan. In addition, there

is a process to continuously monitor and evaluate the progress in the development of employees who will be successors, including evaluating business needs and predicting changes in the labor market periodically in advance.

- **Receipt of Complaints from Employees**

Provide channels for receiving complaints or whistleblowing, a complaint handling process, whistleblower protection, and performance result notification in order to receive comments and recommendations from employees in an equal and equitable manner while also improving operational efficiency. Complaints are forwarded directly to senior management, and there are guidelines for maintaining the confidentiality of persons providing information or reporting complaints in accordance with the complainant protection process. Such complaints will be handled as outlined in the business code of conduct.

- **Quality of Life, Safety, Occupational Health, and Working Environment**

Promote the quality of life and take care of the physical and mental health of employees by providing health benefits in addition to those required by law. Provide a livable, safe, hygienic environment and workplace that allows employees to work to their full potential. Provide quality work safety equipment and prepare to deal with potential crisis situations by systematically managing risk and management in accordance with applicable laws, rules, regulations, and standards, as well as principles of good corporate governance and the business code of conduct.

- **Dismissal**

Establish transparent, fair, and non-discriminatory rules and guidelines for employment termination of employees or workers, respect human rights, and strictly comply with labor laws and related regulations that are carried out fairly and transparently. However, all employees should be treated fairly and equitably. The decision to dismiss should be based on rational considerations, with no personal bias.

Generally, dismissal occurs in the case where the employee does not pass the probation within the probationary period from the first day of employment, or the employee voluntarily resigns in writing, or the Company terminates the employment for a reason. If it is necessary to reduce the number of employees whose performance falls below the standard for two years in a row, they will be terminated and given lawful severance pay as well as other compensation as required by law.

- **Human Resource Management with an Information Technology System**

Develop or apply an information technology system in human resource management effectively by covering recruitment and selection, employment, remuneration and welfare, human resource development, and so on, and use the information technology system to improve the quality of data in the human resource management process so that it is accurate, complete, up to date, rapidly accessible, reduces the process and volume of documents, and analyzes data effectively. It entails developing a system to improve internal communication efficiency, as well as monitoring and overseeing all employees to ensure that they carry out their responsibilities in accordance with the action plan. There is systematic supervision of information technology to protect its security and prevent risks and damages to employees' assets and personal information, as well as the Company's information, from all forms of cyber threats.

- **Building Employee Engagement**

Create and promote employee engagement with the organization, pride, and a positive attitude at work by prioritizing listening to employees' opinions and providing opportunities for them to participate in various important operations of the organization, including instilling strong corporate culture and values. Promote unity and good understanding between employees and management through continuous employee relations activities, including organizing a survey of employee satisfaction and engagement in various matters to develop and improve operations and human resource management to be efficient.

Duties and Responsibilities

To ensure that human resource management policies are implemented across the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization.

Board of Directors

- 1) Consider approving and reviewing human resource management policies and guidelines to be up to date and appropriate to the environment and risk factors, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.

- 3) Supervise and support the management in assessing risks in human resource management to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on risks in human resource management and performance in accordance with human resource management policies and guidelines and provide constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to human resource management to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing human resource management and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for human resource management that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for human resource management, including a succession plan.
- 4) Arrange for the development and review of a sufficiently effective systems of risk management, internal control, and internal audit for human resource management.
- 5) Monitor, supervise, manage, and support employees to comply with relevant laws, policies, measures, and procedures related to human resource management, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote corporate culture and values by continuously communicating to employees at all levels and relevant stakeholders.

- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of human resource management policies, as well as complaint handling processes and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Department or Individuals Responsible for Human Resource Management

- 1) Develop strategic plans, action plans, and measures on human resource management that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on human resource management.
- 3) Assess and manage human resource management risks, including guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Continuously follow up, monitor, supervise, and evaluate the effectiveness of human resource management.
- 6) Report risk information or significant issues related to human resource management to the executives on a regular basis, and report immediately when abnormal incidents occur.
- 7) Collect data and prepare reports on the human resource management performance, as well as disclosing information to relevant stakeholders of the Company on an annual basis and in accordance with the requirements of regulatory authorities.
- 8) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.

- 9) Communicate to build understanding and awareness and promote participation in human resource management and continuously create a strong corporate culture for employees.
- 10) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 11) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 12) Review human resource management policies in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates human resource management policies to directors, executives, employees, subsidiaries, associates, other companies under the Company's control, business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities, and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The human resource management policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Innovation Management Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that innovation is a key factor in driving business growth, creating differences, and adding value to the Company's products and services. It also helps develop and improve work processes to increase efficiency, lower operating costs, and eliminate negative impacts on society and the environment in order to constantly give value to stakeholders and foster sustainable growth.

Therefore, the Company is committed to creating, developing, and extending innovations in business, products, and services, as well as creating changes in the work process for the organization by systematically and effectively managing innovation, making innovative thinking one of the characteristics of employees, and promoting a culture of innovation within the organization. Employees are encouraged to express their creativity, invention, experiment, and new thing creation, including providing opportunities for employees to participate in developing their abilities and co-developing innovations with suppliers, business partners, and related stakeholders to increase the efficiency of work processes, reduce costs, and add value to products and services, as well as increasing competitiveness arising from the potential to continue creating innovations for business and society.

Definitions

Innovation is an important tool for improving the quality of products and services and upgrading the organization's working methods to be more efficient by improving, recreating, extending from new knowledge, or creating something different from the original by using existing resources to increase business competitiveness, create wealth, reduce negative impacts, or create positive impacts on society and the environment, and create value for stakeholders.

Innovation management refers to the process of bringing innovative ideas to improve an organization's innovation capability by planning, implementing plans, checking, evaluating, and improving to create a new business model and corporate management in a new model to generate returns in terms of finances, reputation, good image, and confidence in the organization, including increasing competitiveness, creating value for stakeholders, and achieving the Company's objectives.

Practices

The Company has established a systematic guideline for innovation management to create, improve, and develop products, services, and business processes to ensure continuous quality and efficiency. The guidelines are as follows:

- 1) Comply with laws, rules, regulations, requirements, policies, and guidelines, as well as standards related to innovation management that apply in all countries in which the Company operates business.
- 2) Determine objectives, strategies, indicators, and plans for innovation management that provide both financial and non-financial value, respond to changes, and meet stakeholders' needs, as well as creating sustainability for the organization.
- 3) Evaluate opportunities and risks, including risk management in innovation management, and assess innovation initiatives based on the capital and resources available in the Company in a comprehensive and continuous manner.
- 4) Provide a suitable and adequate budget and resources for short- and long-term innovation processes and management.
- 5) Promote and support the creation, invention, application, extension, and development of closed innovation to develop the quality and efficiency of products, services, and operational processes, as well as developing new products, services, and business models that meet the needs of stakeholders and reduce negative impacts on society and the environment.
- 6) Promote and cultivate a culture of innovation throughout the organization by providing opportunities for employees to express their innovativeness through various projects and activities, as well as creating participation and motivation in the development of products and services and increasing the organization's competitiveness.
- 7) Provide resource support and promote participation in the development of the Company's innovation management in cooperation with organizations in the private and government sectors, civil society, and local communities (open innovation).
- 8) Collect, develop, and manage knowledge and sources of information from within and outside the organization for use as insights in formulating a business strategy and developing innovations that are consistent with and meet the stakeholders' needs.

- 9) Consider investing in businesses or projects that foster innovation, as well as supporting products and services that are innovatively managed and add value to stakeholders.
- 10) Protect the results of the innovation process and intellectual property of the Company and not support development that infringes on the intellectual property of others.
- 11) Regularly and systematically monitor innovation projects and activities and continuously review and improve operational efficiency.
- 12) Continuously arrange communication and promote awareness of innovation management among employees, suppliers, business alliances, and relevant stakeholders on an ongoing basis.
- 13) Disclose information and report on innovation management performance through reports or channels to the public and relevant stakeholders in a transparent, timely, and verifiable manner.

Duties and Responsibilities

Board of Directors

- 1) Consider approving and reviewing innovation management policies and guidelines to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders throughout the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in innovation management to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on risks in innovation management and the performance in accordance with innovation management policies and guidelines, and provide constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to innovation management to supervise and ensure timely operations.

- 6) Encourage and support the executives in recognizing and prioritizing innovation management and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for innovation management that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Determine objectives, goals, strategies, plans, and indicators for innovation management that are linked from the organizational level to the unit level, including business continuity management.
- 4) Arrange for the development and review of a sufficiently effective systems of risk management, internal control, and internal audit for innovation management.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to innovation management, as well as developing and improving practices to be more effective.
- 6) Encourage innovative ideas and inspire employees to take the initiative and participate in the continuous development of innovation.
- 7) Raise awareness and promote a culture of creativity and innovation management by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about impacts and violations of the innovation management policy, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Innovation Management

- 1) Prepare strategic and action plans for innovation management that are clear and in line with the business context.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on innovation management.
- 3) Assess and manage innovation management risks, as well as providing guidelines to prevent and mitigate the impact.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Safeguard and protect the Company's intellectual property, including examining the outcomes of innovation processes, copyrights, patents, petty patents, and inventions to prevent infringement of others' intellectual property rights.
- 6) Collect data and prepare reports on innovation management results on a regular basis, as well as managing information disclosure to the Company's stakeholders on an annual basis and in accordance with the requirements of regulatory authorities.
- 7) Report risk information or significant issues related to innovation management to the executives on a regular basis and report immediately when abnormal incidents occur.
- 8) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 9) Communicate and train to raise awareness and promote participation in innovation management to employees and related stakeholders on an ongoing basis.
- 10) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 11) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.

- 12) Review innovation management policies in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) Communicate and transfer knowledge about the Company's innovation management policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates innovation management policies and organizational goals through training, orientation, meetings, or various forms of appropriate activities to directors, executives, employees, subsidiaries, associated companies, other companies under the Company's control, business representatives, and suppliers, including relevant stakeholders along with evaluating its effectiveness and bringing it to continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The innovation management policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

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In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

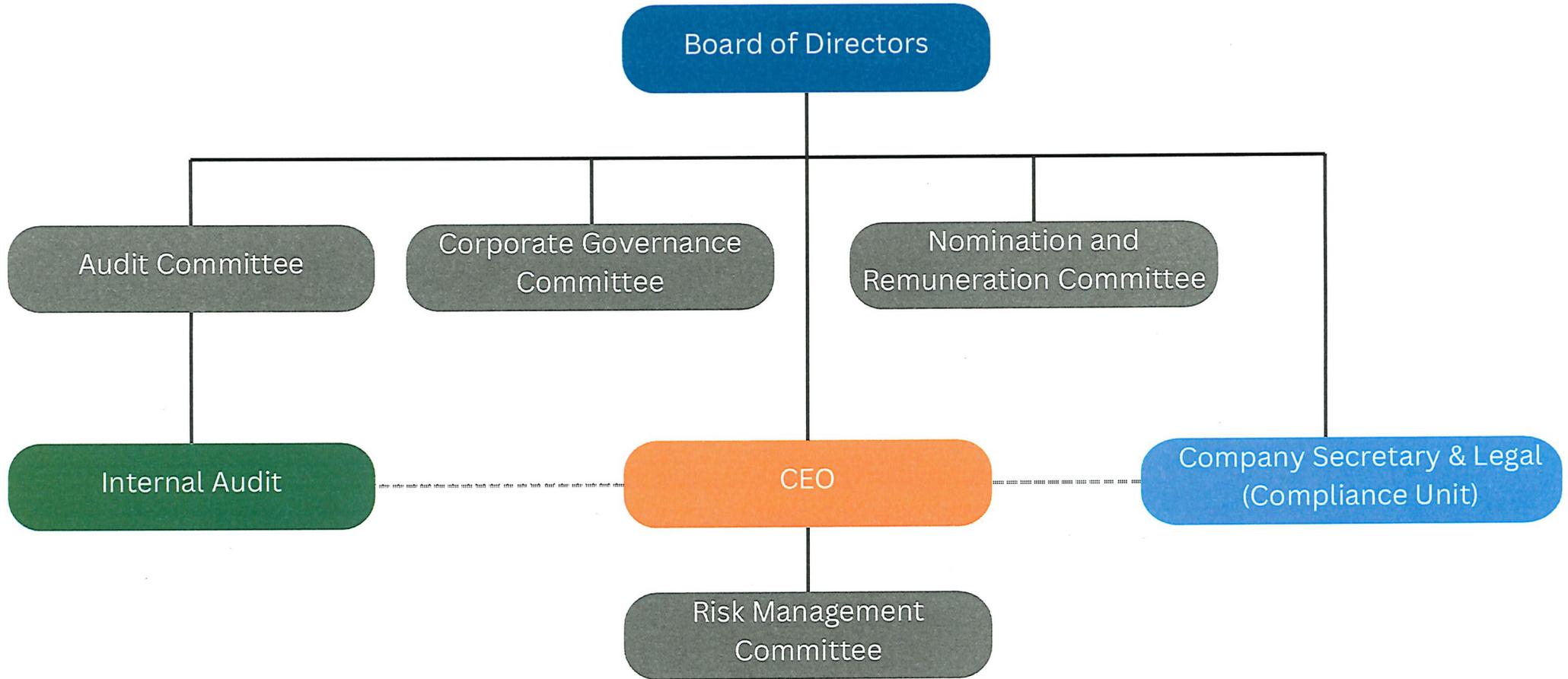
Corporate Governance Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) are committed to ongoing organizational development and efficient business operations. The Company has good corporate governance along with social and environmental responsibility to create maximum benefits for shareholders in the long term and takes into account all stakeholders equally by adhering to the principles of morality, ethics, honesty, transparency, and accountability, including having a mechanism to monitor, inspect, and supervise business operations to be in accordance with relevant laws, rules, regulations, standards, policies, and guidelines both at the national and international levels with sufficient efficiency. The Company has therefore established a corporate governance policy for the Board of Directors, executives, and employees to adhere to as a guideline for operations as follows:

1. The Board of Directors, executives, and all employees are committed to following the principles of good corporate governance for Thai listed companies as outlined by the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC), as well as the ICGN international corporate governance principles, the OECD good corporate governance principles, and related practices. The practices consist of five aspects:
 - 1) Rights of Shareholders
 - 2) Equal Treatment of Shareholders
 - 3) Role of Stakeholders
 - 4) Information Disclosure and Transparency
 - 5) Responsibilities of the Board of Directors
2. The Board of Directors has duties and responsibilities in overseeing business management to provide the best benefit to shareholders (Fiduciary Duty) by adhering to four guidelines:
 - 2.1 Perform duties with prudence (Duty of Care) by making decisions based on accurate, complete, sufficient, and reliable information, taking into account the benefits of shareholders, all stakeholders, and sustainable business growth.

- 2.2 Perform duties with integrity to safeguard the interests of the Company and its shareholders (Duty of Loyalty), including fair and equitable treatment of all stakeholders.
- 2.3 Perform duties in line with laws, objectives, regulations, and the Board of Directors' resolutions and shareholders' meeting resolutions (Duty of Obedience), including supervising business operations based on transparency and ethics.
- 2.4 Disclose financial and non-financial information to shareholders and stakeholders accurately, completely, transparently, adequately, and promptly (Duty of Disclosure).
3. Directors, executives, and all employees are committed to performing their duties according to their roles and responsibilities under the principles of corporate governance of the Company, business ethics, and the business code of conduct.
4. The Board of Directors, executives, and all employees treat all stakeholders equally and fairly, along with monitoring, controlling, and preventing any decisions or actions that may cause conflicts of interest.
5. All directors, executives, and all employees must perform their duties responsibly, prudently, and honestly by complying with the law, the Company's articles of association, policies and guidelines, as well as related announcements.
6. The Board of Directors, executives, and all employees adhere to and perform their duties with honesty, fairness, ethics, transparency, and accountability.
7. The Board of Directors, executives, and all employees are aware of and respect the shareholders' ownership rights and treat shareholders fairly by providing adequate and equal information.
8. The Board of Directors establishes a communication channel for shareholders, investors, and regulatory authorities, including providing general information to interested parties and stakeholders.
9. The Board of Directors provides the Company's management structure by clearly specifying the powers, duties, and responsibilities of each committee and executive, including monitoring and supervising the management to perform their duties as assigned.

10. The Board of Directors performs its duties with dedication, responsibility, and independence and clearly divides the roles and responsibilities between the Chairman of the Board of Directors and the Chief Executive Officer.
11. The Board of Directors, executives, and all employees ensure that the risk management and internal control system is appropriate and effective.
12. The Board of Directors, executives, and all employees are responsible for maintaining accounting systems and financial reports, including the disclosure of information that is accurate, reliable, adequate, timely, and in accordance with requirements of regulatory agencies.
13. The Board of Directors provides policies against fraud, corruption, non-infringement of intellectual property, respect for human rights, and fair treatment of workers.
14. The Board of Directors, executives, and employees are committed to social and environmental responsibility and conduct business in accordance with sustainable development guidelines with the aim of reducing the negative impact of business operations throughout the value chain to create long-term value for the business and achieve the goals of sustainable development.
15. The Board of Directors, executives, and all employees ensure fair and equitable management of personnel for the development of knowledge, skills, experience, and attributes necessary to drive the organization toward its goals.
16. The Board of Directors, executives, and all employees prioritize and support the creation or application of innovative technology that adds value to the business while also benefiting stakeholders and being socially and environmentally responsible.
17. The Board of Directors, executives, and all employees strive to effectively meet the needs and expectations of stakeholders by encouraging and providing opportunities for stakeholders to participate constructively in the important operations of the organization, as well as contributing to the development of society and the environment altogether.



Part 1: Practices for the Principles of Good Corporate Governance

Section 1: The Rights of Shareholders

1. Shareholders' Meeting

The Board of Directors prioritizes and respects the rights of shareholders and treats all shareholders equally without doing anything that limits the right to access the Company's information and attend shareholders' meetings that all shareholders, regardless of investors in securities, retail investors, and institutional investors, should receive.

1.1 Fundamental Rights

- 1) The right to be certified as a shareholder who can buy, sell, and transfer shares, as well as receiving share certificates.
- 2) The right to receive accurate, sufficient, and timely information about the Company's operations continuously in a form that is appropriate for decision-making.
- 3) The right to earn fair returns and profit sharing from the business without being harassed by any group of shareholders.
- 4) The right to propose the agenda or submit questions about the Company and to nominate qualified persons to serve as directors in advance of the shareholders' meeting.
- 5) The right to attend meetings or appoint proxies to attend meetings and vote at the shareholders' meeting to participate in decisions on the Company's important policy changes.
- 6) The right to elect and dismiss directors, as well as considering director remuneration in all forms, including monetary and other benefits.
- 7) The right to approve auditor appointments and determine auditor remuneration.
- 8) The right to purchase shares in proportion to the number of existing shares.
- 9) The right to determine or amend the articles of association and/or memorandum of association of the Company.
- 10) The right to monitor the operation of committees that are its representatives.
- 11) The right to receive compensation or correction when the rights are violated or to sue for damages and benefits back to the Company.

1.2 Annual General Meeting

The Board of Directors requires that the general meeting of shareholders be held once a year, no later than four months after the end of the Company's fiscal year, and sets the date, time, place, and agenda for the shareholders' meeting, including the book-closing date (or record date) at least 21 days before the meeting date. However, if there is an urgent necessity, the agenda must be proposed as a special agenda, which must be an issue affecting or relating to the shareholders' interests, or the conditions, regulations, or applicable laws that must be approved by them.

1.3 Dissemination of Information Supporting the Agenda for the Shareholders' meeting

The Company publishes information for the shareholders' meeting agenda and sends complete meeting notice prepared in Thai and English to shareholders in advance by post or electronic mail as requested by shareholders not less than 21 days and on the Company's website (www.amatavn.com) not less than 28 days before the shareholders' meeting date. In addition, shareholders' rights to attend the meeting and vote are also explained.

The Company will deliver the meeting notice and supporting documents with the power of attorney Form B attached and complete and clear information about the independent directors designated by the Company as proxies from shareholders. Shareholders will be informed of the date, time, meeting location, agenda, and process for attending the meeting, either in person or online, as well as sufficient supporting information for decision-making in each agenda, including how to check documents and evidence to show rights, how to appoint a proxy, voting rules and methods, and the number of shareholder votes required to pass each agenda, as well as maps and travel facilities. Shareholders are also notified of such information via the SET's news system.

1.4 Extraordinary General Meeting of Shareholders

The Company may convene an extraordinary general meeting of shareholders on a case-by-case basis or when shareholders holding shares totaling not less than one-fifth of the total number of shares sold or at least 25 shareholders holding shares totaling not less than one-tenth of the total number of shares sold sign a letter requesting the Board of Directors to call an extraordinary general meeting of shareholders at any time. However, the extraordinary general meeting must be held at a different time than the annual general meeting of shareholders, and the reasons for the meeting must be explicitly mentioned in the letter. In such cases, the Board of Directors must hold the meeting within one month from the date of receipt of the shareholders' letter.

However, every shareholder of the Company has the right to vote according to the number of shares held. Each share has one vote, and no share has special rights that limit the rights of other shareholders.

1.5 Facilitating the Exercise of Rights by Shareholders and Institutional Investors

The Board of Directors facilitates shareholders and institutional investors to exercise their rights easily by holding meetings on normal business days and avoiding holding them on public holidays, commercial bank holidays, or holidays of three consecutive days or more, and arranging the shareholders' meeting location in the area of the Company's head office or a nearby province that is convenient for shareholders to travel by public transportation and sufficient for the number of attendees. Staff and technology are adequately provided for the scrutiny of documents or evidence of shareholders attending the meeting.

Moreover, the Company facilitates shareholders to attend meetings in the form of physical meetings, electronic (E-AGM) meetings, or hybrid meetings in accordance with the laws and meeting standards set by regulatory authorities. The meeting format is also mentioned in the shareholders' meeting minutes.

The Company provides opportunities for shareholders and institutional investors to propose meeting agendas or methods to propose additional agendas, or send questions related to the shareholders' meeting agenda, including the rights and methods for nominating qualified persons to serve as directors to the Board of Directors at least ten days in advance of the shareholders' meeting date. There are easily accessible, convenient, and fast channels for proposing agendas, nominating a person, sending questions before the meeting, and inquiring about shareholders' meetings through the Company's website or via the Company Secretary's email at cs@amata.com or fax number 0-2318-1096. Furthermore, announcements of rules, methods, and channels for proposing meeting agendas and nominating persons, as well as the process of considering and disseminating information on the invitation letter to the annual meeting of shareholders, are made via the Stock Exchange of Thailand's news system.

1.6 Proxy

The Company facilitates shareholders who are unable to attend the meeting in person by sending a proxy letter together with the meeting notice stating the documents, evidence, and clear instructions on the procedure for proxy. In this regard, the Board of Directors prepares a proxy form with an easy-to-fill-out format and no stipulations that make giving a proxy onerous.

Shareholders can choose their own directors or use the option of nominating independent directors or other persons to appoint shareholders' proxies using one of the proxy forms sent by the Company along with the meeting notice.

In addition, shareholders can download the proxy form through the Company's website. For shareholders who are institutional investors or foreign investors and appoint a custodian in Thailand as the custodian of the shares, the Company has coordinated the documents and evidence that must be presented before attending the meeting in advance to make registration on the meeting day more convenient and faster.

2. Implementation on the Day of the Shareholders' Meeting

- 2.1 The Company conducts the meeting in alignment with the Company's Articles of Association and the agenda set forth in the invitation letter with no modification, addition, reduction, or alteration of the agenda without reasonable cause.
- 2.2 The Board of Directors encourages the Company to use technology in shareholders' meetings, including shareholder registration, vote counting, and result display, to ensure that the meeting is carried out quickly, correctly, and accurately, as well as voting by show of hands for greater accuracy.
- 2.3 The Board of Directors ensures that shareholders' meetings are orderly, transparent, and efficient and facilitates shareholders to fully exercise their rights.
- 2.4 The Company encourages all directors to attend the shareholders' meeting, and shareholders can ask the chairman of various subcommittees on related matters.
- 2.5 At the shareholders' meeting, the Company clearly defines the agendas and arranges separate agendas for shareholders to vote on each agenda or may be combined into the same agenda, but the voting on each issue is clearly separate, such as the agenda for the appointment of directors and remuneration.
- 2.6 For counting votes in each agenda, the Company announces to the meeting the number of attendees and the number of shares of those who vote in agreement, disagreement, and abstention, separated by the number of shares from shareholders and proxies attending the meeting, as well as keeping the voting results for later review.

- 2.7 The Company provides an impartial and independent person by requesting at least two volunteers from the shareholders present to count or verify the votes at the annual and extraordinary general meetings of shareholders, disclose the voting results to the meeting, and record them in the meeting minutes.
- 2.8 The Company appoints an auditor or legal advisor to monitor and supervise the shareholders' meeting to be transparent and in accordance with the law and the Company's Articles of Association.
- 2.9 The Board of Directors advocates the usage of ballots on important agendas, such as related party transactions, asset acquisition or disposal transactions, and so on, to provide transparency and accountability in the event of a future dispute.
- 2.10 The Company provides registration using a barcode system that represents each shareholder's registration number that has been printed on the proxy letter to facilitate the meeting and make the registration process expeditive.
- 2.11 When exercising voting rights on each agenda, the Company collects each shareholder's ballot to calculate the voting results for each agenda and confirm the votes for agreeing, disagreeing, and abstaining. Unless it is an electronic meeting (E-AGM), shareholders may request that the accuracy be checked at the end.
- 2.12 The Company counts votes and reveals the voting results for each agenda item at the shareholders' meeting in a transparent manner, as well as providing an opportunity for shareholders to inquire about the vote counting results.
- 2.13 The Chairman of the meeting opens the meeting on time when the quorum is in accordance with the Company's Articles of Association and allocates time appropriately. Furthermore, shareholders are fully encouraged to express their opinions and ask questions about the Company during the meeting.
- 2.14 The Company encourages shareholders to participate during meetings by giving them the opportunity to ask questions and express their opinions on important issues related to that agenda.
- 2.15 Directors and executives involved provide shareholders with clear and concise answers to questions or clarification of related issues on each agenda.

- 2.16 The Company prepares video recordings of the shareholders' meeting throughout the meeting period so that shareholders who have doubts can follow the events during the shareholders' meeting.

3. Preparing Meeting Minutes and Disclosing Shareholders' meeting Resolutions

- 3.1 The Board of Directors ensures that the disclosure of the meeting resolutions and preparation of the minutes of the shareholders' meeting are in full, accurate, and in accordance with requirements of regulatory authorities.
- 3.2 The Company notifies the Stock Exchange of Thailand of the resolution of the shareholders' meeting immediately after the meeting ends or by 9:00 the next business day.
- 3.3 The minutes of the shareholders' meeting will record a clarification of the voting procedure, the use of a ballot (if any), the counting of votes, the method of displaying the voting results to the meeting prior to the meeting, and the method of allowing shareholders to raise issues or ask questions.
- 3.4 The Company records meeting resolutions, questions and answers, and voting results for each agenda in the shareholders' meeting minutes, clearly showing the number of votes of shareholders agreeing, disagreeing, and abstaining, as well as the names and positions of directors who attended the meeting and who were absent, along with the reason for their absence.
- 3.5 The Company discloses to the public the resolution of the meeting and the voting results of each agenda at the next business day's general and extraordinary meetings on the Company's website (www.amatavn.com)

The Company prepares the meeting minutes within 14 days from the date of the annual general meeting of shareholders, delivers them to the Stock Exchange of Thailand and the Ministry of Commerce within the specified timeframe, and publishes them on the Company's website (www.amatavn.com)

Section 2: Equal Treatment of Shareholders

The Company is concerned with creating equality for all groups of shareholders, whether they are major shareholders, free-float shareholders, strategic shareholders, institutional investors, or foreign shareholders, and it strives to create tools that help achieve true equality, particularly for free-float shareholders, such as:

The Company treats all groups of stakeholders equally, including strategic shareholders, non-strategic shareholders, major shareholders, free-float shareholders, foreign shareholders, and institutional investors, and ensures that shareholders' fundamental rights are protected equally and equitably. The Company has carried out several activities to preserve shareholders' rights and enable shareholders' exercise of their rights in many matters that they should receive, as follows:

1. The Company stipulates that the voting rights at the meeting shall be based on the number of shares held by the shareholders, with one share equal to one vote.
2. The Company facilitates shareholders who are unable to attend the meeting in person by preparing a proxy form on which shareholders can specify voting directions in accordance with the form prescribed by the Ministry of Commerce and sending it along with a shareholders' meeting notice. Shareholders can also appoint proxies for the Company's independent directors, whose names appear in the meeting invitation letter.
3. The Company grants shareholders who attend the meeting after it has begun the right to vote on agenda items that are being considered but have not yet been voted on. The quorum count will commence with the agenda item on which such shareholders were present and voted, unless the shareholders' meeting has otherwise decided.
4. The Company does not have a policy to adjust, change, add, or reduce the agenda of the meeting without notifying the other shareholders in advance. This is to provide shareholders the opportunity to review the information of the agenda before voting.
5. In the agenda for the election of directors, the Company can elect directors individually or use the cumulative voting method, which allows shareholders to utilize all available votes for one of the directors they want to elect or divide the votes to elect several directors freely.
6. The Company provides opportunities for shareholders with a minimum shareholding of not less than 0.05 percent of all paid-up shares for at least 12 months in a row to propose

agenda items at the annual shareholders' meeting, including nominating qualified persons to be directors, for one month from October to December of that year. This is announced through the Stock Exchange of Thailand channels and on the Company's website, demonstrating clear and transparent procedures and practices.

7. The Company strictly complies with the rules regarding the stock repurchase prescribed by regulatory authorities, without excluding or impeding communication among shareholders and without disclosing shareholder agreements that may affect the Company or other shareholders.
8. The Board of Directors establishes policies and measures to prevent the misuse of inside information (insider trading) by related persons who are directors, senior executives, and employees in data-related departments (including their spouses and minor children), as follows:
 - 8.1 Directors, executives, employees, and persons knowing the information are not permitted to trade the Company's securities within one month of the quarterly and annual financial statements being disclosed, or within a 24-hour period following the disclosure of the financial statements or other internal information to the public (blackout period), or during any other periods specified by regulatory authorities.
 - 8.2 Directors, executives, employees, and persons knowing the information must not disclose or use confidential documents or internal information of the Company for personal benefit and/or related persons both during the performance of their duties and after leaving their positions.
 - 8.3 Directors and executives of the Company must prepare a report every time there is a change in securities ownership for themselves, their spouses, and minor children within three business days of the date of purchase, sale, transfer, or receipt of transfer of securities, or as determined by regulatory authorities.
 - 8.4 Directors and executives must report information on trading and holdings of the Company's securities, both their own and those involved, at every meeting of the Board of Directors.

- 8.5 The Company requires directors and senior executives to notify the Board of Directors or their assignees of the trading of the Company's securities at least one day in advance before trading.
- 8.6 The Company discloses details of compliance with the policy on prevention of misuse of inside information, as well as statistical information in the case of violation of the policy.
9. Directors, executives, and employees perform their duties with caution, honesty, fairness, and transparency, without causing a conflict between the Company's interests and personal interests or those involved. The Board of Directors has established a conflict-of-interest policy with the following guidelines:
- 9.1 Directors and senior executives must report their own interests and those of related parties who have a stake in the business management of the Company or its subsidiaries when they first take on roles in the Company, and they must report every time there is a change, including the year-end report. The Company Secretary must send a copy of the report of such interest to the Chairman of the Board of Directors and the Chairman of the Audit Committee within seven working days from the date of receipt of the report.
- 9.2 The Company explicitly discloses the shareholding structure of its subsidiaries, associates, businesses with joint control, and other companies, including shareholders with authority, to ensure that it has a clear and transparent shareholding structure with no cross-shareholding with major shareholders and that there is no conflict of interest.
- 9.3 If any of the directors has an interest in the matter under consideration at the Board of Directors' meeting, that director must not participate in decision-making, may not attend the meeting, and must abstain from voting in order for the Board of Directors' decision to be fair and based on the true benefits of shareholders.
- 9.4 Before making a transaction, the Company must disclose the details and reasons for the related party transaction to shareholders, which covers 1) the names and relationships of the related persons; 2) the pricing policy; 3) the total value of the transaction; and 4) the Board of Directors' viewpoints on the transaction.

- 9.5 In the transaction agreement, the Company must act as if it were agreeing to enter into a transaction with a third party (on arm's length basis) under general trade conditions and as a normal business transaction. In case it is not a normal business transaction, the Audit Committee shall consider an approval and comply with the rules prescribed by the regulatory authorities.
- 9.6 Directors, executives, and employees must not operate businesses that may cause conflicts of interest or participate in businesses that compete with the Company unless it is a company in the same group.
- 9.7 The Company discloses details of its compliance with the conflict-of-interest policy and statistical data in the case of policy violations.

Section 3: Role of Stakeholders

The Board of Directors recognizes and respects the rights of various stakeholders, including employees, customers, suppliers, creditors, the environment, society, and the communities in which the Company is located, as well as the government sector, and will take care of and protect the rights of all groups of stakeholders, both as required by law and by mutual agreement, and will adhere to them strictly, equally, and fairly. In addition, the Board of Directors is responsible for addressing and reducing the impact of any violations of stakeholders' rights resulting from the Company's operations. Therefore, the Board of Directors establishes guidelines for various stakeholders as part of the business code of conduct, with a focus on caring for and taking into account all groups of stakeholders, as follows:

Shareholders

The Company strives to be a good representative of shareholders in transparent business operations with consideration for the long-term growth of the Company's value, create good returns, and ensure that all shareholders receive fundamental rights equally and fairly without taking any action that infringes or violates the rights of shareholders. The Company also encourages shareholders to participate in corporate governance and provide opinions on operations, as well as disclosing news and information related to the Company's operations to all parties in a transparent, complete, and equitable manner.

Employees

The Company considers employees as an important factor in the Company's success, so it has developed the human resource management policy and policies and guidelines for employees in various aspects, as well as strictly complying with laws related to the treatment of employees and labor. The Company establishes guidelines for caring for and treating employees at all levels equally and fairly, without discrimination on the grounds of race, nationality, gender, religion, or any other status that is not directly related to the performance of work, and promotes human resource management with fairness and transparency, covering recruitment, employment, relationship management, termination of employment, and provision of appropriate benefits and remuneration in both the short and long term, as well as providing a provident fund for employees. It includes developing and improving employees' quality of life through systematic management based on human rights principles and fair labor treatment, as well as developing employees'

potential through continuous training, taking into account the position's suitability and career advancement.

Furthermore, the Board of Directors has also established a safety and hygiene policy for employees to create a pleasant, safe, and hygienic workplace, which is conducive to employees working to their full capability. Annual statistics on accidents, work stoppages, and work-related illness rates are also disclosed in the sustainability report.

Suppliers

The Company is committed to conducting business with suppliers throughout the supply chain in a transparent, equitable, and fair manner. Therefore, the Board of Directors has clearly established concrete policies and guidelines for suppliers, the business code of conduct for suppliers, and the criteria for selecting suppliers and fully disclosed them to suppliers. The Company promotes and develops suppliers' potential to develop the quality of products and services to meet standards and to be environmentally friendly and beneficial to the Company's business. Suppliers are also encouraged to conduct business ethically, respect human rights, promote occupational health and safety, and prioritize sustainable environmental management.

Competitors

The Company treats its competitors fairly within the framework of integrity and transparent competition. As a result, the Board of Directors has set policies and guidelines for fair trade competitors as practices that are consistent with the framework of good competition, trade ethics, and trade competition law. No confidential information is sought. There is no damage to competitors' reputations caused by malicious accusations made dishonestly or illegally, and there is no infringement on competitors' intellectual property. These practices will be fully disclosed.

Creditors

The Company respects the rights and treats creditors equally. The Board of Directors has therefore established policies and guidelines for creditors to ensure that all creditors are treated legally with equity, fairness, and transparency, without taking advantage of contractual parties. The Company strictly monitors and supervises the Company's transactions to be in accordance with contracts and conditions stipulated, and has capital management guidelines when debt default occurs. Compliance with creditor conditions will be revealed completely and correctly, on a periodical basis or as creditors request.

Customers

The Company is committed to developing and delivering products and services that are quality, safe, cost-effective, and meet customer needs in order to create maximum satisfaction and confidence for customers, along with raising product standards and customer care and service, including continuously developing and maintaining good and sustainable relationships with customers. Moreover, the Company also arranges for various communication channels to provide detailed information on products and services, listen to feedback or complaints about products and services to improve their efficiency regularly, and increase the level of confidence and satisfaction, as well as striving to develop the industrial estate by adding a full range of services to make it the perfect city for everyone.

Community and Society

The Company has policies and guidelines for the community and society by setting guidelines for business operations to grow while promoting the development of quality of life, strengthening the community economy, respecting community rights, reducing negative impacts, and fairly treating the community. The Company also supports activities and provides assistance according to the organization's abilities and expertise to ensure society and communities are safe and people in communities have better health and necessary knowledge and skills to be self-reliant, as well as cooperating with various agencies in the public and private sectors for community and social development. Besides this, it continuously promotes the participation of communities and society in the organization's critical operations through projects and activities with the participation of the Company's directors and executives throughout the year. However, the Company regularly discloses its CSR performance in its annual reports, sustainability reports, and media in various forms.

The Environment

The Company is aware of the importance of using natural resources and the impact on the environment from business operations throughout the value chain, so it is committed to developing the industrial estate while actively maintaining and protecting the overall environment and the environment of the community, promoting the efficient and sustainable use of resources, as well as controlling, supervising, and managing them effectively in accordance with the laws, rules, regulations, and standards related to the environment both in Thailand and internationally to achieve the sustainable development goals. Thus, the Company has established an

environmental management policy and a sustainable development policy, and employees of the Group must be educated and strictly follow them. The Company discloses the performance of environmental responsibility in accordance with the policies in its annual reports, sustainability reports, and media in various forms.

Contact Channels for Stakeholders

Stakeholders are informed of the progress of the Company's operations in various areas through the Company's a wide range of communication channels, including giving interested parties the opportunity to systematically express their opinions or sending suggestions or complaints through the communication channels, which are transparently disclosed. The said communication channels are independent, secure, and easily accessible for internal and external stakeholders to contact the Company as follows:

Electronic Mail:

- Chairman of the Audit Committee
Telephone: (02) 792-0000
Email: whistleblowing@amata.com
Post: Chairman of the Audit Committee
Amata VN Public Company Limited
2126, Kromadit Building, New Petchburi Road
Huaykwang, Bangkok, 10310

- Company Secretary
Telephone: (02) 792-0000
Email: cs@amata.com
Post: Company Secretary
Amata VN Public Company Limited
2126, Kromadit Building, New Petchburi Road
Huaykwang, Bangkok, 10310

In the case of complaints or other sensitive issues, the Company will keep the informant's information and various opinions confidential, as well as protecting whistleblowers, including personally reporting the results of the implementation within 15 days from the date of receipt of the information.

Section 4 Information Disclosure and Transparency

The Board of Directors gives precedence to the accurate, complete, timely, and transparent disclosure of information about the Company, both financial and non-financial information, through easily accessible and reliable channels for stakeholders to use in making decisions and building investor confidence, as well as a mechanism to monitor the Company's operations and continuously improve operational efficiency.

The Board of Directors is thus committed to ensuring that there is a system for preparing financial reports and disclosing important information of the Company that has or may have an effect on the change in the trading price of the Company's securities, has an effect on the rights of the Company's shareholders, or is necessary for making decisions to invest in securities correctly, adequately, promptly, comprehensively, and equitably in accordance with relevant laws, rules, and regulations as follows:

1. The Company disseminates information on the Company's operations in various fields according to the Annual Information Statement Form/Annual Report (Form 56-1 One Report) standards and guidelines for information disclosure, and relevant reporting through the channels of the Stock Exchange of Thailand and other regulatory agencies, as well as on the website and other channels of the Company, both in Thai and English versions.
2. The Board of Directors ensures that the results of compliance with the corporate governance policy are fully and accurately reported in accordance with the Annual Information Statement Form/Annual Report (Form 56-1 One Report).
3. The Company discloses its important information, policies, and compliance with policies, including cases where the policy cannot be complied with, along with reasons, according to the notification of the Capital Market Supervisory Board on Rules, Conditions, and Methods for Reporting Disclosure of Information about the Financial Position and Performance of Companies Issuing Securities according to the Annual Information Statement Form/Annual Report (Form 56-1 One Report), which consists of the following topics:

Part 1: Business Operations and Performance

- 3.1 Organizational structure and operations of the group of companies
- 3.2 Nature of business operations and competition conditions
- 3.3 Main risks and risk management
- 3.4 Driving business for sustainability

- 3.5 Management's analysis and explanation
- 3.6 Financial position, performance, and financial and non-financial performance indicators
- 3.7 General information and other important information including vision, mission, and long-term goals

Part 2: Corporate Governance

- 3.8 Shareholder structure and shareholding information of directors and senior executives, both directly and indirectly
- 3.9 Corporate Governance Policy
- 3.10 Dividend payment policy
- 3.11 Whistleblowing policy
- 3.12 Corporate governance structure and important information about the Board of Directors, subcommittees, executives, employees, and others
- 3.13 Policy and criteria for remuneration payment for directors and senior executives
- 3.14 Report on key performance results in corporate governance covering the Board of Directors' meetings, director development and training, director evaluation, and succession plan
- 3.15 Internal controls and related party transactions

Part 3: Financial Statements

Part 4: Data Authentication

- 4. The Board of Directors reports on its responsibilities for financial reports, auditor's reports, and the Audit Committee's corporate governance report in the Annual Information Statement Form/Annual Report (Form 56-1 One Report).
- 5. The Board of Directors arranges for disclosure of names, roles, and responsibilities of the Board of Directors and its subcommittees, as well as the number of meetings held and attended by directors each year.
- 6. The Board of Directors discloses each type of remuneration received by each director and compensation for serving as a director of a subsidiary company or other duties such as an advisor, including details of the remuneration of the first four executives, beginning with the Chief Executive Officer in the Annual Information Statement Form/Annual Report (Form 56-1 One Report).

7. The Board of Directors provides a sustainability report in an appropriate format that covers the economic, social, and environmental dimensions and corporate governance. It also continuously encourages the application of information technology innovation in disclosing and communicating information to stakeholders.
8. The Board of Directors establishes a system to ensure that the information disclosed to investors is accurate, complete, and adequate.
9. The Board of Directors reports on approved corporate governance policies, the business code of conduct, risk management policies, and environmental and social care policies. The report includes a summary and outcomes of policy compliance, as well as cases where policies cannot be followed and the reasons. It is disclosed in the annual report and on the Company's website.
10. The Board of Directors prepares the description of Management Discussion and Analysis (MD&A) to support the disclosure of the financial statements on a quarterly basis so that investors can acknowledge and understand the changes in the Company's financial position.
11. The Board of Directors arranges for disclosure of audit fees and other service fees for the auditor's services.
12. The Board of Directors discloses the roles and duties of the Board of Directors and its subcommittees, the number of meetings held and attended by each member during the previous year, and comments from the performance of their duties, including the Board of Directors' continuing training and development of professional knowledge, in the annual report.
13. The Board of Directors discloses the remuneration payment policy for directors and senior executives.
14. Disclosure of information and authority to disclose information
 - 14.1 Disclosure of information in compliance with the regulations of the Stock Exchange of Thailand
 - 14.1.1 The Company has established an investor relations department to communicate with third parties, including shareholders, institutional investors, general investors, and relevant government analysts, with the following duties:

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- 1) Disclose information that is important and necessary for investment decisions to stakeholders accurately, adequately, promptly, fairly, and equitably.
- 2) Perform its duties with professional honesty and integrity on the basis of equality. There is no discrimination in bribery, and inside information must not be utilized for personal interest and those involved.
- 3) Establish guidelines for supervising and protecting inside information from disclosure to others before disclosing it to the public in compliance with the rules set by regulatory authorities.
- 4) Communicate and disseminate information to stakeholders thoroughly, including determining and revealing communication channels for stakeholders, as well as providing opportunities for all groups of relevant persons to access and inquire about information.
- 5) Have sufficient knowledge and understanding of the information to be disclosed; control, supervise, and manage information that can be disclosed to third parties in line with laws and rules prescribed by regulatory authorities.
- 6) Listen to opinions and suggestions from relevant stakeholders and present them to executives and the Board of Directors.
- 7) Participate in the meeting to consider and establish the Company's vision, mission, policies, business direction, and operating results.
- 8) Prepare information, give advice, collect, and retain all information of the Company that has been released to the public, including information in meetings with analysts.
- 9) Explain cases where there are rumors or news by following the regulatory authorities' regulations.
- 10) Analyze information on investment and investment behavior, and manage the disclosure of information and communication with stakeholders effectively.

- 11) Monitor when the Company's securities are traded in a way that deviates from normal market conditions and notify the executives and the Board of Directors.
- 12) Do not disclose information until necessary, or disclose it in a promotional manner without reasonable cause.
- 13) The Company requires the directors, executives, employees, and other insiders to report the Company's securities trading to prevent the purchase or sale of securities using inside information.

14.1.2 Require a person in authority (contact person) to coordinate with the Stock Exchange of Thailand for the disclosure of following information:

- 1) The Deputy Chief Financial and Accounting Officer or Deputy Chief Executive Officer, Office of the CEO, discloses information based on the accounting period, including annual and quarterly financial statements as well as the Annual Information Statement Form/Annual Report (Form 56-1 One Report).
- 2) The Director of Accounting Group discloses information in response to events, including asset acquisition/disposal, related party transactions, reports on important related party transactions approved by the Board of Directors, shareholders' meeting schedules, changes in directors and auditors, headquarters relocation, shareholders' meeting minutes, investment projects, and so on.

14.2 The Chief Executive Officer is in charge of providing general information about the organization's administration to the media. This includes information on management and performance in areas.

14.3 Designate a contact person to coordinate with other relevant agencies, including:

14.3.1 The Securities Depository (Thailand) Co., Ltd. requires the Deputy Chief Executive Officer or the Company Secretary to act as the contact person.

14.3.2 The Office of the Securities and Exchange Commission designates the Company Secretary as the contact person.

15. Directors and executives of the Company are responsible for reporting securities holdings and changes in securities holdings for themselves, their spouses, and minor children, which must meet the criteria set by regulatory authorities and be disclosed in the Annual Information Statement Form/Annual Report (Form 56-1 One Report).
16. Directors and the first four executives, beginning with the Chief Executive Officer, are obliged to prepare a report on their personal interests and associated people to the Chairman of the Board of Directors and the Chairman of the Audit Committee. Moreover, the Board of Directors has established a policy for executive-level employees in the positions of General Manager and Department Manager to make a report on their own interests and related parties in order to maintain transparency, fairness, and equality in their operations. The report must be submitted to the Audit Committee on a quarterly basis.
17. Directors and executives must notify the Company at least one day in advance before buying/selling securities through the Company Secretary and report to the Board of Directors at least quarterly.
18. The Board of Directors establishes a risk management system that addresses all areas of risk, covering risk factors related to vision, goals, business strategy, finance, production, corruption, sustainability, and other operations. It considers the potential likelihood and severity of the impact, sets clear measures for prevention and correction, and identifies people responsible, including establishing measures for reporting, monitoring, and evaluation. Besides this, a management-level risk management committee has been set up to take charge in presenting work plans and reporting plan execution results to the Executive Committee on a regular basis.
19. The Board of Directors establishes an internal control system that covers finance, operation, and actions in accordance with relevant laws, regulations, and rules. The Company also provides an effective and adequate check-and-balance mechanism to protect, maintain, and take care of shareholders' investments and the Company's assets at all times. There is an independent internal audit unit that reports directly to the Audit Committee, which is responsible for monitoring the operation of all departments to ensure that it complies with the set regulations.

The Company has set the disclosure guidelines in accordance with the Annual Information Statement Form/Annual Report (Form 56-1 One Report), which should consist of the following issues and essence:

1. Disclosure of the shareholder structure that clearly shows the current proportion of major and minor shareholders, with no more than 5% of nominees, as well as disclosure of direct and indirect shareholdings of the Board of Directors and senior executives.
2. Disclosure of information in the annual report, which is complete, connected, clear, and beneficial to investors/shareholders, includes:
 - The Company's long-term goals
 - Analytical explanation, financial position, important changes, factors influencing financial operations, non-financial performance indicators, such as market share and customer satisfaction level.
 - Analysis of the industry and competition condition, as well as the Company's potential for competition.
 - Disclosure of shareholding percentage of business structure
3. Disclosure of the main risks of the Company's business operations that cover the nature of risks, cause and effect, including guidelines for preventing or reducing risks.
4. Disclosure of policies related to the benefits of turnovers, such as
 - Dividend payment policy
 - Whistleblowing Policy
 - Equity Reporting Policy
5. Disclosure of matters related to the Board of Directors, such as
 - Name, age, position, educational background, and experience
 - Shareholding proportion
 - Holding positions in listed companies and other companies
 - First appointment of the directors and term of office
 - Subcommittees
 - Qualifications and self-development
 - Remuneration of directors
 - Attendance at the Board of Directors and shareholders' meetings
 - Holding and trading of the Company's securities

6. Information disclosed on the Company's website

The Company discloses information according to criteria set by regulatory authorities through the channels of the Stock Exchange of Thailand and the Company's website. The issues and content are in compliance with the Annual Information Statement Form/Annual Report (Form 56-1 One Report), which is disclosed in both Thai and English, and consist of:

- 1) Vision and mission
- 2) Nature of business
- 3) List of directors and executives
- 4) Financial statements and reports on the financial position and operating results of the current and previous versions
- 5) Information presented to analysts, fund managers, or the media
- 6) Direct and indirect shareholding structure
- 7) Group structure: subsidiaries, associates, joint venture companies, and special purpose enterprises/vehicles (SPEs/SPVs)
- 8) Major shareholders, both direct and indirect, who hold 5% or more of the total sold shares with voting rights
- 9) Direct and indirect shareholding of directors, major shareholders, senior executives
- 10) Invitation letter to general and extraordinary meetings of shareholders
- 11) The Company's articles of association, memorandum of association, and the agreement of the shareholder group (if any)
- 12) Corporate governance policy
- 13) Risk management policy
- 14) Sustainable Development Policy
- 15) Charter of the term of office of directors
- 16) Charter of the term of office of the subcommittees
- 17) Business code of conduct for employees and directors
- 18) Contact information of the agency or person in charge of investor relations

Section 5 Responsibilities of the Board of Directors

The Board of Directors consists of nationally recognized persons with knowledge and competence who play an important role in corporate governance for the best interests of the Company and are responsible for the performance of their duties to shareholders and all stakeholders. The Board of Directors performs its duties with integrity and independence from management and discloses information to shareholders accurately, completely, transparently, and in a timely manner, as well as supervising the Company's operations in accordance with the law, rules, regulations, policies, and the business code of conduct. It also plays an important role in setting the Company's policies and direction by working with senior executives to set visions, missions, and goals and plan both short- and long-term operations, including developing financial policies, risk management, and the organization's overview. Moreover, the Board of Directors supervises, inspects, and evaluates the performance of the Company and senior executives to ensure that they are carried out as planned and independently. The factors that enable the Board of Directors to fully perform its duties are:

1. Board of Directors' Structure

- 1.1 The structure of the Board of Directors consist of directors with diverse qualifications in terms of gender, age, race, knowledge, experience, skills, and specific abilities that are appropriate and beneficial to the achievement of the organization's objectives in both the short and long term.
- 1.2 Each director must have comprehensive and suitable qualifications and must not possess any characteristics prohibited by law, including those that imply a lack of suitability to be trusted by the shareholders for the management and corporate governance.
- 1.3 The Board of Directors provides criteria for considering and selecting qualified persons and a transparent and clear process for recruiting and selecting directors to present to the shareholders' meeting for consideration.
- 1.4 The Board of Directors establishes and reviews the structure and composition of the Board of Directors in order to balance power with the management, with an appropriate number of independent directors, non-executive directors, and executive directors based on the size of the business, the Company's operations, and the law. The Board of Directors must have a minimum of five individuals but not more than twelve.

- 1.5 The Board of Directors is made up of at least 55% non-executive directors of the total number of existing directors, with at least one having work experience related to the Company's core business.
- 1.6 The Board of Directors has at least half of its member that are independent. They are independent from the management and major shareholders of the Company and can freely express their opinions on the work of the management. In this regard, the Company encourages at least one independent female director on the Board of Directors.
- 1.7 The Board of Directors elects an independent director as Chairman of the Board of Directors to preside over meetings and monitor the performance of the Board of Directors' duties, including the appointment of a vice chairman in the event that the Chairman of the Board of Directors is unable to perform his duties.
- 1.8 The Board of Directors establishes numerous subcommittees to support the performance of the Board of Directors as appropriate and regularly monitors their performance. However, it must have at least one audit committee.
- 1.9 The Board of Directors determines the term of office of directors in accordance with the laws and the Company's regulations, with a term of three years. One-third of the directors of the Board of Directors must rotate out of office at every annual general meeting of shareholders. In the case of appointing directors to continue holding positions, the Board of Directors will consider necessity and present it to shareholders for approval.
- 1.10 The Board of Directors sets the term of office of an independent director for a period of not more than nine years from the date of his or her first appointment as an independent director, unless the Board of Directors deems it appropriate for such independent director to continue to hold office.
- 1.11 The Board of Directors defines qualifications of "independent directors" in accordance with the requirements of the Capital Market Supervisory Board on the qualifications of Audit Committee members, which are as follows:
 - 1) Hold no more than 1% of the total number of voting shares of the parent company, subsidiaries, associated companies, and major shareholders, or the

controlling person in the company. This covers the shareholdings of associated parties of that independent director.

- 2) Not be or have been a director who participates in the management of the company, employee, staff, salaried consultant, or person with controlling power of the company, parent company, subsidiary, affiliate, same-level subsidiary, major shareholder, or person with controlling power in the company, unless they have not had such characteristics for at least two years. Such prohibited characteristics do not include an independent director who formerly worked as a civil service officer or advisor for a government agency and is a major shareholder or person with controlling power in the company.
- 3) Not be a person related by blood or by legal registration as a parent, spouse, siblings, or children, including spouses of children of other directors, executives, major shareholders, or controlling persons, or persons to be nominated as directors, executives, or controlling persons in the company or its subsidiaries.
- 4) Not have or have had a business relationship with the Company, its parent company, subsidiary, associated company, major shareholder, or controlling person in the company in a way that may obstruct the exercise of independent judgment, including not being or having been a significant shareholder or controlling person of a person with a business relationship with the Company, its parent company, subsidiary, associated company, major shareholder, or controlling person in the Company, unless the foregoing relationship has ended for at least two years.
- 5) Not be or have been an auditor of the Company, parent company, subsidiary, associated company, major shareholder, or controlling person of a company, and not be a major shareholder, controlling person, or partner of an audit firm in which an auditor of the company, parent company, subsidiary company, associated company, major shareholder, or controlling person of the company is affiliated, unless having ceased to have such characteristics for not less than two years.

- 6) Not be or have been a provider of any professional services, including legal advisory or financial advisory services, who receives a service fee exceeding two million baht per year from the Company, its parent company, subsidiary, associated company, major shareholder, or controlling person of the Company, and not be a significant shareholder, controlling person, or partner of such a professional service provider, unless such characteristics have ceased to exist for at least two years.
- 7) Not be a director appointed to represent the directors of the Company, major shareholders, or shareholders who are related to the major shareholders of the Company.
- 8) Not operate a business with the same condition and significantly compete with the business of the Company or its subsidiaries or not be a significant partner in the partnership or a director participating in the management, employees, staff, or advisors receiving regular salaries or holding more than 1% of the total number of voting rights of other companies operating in the same business and are in significant competition with the business of the Company or its subsidiaries.
- 9) There is no other characteristic that makes it impossible to give an independent opinion on the Company's operations.

1.12 The Board of Directors can hold directorship positions in no more than five other listed companies.

1.13 The Board of Directors determines that an independent director may serve as a director in no more than five other listed companies by evaluating the work performance of directors who hold positions in multiple companies to ensure that the directors have enough time to perform their duties in the Company. This information is available on the website and in the annual report.

1.14 Executive directors and senior executives may hold the position of directors in no more than two other listed companies by notifying the Board of Directors before assuming office.

- 1.15 The Board of Directors considers and determines the qualifications of the company secretary, who must have knowledge and experience necessary and appropriate to support the operations of the Board of Directors, including granting approval to the person who will hold the position of company secretary.

2. Approval Authority of the Board of Directors

The authorities reserved for the Board of Directors are in accordance with the law and the Company's Articles of Association so that the Board of Directors can perform its duties effectively and be able to supervise the management of the executive committee and management in accordance with the policies set forth, including benefiting the work of the management in proposing matters that should be submitted to the directors for approval.

For any matters that do not appear in this policy, it is considered that the Board of Directors may delegate authority and duties to the Chief Executive Officer for action. The Chief Executive Officer is responsible for summarizing the report on delegated matters to the Board of Directors for their acknowledgment at the Board of Directors' next meeting immediately. The powers reserved for the Board of Directors shall be reviewed annually and updated as appropriate. The approval powers of the Board of Directors are as follows:

- 2.1 Consider approving and reviewing the vision, mission, strategy, indicators, and organizational goals according to sustainable development guidelines.
- 2.2 Consider approving and reviewing the administrative structure, organizational structure, and corporate governance structure.
- 2.3 Consider the corporate symbol and identity.
- 2.4 Consider promoting an ethical culture and corporate values. 34)
- 2.5 Consider changing the articles of association and relocating the Company's office.
- 2.6 Consider approving and reviewing the Company's operational plan, strategic plan, business plan, and annual plan.
- 2.7 Consider approving and reviewing business continuity plans, start-up businesses, business cessation, business expansion, establishment or sale of subsidiaries, joint ventures, and mergers.

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- 2.8 Consider approving loans, guarantees, or loan applications from financial institutions, as well as securities issuance.
- 2.9 Consider approving the annual budget, the investment budget, operating expenses compared to the total budget, investment expenses within the budget, and investment expenses that exceed the budget.
- 2.10 Consider approving the annual financial statements and reports of the Chief Executive Officer and Senior Director of Accounting and Finance.
- 2.11 Consider approving conditional liability projects that affect the financial positions or comprehensive income statements of 10% or more.
- 2.12 Consider approving the payment of interim dividends to shareholders when it is considered that the Company has sufficient profits to do so.
- 2.13 Consider approving important transactions, such as important investments, asset purchases and sales, and any action as required by law.
- 2.14 Consider approving the domination of business, sale, or license of intellectual property.
- 2.15 Consider actions that violate the acts, rules, and regulations, including considering the Company's operations to be in accordance with the law.
- 2.16 Consider approving related party transactions and asset acquisitions or disposals, with the exception of transactions that require shareholder approval. Such approval must be in accordance with the relevant announcements, rules, and regulations of the Securities and Exchange Commission. Except for matters that are required by law to have a resolution from the shareholders' meeting, the Board of Directors must receive approval from shareholders before proceeding.
- 2.17 Consider appointing the Chairman of the Board of Directors.
- 2.18 Consider appointing directors who retire during the year and appointing or dissolving subcommittees under the Charter.
- 2.19 Consider determining the term of office and approving the criteria and methods for selecting directors.

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- 2.20 Consider approving and reviewing the remuneration of directors and subcommittees to present to the shareholders' meeting.
- 2.21 Consider appointing, dismissing, delegating authority and duties to advisors to the Board of Directors and/or any other committee to perform their duties or sign a letter as a representative of the Company.
- 2.22 Consider recruiting, nominating, appointing, and determining remuneration and benefits, performance management, and dismissal of the Chief Executive Officer and senior executives.
- 2.23 Consider appointing and removing legal advisors.
- 2.24 Consider proposing the appointment and dismissal of external auditors.
- 2.25 Consider appointing and removing the company secretary.
- 2.26 Consider approving insurance and contracts with more than one-year terms.
- 2.27 Consider delegating or revoking the authority to the management, the Company's executive staff, or any other person to act on behalf of the Company under the regulations set by the Board of Directors.
- 2.28 Consider approving and reviewing organizational policies, the business code of conduct, and corporate governance principles of the Company, such as accounting and financial policies, human resource management policies, anti-corruption policies, human rights policies and fair labor practices, and sustainable development policies.
- 2.29 Consider approving and reviewing the risk management and internal control framework, risk management policies, the organization's key risks, risk appetite, acceptable risk range, and risk management strategies.
- 2.30 Consider the minutes of meetings of the Board of Directors, subcommittees, and shareholders.
- 2.31 Evaluate their own performance, as well as that of the Chairman of the Board of Directors, subcommittees, and the Chief Executive Officer.
- 2.32 Consider various issues that affect the image and reputation of the Company.

3. Division of Roles and Responsibilities between the Board of Directors and Management

The Company has clearly divided the roles, duties, and responsibilities between the Board of Directors and the Chief Executive Officer as follows:

- 3.1 The Board of Directors is responsible for supervising the Company's operations in accordance with the laws, objectives, and the Company's articles of association; determining the structure and duties of the committees; and approving the resolutions of the meetings and the Company's corporate governance policy. The directors must make decisions with caution and honesty in order to benefit shareholders the most, including creating a culture and good corporate governance throughout the organization, as well as recruiting, developing, and determining remuneration, evaluating the performance of the Chief Executive Officer, and determining the personnel remuneration structures (See Section 4: Roles and Duties of the Committees).
- 3.2 Management is responsible for conducting and managing the Company's daily operations honestly, maintaining and taking into account the interests of the Company, shareholders, and stakeholders to the greatest extent possible, receiving policies from the Board of Directors to implement them in order to achieve the goals and strategies established, and reporting performance to the Board of Directors.
- 3.3 The Chairman of the Board of Directors is the Board's leader and should be independent of management. The Chairman must encourage all directors to collaborate in formulating strategies and overseeing the organization to ensure that it is efficient and meets its objectives. The scope of duties and responsibilities includes the following:
 - 1) Supervise the organization for efficiency, success, and in the best interests of the Company, shareholders, and various stakeholder groups.
 - 2) Strengthen the responsible and ethical decision-making process for directors.
 - 3) Define the scope of work and clearly divide the approval powers of the Board of Directors and management.

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- 4) Adjust the Board of Directors' and management's perspectives on the organization's strategic direction to be consistent and in the same direction and ensure that both parties fully agree and understand the essence of the strategy.
- 5) Monitor and supervise the organization's strategy to be consistent with the Company's financial position and existing resources to create long-term value for the business.
- 6) Supervise the Board of Directors and shareholders' meetings by acting as chairman to ensure that the meeting runs effectively and lawfully in accordance with rules, regulations, and principles of good corporate governance.
- 7) Allocate adequate time and encourage all directors to participate in constructive discussions on important issues with careful discretion and the ability to express their opinions freely.
- 8) Encourage and support the Board of Directors to fully perform its duties within the scope of its authority, duties, and responsibilities, and be responsible to shareholders and stakeholders.
- 9) Follow up and supervise the performance of the duties of the Board of Directors to ensure efficiency, compliance with the law, and independence from management in accordance with ethical standards and corporate governance, as well as the achievement of the Company's key objectives and goals.
- 10) Supervise all directors to participate in promoting a corporate culture that is ethical and consistent with policies, standards, and principles of corporate governance, as well as the business code of conduct of the Company.
- 11) Determine the agenda for the Board of Directors' meeting by discussing it with the Chief Executive Officer to ensure that important matters are included in the agenda.
- 12) Provide advice and support for management's operations in accordance with the Board of Directors' scope of authority, without interfering with management's normal daily operations.
- 13) Strengthen good relationships between executive directors and non-executive directors and between the Board of Directors and management.

3.4 The Chief Executive Officer serves as the Chairman of the Company's executive committee and is responsible to the Board of Directors, subcommittees, and the executive committee for the strict operation and management of the Company's business in accordance with the Board of Directors' assignment, using resources approved by the Board of Directors based on the Company's best interests. The scope of duties and responsibilities includes the following:

- 1) Establish the Company's strategies, budgets, operational plans, and an annual investment plan, and present them to the Executive Committee and/or the Board of Directors for consideration and approval, including regular reports to the Board of Directors on operational progress and budget use.
- 2) Analyze, monitor, and evaluate the business situation and context regularly, including seeking new business and investment opportunities related to the Company's main business in order to increase its income.
- 3) Manage, control, and supervise all executives and employees to perform their duties in accordance with the laws, rules, regulations, policies, and guidelines of the Company, resolutions of the Board of Directors and shareholders' meetings, as well as corporate governance principles and the business code of conduct to achieve the Company's goals.
- 4) Approve the expenditure of important investments or normal operational expenses within the scope of authority determined by the Board of Directors.
- 5) Consider using new technology in managing and supporting operations in various areas to increase competitive potential, security, and business continuity.
- 6) Monitor, inspect, and assess the performance of the management in accordance with the set strategies and business plans in line with the Company's policies and goals.
- 7) Continuously communicate and maintain good relationships with all groups of stakeholders of the Company.

- 8) Set organizational structure and manage human resources to be efficient in accordance with labor laws under human rights principles, fair performance, principles of good corporate governance, and the Company's business code of conduct.
- 9) Promote a strong ethical culture and corporate values.

4. Roles and Duties of the Board of Directors

To make the Company be able to effectively strengthen its good corporate governance, the Board of Directors therefore has important proactive roles as follows:

- 4.1 Determine the Company's vision, direction, mission, and strategy that support sustainable growth in terms of economy, society, and the environment. It also focuses on seeking information that is useful for determining direction and considering potential risks to ensure that executives can effectively implement the vision, direction, and strategy defined to achieve outcomes.
- 4.2 Promote and support diversity in the composition of the Board of Directors, including reviewing the structure of the Board of Directors, corporate governance structure, and the diversity policy in the composition of the Board of Directors on an annual basis.
- 4.3 Review and approve important strategies and policies at least every five years, including objectives, financial goals, and various plans of the Company, along with monitoring and supervising executives to ensure compliance with the plans set forth in alignment with the organization's direction and strategy.
- 4.4 Formulate risk management policies, provide assessments of major risk factors that may occur, and formulate comprehensive risk management guidelines; ensure that the Company has effective risk management systems, internal controls, and internal audits in accordance with relevant laws and standards, including the pursuit of business opportunities that may arise from such risks.
- 4.5 Provide a reliable accounting system, financial reporting, and auditing, including maintaining a process for assessing the appropriateness of internal control and internal audit, as well as an efficient and effective risk management system, and disclose them in the annual report.

- 4.6 Follow up, supervise, prevent, and manage potential conflicts of interest, including related party transactions, and prioritize important main transactions with the goal of providing maximum benefit to shareholders and stakeholders as a whole by developing a conflict-of-interest policy.
- 4.7 Determine the policies and procedures for serving as directors at no more than two other companies of the Chief Executive Officer and senior executives of the Company subject to prior approval of the Board of Directors.
- 4.8 Establish an appropriate remuneration policy for the Chief Executive Officer to provide short-term and long-term motivation.
- 4.9 Jointly consider directors' remuneration to be appropriate to their duties and responsibilities. This can be compared to businesses of the same size and type in the industry, and it is sufficient to motivate them to perform their duties and lead the organization to achieve both short- and long-term goals by submitting it to the shareholders' meeting for consideration and approval.
- 4.10 Arrange an orientation for directors to enhance their knowledge and understanding of their roles and duties as directors, the nature of business, and related regulations.
- 4.11 Promote and encourage all directors to develop new skills and knowledge regularly in order to keep up with the changing business environment.
- 4.12 Supervise directors to ensure they have knowledge and understand their roles, duties, and the nature of business operations, as well as business-related laws.
- 4.13 Supervise the operation of the Board of Directors that is conducive to the exercise of its discretion for independent, prudential, and careful decision-making.
- 4.14 Supervise subsidiaries, associated companies, affiliated companies, and other businesses that the Company invests in to have a framework and mechanism for overseeing policies and operations in accordance with the Company's policies, including the appointment of directors, executives, or important positions; supervision of internal control systems; disclosure of significant information; and performance reporting.
- 4.15 Supervise all directors to ensure that they are responsible in performing their duties and managing the business in the best interests of shareholders (fiduciary duty) and

stakeholders, including dedicating adequate time and attending the Board of Directors' meetings regularly.

- 4.16 Ensure that the directors have access to necessary and sufficient information to be able to make correct and accurate decisions. In the case of a specific matter, the Company can be asked to provide opinions from relevant experts to make a decision.
- 4.17 Arrange for an annual performance evaluation of the Board of Directors, subcommittees, and individual directors and committee members, as well as follow-up on the evaluation results to use as a guideline for improving and developing the effective performance of duties continuously.
- 4.18 Recruit and develop the Chief Executive Officer and senior executives to have the knowledge, skills, experience, and necessary characteristics to drive the organization to achieve its goals.
- 4.19 Determine the remuneration and benefits structure, including appropriate criteria and guidelines for evaluating senior executives.
- 4.20 Evaluate the Chief Executive Officer's performance on a yearly basis to determine the Chief Executive Officer's remuneration based on performance results.
- 4.21 Supervise and arrange for the development of succession plans for management and key positions to ensure readiness in the event that management is unable to perform their duties and to maintain continuity in business operations.
- 4.22 Regularly monitor senior executives' management and the management's operations in accordance with policies. This includes the management and development of human resources to have the necessary knowledge, expertise, skills, appropriate remuneration, and motivation.
- 4.23 Monitor and ensure that management develops operational plans and conducts business in accordance with sustainable development guidelines, as well as being socially and environmentally responsible, including resource allocation and management that is efficient and cost-effective.

- 4.24 Provide appropriate communication channels with each group of shareholders and evaluate the results of information disclosure to ensure accuracy, clarity, transparency, reliability, and high standards.
- 4.25 Be a leader and role model in good performance in accordance with good corporate governance guidelines, the business code of conduct, and corporate social responsibility guidelines.
- 4.26 Support the Company in its operations to combat all forms of corruption and establish clear anti-corruption policies and practices, including continuous communication to stakeholders both inside and outside the organization.
- 4.27 Support the creation of innovations that create value to the business while also adding value to stakeholders and being socially and environmentally responsible, including providing a regulatory framework and technology management to increase business opportunities and develop efficient operations.
- 4.28 Prepare the Company's business code of conduct for directors, executives, and employees.
- 4.29 Establish the business code of conduct for directors, executives, and employees as regulations that directors, executives, and employees must sign to acknowledge and comply with.
- 4.30 Promote conformity with the business code of conduct for directors, executives, employees, and outsiders by
 - 1) Distributing this business code of conduct for the directors, executives, and employees to sign as acknowledgment and compliance with.
 - 2) Announcing the business code of conduct on the intranet system, where everyone engaged can access it.
 - 3) Announcing the business code of conduct on the Company's website.
- 4.31 Supervise the Company to have a mechanism to receive complaints, suggestions, or whistleblowing from independent internal and external stakeholders, including an effective complaint handling and whistleblower protection process by preparing the whistleblowing policy.

5. Establishment of Subcommittees

In order to carefully and efficiently scrutinize important operations, the Board of Directors has therefore set up subcommittees to support the work of the Board of Directors as necessary and appropriate. There are currently four subcommittees, as follows:

5.1 Audit Committee

The Board of Directors appoints an Audit Committee based on the composition of at least three directors, consisting of all independent directors. The Audit Committee must have independence qualifications outlined in the Capital Market Supervisory Board's announcement about the Audit Committee's qualifications and scope of work to review and supervise the Company's operations, examine the accuracy and completeness of financial reports, assess the adequacy of internal control and internal audit systems, financial liquidity, and debt repayment ability. In addition, the Audit Committee is in charge of considering the selection, appointment, or dismissal of external auditors, as well as the appointment, transfer, or dismissal of internal auditors. The Board of Directors also considers conflicts of interest and the complaints or whistleblowing handling, as well as the efficiency and adequacy of the Company's risk management plans or mechanisms for resolving financial problems by taking shareholder and stakeholder rights into account. The Company ensures that the Company's operations comply with the relevant laws, rules, regulations, requirements, policies, or standards.

However, the Audit Committee must have at least one director who has sufficient knowledge, understanding, or experience in accounting or finance to effectively review the reliability of financial statements and continuously improve accounting or financial knowledge and organize meetings to follow up on the progress of the operation at least four times a year (details of the Charter of the Audit Committee – Section Charter). The meeting agenda must be in accordance with the annual appointment schedule and comprises of reviewing or approving various agenda items, namely 1) Review plan; 2) Audit report; 3) Compliance with recommendations in management's audit report; 4) Meet with external auditors; 5) Annual financial statements; 6) The Monetary Policy Certification Committee; 7) Other matters related to the Charter.

5.2 Good Corporate Governance Committee

The Board of Directors appoints a Good Corporate Governance Committee by considering at least three directors, and at least one person must be an independent director in

order to be responsible for determining and reviewing the adequacy and appropriateness of corporate governance policies, as well as the business code of conduct, and promoting an ethics culture, including regularly following up on regulations, issues, and trends in corporate governance and sustainable development both domestically and internationally. The Committee is also responsible for considering and proposing guidelines and providing recommendations on good corporate governance to the Board of Directors and supervising the implementation of good corporate governance of the Company in accordance with the guidelines set by the Board of Directors (details of the Charter of the Good Corporate Governance Committee – Section Charter).

The Good Corporate Governance Committee holds meetings to monitor the progress of its operations on an annual basis. The agenda is set according to the annual meeting schedule, and it includes review or approval of the following agenda items: 1) Corporate Governance Policy; 2) Policies related to corporate governance; 3) Anti-Corruption Policy and Whistleblowing Policy; 4) Charters of the Subcommittees; 5) Good Corporate Governance Plan; and 6) Other matters related to the Charter.

5.3 Nomination and Remuneration Committee

The Board of Directors appoints a Nomination and Remuneration Committee from the Company's directors, most of whom must be independent directors. The Chairman of the Nomination and Remuneration Committee, an independent director, is responsible for ensuring that the structure, size, and composition of the Board of Directors and subcommittees are appropriate to the size, type, and complexity of the business, as well as the director development plan and succession plan, including the nomination and selection of qualified and suitable individuals to be nominated as directors and the Chief Executive Officer. The criteria and methods for recruitment are established in a transparent and fair manner.

The Nomination and Remuneration Committee is also in charge of considering the remuneration structure, criteria, and form of remuneration for directors and the Chief Executive Officer that are appropriate, fair, and linked to the Company's overall operating results, as well as motivating them to perform their duties efficiently and continuously add value to the Company. The Board of Directors will consider and approve the remuneration of the Chief Executive Officer. As for the remuneration of the Board of Directors, it will be submitted to the shareholders' meeting for consideration and approval (details in the Nomination and Remuneration Committee Charter – Section Charter).

The Nomination and Remuneration Committee holds meetings to monitor the progress of the operation at least twice a year. The meeting agenda is in accordance with the annual appointment schedule, which consists of reviewing or approving the following agenda items related to recruitment: 1) Gap analysis in skills and diversity and characteristics of directors; 2) Criteria, methods, and times for work performance evaluation of the Board of Directors; 3) Succession plan for the Chairman of the Board of Directors and directors; 4) Procedures for preparing a succession plan; 5) Other matters related to the Charter.

The agenda for considering, reviewing, or approving the agenda related to remuneration determination is as follows: 1) Objectives of the performance evaluation of the Chief Executive Officer, bonus payments, and salary increment; 2) Remuneration structure and operational management policy of senior executives; 3) Remuneration and benefits of directors according to positions and types; 4) Other matters related to the Charter.

5.4 Risk Management Committee

The Board of Directors appoints at least three committee members from independent directors, executive directors, and executives, who are comprised of the Company's executives representing all departments and an independent director serving as the Chairman of the Risk Management Committee, along with appointing an executive or employee as a secretary. The Risk Management Committee is responsible for establishing and reviewing the policy and risk management framework, risk identification, evaluation, and management throughout the organization to an acceptable level. It also considers risk assessment principles and tools, monitors, evaluates, and supervises the business to ensure that risk management, internal control, and internal audit systems are efficient, adequate, and appropriate in accordance with international standards, as well as consistent with goals, strategies, and business plans. Moreover, the Committee promotes the creation of a risk management culture for employees at all levels and regularly reports risks to the Board of Directors.

The Risk Management Committee holds annual meetings to monitor the progress of its operations. The agenda is set according to the annual appointment schedule, which consists of reviewing or approving various agendas: 1) Risk Management Policy and risk management guidelines; 2) Risk Management Committee Charter; 3) Business continuity plan; 4) Identification of risk appetite and deviations of each risk to be implemented; 5) Continuous follow-up on the operating results of risk reporting from the Risk Management Committee; 6) Other matters related to the Charter.

6. Orientation of New Directors

To perform duties as a Board of Directors, directors should be aware of the nature of the Company's business operations. In the event of a change or appointment of a new director, the Company will provide an orientation for new directors to gain knowledge and understanding of the Company's overall characteristics and operational guidelines to familiarize them with personnel at various levels through activities that promote a positive attitude and confidence in the business. The activities will be tailored to their ages, qualifications, and experience, and the Board of Directors will regularly monitor and assess the efficiency of orientation activities. In this orientation, directors want to deliver important and necessary information to accomplish their duties, including guidelines for good corporate governance, which include

- 6.1 History, nature of business, and business direction
- 6.2 Major shareholder structure
- 6.3 Board of Directors' structure, duties, and responsibilities according to law and the charter
- 6.4 Policies, processes, and work procedures
- 6.5 Strategies, annual plans, KPIs, and budgets
- 6.6 Company structure and management
- 6.7 Policies at the operational level approved by the Board of Directors
- 6.8 Nature of work of the Operations Department

However, what the new directors should receive is as follows:

- 1) Director's handbook
- 2) Meet with the Board of Directors informally to have a discussion and ask questions about important issues.
- 3) Meet with the Chief Executive Officer to discuss the Company's future direction, and general matters, both external and internal, that may affect the Company.
- 4) Meet with the Chief Financial Officer to understand any financial issues, problems, or questions.
- 5) Meet with the Company Secretary to talk about corporate governance.
- 6) Meet with senior executives to discuss the work that the department is responsible for and know problems.

However, the Company Secretary or related department is responsible for organizing the orientation.

7. Board of Directors' Meeting

The Board of Directors establishes the meeting procedures in the Board of Directors Charter to serve as a guideline to ensure that the Board of Directors and those who support the Board of Directors' work have a common understanding of the scope of important matters under the responsibility of the Board of Directors, as well as the roles, duties, and responsibilities of each department. It is also a guideline for managing various elements of the meeting to ensure quality, legality, and good practices.

The Board of Directors and its subcommittees set the annual meeting schedule and agenda in advance to ensure that plans are presented to the Board of Directors for full consideration, as well as allowing executives to plan and prepare meeting materials ahead of time. In this regard, the Board of Directors and its subcommittees will consider various matters that are deemed appropriate to be added to the annual meeting schedule and are reviewed and revised to keep up with the situation, with the secretary, the Board of Directors, and subcommittees in charge of preparing meeting documents. The guidelines are as follows:

- 7.1 The directors devote their time, dedication, and attention to the Company's operations by regularly attending the Board of Directors meetings to acknowledge and jointly make decisions on the Company's business operations. Each year, at least six meetings are held, with the possibility of extra special meetings to address urgent concerns.
- 7.2 The Board of Directors clearly sets the schedule and agenda of the meeting in advance throughout the year. However, the schedule and agenda may be amended as appropriate, and extra meetings may be organized, if necessary, with prior notification to the Board of Directors.
- 7.3 The Board of Directors and its subcommittees agree to schedule meetings in accordance with the annual appointment schedule, which includes complete details of the agenda for each meeting and the special agenda, as well as a format for preparing information that promotes understanding, is comparable, and adequately supports decision-making.
- 7.4 At least once a year, the non-executive directors meet without management participation to discuss management issues of interest and to report the meeting results to the Chief Executive Officer.

- 7.5 The Company establishes agenda topics explicitly and in the following order: 1) Agenda for considering and approving the minutes of the previous meeting; 2) Agenda for notification from the Chairman of the Board of Directors, subcommittees, and the Company's operations; 3) Agenda for approval; 4) Agenda for acknowledgment; 5) Other agendas.
- 7.6 The agenda, as per the annual appointment schedule, includes consideration, review, or approval of several agenda items, namely 1) Strategic plans; 2) Annual plans; 3) Annual budgets; 4) Annual financial statements; 5) Review reports; 6) Annual reports; 7) Corporate Governance Policy; 8) Policies certified by the Board of Directors; 9) Other matters that require approval or opinion from the Board of Directors for policy certification; 10) Gap analysis in skills and diversity of the Board of Directors and the characteristics of the Directors to prepare the nomination and selection; 11) Review of the composition of the subcommittees; 12) Performance evaluation compared to the governance plan in the past 12 months; 13) Methods and timing of performance evaluation of the Board of Directors; 14) Report on the results of the performance evaluation of the Board of Directors and summary of the corporate governance plan for the next 12 months; 15) Succession plan for the chairman and directors; 16) Succession plan for the Chief Executive Officer and senior executives; 17) Process for new directors assuming the position; 18) Objectives of the performance evaluation of the Chief Executive Officer, bonus payment, and salary increment; 19) Annual general meeting.
- 7.7 The Company specifies a minimum quorum for voting at the Board of Directors meeting, which is two-thirds of the total number of directors present.
- 7.8 All directors attend at least 75% of the total Board of Directors meetings each year.
- 7.9 At the meeting, the Chairman of the Board of Directors, the Chief Executive Officer, and the Company Secretary jointly determine the agenda for the annual meeting and consider the matters to be included in the agenda for the Board of Directors' meeting, ensuring that important matters are included while also allowing each director to freely propose agenda items for inclusion in the agenda.
- 7.10 The Company sends out the meeting invitation letter and supporting documents in advance to give the directors enough time to review the information on the agendas at

least five working days before the meeting. Except in circumstances of urgent necessity, the meeting appointment and date might be established earlier.

- 7.11 The Chairman of the Board of Directors serves as the meeting's chairman, allocating sufficient time for management to present information and the directors to consider and discuss critical issues on each agenda, as well as giving them the opportunity to express their opinions freely.
- 7.12 Voting must be based on a majority vote, with each director having one vote. Directors with an interest will not attend the meeting and/or exercise their right to vote on that matter. If the votes are equal, the chairman of the meeting will cast one more vote as the deciding vote.
- 7.13 The Board of Directors may access and request information, advice, and services necessary for the Company's operation from the management, as well as independent opinions from external consultants if necessary.
- 7.14 Senior executives and related departments can attend Board of Directors meetings to contribute useful information and gain direct knowledge of policies. Except for particular agendas, the meeting is exclusively attended by the Board of Directors or non-executive directors to ensure independence in considering various matters of the Board of Directors.
- 7.15 The Company Secretary is in charge of recording Board of Directors meetings by recording the details of the meetings, meeting resolutions, and Board of Directors perspectives in a deliberate, complete, and clear manner.
- 7.16 At the end of the meeting, the Company Secretary is responsible for preparing the minutes of the meeting and sending them to the Chairman of the Board of Directors for consideration and signature for certification, as well as proposing it to the meeting for approval as the first agenda item at the next meeting. However, the directors have 14 working days to voice their opinions on amending the meeting minutes to be as full, complete, and correct as possible.
- 7.17 The minutes of the meeting approved by the meeting will be systematically stored in the form of confidential documents at the Company's office and stored in electronic form together with attached documents supporting the meeting agenda for reference.

8. Evaluation of the Board of Directors' Performance

The Board of Directors determines to evaluate the performance of the Board of Directors, the Chairman of the Board of Directors, and subcommittees on an annual basis to consider performance and supervision in accordance with corporate governance principles, as well as improving the performance of the Board of Directors' duties to ensure efficiency through the following actions:

- 8.1 The Board of Directors, the Chairman of the Board of Directors, and subcommittees evaluate their own performance at least once a year so that the Board of Directors can jointly consider the results and issues that should be improved in order to increase the effectiveness of the Board of Directors and its subcommittees.
- 8.2 The Board of Directors' performance should be evaluated by the entire Board, subcommittees, and individual directors (both self-assessment and other committee members), as well as the Chairman of the Board of Directors. The criteria, procedures, and results of the overall assessment are disclosed and included in the Annual Information Statement Form/Annual Report (Form 56-1 One Report).
- 8.3 The Company should hire external consultants to help determine guidelines and suggest assessment questions that will produce honest and unbiased results, and the said results will be compared with good practices according to international standards, causing real development. Every three years, external consultants evaluate the operations and development plans, which are presented in the Annual Information Statement Form/Annual Report (Form 56-1 One Report).
- 8.4 Evaluation Criteria

The Board of Directors considers and approves the process and criteria for evaluating the performance of the Board of Directors, the Chief Executive Officer, and all subcommittees as a whole and individually, as well as reviewing the evaluation process and criteria annually.

The criteria for performance evaluation of the Board of Directors and subcommittees as a whole include topics such as 1) Structure, composition, and qualifications of the Board of Directors; 2) Roles, duties, and responsibilities of the Board of Directors; 3) Board of Directors meetings; 4) Performance of the Board of Directors' duties; 5) Relationships

with management; 6) Development of directors and executives; 7) Promotion of an ethics culture and corporate governance; and 8) Specific issues according to the charter and roles and duties of the Board of Directors or subcommittees, etc.

The criteria for performance evaluation of the Board of Directors and subcommittees individually include topics such as 1) Responsibility and caution in making one's own decisions and actions; 2) Performance of duties with honesty and ethics; 3) Compliance with laws, objectives, regulations, resolutions of the Board of Directors' meetings and shareholders' meetings; 4) Conducting oneself as a good model according to the corporate values; 5) Equal and fair treatment of stakeholders; 6) Fraud and corruption; 7) Prevention of conflicts of interest; 8) Transparency in operations and disclosure of information that can be verified; 9) Vision to create the long-term added value for the business; 10) Continuous monitoring of the business situation and context; and 11) Specific issues according to the roles and responsibilities of the Board of Directors and subcommittees, etc.

8.5 Evaluation Process

- 1) At the end of each year, the Company Secretary will submit three types of performance evaluation forms for the Board of Directors: The Board of Directors Performance Evaluation Form (the entire Board), the Performance Evaluation Form of Individual Directors (self-evaluation), and the Performance Evaluation Form of Individual Directors (evaluation for other directors), so that all directors can conduct the annual performance evaluation.
- 2) Each director evaluates his or her performance and returns the performance evaluation form to the Company Secretary.
- 3) The Company Secretary summarizes the results of the analysis of the Board of Directors' performance evaluation for the year and reports to the Board of Directors at the first meeting of the year.
- 4) The evaluation results will be used to improve the procedures and work processes and self-development of each director, as well as reviewing the operations of the Board of Directors and subcommittees in order to increase the efficiency of the directors' performance in a more professional manner.

9. Evaluation of the Chief Executive Officer's Performance

The Board of Directors conducts an annual performance evaluation of the Chief Executive Officer, which is used to determine the Chief Executive Officer's remuneration and to motivate the business management to meet the objectives, main goals, and strategies while remaining consistent with the business's long-term interests. The Board of Directors may authorize the Nomination and Remuneration Committee to determine and review indicators and evaluation topics and submit them to the Board of Directors for consideration and approval. The evaluation of the performance of the Company's executives and employees must be in the same manner as the performance evaluation of the Chief Executive Officer by proceeding as follows:

- 9.1 The Board of Directors or the Nomination and Remuneration Committee determines the criteria and methods for evaluating the performance of the Chief Executive Officer by communicating such criteria and methods to the Chief Executive Officer in advance.
- 9.2 The Board of Directors or the Nomination and Remuneration Committee divides the evaluation time into appropriate intervals in order to be able to examine and follow up on the performance of the Managing Director according to the goals set in the short, medium, and long terms.
- 9.3 The non-executive directors individually evaluate the Chief Executive Officer's performance by taking the Company's total operating results into account for evaluation.
- 9.4 The Board of Directors provides the opportunity for the Chief Executive Officer to conduct a preliminary self-assessment in several areas in accordance with the prescribed criteria in order to hear the Managing Director's perspective.
- 9.5 The Chairman of the Board of Directors communicates the results of the consideration and issues for development to the top executive. In case the Chairman of the Board of Directors and the Chief Executive Officer are the same person, the senior independent director will be the one to communicate the consideration results.
- 9.6 The Board of Directors or the Nomination and Remuneration Committee sets criteria for evaluating the Chief Executive Officer's performance, which includes topics such as 1) Progress of the work plan meeting the goals; 2) Leadership; 3) Strategy formulation; 4) Strategy implementation; 5) Financial planning and performance; 6) Relationships with the Board of Directors; 7) Human resource management and personnel relations;

8) Relationships with external stakeholders; 9) Succession; 10) Knowledge about products and services; 11) Personal characteristics; 12) Monitoring and overseeing policy compliance; 13) Creation of a strong organizational culture and values; 14) Communication and encouragement of participation; 15) Development of the Chief Executive Officer, etc.

9.7 The Board of Directors or the Nomination and Remuneration Committee determines both financial and non-financial indicators that reflect the operational effectiveness of the Chief Executive Officer fairly.

9.8 The Board of Directors or the Nomination and Remuneration Committee determines the following components of performance evaluation:

- 1) Long-term objectives, annual objectives, annual plans, strategic plans should be agreed upon and consistent.
- 2) Weight each objective.
- 3) Create indicators for each approved objective.
- 4) Link salary and bonuses to achieved objectives.
- 5) Listen to explanations from both parties in the evaluation process.
- 6) Agree on how the Board of Directors can support the development of the Chief Executive Officer.

9.9 The Board of Directors or the Nomination and Remuneration Committee establishes the objectives of the evaluation and scoring criteria by reaching an agreement with the Chief Executive Officer on the following issues:

- 1) There is consistency with the annual plan and strategies.
- 2) There are no more than seven items.
- 3) There is more than just a financial plan.
- 4) There are indicators by using the "Balance Scorecard" method, which includes finance, internal work processes, strategies and innovations, and relationships with stakeholders.
- 5) The weight is given according to importance, such as finance = 30%, internal work processes = 20%, strategies and innovation = 20%, and relationships with stakeholders = 30%, which can be measured, such as relationships with stakeholders, and overall employee satisfaction increasing by 75%.

9.10 The Company establishes a two-party evaluation process in which the Board of Directors evaluates the Chief Executive Officer's performance, and the Chief Executive Officer conducts self-evaluation to reflect the expectations of both parties. This evaluation can be adjusted to be mutually appropriate.

9.11 The Nomination and Remuneration Committee reviews the management of the Chief Executive Officer's performance on an annual basis and submits it to the Board of Directors for consideration, or it may be changed as the Board of Directors deems it appropriate.

10. Director Development

The Company continuously promotes the development of knowledge and abilities of the Board of Directors so that the directors can take advantage of the knowledge gained and apply it to supervise the Company in a modern and timely manner, to increase professionalism for directors, and to create added value for the Company, as well as being able to drive the organization into international standards. The Company conducts an orientation for newly appointed directors or directors who are appointed during a fiscal year and prepares directors' handbooks and documents to adequately receive the Company information, regulations, and relevant business information of the Company before performing their duties in order to enable directors to perform their duties and effectively supervise the Company's business.

Furthermore, the Board of Directors supports the preparation of a development plan for directors and organizes activities to develop knowledge and enhance its potential appropriately and continuously through various processes and activities, such as training, seminars, briefings, workshops, study visits, inviting external experts to exchange views, and meeting and exchanging ideas with the Board of Directors and senior executives of various organizations, so that the Board of Directors has sufficient knowledge and understanding in performing its duties and can make decisions carefully, including increasing the efficiency of the performance of various subcommittees. The Company also encourages the Board of Directors and senior executives to attend seminars and courses that are beneficial to performing their duties in terms of technology, innovation, and new knowledge necessary to their performance. Such courses are organized by agencies that oversee the Company's employee training and by government regulatory agencies or independent organizations. For example, courses for directors of the Thai Institute of Directors, which the SEC requires directors of listed companies to undergo at least one training course,

namely the Directors Certification Program (DCP), Directors Accreditation Program (DAP), or Audit Committee Program (ACP).

The Company allocates a sufficient annual budget for the director's development and ensures continuous development. Activities or courses that promote knowledge and abilities and enhance directors' skills will be considered from:

- 1) Consistency of the content of activities with the main mission of the Company
- 2) Time spent on each activity
- 3) Participation of the Board of Directors or the number of directors participating in each activity
- 4) Application to company transactions, such as business expansion, application to company strategies.

In addition, the Company continuously monitors and evaluates the development of directors every year and when there are reasonable circumstances. The evaluation results will be used to review and revise director development policies and plans to ensure they are aligned with the goals and changing business environment, and such changes will be disclosed to stakeholders in the Annual Information Statement Form/Annual Report (Form 56-1 One Report).

11. Nomination of Directors and Executives

The Board of Directors monitors, oversees, and scrutinizes the criteria and recruitment process of the directors, the Chief Executive Officer, and executives in important positions to build confidence among shareholders and stakeholders in an efficient human resource management system of the organization, which will result in continuity in line with the business direction, strategic direction, and the future environment of the organization.

The Board of Directors assigns the Nomination and Remuneration Committee to be responsible for determining the elements of knowledge and specific expertise necessary for the performance of the Board's duties, as well as recruiting and considering people with a variety of qualifications in terms of gender, age, race, education, knowledge, capability, experience, honesty, ethics for business operation, and sufficient time to fully devote knowledge, capability, and experience to perform duties to the Company to serve as a director in place of the director who resigns or is due to leave the position according to the term of office or any other case that makes the director unable to continue performing his duties. The Board of Directors considers and presents a list of individuals who are fully qualified and possess the necessary skills that are

consistent with the Company's short- and long-term business strategies, as defined by the Board Skill Matrix, which includes skills in a variety of areas such as strategy, finance and accounting, risk, law, technology, marketing and business administration, corporate governance, and aspects related to the Company's main business. It includes considering the director pool database of the Thai Institute of Directors or hiring a professional search firm whose characteristics are not forbidden by law. Moreover, shareholders are given the opportunity to nominate qualified persons for appointment as directors, which they can then present to the shareholders' meeting for approval.

12. Succession Plan

The Board of Directors oversees the succession planning for the Managing Director and executives in key positions, as well as the personnel management framework for replacement in the event of a vacancy or when senior executives are unable to perform their duties in that position. In this regard, the Board of Directors may assign subcommittees to consider and filter information and propose guidelines for the committee approval. However, the nomination of the Chief Executive Officer and Managing Director will follow a nomination process that considers qualified internal and external personnel and complies with the criteria set by the Company, covering knowledge, ability, experience, suitability to the corporate values and culture, leadership, and vision necessary to hold the position.

In addition, the Company has prepared personnel at the executive level by setting guidelines for executive management and development, including creating individual development plans to develop necessary knowledge and skills and prepare for promotion to a higher position when there is a vacancy, as well as developing a clear framework and mechanism for considering remuneration so that the Company can retain and motivate high-potential executives and employees to work efficiently. The subcommittee works with management to plan for continuous employee empowerment in accordance with the corporate culture and strategic direction. Continuous monitoring and progress assessment are used to develop employees who will be successors, as well as annual succession plan reviews and regular reporting to the Board of Directors.

13. Determination of Remuneration for Directors and Executives

The Board of Directors has assigned the Nomination and Remuneration Committee to jointly consider and determine the remuneration of the directors, both in cash and other forms, in

accordance with the Company's long-term strategy and goals and comparable to companies in the same industry and of similar size, as well as appropriate to the experience, duties, scope of roles and responsibilities, and the expected benefits from each director and additional responsibilities assigned. For example, directors in subcommittees should receive appropriate remuneration, which will motivate the directors to perform their duties to achieve the Company's goals and business direction effectively.

In this regard, the Nomination and Remuneration Committee presents the appropriate structure and amount of remuneration to the Board of Directors for consideration and approval before presenting them to shareholders for consideration and approval on an annual basis. In proposing the remuneration agenda for directors for shareholders' consideration and approval, the Company presents policies and criteria for remuneration payment for each director position clearly, including the amount of remuneration in each position classified by type of remuneration, for example, regular remuneration, one-time meeting allowance, and annual bonus/gratuity for consideration by shareholders.

Furthermore, the Nomination and Remuneration Committee is responsible for determining the remuneration structure for executive directors, the Chief Executive Officer (CEO), and senior executives in the form of short- and long-term monetary remuneration, such as salaries and bonuses (without meeting allowances), as well as non-monetary remuneration. This takes into account the suitability, experience, duties, scope of roles and responsibilities, as well as the work or expected benefits at a level appropriate and sufficient to care for and maintain executives with the qualifications required by the Company and at a level comparable to companies in the industry and of a similar size for the Board of Directors to consider and approve. In this regard, the remuneration of directors and executives must be reviewed on a regular basis.

However, the criteria for considering the Chief Executive Officer's remuneration will depend on the success of the annual operating plan and the value given to stakeholders. The Board of Directors will use such information to consider remuneration, salary, bonuses, and other benefits to the Chief Executive Officer, consisting of

- 13.1 **Short-term remuneration** is based on 1) Sales and profit as agreed with the Board of Directors; 2) Employees have developed knowledge and other skills necessary to work; 3) Internal work processes have been modernized; 4) Customer satisfaction; 5) Other issues that are in line with the achievement of the organization's short-term goals.

13.2 **Long-term remuneration** is based on 1) Strategies formulated achieve the set objectives; 2) Employee turnover rate is low, especially for those in key positions; 3) The Company is praised externally as a company with stability and morality that everyone wants to work with; 4) Taking care of customers and the environment to grow with the Company; 5) Other issues that are consistent with achieving the organization's long-term goals.

14. Supervision of Compliance and Review

The Board of Directors will supervise the directors, executives, and employees to strictly follow the good practices of the Corporate Governance Policy Manual to continuously enhance and improve the quality of corporate governance of the Company to ensure stability and sustainability for the Company, shareholders, and all groups of stakeholders. The Board of Directors and the Corporate Governance Committee require an annual review of the “Corporate Governance Policy.”

15. Company Secretary

The Board of Directors appoints the Company Secretary to support the preparation of the meeting agenda and a meeting invitation letter and supervise and organize meetings of the Board of Directors, subcommittees, and shareholders, including preparing minutes of meetings of the Board of Directors, subcommittees, and shareholders, and annual reports. The Company Secretary also takes charge of storing documents as specified by law, advises on the performance of the Board of Directors in accordance with relevant laws, rules, and regulations, and provides necessary information to newly appointed directors. In addition, the Company Secretary ensures that the directors and the Company disclose information accurately, completely, and transparently as prescribed by the regulatory authorities; coordinates with departments for compliance with the Board of Directors' resolutions and reports to the Board of Directors; and acts as a center for collecting and organizing the Company's important documents and information systems to ensure that they are safe, as well as representing the Company in coordinating with various external organizations to help the Company's work run smoothly and orderly.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on November 10, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Anti-Corruption Policy

Amata VN Public Company Limited is well aware that corruption not only affects to the business operations but reputation and image of the Company. It is also a great obstacle to the sustainable growth of the organization and the development of the nation. Amata VN Public Company Limited, associated companies, subsidiaries and affiliates (the Company) are strictly adhere to relevant rules and regulations and adhere to conducting business with honesty, transparency, morality, ethics and responsibility to stakeholders along with the guidelines that are consistent with the principles of good corporate governance and the Company's business ethics which defines the scope of behavior standards that all employees of the company including Directors, Executives and Employees should act in business operations and performance as well as encouraging stakeholders throughout the supply chain to operate in the same direction to create a good business environment which is an important foundation for sustainable business operations.

To achieving such results in a tangible way, the Company therefore shows its intention to be a Collective Action Coalition against Corruption in Private Sector and cooperates with all sectors both domestically and internationally to create transparent, fair and against all forms of corruption (zero-tolerance) business standards by establishing an "Anti-Corruption Policy" as a guideline for all employees to adhere in the same way under the framework of ethics and honesty as well as relevant stakeholders to acknowledge the Company's intentions and business practices.

DEFINITION

Corruption refers to actions in various forms based on position unlawful or immoral duties and powers including both direct and indirect bribery. Whether in any form, such as accepting, demanding, soliciting, including giving, offering, promising to give property or benefit other government officers or private agencies together with the hope of persuading them to commit or omit certain acts that are unjustified by their duties in order to obtain the benefit of the business itself or those involved unfairly and cause damage to the interests of others. Unless in the case of laws, rules, regulations, local traditions or trade customs that allow this to be done.

Bribery refers to offering, promising, accepting or providing an incentive to commit an unlawful act, breach of business ethics, breach of trust or create an unfair advantage. In this regards, the incentives may be in the form of gifts, loans, fees, rewards or other benefits such as taxes, services, donations, contributions, etc.

Charitable Contribution refers to giving money, things or anything else of value to an entity or charitable organization, for the public without expecting a return.

Support refers to money, things or any other benefits given or received from customers, partners, business alliances with the purpose of business, brand, image or reputation of the Company.

Political Contributions refers to financial and non-monetary assistance and support to politicians, political parties or people related to politics such as money, workforces, places, equipment, other facilities, etc.

Gift refers to money, assets, things, services, privileges or any other benefits in both monetary and non-monetary forms that individuals give and/or receive on occasions in addition to salary, earnings and benefits from normal employment.

Conflict of Interest refers to situations or actions in which Directors, Executives or Employees demand personal benefits and those involved, whether by blood or any other means. which affects fair decision-making performing duties according to responsibilities and consider to the common interests of the Company.

Facilitating Payment refers to unofficial expenses paid to government officers, to speed up a process or spur action including enabling the payer to receive special privileges from superior service than others.

GUIDELINES

The Company's Directors, Executives and Employees are prohibited from soliciting, engaging in or accepting corruption in any country and all departments in both public and private sectors in which the company's business is involved, by jointly promoting the values of honesty and responsibility as corporate culture.

The Anti-corruption policy covers the company's operations in the following matters:

- 1) The Company conducts its business with integrity and transparency and not allow or accept bribes from any person both inside and outside. In this regard, to collaborate with government officers must be in accordance with the law, related policies and guidelines.
- 2) The Company complies with laws, rules, regulations, standards, policies and guidelines. including business ethics. It must not involve directly or indirectly in all forms of fraud and corruption (zero-tolerance).

- 3) The Company arranges regular assessment and management of corruption risks including creating guidelines for mitigating impacts consistent with the risks and in accordance with the internal control system.
- 4) The Company defines practical procedures, preventive measures and measures to prevent corruption in business operations that are comprehensive and sufficient for implementation.
- 5) The Company provides orientation and training for employees and relevant stakeholders to create knowledge and understanding about the policy, measures and procedures.
- 6) The Company defines a process for conducting ethics and supervising compliance with rules (Ethic & Compliance Program), internal control system and the internal audit process to meet the requirements of regulations and standards appropriately, sufficiency and consistency as well as covering the process of record data of financial, accounting, marketing, sales, purchasing, personnel management and other processes related to the operations of the Company.
- 7) The Company provides a reporting, monitoring and reviewing the effectiveness of anti-corruption policy implementation including urgent issues encountered regularly and in a timely manner with appropriate procedures and actions.
- 8) The Company provides channels and processes for receiving complaints or whistleblowing that are appropriate and safe for the Company's employees and stakeholders who wish to seek for advice, suggestions or complaints about corruption including measures to protect whistleblowers, complainants, witnesses and information reporters.
- 9) The Company provides communication and promote awareness of anti-fraud and corruption among employees, customers, and business partners, including subsidiaries, affiliates, other companies which the Company has control and business representatives as well as external stakeholders throughout the supply chain.
- 10) The Company supports exchange knowledge and experience, and cooperate with private sector organizations, government sector and civil society both domestically and internationally against corruption.
- 11) All employees operate without or allow others to use their authority in their position to claim, negotiate, contract or take any action directly or indirectly that leads to corruption.

Responsibilities

To ensure that the anti-corruption policy will be implemented throughout the organization and there is a clear oversight. The Company therefore defines the duties and responsibilities of persons or units within the organization as follows:

Board of Directors

- 1) Arrange anti-corruption policies and measures that suitable to the current environment and risk factors. It should be reviewed at least once a year.
- 2) Arrange to determine the scope of anti-corruption measures that are sufficient to support and supervise the Company to take action in the connection of such measures.
- 3) Supervise business operations to comply with laws, rules, regulations, policies and relevant guidelines as well as promoting the implementation of this policy in a concrete manner.
- 4) Encourage the Management to assess the risk of corruption and allocate resources to ensure the effectiveness of risk control appropriately and adequately.
- 5) Consider reports on the anti-corruption policies and measures implementation and provide useful suggestions to the Management for development and improvement.
- 6) Consider urgent issues related to corruption to supervise the operation in a timely manner.
- 7) Avoid any activity that might lead to that situation or any suggestions that will cause a violation of this policy.
- 8) Encourage and support the Management to be aware and emphasize the prevention of conflicts of interest and integrate into the corporate culture.

Audit Committee

- 1) Supervise and review the internal control system, internal audit and corruption risk assessment to be efficient and effective.

- 2) Consider reports on the implementation of anti-corruption policies and measures.
- 3) Consider urgent issues related to corruption to supervise the operation in a timely manner.
- 4) Provide channels and processes that is appropriate and safe for whistleblowing or receiving complaints, including protection measures for whistleblowers, complainants, witnesses and information reporters.

Corporate Governance Committee

- 1) Develop and improve anti-corruption policies and measures.
- 2) Encourage related parties to take action and comply with the scope of anti-corruption measures set by the Board of Directors.
- 3) Provide all parties with knowledge and advice on the correct, complete and clear anti-corruption policy and measures.

The Management

- 1) Provide procedures and anti-corruption measures that are in accordance with the policy, regulations and the laws of the country in which the business operates.
- 2) Setup an internal control system, internal audit including efficient and adequate risk management of anti-corruption.
- 3) Establish an organizational structure with roles and responsibilities clearly as well as allocate appropriate and sufficient resources to be effective in controlling the risk of corruption.
- 4) Propose urgent issues related to corruption (if any) to the Audit Committee and the Board of Directors.
- 5) Encourage subordinates at all levels aware to the importance of compliance with the anti-corruption policy and measures and integrate as a culture of anti-corruption in all forms.
- 6) Follow up, manage and encourage compliance with relevant laws, policies, measures and regulations.

- 7) Report the results of auditing compliance with the anti-corruption policy and measures to the Audit Committee. and the Board of Directors regularly acknowledge
- 8) Protect subordinates and relevant stakeholders who reject corruption even that action will cause the company to lose business opportunities.
- 9) Act as a good role model by avoiding any activity that could lead to a situation or any suggestions that will cause a policy violation.

Human Resources and Administration Department

- 1) Provide personnel management processes that reflect the Company's commitment to compliance with the anti-corruption policy and measures.
- 2) Communicate the anti-corruption policy and measures to relevant stakeholders thoroughly.
- 3) Follow up and file an Acknowledgment and comply with the anti-corruption measures Form signed by the Company's employees.

Internal Auditor / Compliance Unit

- 1) Assess and manage fraud and corruption risks as well as setup guidelines for prevention and mitigation for high-risk cases.
- 2) Define plans, procedures, and preventive measures related to corruption that covers to the process of reporting urgent issues to the Executives and the Board of Directors.
- 3) Setup a due diligence process for anti-fraud and corruption operations in projects and business activities for both the Company and stakeholders throughout the supply chain (supply chain due diligence) and business partners
- 4) Setup Ethic & Compliance Program procedures and internal controls that are appropriate and adequate to the risk of fraud and corruption that may occur.
- 5) Review the internal control system and internal auditing on corruption as well as inform and follow up with relevant agencies to make improvements regularly.
- 6) Collect and prepare reports on audit results and compliance with anti-corruption policies and measures to report to the Audit Committee.

- 7) Provide advice on anti-corruption policies and measures as well as coordinating or discussing with other departments that may be involved in providing accurate complete and clear advice.

Company Secretary

- 1) Coordinate and exchange knowledge with other departments to integrate and develop information with anti-corruption work.
- 2) Coordinate and communicate the scope of measures set by the Board of Directors for relevant departments to implement.
- 3) Provide information and advice on the anti-corruption policy and measures to the Board and appointed external experts.
- 4) Regularly arrange an agenda for considering the performance according to the anti-corruption policy and measures in the Board of Directors' meeting.

Chief Executive Officer

- 1) Promote and support anti-corruption policies.
- 2) Operate in good faith.
- 3) Avoid actions that may cause violations of the anti-corruption policy, business ethics and against the law.
- 4) Act as a good role model in compliance with policies, measures, principles of corporate governance and business ethics.
- 5) Raise awareness and foster a culture of anti-corruption by continuously communicating to employees at all levels and relevant stakeholders.

Employees

- 1) Learn and understand roles, duties and responsibilities of corruption risk management related to their work.
- 2) Investigate, prevent and report bribery and corruption behaviors.

- 3) Comply with the anti-corruption policy and measures, including principles of good corporate governance, business ethics and other related practices by avoiding any activity that may lead to that situation or any suggestions that would cause a violation of that policy

PRACTICAL MEASURES

The Anti-Corruption measures have been established as an important guideline to prevent potential corruption risks. The Company must conduct a review, check and evaluate the effectiveness of action measures. Directors, Executives and Employees of the Company must perform their duties with prudence and caution in the following issues:

- 1) Receiving and giving gifts, welcome service or other benefits

Receiving and giving gifts, welcome service, gratuities and hospitality or any other benefits are permitted in which the value of the gift or gratuities must not exceed the limits required by law in that country and inform the stakeholders of the practical measures as well as having regular control and inspection mechanisms. To accepting and giving gifts must have the following characteristics:

- 1.1) Proceed correctly, openly, transparently, not against moral principles and obey the law, the Company regulations, including government agencies, state enterprises and other related agencies.
- 1.2) Suitable for the situation, festivals and traditions events.
- 1.3) Does not used as an excuse or a means of corruption.
- 1.4) Does not cause conflicts between personal interests and the interests of the Company.
- 1.5) Does not accept or give gifts, welcome service or other benefits in the case that those actions will affect the operations of the Company.
- 1.6) A record or register must be prepared to control the receipt or giving of gifts by specifying the purpose and person's name agencies who received or giving gift, gift value and approver clearly.

2) Charitable Contribution and Support

Support money, charitable donations or all kinds of support money are considered as part of social contribution activities to enhance a good image and align to the Company's objectives which must be done transparently through defined process under a strict disbursement control. The donation and support must have the following characteristics:

- 2.1) Proceed correctly, openly, transparency, not contrary to moral principles and obey the law, the Company regulations, including government agencies State enterprises and other related agencies.
- 2.2) Consistent with social, community and environmental policies or activities to promote sustainable development of the Company or is an activity that benefits to the society.
- 2.3) Does not used as an excuse or a means of corruption.
- 2.4) There are no hidden objectives to gain an advantage or create incentives for business benefits.
- 2.5) Does not cause conflicts between personal interests and the interests of the Company.
- 2.6) Prepare a record for approval by specifying the purpose and person's name, organizations that receive donations or receive support clearly with relevant documents attached, to propose to the authorized person of the Company for approval before taking action.
- 2.7) Monitors whether donations or sponsorships are used for their intended purpose.

3) Political Contributions and Activity

The Company provides transparent and verifiable political support without discriminating against or giving wrongful benefits to political parties or persons. Any action in connection with political activities must have the following characteristics:

- 3.1) Conducting business with political neutrality and has no policy to provide political assistance or to act in a way that is aligned with any political party or group.

- 3.2) Promote personal rights and freedoms of employees in accordance with the constitution and other related laws.
- 3.3) Employees are prohibited from using the Company's property or providing services on behalf of the Company to support political activities or take any action which leads to the understanding that the Company be affiliated with or support a political party or any political group.
- 3.4) Provide a review and audit process for political contributions.
- 3.5) Prepare a record for approval by specifying the purpose and person's name, sponsored agencies clearly with relevant documents attached, to propose to the authorized person of the Company for approval before taking action.

4) Facilitating Payment

The Company does not have a policy to pay facilitation payments and does not accept any action in exchange for facilitation or creating an unfair advantage in business operations by doing the following:

- 4.1) Does not pay for convenience either directly or indirectly, or traditional payment or payment through other people, especially the payment to facilitate government officers.
- 4.2) Avoid or does not open for the opportunity to fall in a situation of facilitation payment.
- 4.3) Define procedures for approval and verification of facilitation payments.
- 4.4) Inform the supervisor when being asked for a facilitation payment to jointly find a solution.

5) Employment of government officers (Revolving Door)

The Company must provide guidelines for auditing employment to prevent appointment or hiring Government officers of Thailand or any country that the Company operate its business that may lead to conflicts of interest and create fraud and corruption risks, by doing the following:

- 5.1) Does not appoint or hire Government officers of Thailand or any country that the Company operate its business who are still in position, except state enterprises that have requirements from agencies to be able to have representatives from state enterprises to work in the organization. Unless there is a reasonable cause.
- 5.2) Appointing or hiring former Government officers of Thailand or any country that the Company operate its business who retired for not less than 2 years. Unless there is a reasonable cause.
- 5.3) Provide a due diligence process for the person whom the Company will nominate to be a Directors, consultants and Executives of the Company as well as establishing guidelines to prevent conflicts of interest.
- 5.4) Establish appropriate hiring criteria including measures to disclose names and backgrounds of persons who are former government officers to be appointed or employed as personnel of the Company.

6) Recording and preservation process

Recording process and maintain the accounting and financial information of the Company must be accurate, complete, transparent and verifiable, with an internal control system and internal auditing that is efficient and reliable under the supervision of the Audit Committee. The guidelines for recording and keeping information will be in accordance with the code of conduct and corporate governance policies, relevant announcements, regulations and policies.

7) Human Resource Management

Provide a human resource management process that reflects the commitment to the implementation of the anti-corruption policy and measures which covering to recruitment, selection, training, performance appraisal, transfer, promotion, compensation and benefits in various forms, termination of employment and retirement.

8) Communication and Training

8.1) Communication

8.1.1 Arrange for the communication of anti-corruption policies and measures to those involved in acknowledgment, consisting of Directors, Executives, Employees, subsidiaries, associated companies, other companies which the Company has control, business representatives and trading partners as well as evaluating the effectiveness and integrate the results to improve continuously.

8.1.2 Arrange for the communication of penalties in case that non-compliance with the anti-corruption policy and measures, including communicating the policy on not demoting, penalizing, or giving negative effects to Directors, Executives, and Employees who reject corruption even such actions will cause the Company to lose business opportunities to Directors, Executives and Employees.

8.1.3 Arrange disclosure of information about anti-corruption policies and measures to a public.

In this regard, to prepare or revise relevant policies and measures, there must be communication and disclosure of information through appropriate communication channels such as letters, e-mail, websites, publications, publicity plaques, etc.

8.2) Training

8.2.1 Provide orientation and training on anti-corruption policies and measures for Directors, Executives and Employees at all levels regularly.

8.2.2 Encourage Directors and Executives to participate in raising awareness among Employees to be a good role model in compliance with the anti-corruption policy and measures.

8.3) Getting Advice

In case that Directors, Executives, Employees or stakeholders have queries about the anti-corruption policy and measures. They can inquire or obtain preliminary advice via:

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- Company Secretary and Legal Department

telephone: (02) 792-0000

Tel: (02) 792-0000

Email: cs@amata.com

post office: Company Secretary and Legal Department

Amata VN Public Company Limited

2126 Kromadit Building, 2nd floor

New Phetchaburi Road, Huai Khwang District

Bangkok 10310

PENALTY

Anti-corruption Policy consider to be a part of work discipline. Directors, Executives and Employees who fail to comply will be investigated and subject to disciplinary action in accordance with the Company's regulations, charter and related laws. This may include termination of employment. In the event of an investigation, all employees must cooperate fully with internal and external agencies.

In the same time, the company will not demote, penalize or have a negative effect on the Director, Executives and Employees who refuse to act with the intention of violating this policy even if that action will cause the company to lose business opportunities.

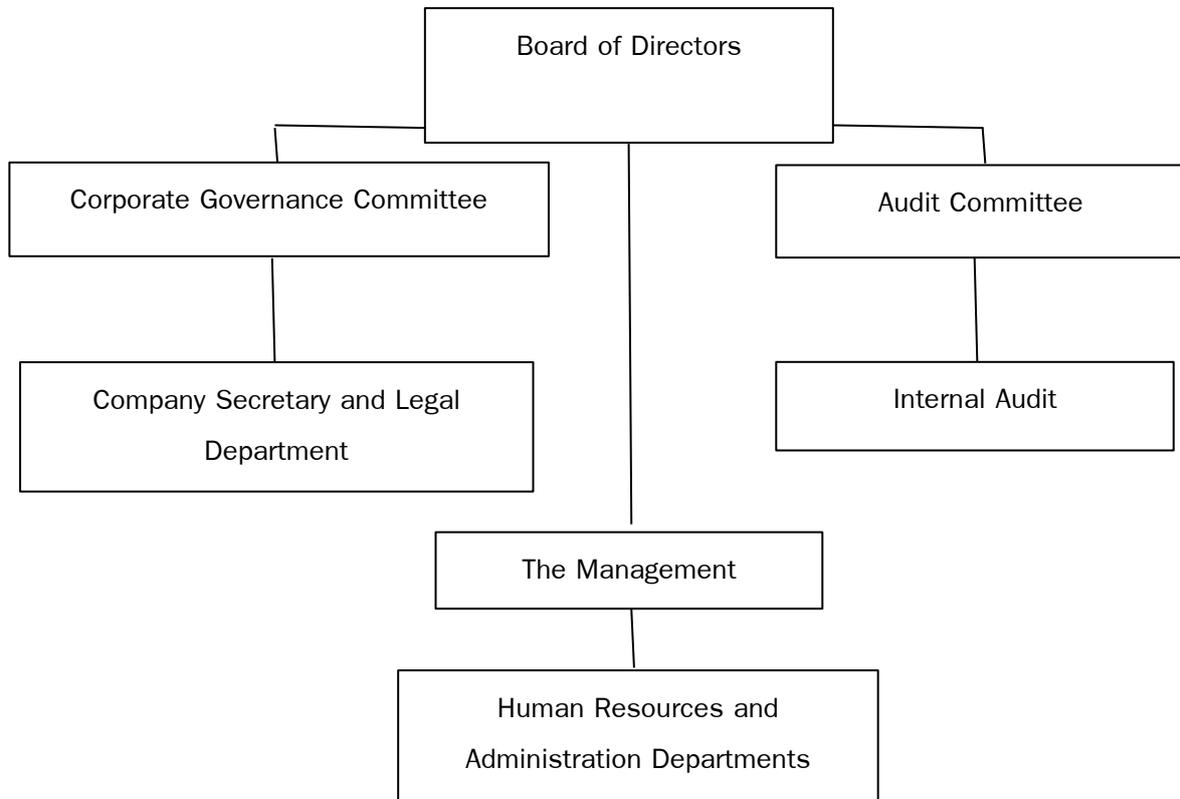
It is hereby announced for acknowledgment and general practice.

Announced on 11 September 2023

(Dr. Apichart Chinwanno)

Chairman

ANTI-CORRUPTION RESPONSIBILITY STRUCTURE



SCOPE OF APPLICATION

Scope of this policy application shall apply to all Directors, Executives and Employees of the Company.

IMPLEMENTATION OF MEASURES BY INDIVIDUALS AND RELATED COMPANIES

Amata VN Public Company Limited encourages subsidiaries, associated companies, affiliates Joint Ventures, Joint Ventures and Business Partners to implement the Anti-Corruption Policy as a Guideline.

Whistle Blowing Policy

Amata VN Public Company Limited, associated companies, subsidiaries and affiliates (the Company) are well aware that providing channels for complaints and listening to opinions helps employees and stakeholders participate in improvement and development of the Company operation. It is also an important mechanism to prevent fraud and corruption effectively. The Company is committed to conducting business honestly, transparently and treating stakeholders fairly, thus creating this policy to allow stakeholders both inside and outside the organization to report or provide information about the Company's business operations that may lead to the risk of unlawful acts, regulations, policies, principles of corporate governance and business ethics of the Company. It is also an important mechanism for surveilling, monitoring and improving operational efficiency to build confidence and trust among stakeholders.

DEFINITION

Whistleblowing or Complaints refers to the disclosure, reporting or provision of information and evidence by a person in good faith concerning illegal, irregular, dangerous, or unethical practices and the Company's Code of Conduct.

Whistleblower or Complainant refers to Directors, Executives and Employees of the Company including other stakeholders who disclose information, make complaints or report clues in good faith about misconduct or acts that violate laws, regulations, policies and the Company's Code of Conduct.

Respondent or Accused refers to Directors, Executives and Employees of the Company who receive complaints or whistleblowing with evidence pointing out that they committed an offense or behaved that violates laws, regulations, policies and the Company's Code of Conduct.

GUIDELINES

Scope of whistleblowing

Directors, Executives, Employees, partners, alliances and stakeholders ("Complainant" or "Whistleblower") can file a complaint about wrongdoing or acts that violate the law, regulations and business ethics of the Company through the whistleblowing channels specified on various issues as follows:

- (1) Any action that is seeking for benefits that should not be legitimate which includes embezzlement, corruption and bribery.
- (2) Fraudulent behavior or finishing financial statements intentionally to deceiving others by displaying false statements or conceal the true message which should have been told.
- (3) Behavior related to transactions that violate laws, rules and regulations of the Company and business ethics.
- (4) Suspicious activities related to money laundering, accounting, finance, procurement or any misconduct that results in damage to the Company's property and reputation.
- (5) Actions that are in conflict with the Company's interests.
- (6) Behavior related to discrimination violation of human rights, unethical or immoral.

Methods for reporting clues or complaints

Complainants or whistleblowers wishing to report clues or complain about misconduct as specified in the scope of whistleblowing above with good faith intentions can be done by doing the following:

- (1) Inform the name, address and contact details of the complainant or whistleblower.
- (2) State the name of the offender and details of the offense together with evidence that is sufficient for examination (if any) according to the whistleblowing form attached to this policy.
- (3) Complainants or whistleblowers can choose to remain anonymous and not disclose contact information in case that they may have self-impact. In this regard, the complainant or whistleblower must present reasons and reliable evidence regarding the impact that will occur.

Company whistleblowing channels

The Company provides independent channels for complaints or whistleblowing which is secure and easily accessible to both internal and external stakeholders. In this regard, complainants or whistleblowers can report clues or file complaints through the following channels:

- Chairman of the Board of Directors
 - telephone: (02) 792-0000
 - Email: whistleblowing@amata.com
 - post office: Chairman of the Board
Amata VN Public Company Limited
PO Box 7, Monterey Tower Post Office, Bangkok 10310

- Chairman of the Audit Committee
 - telephone: (02) 792-0000
 - Email: whistleblowing@amata.com
 - post office: Chairman of the Audit Committee
Amata VN Public Company Limited
PO Box 7, Monterey Tower Post Office, Bangkok 10310

- Chairman of the Corporate Governance Committee
 - telephone: (02) 792-0000
 - Email: whistleblowing@amata.com
 - post office: Chairman of the Corporate Governance Committee
Amata VN Public Company Limited
PO Box 7, Monterey Tower Post Office, Bangkok 10310

- Chief Executive Officer
 - telephone: (02) 792-0000
 - Email: whistleblowing@amata.com
 - post office: Chief Executive Officer
Amata VN Public Company Limited
PO Box 7, Monterey Tower Post Office, Bangkok 10310

- Company Secretary
 - telephone: (02) 792-0000
 - Email: cs@amata.com
 - post office: Company Secretary
Amata VN Public Company Limited
PO Box 7, Monterey Tower Post Office, Bangkok 10310

Applicable procedures

The Company has set up specific applicable procedures to be undertaken in the event that any complaint or reports are received, as follows:

- 1) Complaint recipient is required to forward the information received to the coordinator, namely, the Head of the Compliance unit or Head of the Human Resources department to gathering the fact, process and filter information including consider the evidence documents and the severity or damage of the complained matter. In the case where the coordinator considers that complaints have well-grounds, they must be reported to the Audit Committee and proposed to the Corporate Governance Committee for acknowledgement.
- 2) The Audit Committee appoints a fact-finding working group to draw conclusions. In this regard, the fact-finding working group must not have any interest in the complaint.
- 3) In the case of executive level, supervisor level or department level and above including Chief Executive Officer or Director of the company being a respondent. The Board of Directors will appoint an investigation committee to act as appropriate.

Timeline for undertaking investigation

- 1) Complaint recipients must collect information and submit complaints to the coordinator within 3 working days from the date of complaint receipt.
- 2) The coordinator must consider and report the results within 3 working days and present to the Audit Committee or the Board of Directors for approval to appoint an investigation committee to consider and summarize the complaint within 60 working days from the starts of investigation.
- 3) In the event that the investigation has not yet been completed, the investigation committee request for an extension for its ongoing investigations from the Audit Committee.

Investigating the facts

- 1) Define investigation guidelines and conduct investigations with transparency, impartially and fairly without interference by anyone.

- 2) Collect evidence, filter the information and review documents to understand the facts. In the event that additional relevant information is required, the written consent of the complainant must be obtained.
- 3) Conduct investigations with objectivity and without prejudice including consider of the interests and reputation of the Accused, Complainant and the Company.

Judgement

Execute judgments with fairness, transparency and without prejudice. In this regard, after the decision, the guidelines are required as follows.

- 1) In the case that the complaint is examined and determined to be unfounded, the party or the accused has the right to choose to have the decision disclosed.
- 2) In the case that the complaint has been investigated and determined that the complaint is true. The investigation committee can resolve to punish the complainant and impose punishment as it deems appropriate.

Summarizing and reporting results

- 1) The coordinator collects and prepares a report to summarize the results of the complaints that have been settled and/or in the progress of investigating reports to whistleblowers, respondent, the Audit Committee or the Board of Directors and related parties continuously informed.
- 2) The coordinator gathers statistic information by clearly separating the issues of corruption and regularly report all complaint handling results to the Corporate Governance Committee or the Board of Directors or when there is an urgent case that must be reported immediately.
- 3) Disclosure information or results of whistleblowing or complaints to external stakeholders in the annual report or any other report must be approved by senior management or the Board of Directors

Protection measures to protect those who inform or provide clues

- 1) The Company provides protection and protect whistleblowers or complainants from being intimidated threatened or retaliated by any means unfairly.

- 2) The Company will not disclose the name or any other information that can identify the identity of the whistleblower or complainant including details of clues or facts of the incident to other people who are not involved unless it is a legal disclosure only.
- 3) The Company has guidelines for keeping information related to complaints and personal information to be kept confidential in both during and after the investigation.
- 4) The company will not terminate employment, suspend work, change job position, job description, change workplace or take disciplinary action against employees who inform, complain or report information without intention to provide false information.
- 5) Complainant or whistleblower can choose to remain anonymous in the case that the disclosure may cause damage to themselves. In this regard, the complainant or whistleblower must specify details, facts or evidence that convince and reasonable. However, to disclose the information will allow the Company to report progress or alleviate damage more quickly and conveniently.
- 6) In the event that the complainants feel unsafe or damage may occur, the complainants can request the Company to set up appropriate protection.
- 7) The Company will mitigate damages to whistleblowers, affected persons or accused persons who are later proved innocent through appropriate and fair means.

Protection of the complainant

The company is fair and responsible to the complainant in which the information about the complainant will be kept confidential and will not be disclosed to anyone ahead of time in both during and after the investigation unless it is a legal disclosure. The investigation committee will give the accused an opportunity to clarify or appeal before making a decision on the complaint.

Giving clues or making false complaints

Complainants or whistleblowers who knowingly false disclose information with dishonest intentions to report and/or later proved to be an act with malicious intent, intentional damage to the complainant. In the case of employees, they will be subject to disciplinary action according to the Company's work regulations or as the Company deems appropriate. This may include legal action. In the case of outsiders which causes damage to the Company or tarnish its reputation. The Company will consider prosecuting according to the law.

Sentencing

In the case that investigation results found that the accused is actually guilty or whistleblowers deliberately submit false statements. The coordinator shall present the matter together with opinions and determine guidelines for disciplinary action and prosecution according to relevant laws or as the Company deems appropriate and proposed to the authorized person for consideration and further action. In the case that the complainant uses influence or searches for information to seek for the identity of the whistleblower or take any other forms of retaliation. The Company may consider disciplinary action. This may include termination of employment against the respondent.

RESPONSIBILITIES

To ensure that this policy will be implemented throughout the organization and there is a clear oversight. The Company therefore defines the duties and responsibilities of persons or units within the organization as follows:

Board of Directors

- 1) Arrange whistleblowing policy that is appropriate to the business context and risk factors. It should be reviewed at least once a year or when there is an appropriate case.
- 2) Supervise business operations to comply with laws, rules, regulations, policies and relevant guidelines as well as promoting the implementation of this policy in a concrete manner.
- 3) Approve the operational process, channels for receiving complaints and protection measures for whistleblowers or complainants including disclose the result to the Company's stakeholders on a regular basis.

The Management

- 1) Provide a process procedures and channels for receiving complaints including protection measures for whistleblowers, complainants, witnesses and information reporters as appropriate and in accordance with the policy regulations and the laws of the country in which the business operates.

- 2) Establish an organizational structure with roles and responsibilities clearly as well as allocate appropriate and sufficient resources.
- 3) Setup an internal control system, internal audit including transparent, efficient and adequate risk management of whistleblowing.
- 4) Communicate policies and measures including processes and channels for whistleblowing and receiving complaints to raise awareness among internal and external stakeholders.
- 5) Follow up, manage and encourage compliance with relevant laws, policies, measures and regulations as well as develop and improve guidelines to be more efficient.
- 6) Consider reporting the performance according to the policy before propose to the Board of Directors.

Related persons or entities

- 1) Define procedures related to receiving complaints and complaints management including protection measures for whistleblowers, complainants, witnesses and information reporters.
- 2) Define procedures and controls to prevent all forms of retaliation against whistleblowers or complainants who report potential misconduct including guidelines for appropriate remedies for the affected.
- 3) Define a process for disclosure and reporting of whistleblowing information and complaints management.
- 4) Assess and manage the risks related to complaints effectively.
- 5) Develop and review the internal control system, risk management and the audit process to investigate any policy violations to be efficient and concise including inform and follow up with relevant agencies to make improvements regularly.
- 6) Collect facts, process, filter information, investigate, review and make fair decisions as well as collect reports of complaints, manage and disclose information on complaints in accordance with regulatory requirements.
- 7) Coordinate and integrate cooperation with relevant departments to jointly define measures, management, mechanisms of control and solving problems.

- 8) Continuously communicate and raise awareness about whistleblowing among employees and relevant stakeholders.
- 9) Provide advice on preliminary policies including coordinating or discussing with other departments involved in providing advice accurate, complete and clear.
- 10) Report the results of policy implementation to the Board of Directors, Executives or relevant departments.
- 11) Review the whistleblowing policy to comply with the law, related regulations and guidelines.

Employee

- 1) Learn, understand and comply with relevant laws, rules, regulations, policies and standards.
- 2) Report information or complaints through the Company's whistleblowing channels when witness any committing an offense or committing an act that violates this policy.

COMMUNICATION and TRAINING

The Company arranges for communication of the whistleblowing policy through training, orientation, meetings or activities in various forms that are appropriate for Directors, Executives, Employees, subsidiaries, associated companies, other companies in which the Company has control, business agents and partners including relevant stakeholders to acknowledge as well as assessing the effectiveness and continually improving.

PENALTY

Whistleblowing Policy consider to be a part of work discipline. Directors, Executives and Employees who fail to comply will be investigated and subject to disciplinary action in accordance with the Company's regulations, charter and related laws. This may include termination of employment. In the event of an investigation, all employees must cooperate fully with internal and external agencies.

In the same time, the company will not demote, penalize or have a negative effect on the Director, Executives and Employees who refuse to act with the intention of violating this policy even if that action will cause the company to lose business opportunities.

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It is hereby announced for acknowledgment and general practice.

Announced on 11 September 2023

(Dr. Apichart Chinwanno)

Chairman

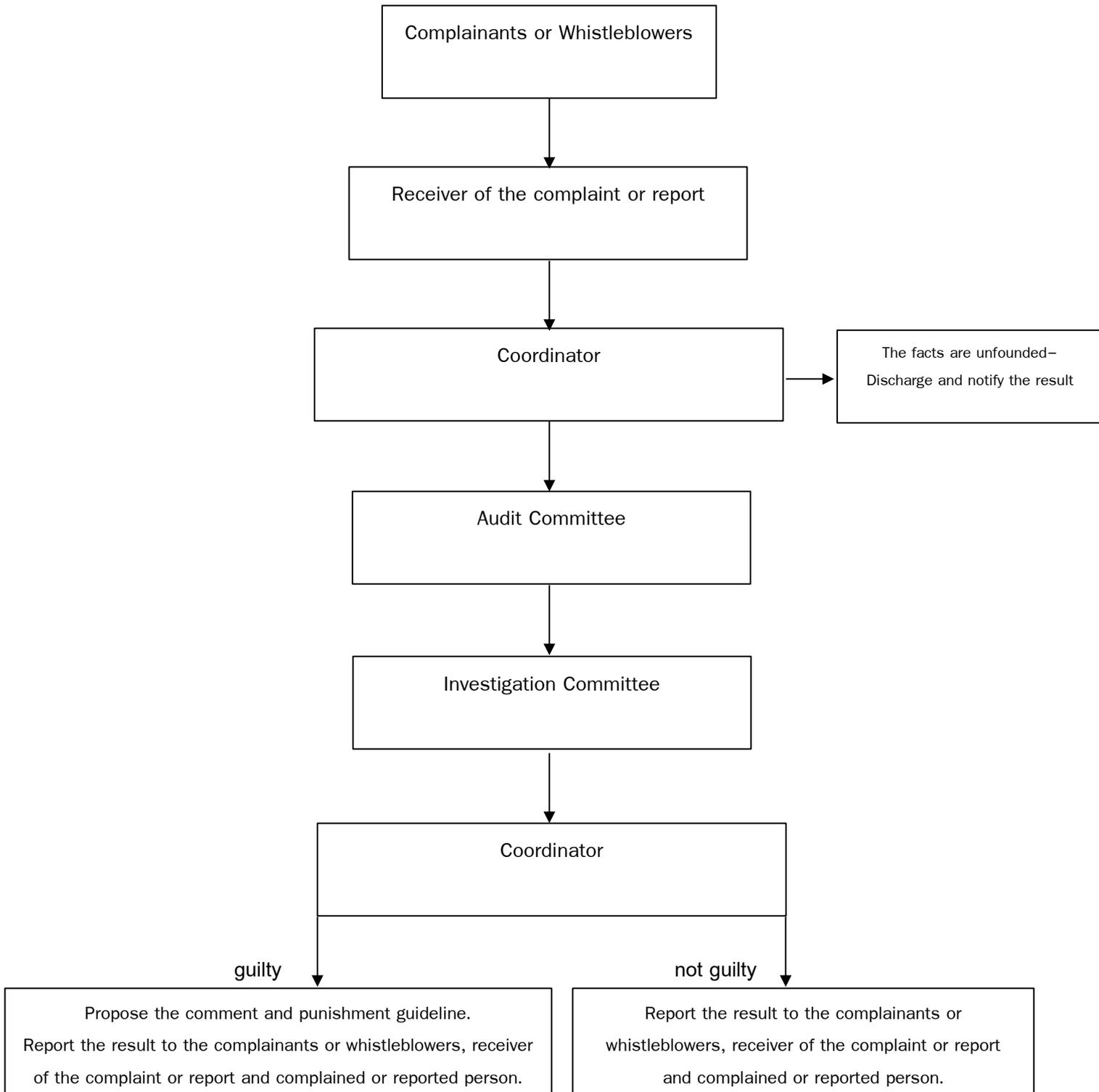
Whistle Blowing Form

Name-surname of the whistleblower	
Department	
Email	
Telephone	
Date of occurrence or receive information	
Location of the event	
Related department	
Associated person's name	
Event details	

NOTE

- In the case that the Company considers that the complaint has sufficient grounds, the complainants or whistleblowers will be contacted by the coordinator to inform the progress within the period specified in the whistleblowing policy.
- Those who choose to make complaints anonymously or not disclose the phone number will not be contacted back.
- Those who misrepresent or deliberately cause damage to others' reputation and credibility will be subject to disciplinary action and prosecution.

DIAGRAM OF WHISTLEBLOWING PROCEDURE



Director Nomination and Remuneration Policy

The Company's directors are responsible for setting the vision and mission to create added value and long-term growth for the Company. The Director Nomination and Remuneration Policy is established to guide the Nomination and Remuneration Committee to recruit talented, qualified, reputable, and moral personnel suitable for the Company's business. At the same time, it will create incentives for fair remuneration to attract and retain directors, the Chief Executive Officer, and senior executives to be able to effectively perform their duties to achieve the goals and business direction set by the Company in order to provide the Company with personnel assets that are a competitive advantage in the business.

Nomination of Directors

1. The Nomination and Remuneration Committee is responsible for determining the elements of knowledge and specific expertise that the directors need to perform their duties.
2. The Nomination and Remuneration Committee considers the nomination, selects, and appoints non-executive directors and independent directors who are qualified in accordance with the short-term and long-term strategies and support the Company's business operations. A Board Skill Matrix has been created for the selection and nomination processes, outlining the qualifications, competencies, traits, and independence.
3. The Nomination and Remuneration Committee considers and determines the structure of the directors, which includes people with diverse qualifications in terms of gender, age, race, education, knowledge, competence, and experience, in accordance with the diversity policy in the qualifications of the Board of Directors.
4. The Nomination and Remuneration Committee considers using consultants (professional search firms) or director databases (director pools) in recruiting new directors.
5. All directors must evaluate their own performance in accordance with the work evaluation policy of the Chairman of the Board of Directors, the Board of Directors, directors, and subcommittees and disclose the plan to enhance knowledge to the Board of Directors.

The Board of Directors' Remuneration

The Nomination and Remuneration Committee jointly considers and determines the remuneration of all directors in the form of money and other remuneration. The remuneration aligns with the company's long-term strategy and goals, allowing for comparison with companies of similar size and industry. It must also be suitable for experience and obligations; the scope of roles and responsibilities, including the expected benefits of each director and additional assigned responsibilities, such as directors on subcommittees, should be appropriately remunerated.

Board Skill Matrix

Specialized skills, expertise, and experience that are beneficial to the Board of Directors	Industrial Estate	Strategy	Finance / Accounting	Risk	Law	Technology	Marketing / Business	Corporate Governance
Executive Director	Grey	Grey	Blue	Blue	White	White	Blue	White
Director	Green	Green	Green	White	Green	White	White	White
Independent Director	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	White	White	Light Blue
	White	White	White	White	White	White	White	White
	White	White	White	White	White	White	White	White
	White	White	White	White	White	White	White	White

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Diversity in the Composition of the Board of Directors Policy

The selection of directors with a variety of qualifications in the composition of the Board of Directors is intended to broaden the Board of Directors' perspective. This diversity differs from the general qualifications determined by educational background and experience, but other characteristic differences will provide the Board of Directors with a broad perspective. This leads to different ideas or solutions and decisions that are proper and aligned with the changing business context.

Type of Diversity

The diversity should include

- gender
- age
- race

As for the basic education, knowledge, and experience, it will be in the Board Skill Matrix Policy.

Support

The Board of Directors promotes and supports diversity in the composition of the Board of Directors that is necessary to perform its duties and is in line with the Company's short-term and long-term business strategies.

Review

The Board of Directors reviews the diversity policy in its composition on an annual basis. Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Self-Assessment Policy for the Chairman of the Board of Directors, the Board of Directors, and Subcommittees

According to corporate governance principles, the Board of Directors requires a performance assessment of the Board of Directors, the Chairman of the Board of Directors, directors, and subcommittees. The Board of Directors has assigned the Nomination and Remuneration Committee to be responsible for developing criteria and a performance assessment process for the Chairman of the Board of Directors, the Board of Directors, directors, and subcommittees, both groups and individuals.

Frequency of Assessment

The Board of Directors requires a self-assessment of the Board of Directors, the Chairman of the Board of Directors, individual directors, and subcommittees on an annual basis.

The assessment should include a self-assessment conducted internally by the Nomination and Remuneration Committee. The Committee is responsible for determining the assessment topics that will vary according to the duties and responsibilities of each committee and according to the roles and responsibilities of individual directors.

In addition, every third year, the Company should provide corporate governance experts to assist in the self-assessment of the Board of Directors, the Chairman of the Board of Directors, directors, and subcommittees to monitor the performance of their duties to comply with the standards of self-assessment and can also compare the results of self-assessment with good practices according to international standards.

Assessment Goals

The assessment results will be used to improve the procedures and work processes and each director's self-development, as well as the operation of the Board of Directors and subcommittees, in order to improve directors' performance in a more professional manner.

Assessment

The Board of Directors requires that the performance assessment be based on the charter and job descriptions of the Chairman of the Board of Directors, individual directors, the Board of Directors, and subcommittees. The Nomination and Remuneration Committee presents the criteria and assessment process to the Board of Directors for consideration and approval.

Improvement Plan Derived from the Survey Results

The Company has organized an annual review of the performance assessment policy of the Board of Directors, the Chairman of the Board of Directors, directors, and subcommittees, taking into account the assessment results to improve the performance of the Board of Directors to be more modern.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Performance Management and Remuneration Policy for the Chief Executive Officer

The Board of Directors develops a performance management policy for the Chief Executive Officer in order to monitor the Chief Executive Officer's performance in accordance with the established plans and goals.

Responsibilities of the Board of Directors

The Board of Directors is responsible for the Chief Executive Officer's performance. It may authorize the Nomination and Remuneration Committee to determine appropriate criteria, methods, indicators, and assessment topics and submit them to the Board of Directors for joint evaluation and approval, including specifying the performance evaluation of executives and employees of the Company in the same way as the Chief Executive Officer's performance evaluation.

Elements of Performance Evaluation

- Long-term objectives, annual objectives, annual plans, strategic plans should be agreed upon and consistent.
- Weight each objective.
- Create indicators for each approved objective.
- Link salary and bonuses to achieved objectives.
- Listen to explanations from both parties in the evaluation process.
- Agree on how the Board of Directors can support the development of the Chief Executive Officer.

Objectives

This objective must be agreed with the Chief Executive Officer.

- There is consistency with the annual plan and strategies.
- There are no more than seven items.

- There is more than just a financial plan.
- There are indicators by using the “Balance Scorecard” method, which includes finance, internal work processes, strategies and innovations, and relationships with stakeholders.
- Weights are given based on importance, e.g. finance = 30%, internal procedures = 20%, strategy and innovation = 20%, measurable stakeholder relations = 30%, e.g. stakeholder relationships: increased employee satisfaction, 75% overall.

Remuneration criteria

Short Term

The remuneration of the Chief Executive Officer will depend on the success of the annual action plan, including:

- Sales and profit as planned agreed with the Board of Directors
- Development in employees’ knowledge and other skills necessary to work
- Modernization of workflows within the organization
- Customer Satisfaction
- Other issues that are in line with achieving the organization’s goals in the short term

Long Term

- The strategy is achieved in accordance with the objectives established.
- The turnover rate of employees is low, especially those in key positions.
- The Company has been recognized externally as a stable, transparent, and ethical company that attracts talented individuals to join.
- The Company takes care of customers, preserve the environment, and ensuring the Company’s sustainable growth.

- Other issues that align with the long-term achievement of the organization's goals such as climate change, greenhouse gas reduction, innovation, and more.

The Board of Directors uses the information to determine remuneration, salary, bonus, and other benefits for the Chief Executive Officer.

Two-party evaluation process

The Company has established a two-party evaluation process whereby the Board of Directors evaluates the Chief Executive Officer's performance, and the Chief Executive Officer evaluates its own performance to see the expectations of both parties and may adjust them to be mutually appropriate.

Review

The Nomination and Remuneration Committee is responsible for reviewing the Chief Executive Officer's performance management on an annual basis and proposing it to the Board of Directors for consideration, or changing it as the Board of Directors considers appropriate.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Director Development Policy

The Company continuously promotes the knowledge and competence of the Board of Directors so that the directors can apply the benefits of the knowledge they have gained in the Company's governance in a modern manner, keep up with situations, increase their professionalism, and create added value for the Company, as well as pushing the organization to international standards.

Development of the Board of Directors

Promoting the knowledge and abilities of the Board of Directors can be done in many forms as follows:

1. Organize support activities to build knowledge and understanding for new directors or directors appointed during the fiscal year and prepare directors' handbooks and documents for them to adequately know about the company information, relevant regulations, and business information of the Company before performing their duties. The said activities include
 - 1) Seminar participation
 - 2) Lectures by the Company's senior executives
 - 3) Invitation to external experts to exchange views with the Company's directors

2. Organize and encourage directors to participate in various activities that improve the Board of Directors' knowledge and abilities in terms of new technology and innovation that will be used to develop the Company, including promoting good corporate governance and social responsibility. The Nomination and Remuneration Committee is in charge of introducing various types of activities to help directors expand their knowledge and abilities, such as training, site visits, seminar participation, and visits to see operations of internal departments or external agencies. Activities that enhance knowledge and talents should be regarded in terms of
 - 1) Consistency of the content of activities with the main mission of the Company
 - 2) Time spent on each activity
 - 3) Participation of the Board of Directors or the number of directors participating in each activity

- 4) Their applicability to company transactions, such as business expansion, company strategy, and so on.
3. All directors have at least six hours of self-development per year.

Budget

The Company adequately allocates an annual budget for director development and continuous development.

Review

The Board of Directors continually reviews the Director Development Policy annually and when appropriate. The evaluation results will be reviewed to improve the director development policy and plan to be consistent with the goals and changing business environment.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Authority Reserved for the Board of Directors Policy

This policy is intended to make it clear which powers are reserved for the Board of Directors to approve, so as to facilitate the management's work in proposing matters that should be submitted to the Board of Directors.

The policy of authority reserved for the Board of Directors is determined according to the scope of duties and responsibilities of the Board of Directors in accordance with the laws and the Company's regulations so that the Board of Directors can perform its duties effectively and be able to supervise the management of the Executive Committee and the management in accordance with the prescribed policies, as well as facilitating the work of the management in proposing matters that should be proposed to the Board of Directors for approval.

Decision-Making

The following list is a list of authorities reserved to the Board of Directors for which the executives are obliged to prepare supporting documents for the meeting to be proposed to the Board of Directors for approval.

For any items not mentioned herein, the Board of Directors may delegate the authority of the Chief Executive Officer to take action, and the Chief Executive Officer is responsible for summarizing the report on the matters that the Board of Directors has delegated authority to approve to the Board of Directors immediately when the next meeting of the Board of Directors is held.

Items reserved for the Board of Directors

Strategic Plans and Operation

- 1) Company Mission
- 2) Vision
- 3) Strategic Plan
- 4) Action Plan/Business Plan/Annual Plan
- 5) Business Continuity Plan

- 6) Starting a new business
- 7) Suspension of current business operations
- 8) Transactions other than the normal transactions of the business.

Financial matters

- 9) Operating Budget
- 10) Investment Budget
- 11) Operating expenses compared to the total budget
- 12) Investment expenses within budget
- 13) Over-budget investment expenses
- 14) Sale of assets
- 15) Conditional liability scheme affecting statements of financial position or statements of comprehensive income of 10% or more
- 16) Loan application
- 17) Lending money
- 18) Issuance of securities
- 19) Annual financial statements and reporting of the Chief Executive Officer and Senior Director of Accounting and Finance

Mergers and Joint Investments

- 20) Mergers and acquisitions
- 21) Takeover
- 22) Establishment or sale of subsidiaries
- 23) Private ventures

Contracts

- 24) Takeover, sale, or license of intellectual property
- 25) Related Party Transaction
- 26) Appointment of legal consultant
- 27) Insurance
- 28) Contracts that are more than one-year term

Legal issues

- 29) Act violations
- 30) Potential legal action by or against the Company

Logo

- 31) Company Logo

Organizational Structure

- 32) Corporate Governance Structure
- 33) Consolidated Organizational Structure

Personnel and Corporate Culture

- 34) Company Values
- 35) Recruitment, appointment, remuneration payment, performance management, and dismissal of the Chief Executive Officer
- 36) Appointment of Company Secretary and opinion on performance management

Matters on the Board of Directors

- 37) Appoint the Chairman of the Board of Directors.
- 38) Appoint, determine term of office, and set the criteria for the recruitment of directors.

- 39) Appoint and dissolve subcommittees under the Charter, define roles, composition, authorization, and reporting to the Board of Directors.
- 40) Evaluate the work of the Board of Directors, the Chairman of the Board of Directors and its subcommittees.

Policies

- 41) The following policies:
 - Risk Management and Internal Control Policy
 - Accounting and Financial Policies
 - Human Resources Policies

Matters on the shareholders' meeting

- 42) Minutes
- 43) Appointment of an external auditor
- 44) Changes to the Company's Articles of Association
- 45) Remuneration of the Board of Directors
- 46) Criteria and procedures for the recruitment of directors

Others

- 47) Relocate a new office
- 48) Grant or cancel authority to act on behalf of others under the law (proxy document)
- 49) Authorize to sign as a representative of the company
- 50) All matters affecting the company's reputation

Review

The Board of Directors will review the policy of authority reserved for the Board of Directors on an annual basis and update it when appropriate.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Policy on Access to Company Information, Compensation, and Coverage for Directors' Liability Insurance

The Policy on Access to Company Information, Compensation, and Liability Insurance Coverage Fee for Directors sets out the details of the rights that directors should be aware of when coming to work. In particular, new directors should know how to acquire information about the Company to make decisions and be able to effectively supervise the Company's operations.

In addition, when there is a mistake from corporate governance without knowing the circumstances or without corruption, the Company may be prosecuted. Therefore, the Company takes care of directors and executives who have not committed any offenses by providing protection being sued as the cost of defending the case for the directors and/or executives themselves or in the case of being sued on behalf of the Company to protect the personal assets of the directors and executives. The liability insurance policy of directors and executives will cover only if the directors and executives have not committed an offense.

Letter of Right to Access to Company Information, Compensation, and Protection for Directors' Liability Insurance

Every time a new director is appointed, the director must sign acknowledgment of the letter of rights, access to company information, compensation, and liability insurance coverage of the director who gives the right to the director as mentioned in this policy.

Data Access

A director has the legal right to obtain information and copies of information related to his/her duties as a director, both while still serving as a director and after the expiration of his/her term (for documents during which he/she is still a director) from the Company Secretary with the approval of the Board of Directors.

Compensation

The Company will pay compensation to directors and executives, covering expenses incurred during the tenure of directors and executives, except in cases where such action or performance is caused by dishonesty or an intent to neglect the performance of duties.

Insurance

The Company shall maintain the Directors and Executives Liability Insurance (D&O) policy, which shall cover damages and litigation fees from:

- Success in litigation through the implementation of the law
- Personal liability from litigation
- Compensation paid by the company to directors

This policy does not include damages or litigation fees arising from fraud, corruption, dishonesty, and risks already covered by other policies (such as property liability and bodily injury insurance).

Details about the policy (coverage with disclaimer, nature of liability, premiums) may not be disclosed to anyone except with the consent of the underwriter or as required by law.

Reporting to the Board of Directors

The Company annually reports the legal liability insurance of directors and executives (D&O) policy to the Board of Directors.

Review

The Company's information access, compensation, and liability insurance coverage fee policy will be reviewed by the Board of Directors to ensure that the policy meets the latest document of rights to access company information, compensation, and coverage fee for directors' liability insurance.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Policy on Board of Directors and Subcommittee Meeting Schedules and Agendas

The Board of Directors establishes operational processes related to meetings in the Charter of the Board of Directors and sub-committees as a guideline to ensure that the Board of Directors and the persons responsible for supporting the work of the Board of Directors have a common understanding of the scope of important matters that fall within the responsibilities of the Board of Directors, as well as the roles, duties, and responsibilities of each party and a guideline to manage the various elements of the meeting to ensure quality and legality and good practices.

Meetings

The annual meeting plan and agenda are set in advance by the Board of Directors and subcommittees to ensure that the determined plan is fully presented to the Board of Directors and that management can plan for the preparation of complete meeting materials ahead of time.

Appointment

The Board of Directors and subcommittees mutually agree to arrange the meeting according to the annual appointment schedule, which shows the details of the agenda at each meeting, by establishing the standards for agenda topics in the appointment schedule as follows:

- 1) Strategic Plan: Approve or review
- 2) Annual Plan: Approve
- 3) Budget: Operating Expenditure and Investment Expenditure: Approve
- 4) Annual Financial Statements (after review by the Audit Committee): Consider
- 5) Review Report (proposed by the Audit Committee): Approve
- 6) Annual Report: Approve
- 7) Corporate Governance Policy: (proposed by the Corporate Governance Committee): Approve what has changed

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- 8) The Board of Directors' policy certification (proposed by the Corporate Governance Committee): Approve what has changed
- 9) Other matters requiring the approval or opinion of the Board of Directors in endorsing the policy (proposed by the CEO): Approve what has changed
- 10) Analysis of the gaps in the skills and diversity of the Board of Directors and the characteristics of the directors to prepare the recruitment and selection of directors (proposed by the Nomination and Remuneration Committee): Approve
- 11) Review of Subcommittee Composition: Approve
- 12) Evaluation of performance compared to the governance plan in the past 12 months: Consider
- 13) Methods and timing to make an assessment of the Board of Directors' work (proposed by the Nomination and Remuneration Committee): Approve
- 14) Report on the evaluation of the work of the Board of Directors and a summary of the corporate governance plan for the next 12 months: Consider
- 15) Succession plan for the Chairman and directors (proposed by the Nomination and Remuneration Committee): Approve
- 16) Succession plan for the Chief Executive Officer and senior executives reporting directly to the Chief Executive Officer (proposed by the Nomination and Remuneration Committee): Approve
- 17) Process of assuming new directors (proposed by the Nomination and Remuneration Committee): Approve
- 18) Objectives of the performance evaluation of the Chief Executive Officer, bonus payment, and salary increment (proposed by the Nomination and Remuneration Committee): Approve
- 19) Annual General Meeting: Attend

For the Audit Committee meeting

- 20) Review plan: Approve
- 21) Audit report: Propose to the Board of Directors for consideration
- 22) Executives follow the instructions of the audit report: Review
- 23) Meet with external auditors: Enquiries
- 24) Annual financial statements: Approve and certify to the Board of Directors
- 25) Board of Directors' financial policy certification: Review and certify changes to the Board of Directors

For the Nomination Committee meeting

- 26) Analysis of the gaps in the skills and diversity of the Board of Directors and the characteristics of the directors to prepare the recruitment and selection of directors: Certify and propose to the Board of Directors
- 27) Methods and timing to make an assessment of the Board of Directors' work: Certify and propose to the Board of Directors
- 28) Succession plan for the Chairman and directors: Certify and propose to the Board of Directors
- 29) Procedures for succession plan preparation: Review and provide suggestions and propose to the Board of Directors

For the Remuneration Committee meeting

- 30) Objective of the performance evaluation of the Chief Executive Officer, bonus payment, and salary increment: Certify and propose to the Board of Directors
- 31) Remuneration and management policy of senior management's work: Review and propose to the Board of Directors

- 32) Remuneration and benefits of directors by position and type: Review and propose to the Board of Directors

for the Corporate Governance Committee meeting

- 33) Corporate Governance Policy: Review and propose to the Board of Directors
- 34) Corporate Governance Policy: Review and propose to the Board of Directors
- 35) Anti-corruption Policy and Whistleblowing Policy: Review and propose to the Board of Directors
- 36) Subcommittee Charter: Review and propose to the Board of Directors
- 37) Corporate Governance Plan: Approve and report to the Board of Directors
- 38) Social Responsibility Plan: Approve and report to the Board of Directors

For the Risk Management Committee meeting

- 39) Risk Management Policy and Risk Management Guideline: Review and propose to the Board of Directors
- 40) Risk Management Committee Charter: Approve and report to the Board of Directors
- 41) Continuity Business Plan: Review and make recommendations if there are any changes to the Board of Directors
- 42) Identify the Risk Appetite and Deviations of Each Risk Implemented: Approve and report to the Board of Directors
- 43) Continuous Monitoring of the Risk Report from the Operational Risk Management Committee: Proposed to the Board of Directors

Review

The Board of Directors and subcommittees will consider matters that should be added to the annual meeting schedule of the Board of Directors and subcommittees on an ongoing basis and revise to keep the meeting schedule up to date.

Policy on Board of Directors Meeting Agenda Preparation

To understand how to prepare the agenda for the Board of Directors' meeting, including the format of information organization promoting information that is interesting to study and read and facilitates the Board of Directors to take sufficient time to consider strategic matters of the Company, the Board of Directors and subcommittees agree on a meeting schedule based on an annual appointment schedule that outlines in full details of each meeting agenda and special meeting agendas, including an information preparation format that helps promote understanding and can be easily analyzed and compared, and adequately support decision-making.

Preparation of the Agenda for the Board of Directors' Meetings

The agenda established by the Chairman of the Board of Directors in consultation with the Chief Executive Officer and the Company Secretary. They must ensure that important matters are included while also allowing other directors to independently advise or propose matters, particularly those related to their duties and responsibilities, through the Chairman of the Board of Directors.

The agenda for the Board of Directors' special meeting must be recorded in the Board of Directors' annual meeting schedule in a full and systematic manner so that the Board of Directors does not miss the opportunity to approve key annual matters.

Agenda Style Standards

The Company clearly defines the agenda topics in the following order:

- Agenda for approval of the minutes of the previous meeting
- Agenda for notification by specifying the matters received from the Chairman of the Board or the subcommittees, namely, the Audit Committee, the Nomination and Remuneration Committee, the Good Corporate Governance Committee, and the Report on the operating results.
- Agenda for approval
- Agenda for Reports
- Other agenda items

Meetings without Management

The Company holds special meetings before the regular meeting for non-executive directors without an agenda and without management or employees attending the meeting to discuss various issues related to management that are of interest or concern or that the directors are considerate to discuss in front of the management team. After the meeting, the Chairman of the Board of Directors will invite the Chief Executive Officer to inform him of the outcomes of the meeting.

Strategic Discussion Agenda

The topic of the strategic discussion will not be determined to allow the directors to independently consider matters that may affect the strategic plan or operations of the Company with the following procedures.

The Board of Directors will agree on which strategic topics may affect the Company before the special meeting. Information may be provided to the directors, and the responsible person may be assigned. The Board of Directors may invite external experts to speak on topics of interest to allow discussions.

Agenda for Consideration and Approval

It is the agenda for the Board of Directors to consider and approve. It must be an issue within the authority reserved for the Board of Directors according to the authority policy, given to the Board of Directors to consider and approve. The documents proposed for the Board of Directors to approve must be displayed in full detail and suggestions.

Agenda for Reports

The last agenda item for the Board of Directors meeting is a report for the Board of Directors to acknowledge, which may include a presentation of the operating system or other interesting topics to enhance knowledge or publicity to the Board of Directors by the responsible executives.

The prepared report is regarded a report that contains accurate information and cannot be edited in the meeting room. However, the Board of Directors can ask any questions from this report.

Standard Meeting Agenda

The Company establishes guidelines and agendas to meet the same standards in the following order:

- 1) Opening the Meeting
- 2) Reasons for Not Attending the Meeting of Directors
- 3) Conflict with the Company's Statement (if any)
- 4) Meetings without Management (if scheduled)
- 5) Minutes of Previous Board of Directors Meetings
- 6) Agenda for Reports
 - 6.1) Matters reported by the Chairman of the Board of Directors
 - 6.2) Performance Report from the Marketing Department
 - 6.3) Minutes of the subcommittee meetings
- 7) Agenda for Approval
- 8) Other Agendas
- 9) Next Meeting

Review

The Chairman of the Board of Directors, the Chief Executive Officer, and the Company Secretary are responsible for reviewing the Board of Directors meeting agenda policy on an annual basis and can make revisions as appropriate.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Policy on Supporting Documents for Meetings of the Board of Directors and Subcommittees

To determine the format and method of preparing meeting documents, as well as the time when the documents must be submitted to the Board of Directors and subcommittees, so the directors have enough time to consider the important details of each agenda and better understand the meeting's supporting documents.

Responsibilities

The Company defines responsibilities according to their roles, duties, and responsibilities as follows:

1. The Chairman of the Board of Directors, the Chief Executive Officer, and the Company Secretary are in charge of determining the agenda that should be submitted to the Board of Directors based on information provided by the Company Secretary and the annual Board of Directors meeting schedule.
2. The chairman of the subcommittee, the responsible executive, and the subcommittee secretary are responsible for developing the subcommittee's meeting agenda in accordance with the annual committee meeting schedule.
3. The Company Secretary is responsible for preparing documents for Board of Directors meetings in accordance with the meeting documents policy for consideration.
4. The secretary of each subcommittee is responsible for preparing the supporting documents for the meeting.
5. The Chairman of the Board of Directors and the Chief Executive Officer review and approve meeting documents for the agenda before distributing them to committee members (subcommittees) (the chairman of each subcommittee also reviews and approves the documents for each subcommittee's meeting).
6. The Company Secretary responsible for recording, maintaining, and collecting meeting documents and minutes of meetings of the Board of Directors and subcommittees systematically, which directors can request to see documents later.

7. The Company Secretary is responsible for ordering the contents of the agenda so that it is easy to read and follow and can be referenced, such as the use of specific page numbers in each set of documents. Therefore, when referring to Document A, page 3, it will be understood immediately or by using a banner of the same color or number for each agenda, etc. (in the case of a subcommittee, it is the duty of the secretary of the subcommittee).

Preparation and Methods for Delivering Meeting Documents

In order to reduce the use of paper that is produced from important natural resources, the Company Secretary will prepare meeting documents in electronic form and deliver various documents and information to the Board of Directors and subcommittees on paper only as necessary.

Submission of Meeting Documents before the Meeting

Supporting documents for meetings of the Board of Directors and subcommittees should be supplied at least seven days in advance of the meeting.

In general, meeting documents will be distributed to the Board of Directors and subcommittees in advance so that they can review them before the meeting and within a reasonable time frame. If it is an urgent matter, the meeting documents may be distributed at the meeting, as approved by the Chairman of the Board of Directors on a case-by-case basis.

Period of Time for Document Preparation

The amount of time required to prepare documents is determined by the length of the meeting and the contents on each agenda item. However, whether the meeting is for the Board of Directors or a subcommittee, it should be taken the same amount of time.

Form of Meeting Documents

For simplicity of understanding, the meeting documents should be properly classified into two types: notification documents and consideration documents.

Strategic Discussion

Documents prepared for the discussion of strategic matters must be documents that contain useful information for the Board of Directors and can stimulate and encourage the participation of directors in constructive discussion and opinions. The information can be any

length as long as it is relevant and useful for decision-making, but each topic should have its own documents attached for simplicity of understanding.

Data/Records

There are two formats of reports to the Board of Directors: the Chief Executive Officer's report and the financial report.

Chief Executive Officer's Report

The Chief Executive Officer's report includes:

- Strategic Matters
- Summary of Financial Performance
- Summary of Performance in Each Department
- Non-monetary indicators
- Other matters, such as marketing reports, personnel reports
- Service reports

Financial Reports

The financial report consists of:

- Statement of Financial Position
- Comprehensive Income Statement
- Cash Flow Statement
- Statement of Changes in Equity

Monthly and annual performance will be reported in comparison with the budget and annual performance estimates, including financial ratios, with an explanation of the reasons why the objectives and estimated budget were not met.

Document Format

A data format that promotes understanding and can be comparable and support decision-making using graphs, bar charts, and visual tools will make it easier for the Board of Directors to understand performance than written descriptions alone.

Review

The Board of Directors regularly reviews the policy on supporting documents for meetings of the Board of Directors and subcommittees every year and makes revisions if deemed appropriate.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Conflict of Interest Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the “Company”) recognize that entering into a transaction of the Company with a related person may create a conflict of interest. The Company is committed to conducting business with honesty, transparency, and fairness to all stakeholders equally in accordance with the principles of good corporate governance and the business code of conduct in order to create added value and secure the best interests of the organization in the long term. In order to achieve these objectives, the Company should consider making a transaction based on the following principles:

1. It is a transaction that has been approved transparently by directors and executives who have acted responsibly, cautiously, and honestly, with no involvement from stakeholders in the decision-making.
2. It is a transaction carried out with the Company’s interests in mind, as if it were with a third party.
3. There is a tracking and monitoring system that ensures that the transaction follows the correct procedure.

Definitions

Holding securities refers to holding rights in securities, convertible securities, and derivatives as announced by the Securities and Exchange Commission.

Conflict of interest refers to situations or actions in which directors, executives, or employees have their own interests and those of those involved that affect fair decisions, fulfill their responsibilities, and take into account the general interests of the Company. It can be classified into nine forms as follows:

1. Accepting benefits, whether they are property, gifts, discounts, entertainment, services, or anything else similar, where inappropriate benefits influence employee decisions.
2. Self-dealing or contracting refers to an employee who has the authority to enter into a contract with the entity to which he or she is affiliated based on their positions, roles, and duties, causing the entity to enter into a contract, purchase, or hire from his/her own company, relatives, or peers.

3. Work after post-employment refers to employees who resign from the Company or retire to work in other companies that operate the same type of business as competitors or are related to the same agency that they used to control or supervise by using influence, relationships, or information from their possessions to seek their own benefits.
4. Special work has many characteristics, such as employees setting up a company to conduct business that is competitive with the Company.
5. Inside information is a situation in which employees of the Company take advantage of their own perception of information within an agency or organization and use that information to benefit themselves and their peers.
6. Using employer's property for personal interest is the use of the Company's property by employees for their own benefit or for subordinates to do their own work.
7. The implementation of public projects in the electoral area for political gain. The senior management approves the Company's social responsibility or public interest projects to organize activities in their own area or hometown for political advantage, or distributing or subsidizing the Company's statements or objects in order to campaign for themselves.
8. The use of a position of duty to exploit relatives or friends, often known as the patronage system, occurs when employees use their influence or authority to engage into a contract that benefits their company or friends.
9. Influence to persuade employees or other agencies to make decisions that favor them or their peers, such as executives using their positions and authority to pressure or intimidate subordinates into not investigating their own company or their peers.

Connected person/related person refers to a person who may cause a conflict of interest among the directors or executives of the Company and affect a fair decision in the operation of whether to take into account the interests of that person or the best interests of the Company as follows:

1. Directors, executives, major shareholders, and controlling persons of the Company, who will be nominated as directors or executives or controlling persons, as well as related persons and close relatives of such persons.

2. Any legal entity having a major shareholder or controlling person as a person under (1).
3. Any person whose circumstances indicate that he is acting on his behalf or under the influence of (1) and (2).
4. Directors of juristic persons who have control over the company.
5. Spouse, child, or minor adopted child of the director under (4).
6. A legal entity over which the person under (4) or (5) has control.
7. Any person acting with the understanding or agreement that if the Company transacts transactions that provide financial benefits to such persons, the following persons will benefit financially:
 - 7.1 Directors of the Company
 - 7.2 Executives of the Company
 - 7.3 Persons with control over the Company
 - 7.4 Directors of persons having control over the Company
 - 7.5 Spouse, child, or minor adopted child of a person under 7.1 to 7.4

Personal Interest refers to a wide range of monetary and non-monetary benefits that satisfy the benefiting party.

Executive refers to the Chief Executive Officer or the first four executives following the Chief Executive Officer and all the fourth equivalent positions, including positions in the accounting or finance field at the level of manager or higher or equivalent.

Major shareholder refers to a shareholder who, directly or indirectly, owns more than 10% of an entity's voting shares.

Related party transaction refers to a transaction between the Company and a related person of the Company which is divided into categories as follows:

1. Normal business transactions are trading transactions about assets/services that are the normal business of the Company that are made regularly and in accordance with general trading conditions such as product trading, raw material purchasing, and service provision.
2. Items about other assets or services.

3. Transactions for financial assistance with the Company, such as working capital in the form of loans, guarantees, etc., which the Company is required to obtain, such as marketing rate interest.
4. Related transactions other than those under 1 to 3.

Business opportunity refers to a situation or environment that promotes the development and implementation of business activities for profit or business competitive advantage.

Practices

Directors, executives, or employees must perform their duties with prudence, honesty, and independence in accordance with relevant laws, regulations, rules, policies, and practices under the principles of good corporate governance and business ethics, taking into account the best interests of the company. To prevent potential conflicts of interest, the Company has established the following guidelines:

- 1) Directors, executives, and employees must not use the personal needs and/or the related person to influence the Company's operational decisions.
- 2) Directors, executives, and employees must not solicit, receive, and/or offer money, property, or any benefits personally from any person due to work on behalf of the Company.
- 3) Directors, executives, and employees must not use their influence or authority, including consenting to others to use or claim authority from their positions, in order to exploit the Company.
- 4) Directors, executives, and employees must not use their positions or duties to influence the decisions of employees or other agencies for the benefit of themselves or related parties.
- 5) Directors, executives, and employees must not use the Company's assets and personnel, including business opportunities, for personal gain and/or related parties.
- 6) Directors, executives, and employees must not disclose or use confidential internal documents or information of the Company for personal gain and/or related parties, both during the performance of their duties and after the termination of their duties.

- 7) Directors, executives, and employees must not express their opinions or act in any way that may affect the reputation and operation of the Company to third parties or the media without proper authorization on the matter.
- 8) Directors, executives, and employees must work full time according to the company's regulations. Any personal business must not affect the performance of duties and working hours of the Company.
- 9) Directors, executives, and employees must not operate businesses that may cause conflicts of interest or participate in businesses that compete with the Company unless it is a company in the same group.
- 10) Directors, executives, and employees should avoid or refrain from trading the securities of the Company and affiliated companies during the period prescribed by the supervisory authority or upon knowledge of significant information that may affect the price of the securities.
- 11) Directors, executives, and employees must treat customers, partners, and competitors equally and fairly, and they must not profit the parties or competitors to the detriment of the Company.
- 12) Directors or senior executives of the Company can serve as directors in other companies but must not affect the performance of their duties. However, they must be reported and approved by the senior executive and/or the Board of Directors.
- 13) In agreeing to enter into a connected transaction, it must be done as if it were an agreement to enter into a transaction with a third party (Arm's Length Basis) under general commercial conditions and as a normal business transaction. If it is not a normal business transaction, the Audit Committee must consider and approve and comply with the rules prescribed by the regulatory authorities.
- 14) Directors, executives, and employees must not engage in transactions with parties related to themselves and related parties, even if it is for the benefit of the Company.
- 15) Directors, executives, and employees with interests that may affect independent decision-making must refrain from attending the meeting and voting on the agenda by notifying the meeting in advance and recording it in the meeting minutes.

- 16) Every year or every time there is a change, directors, executives, and employees must disclose information about their own and related parties' interests that may result in a complete and total conflict of interest.

Duties and Responsibilities

To ensure that this policy will be implemented throughout the organization and with clear supervision. The Company therefore determines the duties and responsibilities of individuals or departments within the organization as follows:

Board of Directors

- 1) Establish a conflict-of-interest policy appropriate to the business context and risk factors, reviewed at least once a year or when appropriate.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Avoid any activities that could lead to that situation or instructions that would cause a violation of this policy.
- 4) Encourage and support management to recognize and focus on preventing conflicts of interest and cultivating an organizational culture.

Audit Committee

- 1) Supervise and review connected or significant transactions between the Company and the Company.
- 2) Consider disclosing the Company's information in the event of connected transactions or transactions that may have a conflict of interest to be accurate and complete.

The Management

- 1) Provide rules, procedures, and preventive measures appropriate to the context of each company and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.

- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Provide adequately effective internal control, internal audit, and conflict of interest risk management systems.
- 4) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 5) Encourage subordinates at all levels to recognize the importance of policy compliance and cultivate it as a corporate culture.
- 6) Monitor, manage, and support compliance with relevant laws, policies, measures, and regulations as well as developing and improving practices to be more efficient.
- 7) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 8) Provide whistleblowing channels regarding conflicts of interest, including protection measures for whistleblowers, complainants, witnesses, and information reporters.

Relevant Persons or Departments

- 1) Establish procedures related to conflicts of interest, including measures to prevent potential conflicts of interest.
- 2) Establish a clear process for disclosing and reporting conflict of interest information.
- 3) Assess and manage conflict of interest risks, including guidelines for prevention and mitigation.
- 4) Develop and review the internal control system, risk management, and policy violation monitoring processes to be effective and sufficiently concise, as well as informing and following up with relevant agencies to make improvements and corrections regularly.
- 5) Collect and store reports on conflicts of interest, as well as managing the disclosure of conflict-of-interest information in accordance with the regulatory authorities.
- 6) Coordinate and integrate cooperation with relevant internal agencies to jointly formulate management measures, control mechanisms, and solutions.

- 7) Communicate and raise awareness of conflicts of interest to employees and relevant stakeholders on an ongoing basis.
- 8) Provide initial suggestions on the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 9) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 10) Review the conflict-of-interest policy in accordance with relevant laws, regulations, and practices.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and relevant standards.
- 2) Prepare a report on the disclosure of conflict-of-interest information to supervisors according to the hierarchy and submit it to the Chief Executive Officer.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company provides communication on the conflict-of-interest policy through training, orientation, meetings, or activities in various forms that are appropriate for the directors, executives, employees, subsidiaries, associates, other companies that the Company has the power to control, business representatives, and suppliers, as well as relevant stakeholders, along with evaluating the effectiveness for continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The conflict-of-interest policy is considered as part of the discipline of work. Directors, executives, and employees who do not comply will be investigated, and disciplinary action will be considered in accordance with the Company's regulations, charter, and related laws. This may include dismissal. However, in the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on September 13, 2023.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Dividend Payment Policy

Amata VN Public Company Limited, its subsidiaries, and joint ventures will consider the ability to pay dividends in accordance with law, rules, criteria, regulations, and relevant guidelines, taking into account various factors for the benefit of shareholders. Dividend payments are determined from the consolidated financial statements with no accumulated losses and significant impact on the normal operations of the Company, and it must be disclosed to shareholders and investors and reported to regulatory agencies transparently within the specified period without delay. The Board of Directors has the authority to review the Company's dividend payment policy as it deems appropriate.

Company Dividend Payment

The Company has a policy to pay dividends to shareholders at the rate of not less than 40% of the net profit according to the consolidated financial statements after deduction of taxes and allocation of all types of reserves as prescribed by law and the Company each year, as well as obligations under the terms of the financial contract (if any). The dividends paid must not exceed the accumulated profits from the Company's consolidated financial statements, and the dividend payment rate may change from what is specified, depending on the Company's operating results, cash flow, financial liquidity, financial position, investment plans, reserves for working capital within the Company, conditions and restrictions as specified in the financial contract, economic condition, market conditions of the industrial estate business, legal requirements, other necessities, and appropriateness in the future.

However, the annual dividend payment must be approved by the Board of Directors and the shareholder meeting, except for the payment of interim dividends, which the Board of Directors may approve from time to time when it is considered that the Company has sufficient profits to do so. The Company will report the dividend payment to the shareholders' meeting at the next meeting. However, the Company may consider paying dividends at a rate different from the policy set or refrain from paying dividends as the Board of Directors deems appropriate.

Dividend Payments of Subsidiaries and Joint Ventures

The subsidiaries and joint ventures determine dividend payment policies when subsidiaries and joint ventures have net profit from operations and sufficient cash flow. The Board of Directors of the subsidiaries and joint ventures will consider the payment of annual dividends and propose them to the shareholders' meeting of each subsidiary and joint venture for approval.

The subsidiaries and joint ventures will pay dividends from the net profit as required by law and the Company each year, as well as the obligations in accordance with the terms and conditions of the financial contract (if any). However, dividends paid must not exceed the retained earnings from the financial statements of the subsidiaries and joint ventures, depending on operating results, cash flow, financial liquidity, financial position, investment plans, reserves for working capital within the Company, conditions and restrictions as specified in the financial contract, the economic condition of the country, business market condition, legal requirements, and other necessities.

The Board of Directors of subsidiaries and joint ventures has the authority to consider and approve the payment of interim dividends when it is of the opinion that the subsidiaries and joint ventures are profitable enough to do so within the framework of the laws of the country in which the subsidiary is located, and the interim dividend payment must be reported to the shareholders of subsidiaries and joint ventures in the next shareholder meeting.

However, the consideration and approval of the annual dividend and interim dividend payment of the subsidiaries and joint ventures must always be approved by the Board of Directors meeting of the subsidiaries and joint ventures before proceeding, except in cases where the subsidiaries and joint ventures pay dividends for the whole year not lower than those specified in the annual budget or in accordance with the dividend payment policy of the subsidiaries and joint ventures and have been approved by the Board of Directors of the subsidiaries and joint ventures in advance in accordance with the investment policy and operational supervision of the subsidiaries and joint ventures that are engaged in the Company's main business.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Confidentiality Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognizes that information is a valuable asset in conducting business. Preserving and using information within the Company in accordance with the objectives and needs of the organization's operations without leaking it to unrelated persons is very important. The Company is therefore committed to protecting and preserving information, confidential information, and trade secrets, including personal data and sensitive personal data of stakeholders in the possession of the Company to be safe and managing the use of information within the Company efficiently in compliance with relevant laws, regulations, standards, and measures to maintain a competitive advantage and build confidence and trust in stakeholders.

Definitions

Inside information refers to material information that affects price changes or investment decisions and information that has not been disclosed to investors and the general public, including information about the Company or insiders that are likely to be significant to price changes, the value of securities, or investment decisions. This includes information about listed companies, major shareholders, controlling authorities, or key executives of listed companies, and is fairly clear information for general investors to use in making investment decisions.

Confidential information refers to information that has been ordered not to be disclosed to anyone and is in the possession or control of the Company with specifying the level of secrecy, which can be divided into three types:

1. Top secret refers to secret information that, if disclosed in whole or in part, will cause the most serious damage to the Company.
2. Secret refers to confidential information that, if disclosed in whole or in part, will cause serious damage to the Company.
3. Confidential refers to confidential information that, if disclosed in whole or in part, will cause damage to the Company.

Trade secrets refer to trade information that is not generally known or has not yet been allowed access to information that is commercially useful because of its confidentiality and is information that the controller of trade secrets takes appropriate measures to keep secret.

Practices

The Company requires the retention of data, and the use of the Company's data must meet the purpose, especially the information that may affect the Company or its stakeholders, with the following guidelines:

- 1) The Company's Confidentiality
 - 1.1) Directors, executives, employees, and related persons comply with laws, rules, regulations, policies, and guidelines, as well as measures related to confidentiality that apply in every country in which the Company conducts business.
 - 1.2) Directors, executives, employees, and related persons must keep inside information, confidential documents, and/or trade secrets, including work plans, operating procedures, formulas, and inventions, which are the Company's right, confidential and not disclose to anyone or use for the benefit of themselves and related persons both during the performance of their duties and after leaving their positions.
 - 1.3) Directors, executives, employees, and related persons must protect and keep non-public information, personal data, and sensitive personal data of employees, customers, suppliers, and stakeholders confidential, and the information will only be managed and used by related parties.
 - 1.4) Directors, executives, employees, and related persons must store information appropriately and securely to prevent unrelated persons from accessing that information or secrets.
 - 1.5) In the event that the Company wants to disclose news, information, or any other information about itself, it must first obtain authorization from the competent authority or follow the law.
 - 1.6) The Company establishes measures, procedures, and methods of maintaining the security of data, documents, records, and information, including guidelines for effective and sufficient data management and use to prevent confidential information from being leaked or unintentionally disclosed.

- 1.7) In the case where third parties are involved in special work regarding the Company's inside information, they must enter into a confidentiality agreement and follow the policy before accessing the Company's information.
 - 1.8) The Company regularly tracks, supervises, and monitors access to the Company's information from internal and external persons, as well as determining the rights of access to information of employees in accordance with their roles, duties, and responsibilities.
- 2) Determining the Classification of Information
- 2.1) The Company classifies information based on the level of its importance, security risks, business operations, or securities value, and impact on damage to the Company's property and reputation, such as disclosed information, concealed information, confidential information, and secret information.
 - 2.2) The Company manages and shares inside information in good faith, prudence, and caution, including supervising to ensure that only individuals engaged are acknowledged in line with their assigned duties and responsibilities.
- 3) Providing Information to Third Parties
- 3.1) The Company appoints appropriate individuals or groups of persons to disseminate the Company's information to the public, including clearly defining roles, duties, and responsibilities.
 - 3.2) In case of disclosure of information about other joint venture partners, the Company must obtain the approval of the joint venture partners before taking any action.
 - 3.3) Directors, executives, employees, and related persons should refrain from communicating or disclosing information, secret information, or trade secrets that they have known, whether orally or in writing, in public or on social media.
- 4) Expressing Opinions to Third Parties
- 4.1) Directors, executives, employees, and related persons should avoid communicating messages, images, sounds, or information, including expressing any opinion that is

contrary to the law, morality, and the business code of conduct that may cause conflicts or controversy in society or cause a negative image of the Company.

- 4.2) Directors, executives, employees, and related persons should avoid answering questions, providing information, or expressing opinions to outsiders unless it is their duty or they have been delegated to do so. However, if there is no duty, they must politely refuse to express their opinion and recommend that third parties inquire directly with the agency or assigned person.

Duties and Responsibilities

To ensure that this policy will be implemented throughout the organization and with clear supervision. The Company therefore determines the duties and responsibilities of individuals or departments within the organization as follows:

Board of Directors

- 1) Consider approving and reviewing the confidentiality policy appropriate to the business context and risk factors by reviewing it at least once a year or when there are reasonable circumstances.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Avoid any activities that may lead to that situation or suggestions that will cause violations of this policy.
- 4) Consider reports on risks and performance in accordance with confidentiality policies and guidelines and provide useful suggestions to management for development and improvement.
- 5) Consider urgent confidentiality issues to ensure that timely action is taken.
- 6) Encourage and support management in being aware of and prioritizing information confidentiality, as well as cultivate it into a corporate culture.

Executives

- 1) Provide rules, procedures, and preventive measures appropriate to the context of each company and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Arrange for the development and review of sufficiently effective risk management, internal control, and internal audit systems for confidentiality.
- 4) Monitor, supervise, manage, and support compliance with relevant laws, policies, measures, and procedures related to confidentiality, as well as developing and improving practices to be more effective.
- 5) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 6) Communicate to raise awareness and encourage subordinates at all levels to be aware of the importance of policy compliance and cultivate it into a corporate culture.
- 7) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 8) Provide channels for whistleblowing and receiving complaints about violations of the confidentiality policy, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Confidentiality

- 1) Establish clear procedures and measures related to confidentiality and management of confidential information, including personal data and sensitive personal data of stakeholders, in accordance with the business context.
- 2) Evaluate and manage risks regarding data confidentiality or data leakage, whether intentional or unintentional, including guidelines for prevention and mitigation of impacts.

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- 3) Establish a process to deal with rumors, information leakage, and accidental disclosure of information, including the process of a post-incident review of the accidental provision of information.
- 4) Prepare information regulations for internal and external persons who are classified as insiders who have access to confidential information of the Company and keep it up to date.
- 5) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 6) Follow up, inspect, collect, and store reports on confidentiality performance and disclose information, confidential information, and trade secrets as required by regulatory authorities.
- 7) Report information on risks or significant confidentiality issues to the executives regularly and report immediately when an abnormal event occurs.
- 8) Coordinate and integrate cooperation with relevant internal agencies to jointly formulate management measures, control mechanisms, and solutions.
- 9) Communicate and train to raise awareness about confidentiality practices for directors, executives, employees, and related stakeholders on a continuous basis.
- 10) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 11) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 12) Review the confidentiality policy to be consistent with relevant laws, regulations, and guidelines.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company provides communication of the confidentiality policy through training, orientation, meetings, or various forms of activities that are appropriate to directors, executives, employees, subsidiaries, associated companies, and other companies that the Company has control over, business representatives, and suppliers, including relevant stakeholders, along with evaluating their effectiveness for continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The confidentiality policy is considered part of discipline in the work. Directors, executives, and employees who do not comply will be investigated and considered for disciplinary action according to the Company's regulations, charters, and related laws. This may include termination of employment. In the case of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Insider Trading Prevention Policy (Insider Trading)

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that the Company's personnel knowing inside information that has not been disclosed to the public and using that information for the benefit of securities trading is unfair to general investors and against the law, which damages and undermines the investors' confidence in the Company.

Therefore, the Company is committed to conducting business with integrity, morality, and ethics under the principles of good corporate governance and the Company's business code of conduct by systematically managing the use of inside information. There is an internal control mechanism that takes care not to use inside information for the benefit of oneself or others, and all directors, executives, and employees are supervised to strictly comply with relevant laws, regulations, policies, and practices to build confidence and trust in investors in the Company's securities to receive reliable information equally and in a timely manner, including maintaining the best rights and benefits for investors.

Definitions

Inside information refers to material information that affects price changes or investment decisions and information that has not been disclosed to investors and the general public, including information about the Company or insiders that are likely to be significant to price changes, the value of securities, or investment decisions. This includes information about listed companies, major shareholders, controlling authorities, or key executives of listed companies, and is fairly clear information for general investors to use in making investment decisions.

Information affecting trading refers to information based on the rules that regulatory authorities require listed companies to disclose to investors. This includes information about profit, income with significant changes, declaration or omission of dividend payment, capital increase or decrease, joint ventures, mergers, major new product releases, major developments about resources, technology, products, and markets, or significant discoveries about natural resources, significant changes in accounting policies, changes in controlling authority, legal disputes, etc.

Conflict of interest refers to situations or actions in which directors, executives, or employees have their own interests and those of others that affect fair decisions, performance of their duties and responsibilities, and consideration of the Company's common interest.

Related person refers to persons who may cause the directors or executives of the company to have conflicts of interest and affect fair decisions in operating, whether taking into account the interests of that person or the best interests of the company as important, including:

1. Directors, executives, major shareholders, and controlling persons of the Company, who will be nominated as directors or executives or controlling persons, as well as related persons and close relatives of such persons.
2. Any legal entity having a major shareholder or controlling person as a person under (1).
3. Any person whose circumstances indicate that he is acting on his behalf or under the influence of (1) and (2).
4. Directors of juristic persons who have control over the company.
5. Spouse, child, or minor adopted child of the director under (4).
6. A legal entity over which the person under (4) or (5) has control.
7. Any person acting with the understanding or agreement that if the Company transacts transactions that provide financial benefits to such persons, the following persons will benefit financially:
 - 7.1 Directors of the Company
 - 7.2 Executives of the Company
 - 7.3 Persons with control over the Company
 - 7.4 Directors of persons having control over the Company
 - 7.5 Spouse, child, or minor adopted child of a person under 7.1 to 7.4

Practices

Directors, executives, or employees must perform their duties with prudence and honesty and not take any action that causes a conflict of interest, directly or indirectly, under the principles of good corporate governance and the business code of conduct, taking into account the best interests of the Company in order to prevent the misuse of inside information. The Company has established guidelines as follows:

1. Directors, executives, employees, and related persons comply with laws, regulations, policies, and practices, as well as measures related to the use of inside information applicable in all countries in which the Company conducts business.

2. Directors, executives, employees, and related persons must not disclose or use documents or confidential inside information of the Company for personal gain and/or related persons, both in the course of their duties and after their termination.
3. Directors, executives, employees, and related persons must not sell, buy, transfer, accept transfer of the Company's securities or make any transactions using information affecting the trading of confidential and/or insider information of the Company that has not been disclosed to the public.
4. Directors and executives of the Company are obliged to prepare a report every time there is a change in the holding of securities, both of themselves, their spouses, and minor children, within three working days from the date of purchase, sale, transfer, or acceptance of the transfer of securities, or in accordance with requirements of the regulatory authorities.
5. Directors, executives, employees, and related persons do not trade the Company's securities within one month prior to the disclosure of quarterly and annual financial statements and within a 24-hour period after the financial statements or other inside information has been disclosed to the public (Blackout Period), including other periods as prescribed by the regulatory authorities.
6. The Company protects and secures information in its information systems by regularly tracking, controlling, and monitoring access to the Company's information from third parties, as well as defining employee access rights in accordance with clear roles and responsibilities.
7. In the event that a third party engages in ad hoc work on inside information and information affecting the trading of the Company's securities, a confidentiality agreement must be concluded until such information is disclosed to the public.

Duties and Responsibilities

To ensure that this policy will be implemented throughout the organization and with clear supervision. The Company therefore determines the duties and responsibilities of individuals or departments within the organization as follows:

Board of Directors

- 1) Consider approving and reviewing the policy to prevent misuse of inside information appropriate to the business context and risk factors, reviewed at least once a year or when appropriate.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Avoid any activities that may lead to that situation or suggestions that will cause violations of this policy.
- 4) Consider urgent issues regarding the misuse of inside information to ensure timely action.
- 5) Encourage and support management to recognize and prioritize the prevention of misuse of inside information and cultivate an organizational culture.

Executives

- 1) Provide rules, procedures, and preventive measures appropriate to the context of each company and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Provide for the development and review of a sufficiently effective risk management, internal control, and internal audit systems for the use of inside information.
- 4) Define employee access rights to information in accordance with clear roles and responsibilities, as well as regularly tracking, supervising, and monitoring access to the Company's information from both internal and external parties.
- 5) Monitor, oversee, manage, and support compliance with relevant laws, policies, measures, and procedures related to the use of inside information, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.

- 7) Communicate to build understanding and support subordinates at all levels to recognize the importance of policy compliance and cultivate an organizational culture.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the policy on the prevention of the misuse of inside information, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Prevention of Misuse of Inside Information

- 1) Establish procedures and measures related to the prevention of misuse of inside information and the management of confidential information that affects the price of securities that is clear and consistent with the context of the business.
- 2) Establish clear procedures for disclosure, retention of inside information, and reporting of holdings and changes in securities holdings and future contracts with respect to securities.
- 3) Assess and manage the risk of leakage or misuse of information, including guidelines for prevention and mitigation.
- 4) Establish a process for dealing with the occurrence of rumors, information leakage, and accidental disclosure of information, including a review process after providing information to stakeholders in order to review the accidental provision of inside information.
- 5) Prepare information regulations for internal and external persons who are classified as insiders who have access to confidential information of the Company and keep it up to date.
- 6) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.

- 7) Follow up, inspect, collect, and prepare reports on the prevention of misuse of inside information and disclose inside information that affects securities trading in accordance with requirements of the regulatory authorities.
- 8) Regularly report risk information or significant issues related to the prevention of misuse of inside information to management and report immediately in the event of an abnormality.
- 9) Coordinate and integrate cooperation with relevant internal agencies to jointly formulate management measures, control mechanisms, and solutions.
- 10) Communicate and train in order to raise awareness about the prevention of misuse of inside information to directors, executives, employees, and relevant stakeholders on an ongoing basis, including alerting internal stakeholders to refrain from trading in the Company's securities during the period specified by the regulatory authorities.
- 11) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 12) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 13) Review the policy on the prevention of misuse of inside information in accordance with relevant laws, regulations, and practices.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company provides communication of the policy on the prevention of misuse of inside information through training, orientation, meetings, or activities in various forms that are

appropriate for the directors, executives, employees, subsidiaries, associates, other companies that the Company has the authority to control, business representatives, and suppliers, as well as relevant stakeholders, along with evaluating their effectiveness for continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The policy on the prevention of misuse of inside information is part of the discipline of the work. The directors, executives, and employees who do not comply will be investigated and considered for disciplinary action according to the Company's regulations. In the event of an investigation, all employees must fully cooperate with internal and external authorities.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Sustainable Procurement Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that sustainable procurement is an important process that improves product quality, services, and uses resources in business processes throughout the product life cycle to be efficient, cost-effective, and maximize benefits. It also helps manage costs, reduce risks and negatively impact on society and the environment throughout the supply chain, increase brand value, and demonstrate responsibility to stakeholders.

Therefore, the Company is committed to conducting its business honestly and ethically by applying social, economic, and environmental risk factors for additional consideration in the procurement processes and procedures of the organization, including procurement of raw materials and quality, safe service providers, and reducing the impact on communities, society, and the environment that may arise from business operations throughout the supply chain by integrating systematically and managing them to be efficient, transparent, fair, and verifiable under the Company's procurement management framework and in accordance with relevant laws and regulations in order to deliver quality, safe, and standardized products and services to customers, as well as supporting manufacturers and partners who conduct business according to sustainable development practices to strengthen their partners to grow with potential and efficiency together with the organization in a sustainable manner.

Definitions

Procurement refers to the activity or process of acquiring goods or services from a supplier, beginning with planning, identifying the needs of the goods or services as a requirement, selecting a supplier, sourcing, distributing, and the end of life and the end of the contract.

Sustainable procurement refers to the procurement process that takes economic, corporate governance, social, and environmental factors into account, along with price, quality, and delivery time scales of goods and services, in an organization's procurement processes and procedures, in order to manage risks arising from supply chain suppliers that negatively impact both the Company and society and the environment.

Lifecycle refers to a continuous and interconnected stage throughout the life of a system of goods or services, from the acquisition of raw materials, to production from natural resources, to final disposal.

Practices

The Company promotes procurement of raw materials, parcels, supplies, and services that take into account social and environmental responsibility, and economic value. In order to support the Company's supply chain management practices for sustainable efficiency and effectiveness, the Company has established procurement practices as follows:

- 1) Procure products and services with transparency, fairness, accountability, and responsibility for economic, social, environmental and stakeholder impacts throughout the supply chain by complying with relevant laws, regulations, requirements, and standards, as well as the principles of corporate governance and the business code of conduct.
- 2) Procure products and services from suppliers by considering as follows:
 - 2.1 Consider cost-effectiveness, efficiency, and effectiveness in terms of quality, price, quantity of service and speed of delivery.
 - 2.2 Take into account economic, environmental, social, and corporate governance risks based on the operations of suppliers in the supply chain, both suppliers who make transactions directly with the Company (Tier-1 suppliers) and non-suppliers who do not make direct transactions with the Company (Non-tier-1 suppliers).
- 3) Provide a business code of conduct for suppliers and communicate to them about the Company's responsible business practices.
- 4) Analyze, evaluate, and manage the risks posed by the Company's suppliers and in the sustainable procurement process throughout the supply chain, taking into account economic, social, environmental, and governance impacts, including quality, safety, occupational health, and environmental standards.
- 5) Manage procurement and treat suppliers and contractors with fairness, equality, and non-discrimination, respect for human rights principles and fair labor practices, fair trade

competition, anti-corruption, non-conflict of interest, protection of intellectual property, confidential information, and personal information.

- 6) Establish criteria and conduct the selection and procurement of potential suppliers with transparency, fairness, and accountability, without taking advantage of them by incorporating sustainability requirements as part of the recruitment and selection process of the suppliers specified in the Amata Group Procurement Manual.
- 7) Disclose information and details of the terms or conditions in the contract with suppliers and contractors that are accurate, complete, clear, adequate, transparent, and equal to ensure mutual understanding, as well as listening to opinions and suggestions to develop and improve operational efficiency.
- 8) Treat all suppliers equally on the basis of fair returns and maximum benefits to the Company.
- 9) Implement environmentally friendly procurement by promoting and supporting environmentally friendly products and services, including suppliers who develop innovative technologies that help save energy, reduce emissions of pollutants and greenhouse gases to the environment, or efficient waste management systems.
- 10) Support the provision of goods and services from local and domestic partners where the business is located to promote the economy, create jobs, and generate income for local people.
- 11) Build and support cooperation, as well as enhancing knowledge, competencies and develop the potential of suppliers to have sustainable procurement processes and supply chain management in accordance with relevant laws and standards.
- 12) Engage and maintain good relationships with suppliers by listening to comments and suggestions to develop and improve the procurement process to be effective continuously.
- 13) Follow up, supervise, monitor, and evaluate the performance of suppliers to ensure that they comply with the conditions in the Supplier Code of Conduct and this policy.
- 14) Inspect products, services, or jobs to ensure that they meet the requirements of employment and are complete in accordance with the contract, including seeking appropriate alternatives and supporting sustainability, as well as verifying the qualifications of business partners,

suppliers of goods or services, and contractors to ensure that they are complete, legal, and meet the details of the contract.

- 15) Communicate and raise awareness about sustainable sourcing and the Supplier Code of Conduct to employees, suppliers, and relevant stakeholders on an ongoing basis.
- 16) Disclose information and sustainable procurement performance certified by independent persons or agencies through various reports or channels to the public and relevant stakeholders in a transparent, timely, and verifiable manner on an annual basis.
- 17) Provide channels for whistleblowing and receiving complaints, a complaint handling process, whistleblower protection, and performance notification for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

To ensure that sustainable procurement policies are implemented throughout the organization and that there is clear supervision, the Company sets forth the duties and responsibilities of the individuals or departments within the organization as follows:

Board of Directors

- 1) Consider approving and reviewing current sustainable procurement policies and practices appropriate to the environment and risk factors, covering business activities and stakeholders throughout the value chain, reviewed at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and encourage the management to assess sustainable procurement risks in order to be effective in controlling risks appropriately and adequately.
- 4) Consider reports on the risks of suppliers in the supply chain and the performance of sustainable procurement policies and guidelines, and make recommendations that are useful to management for development and improvement.
- 5) Consider urgent issues related to sustainable procurement management to ensure timely action.

- 6) Encourage and support management to recognize and focus on sustainable procurement management.

Executives

- 1) Establish rules, procedures, and guidelines for sustainable procurement management that are appropriate to the context of each company and in accordance with the policies, procedures, and laws of the countries in which the company operates business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Determine objectives, goals, strategies, plans, and indicators for sustainable procurement that are linked to each other, including business continuity management.
- 4) Arrange for the development and review of the sufficiently effective risk management, internal control, and internal audit systems of sustainable procurement and suppliers in the supply chain.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Create and promote awareness and understanding of sustainable procurement by communicating with employees and relevant stakeholders on an ongoing basis.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the sustainable procurement policy, including a complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Sustainable Procurement Work

- 1) Develop strategic plans, action plans, and sustainable procurement management measures that are clear and aligned with the business context.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting sustainable procurement information.
- 3) Evaluate and manage procurement risks and supplier risks in the supply chain, including establishing guidelines for prevention and mitigation.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Follow up, inspect, collect information, and prepare reports on sustainable procurement performance regularly and disclose information to the Company's stakeholders on an annual basis and in accordance with requirements of the regulatory authorities.
- 6) Regularly report information on risks or significant issues related to sustainable procurement management to management and report immediately in the event of an abnormality.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly assess risks, establish management measures, and mechanisms for control, response, and resolution.
- 8) Communicate and train to raise awareness and promote participation in sustainable procurement management to employees and relevant stakeholders on an ongoing basis.
- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.

- 11) Review sustainable procurement management policies in line with relevant laws, regulations, practices, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) Communicate and transfer knowledge about sustainable procurement management policies and goals and the Company's supplier code of conduct to suppliers and contractors.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company provides communication of the sustainable procurement policy and the organization's goals through training, orientation, meetings, or activities in various forms that are appropriate for the directors, executives, employees, subsidiaries, associates, other companies that the Company has the authority to control, business representatives, and suppliers, as well as relevant stakeholders, along with evaluating their effectiveness for continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The sustainable procurement policy is part of the discipline of the work. The directors, executives, and employees who do not comply will be investigated and considered for disciplinary action according to the Company's regulations. In the event of an investigation, all employees must fully cooperate with internal and external authorities.

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In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on May 9, 2024.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Risk Management Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that effective risk management will enable the Company to respond to challenges and changes at a rapid pace in the current environment. It also reduces the impact that may hinder the achievement of the organization's goals and strengthens the business to grow steadily. The Company therefore focuses on risk management and embeds risk management principles as part of the corporate culture to systematically manage risk throughout the supply chain and encourage the organization to achieve its objectives according to its mission, vision, and values and comply with the enterprise-wide risk management framework (COSO ERM 2017) and other relevant standards to enable all processes to operate with transparency and efficiency and bring business opportunities that enhance the added value for the Company and its stakeholders sustainably.

Definitions

Risk refers to an event that may occur under uncertain circumstances and may affect the achievement of both positive and negative business strategies and objectives.

Risk management refers to a systematic and continuous operational process to help the Company reduce the likelihood of damage or the severity of the impact. The level and magnitude of damage that will occur is at an acceptable level, assessable, controllable, and systematically verifiable, and it is important to take into account the achievement of the objectives or goals of the organization.

Risk Response refers to considering the right approach to manage risk to an acceptable level based on the opportunity and the impact, and it is important to take into account the cost-effectiveness of risk management.

Risk Capacity refers to the maximum amount of risk an organization can take in pursuing its strategy and achieving its business objectives.

Risk Appetite refers to the number or types of risks that an organization decides to accept or reject, retaining its ability to achieve its objectives and goals.

Risk Owner refers to the person or entity responsible for the risk, whose responsibilities are to respond to the risk, develop indicators to review the risk, and monitor, supervise, and ensure that operations and decisions are made in accordance with risk management measures.

Risk Tolerance refers to the range of sizes or amounts of risk impacts accepted by an organization after implementing the risk management protocol while retaining the ability to achieve the organization's objectives and goals.

Impact refers to the outcome or effect of risks on the Company or on stakeholders, either in monetary or non-monetary form, arising from the conduct of business activities and the performance of both positive and negative duties, if such risks arise.

Risk Treatment refers to measures, methods, or approaches established by an organization to address specific risks or respond to risks. The highest-rated risks should be addressed urgently using various response methods, including Terminate/Avoid Risk, Transfer/Share Risk, Treat/Reduce Risk, and Take/Accept Risk.

Risk Profile refers to an organization's holistic risk appetite or business viewpoint used by management to determine the type, severity, and linkages of risks to each other, as well as their impact on the effectiveness of strategic operations and business objectives.

Likelihood refers to the likelihood of an event occurring by considering past, present, or foreseeable event statistics.

Practices

The Company defines risk management as the responsibility of employees at all levels who must be aware of operational risks throughout the value chain and in the operational procedures in their units. The risk management practices are as follows:

- 1) Identify and analyze risks (risk identification) that will affect the achievement of the organization's objectives by considering the business environment to cover all risk factors of the organization, including the risk that has occurred, the current risk, and potential new risks (emerging risks).
- 2) Assess and prioritize risk (risk prioritization) to cover organizational risks and opportunities such as strategic risks, operational risks, financial risks, economic risks, corruption risks,

compliance risks, image and reputation risks, environmental, social, and governance risks (ESG Risk), technology risks and cyber security risks.

- 3) Determine the risk appetite statement and the risk appetite level of the organization.
- 4) Establish criteria, measures, and risk treatment that reduce the impact and/or likelihood of a risk event to an acceptable level, covering the scope of acceptable risk capacity, determination of desired risk-level goals, and key risk indicators (KRIs).
- 5) Establish a risk management plan for the organization that is linked to the vision, mission, objectives, core values and acceptable levels of risk, as well as providing a business continuity management (BCM) system to address key risks.
- 6) Provide adequate and appropriate information systems using the best available information, clearly and timely, to be integrated with analysis, assessment and risk management for decision-making purposes.
- 7) Manage risks by responding appropriately to the severity of the risk and controlling the risk to an acceptable level.
- 8) Monitor, supervise, evaluate, and manage risks continuously and regularly or in case of significant changes in the business environment.
- 9) Communicate risk information and risk management guidelines to raise awareness among employees and relevant stakeholders through various channels throughout the organization.
- 10) Regularly report the results of risk assessments, the effectiveness of management measures, and the performance of risk management to the management and the Board of Directors, including disclosing them to regulatory authorities or relevant stakeholders as required.
- 11) Review and improve corporate risk management in conjunction with operational plans and business strategies in accordance with the business environment and context, including relevant laws, regulations, policies, and standards.
- 12) Encourage the adoption of risk management systems as part of the Company's decisions, strategic planning, plans, and operations in order to achieve the objectives and goals of the established strategy.

- 13) Encourage a culture of risk management in the organization by encouraging employees at all levels to have knowledge, understanding, conscience, and joint responsibility for risk management and integrate risk management processes in management processes and practices throughout the Company.

Duties and Responsibilities

To ensure that this policy will be implemented throughout the organization and with clear supervision. The Company therefore determines the duties and responsibilities of individuals or departments within the organization as follows:

Board of Directors

- 1) Consider approving and reviewing risk management policies appropriate to the business context, reviewed at least once a year or when appropriate.
- 2) Consider approving and reviewing the risk criteria, risk appetite, risk tolerance, and risk management strategies.
- 3) Supervise the risk management, efficiency, and adequacy of internal controls to be effective, including business operations in accordance with the organization's strategy and in accordance with the law. Relevant regulations, regulations, policies and guidelines, as well as encouraging the concrete implementation of this policy.
- 4) Consider giving opinions on the management of key corporate risk issues to supervise and ensure timely action.
- 5) Encourage and support management to recognize and value risk management and cultivate it into a corporate culture.

Corporate Risk Management Working Group

- 1) Establish a risk management framework, indicators, and an organizational risk management plan that aligns with business strategy and objectives.
- 2) Determine the risk criteria, risk appetite, and risk tolerance to suit the business context.

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- 3) Establish an independent organizational structure with responsible persons and clear responsibilities and roles, while allocating appropriate and adequate resources.
- 4) Provide an effective and adequate internal control, internal audit, and organizational risk management systems.
- 5) Consider screening the Company's key risks at the corporate level that are consistent with the Company's business direction and cover risks in the supply chain and risk management measures to control and prevent risks to an acceptable level.
- 6) Monitor and evaluate the performance of risk management measures and improve the operational plan to reduce risks continuously and appropriate to the business conditions.
- 7) Report the results of risk assessments and risk mitigation operations to the Risk Management Committee on a regular basis.
- 8) Promote awareness and disseminate knowledge about risks and risk management to personnel at all levels of the Company and create a corporate culture of risk management by integrating into operations and performance appraisals.
- 9) Provide a business continuity management (BCM), emergency response plan (ERP), business continuity plan (BCP) to address significant risks.
- 10) Develop and review the internal control system, risk management, and policy violation monitoring processes to be effective and sufficiently concise, as well as informing and following up with relevant agencies to make improvements and corrections regularly.
- 11) Review risk management policies in accordance with relevant laws, regulations, and practices.

Executives of Risk Ownership Agencies

- 1) Identify, analyze, evaluate, plan, and establish risk management measures in the area of responsibility as a risk owner.

- 2) Monitor changing environmental factors or the likelihood that the plan will not be successful, including the actual occurrence of risk events, and always update the risk management plan to be effective.
- 3) Manage risk management to an acceptable level and in accordance with the business context, objectives, goals, and strategies of the organization.
- 4) Monitor, evaluate, and update the operational plan to reduce risks continuously and appropriately to the business conditions, and regularly report the risk status and progress of risk management measures to the relevant departments and executives.
- 5) Communicate, implement, monitor, control, and supervise risk management within the department in accordance with the risk management plan and at an acceptable level.
- 6) Communicate to employees at all levels the importance of risk management and cultivate it into a corporate culture, as well as encouraging effective risk management cooperation.

Departments or Individuals Responsible for Risk Management

- 1) Develop tools and establish procedures related to risk management so that risk owners can identify, assess, monitor, and control risks in the same manner throughout the organization.
- 2) Establish a process for disclosing, collecting, and preparing complete and clear risk profile.
- 3) Review the risk profile and effectiveness of the organization, as well as updating the risk management operation plan in accordance with the changing environment or the likelihood that the plan will not be achieved.
- 4) Follow up and collect information to prepare corporate risk management reports and report the results of policy compliance to the Board of Directors, management, or relevant departments on a timely basis, including disclosing risk management information in accordance with the regulatory authorities.

- 5) Evaluate the key risk factors of the organization in line with the Company's business direction and risks in the business chain in a complete and well-rounded manner, and suggest ways to prevent and reduce the level of risk to an acceptable level.
- 6) Develop and review the internal control system, risk management, and policy violation monitoring processes to be effective and sufficiently concise, as well as informing and following up with relevant agencies to make improvements and corrections regularly.
- 7) Communicate and raise awareness, understanding, and develop skills and competencies, including motivating risk management for employees on an ongoing basis, as well as coordinating and providing support to risk owners.
- 8) Review risk management policies in accordance with relevant laws, regulations, and practices.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and relevant standards.
- 2) Implement risk control measures and report risks that may affect the performance of duties or occurrences in risk management to the supervisor.

Internal Auditors

- 1) Review the risk management process to ensure that the Company has effective, appropriate, and adequate risk management (Risk-based Audit).
- 2) Review the department's control activities and communicate with the management, as well as making recommendations and commenting on the internal audit results to the management and the Board of Directors.

Communication and Training

The Company provides appropriate communication of risk management policies through training, orientation, meetings, or activities in various forms that are appropriate for the directors,

executives, employees, subsidiaries, associates, other companies that the Company has control over, as well as evaluating their effectiveness for continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The risk management policy is considered as part of the discipline of the work. Directors, executives, and employees who do not comply will be investigated and considered for disciplinary action in accordance with the Company's regulations, charters, and related laws. This may include dismissal. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Intellectual Property Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize the importance of intellectual property as an innovative tool and a valuable asset of the organization, which must provide protection to innovators and creators in order to create incentives for innovation and new contributions to be valuable products and services for the business.

The Company therefore strives to make full use of its assets and take care not to damage, lose, or use them for personal or other persons' benefit, including protecting and maintaining them from being abused, used, or distributed without permission, as well as respecting and not infringing the intellectual property rights of others under the principles of corporate governance and the Company's business code of conduct, in order to promote the potential to create unique products and services, deliver value to stakeholders, increase competitiveness, attract investors, and create sustainable business growth.

Definitions

Trade Secret refers to trade information, which is not yet generally known as commercially valuable information because it is confidential and reasonable action has been taken to make it confidential.

Trademark refers to a mark, symbol, or brand that is applied to a product or service, divided into four categories: trademark, service mark, certification mark, and collective mark.

Intellectual property refers to the work of human invention or creation, which focuses on the product of intelligence and expertise, without limiting the type of creation or means of expression, in the form of tangible things, such as goods, or in the form of intangible items, such as services, business ideas, and industrial production processes. The intellectual property is divided into two categories: Copyright and Industrial Property.

Industrial property refers to human creativity related to various industrial products. This creativity may be an inventive idea, which may be an improved or reinvented manufacturing process or technique, or the design of industrial products that make up and shape the product. It also includes patents, trademarks, trade secrets, plant species protection, integrated circuit geography, and geographical indications, and so on.

Layout-design of integrated circuits refers to a design, diagram, or image made in any form or method to show the arrangement and connections of electrical circuits, such as electrical conductors or resistors.

Copyright refers to the exclusive right of the copyright owner to act on any work made by the creator, regardless of the form in which such work is expressed. The types of copyrighted work as defined by law include literature (including computer programs), drama, fine arts, music, audiovisual materials, film, sound recordings, broadcasting work, any other work in the literature department, science department, or art department. Copyright laws also protect the rights of actors. Copyright protection does not cover ideas, procedures, systems, methods of use, methods of working, concepts, principles, discoveries, scientific or mathematical theories.

Geographical Indication refers to a name, symbol or other thing that is used to call or represent a geographical location and can indicate that products that originate from that geographical location have quality, reputation or characteristics specific to that geographical location, such as Thung Kula Rong-Hai jasmine rice, Lamphun brocade silk, Nakhon Chai Si pomelo, and Chaiya salted eggs.

Patent refers to an important document issued by the State to protect the invention or design of products (industrial design) with the characteristics prescribed by law. A patent is divided into three categories: invention patent, petty patent, and design patent.

Practices

All directors, executives, and employees must protect and take care of the Company's intellectual property in accordance with the law, including copyrights, patents, trademarks, trade secrets, and other types of intellectual property owned by the Company, and strictly respect the intellectual property rights of others by establishing guidelines that should be followed as follows:

- 1) Comply with laws, regulations, requirements, policies, and practices, as well as standards related to intellectual property that apply in all countries in which the Company conducts business.
- 2) Protect the intellectual property of the Company and others throughout the supply chain without infringing or encouraging any action to infringe copyrights, patents, trademarks,

trade secrets, and other types of intellectual property, including not impersonating the work of others.

- 3) Evaluate and manage intellectual property risks thoroughly and continuously, as well as establishing effective risk control and prevention measures.
- 4) Support budget and appropriately and adequately allocate resources for the development and protection of short- and long-term intellectual property rights.
- 5) Promote and support the creation, invention, application, extension, and development of products, services, innovations, and operational processes to become the Company's intellectual property.
- 6) Protect, take care of, and maintain the Company's information, products, services, or trade secrets as intellectual property without disclosing, using, or allowing any other person to use them without permission.
- 7) Support the creative use of information, documents, computer programs, software, information, books, articles, videotape, voice recording tapes, or works of other people under their copyright and do not infringe the intellectual property of the person who owns or has the rightful right by exploiting, reproducing, modifying, disclosing, or publishing any copyrighted work, in whole or in part.
- 8) The discovery, invention, development of products and services, or any other work while an employee of the Company is the property of the Company, except where the Company has given written permission to be the work of the inventor, creator, developer, or other person.
- 9) Upon termination of the employee's employment, all intellectual property, including works, inventions, data, reports, statistics, formulas, programs, processes, must be returned to the Company.
- 10) Track, maintain, and monitor information, projects, and business activities, including intellectual property rights, regularly and without infringement of both the Company and others, and continuously review and improve operational performance.

- 11) Support resources and promote participation in the development and protection of intellectual property rights of the Company and others in collaboration with private organizations, the public sector, civil society, and local communities.
- 12) Provide communication and promotion of intellectual property awareness among employees, suppliers, business partners, and relevant stakeholders on an ongoing basis.
- 13) Disclose risk information and report on the performance of intellectual property management through reports or channels to the public and relevant stakeholders in a transparent, timely, and verifiable manner.

Duties and Responsibilities

Board of Directors

- 1) Consider approving and reviewing current intellectual property protection policies and guidelines appropriate to the environment and risk factors, covering business activities and stakeholders throughout the value chain, reviewed at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise business operations in accordance with relevant laws, regulations, policies, and practices, as well as encouraging the concrete implementation of this policy.
- 4) Consider reports on risks and performance in accordance with intellectual property protection policies and guidelines and make recommendations that are useful to management for development and improvement.
- 5) Consider urgent issues related to intellectual property to ensure timely action.
- 6) Encourage and support executives to recognize and value intellectual property and cultivate it into a corporate culture.

Executives

- 1) Provide rules, procedures, and guidelines for protecting intellectual property that are appropriate to the context of each company and in accordance with the policies, procedures, and laws of the country in which the Company operates business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Set objectives, goals, strategies, plans, and intellectual property indicators that are linked and consistent, including business continuity management.
- 4) Provide for the development and review of adequate and effective risk management, internal control, and internal audit systems for intellectual property.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures, as well as developing and improving practices to be more effective.
- 6) Encourage innovative thinking and inspire employees to initiate, innovate, engage with, develop, and protect the Company's intellectual property on an ongoing basis.
- 7) Raise awareness and promote a culture of creativity, development, and protection of intellectual property by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the intellectual property policy, including protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Intellectual Property

- 1) Develop a strategic plan, criteria, guidelines, or measures to protect intellectual property rights that are clear and consistent with the context of the business in order to control harassment and protect against the misuse of intellectual property.

- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting intellectual property information.
- 3) Assess and manage intellectual property risks, including guidelines for prevention and mitigation.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Protect and safeguard the Company's intellectual property, including reviewing the results of innovative processes, copyrights, patents, petty patents, and inventions to prevent infringement of the intellectual property of others.
- 6) Regularly monitor the use of programs and software within the Company and suspend their use immediately upon discovery of copyright infringement.
- 7) Follow up, inspect, collect information, and prepare reports on intellectual property information regularly and disclose the information to stakeholders on an annual basis and in accordance with requirements of the regulatory authorities.
- 8) Report risk information or significant intellectual property issues to management regularly and promptly in the event of an abnormality.
- 9) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 10) Communicate and train to raise awareness and promote participation in the protection and non-infringement of intellectual property for employees and relevant stakeholders on an ongoing basis.
- 11) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.

- 12) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 13) Review the intellectual property policy in accordance with relevant laws, regulations, practices, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and relevant standards.
- 2) Communicate and transfer knowledge about the Company's intellectual property protection policies and guidelines to business partners, suppliers, contractors, and relevant stakeholders.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company provides communication of intellectual property policies through appropriate training, orientation, meetings, or activities in various forms that are appropriate for the directors, executives, employees, subsidiaries, associates, other companies over which the Company has control, business representatives, and suppliers, as well as relevant stakeholders, along with evaluating their effectiveness for continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The intellectual property policy is considered part of the discipline of the work. Directors, executives, and employees who fail to comply must be investigated and considered for

disciplinary action in accordance with the Company's regulations, charters, and related laws. This may include dismissal. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Cybersecurity and Information Technology Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that information is a valuable business asset that is collected, processed, and transmitted through computer systems and electronic devices. The Company has an open policy that allows employees to use computers and network systems to use applications and search for information independently under security measures. The Company pays attention to the systematic and effective supervision of information and cyber information in order to prevent risks and protect assets, including information, from all forms of cyber threats.

The Company has therefore established this policy to manage the use of computers, information, and network systems to be secure and efficient, with a focus on confidentiality, integrity, availability, and security according to the national and international cybersecurity and information technology standard framework, as well as relevant laws and regulations to oversee that information and information technology are used to support business operations appropriately, and the objectives and goals of the organization can be achieved continuously.

Definitions

Confidentiality refers to maintaining or reserving to prevent computer network systems, computer systems, information systems, information, data, or electronics from being accessed, used, or disclosed by unauthorized persons.

Integrity refers to taking steps to keep information or electronic data intact, accurate, and complete at the time of use, processing, transfer, or retention so that it is not altered, corrected, lost, or destroyed unlawfully or without authorization.

Availability refers to the management of an organization's information assets to be able to work efficiently, access them conveniently, quickly, or use them when needed.

Security refers to measures or actions that are taken to protect information assets and handle, mitigate risks, detect and respond to all forms of threats from both internal and external parties that aim to steal, destroy, damage, or interfere with the work that causes damage to the Company's business operations. The principles are as follows:

- **Confidentiality:** Protecting the confidentiality of information by preventing unauthorized access and disclosure of information, including personal information owned by the Company.
- **Integrity:** Ensuring that the Company's information must not be altered, modified, or destroyed by unauthorized persons.
- **Availability:** Ensuring that authorized users can access information and services quickly and reliably.
- **Accountability:** Identifying an individual's responsibilities, including liability and responsibility for the consequences of acting in that role.
- **Authentication:** Ensuring that access to computer systems and information must be completed only through a complete authentication process.
- **Authorization:** Ensuring that the grant of access to computer systems and information is at least privileged and in accordance with the need-to-know basis as permitted.
- **Non-repudiation:** Ensuring that the participants involved in the transaction cannot be denied as having nothing to do with the transaction taking place.

Data refers to information, messages, instructions, command sets, or anything else that is stored in the form of documents, printed materials, or electronic media that can be accessed, searched, or executed through various electronic network systems or electronic data processing technologies.

Information refers to the information of an organization that has been processed, analyzed, calculated, and interpreted to make it easy for users to understand, compare, and use in the operation of the organization. It has a variety of characteristics and forms. Common forms include:

- Information that is in electronic form, such as electronic documents, databases.
- Stored information that can be forwarded, removable, collaborative tools, etc.
- Information that is in printed documents, such as documents printed out.
- Information that individuals remember to use

Information technology refers to the application of computer technology and telecommunications and communication network equipment to locate, store, analyze, send, distribute, export, track, collect, and manage information of the organization.

Threat refers to any situation or event that may adversely affect the operations or property of an organization, individual, or other organization through unauthorized access to the system, destruction, disclosure, modification of information, and/or inability to provide the Services.

System refers to a network tool or device that connects data and transfers data over the Internet and intranet systems, both wired and wireless, as well as various electronic devices and telecommunications media that can operate or be used in the same way.

Asset refers to information, equipment, applications, services, or other information resources that support business operations and have economic value to the organization.

Practices

The Company establishes guidelines for the management of cybersecurity and information technology by strictly complying with the requirements for the use of computers and network systems of the organization in accordance with relevant laws, regulations, standards, and measures. The guidelines are as follows:

- 1) Identify, analyze, evaluate, and manage risks on cyber and information technology risks that align with the business context and cover risks posed by internal and external stakeholders throughout the supply chain.
- 2) Develop a strategic plan for cybersecurity and information technology risk management that is linked to the organization's vision, mission, objectives, and acceptable risk levels.
- 3) Establish cybersecurity and information technology plans or measures that cover identification of business environments and contexts, protection measures, detection, response, and recovery of damaged information systems and assets.
- 4) Oversee, protect, and manage the Company's information assets, premises, equipment, information systems, and computer networks to be safe and secure at all stages of the secure system/software development life cycle, including developing and maintaining them available and efficient at all times.

- 5) Protect the Company's information, its customers and partners who store, process, or transmit information technology from unauthorized access, transmission, correction, reproduction, modification, deletion, or destruction.
- 6) Provide technology systems to prevent cyber threats and cybersecurity, as well as information technology systems that are effective, resilient, and support essential functions.
- 7) Regularly examine vulnerability assessments, penetration tests, as well as establishing procedures and processes for the management of incidents that may affect cybersecurity and information technology.
- 8) Track, monitor, and detect abnormal events that may affect the continuity of business operations, as well as maintaining and monitoring network equipment and information systems to be effective and available at all times.
- 9) Control, limit the scope of the impact, and take corrective action in a timely manner, including improving the process to appropriately respond to incidents of security violations, be able to prevent, correct, and mitigate impacts on various business activities efficiently.
- 10) Continuously monitor and review the security status and activities that may affect the network and information systems of the organization, as well as preventive measures to maintain effective cybersecurity and information technology.
- 11) Perform rapid recovery or restoration of assets and information systems when damaged by data security breaches and cyber threats.
- 12) Provide support and cooperation with organizations from the private sector, the public sector, and civil society, both domestically and internationally, in preventing and maintaining cybersecurity and information technology.
- 13) Provide communication and promote awareness on cybersecurity and information technology to employees, suppliers, partners, and relevant stakeholders.
- 14) Provide channels for whistleblowing and receiving complaints, a complaint handling process, whistleblower protection, and performance notification for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

To ensure that cybersecurity and information technology policies are implemented throughout the organization and that clear oversight is in place, the Company sets forth the following responsibilities of individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing current cybersecurity and information technology policies and measures to be appropriate to the environment and risk factors by reviewing them at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and encourage management to assess cybersecurity and information technology risks and allocate resources to ensure appropriate and adequate risk control effectiveness.
- 4) Consider reports on risks and performance in accordance with cybersecurity and information technology policies and measures, and make useful recommendations to management for development and improvement.
- 5) Consider urgent issues related to cybersecurity and information technology to ensure timely action.
- 6) Encourage and support executives to recognize and prioritize cybersecurity and information technology and cultivate a corporate culture.

Executives

- 1) Provide rules, procedures, and preventive measures appropriate to the context of each company and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.

- 3) Establish cybersecurity and information technology strategies and plans, including business continuity management.
- 4) Provide the development and review of adequate and effective risk management, internal control, and internal audit systems on cybersecurity and information technology.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Encourage subordinates at all levels to recognize the importance of policy compliance and cultivate it as a corporate culture.
- 8) Create and promote awareness and understanding of cybersecurity and information technology by communicating to employees and relevant stakeholders on an ongoing basis.
- 9) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 10) Provide channels for whistleblowing and receiving complaints about violations of cybersecurity and information technology policies, including complaint handling processes and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Cybersecurity and Information Technology

- 1) Establish relevant procedures and measures to prevent potential cybersecurity and information technology violations.
- 2) Establish a clear information disclosure and reporting process for cybersecurity and information technology.

- 3) Assess and manage cybersecurity and information technology risks that cover threats, vulnerabilities, likelihood, and impact on assets, organizational personnel, and related external entities, as well as guidelines on prevention and mitigation.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Follow up, inspect, collect, and store reports on cybersecurity and information technology, and disclose information in accordance with requirements of the regulatory authorities.
- 6) Regularly report information about risks or threats on cybersecurity and information technology to management and report immediately in the event of an abnormality.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 8) Communicate and train to raise awareness about cybersecurity and information technology to employees and relevant stakeholders on an ongoing basis.
- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review cybersecurity and information technology policies in accordance with relevant laws, regulations, practices, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.

- 2) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company provides communication of cybersecurity and information technology policies through appropriate training, orientation, meetings, or activities in various forms that are appropriate for the directors, executives, employees, subsidiaries, associates, other companies over which the Company has control, business representatives, and suppliers, as well as relevant stakeholders, and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The cybersecurity and information technology policy is considered part of the discipline of the work. Directors, executives, and employees who do not comply must be investigated and considered for disciplinary action in accordance with the Company's regulations, charters, and related laws. This may include dismissal. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors

Personal Data Protection Policy**Policy Objective**

To respect the privacy of personal data owners and ensure that people involved respect it.

Policy Scope

This policy shall be integrated and applied to AMATA VN Public Company Limited and our subsidiaries which AMATA VN has management control.

Definition

Personal Data Protection Policy includes following definitions.

“Personal Data” means any information relating to a person, which enables the identification of such person, whether directly or indirectly, but not including the information of the deceased persons nor juristic persons in particular;

“Data Controller” means a person or a juristic person having the power and duties to make decisions regarding the collection, use, or disclosure of the Personal Data;

“Data Processor” means a person or a juristic person who operates in relation to the collection, use, or disclosure of the Personal Data pursuant to the orders given by or on behalf of a Data Controller

Responsibilities

- Responsibilities of Data Controller are as follows.
 - Provide appropriate measures for security
 - In case of giving personal data to outside person or juristic person, the person who gives out the personal data must have the authority and rights to do so.
 - Provide a checking system that can delete or destroy data when it passes its storage period, or when no longer relevant, or when the data is no longer necessary, or when asked to be deleted by the data owner.
 - All concerned must report the violation of personal data to the Office of the Personal Data Protection Committee within 72 hours after acknowledged the case.

- Responsibilities of Data Processor are as follows.

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- Collect, use, or disclose the data in accordance with the order received, except that order is illegal.
- Provide appropriate system for security to prevent loss of data, access to data, misuse, change, amendment, or disclosure of data in wrong ways. The responsibility includes report to Data Controller when there is personal data violation.
- Create and store a log file of personal data processing activities in accordance with the criteria and specified method.

Guidelines

1. The Company realizes the importance of the rights, personal data, and protection of personal data. The givers of personal data have rights and certainly expect security for their data.
2. Personal data given to the Company, e.g. name, age, address, phone number, ID number, passport number, and important documents that can be used to identify individuals, will be used in accordance with the objectives the Company informs personal data owners only. The Company will comply strictly to specified security measures and prevent misuse of data without the data owners' consent.
3. The Company may collect personal data together with personal data that the Company receives from other sources, only in necessary cases and permitted by personal data owners. This is to update the personal data received and to comply with the objectives that the Company informs personal data owners.

Objective of personal data collection

1. The Company collects personal data for contacts, to inform the contacts of news and benefits, e.g. sending out Annual Report, notifying of dividend payment to shareholders, sending personal data to the bank for remuneration payment, etc.
2. If the objective of personal data collection is later changed, the Company will notify personal data owners, ask for their consent, and record the change as evidence.
3. In case the Company collects, stores, uses, and discloses personal data for objectives other than the ones specified, personal data owners have rights of privacy to give consent to the Company whether or not to collect, store, use, and disclose those personal data.

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4. The Company will not act differently from the personal data collection objectives specified, except for these cases:

(1) The Company has informed personal data giver of new objectives and has been given consent from personal data giver.

(2) Cases specified by law.

Rights in regard to personal data

1. Personal data owners can ask to view their own personal data to see its status and objectives of use, by filling a form in accordance with the criteria and method specified by the Company. When the Company receives such requests, the Company will inform the requesters of their personal data details that the Company has in due course.

2. If personal data owners find that their data are not correct, personal data owners can inform the Company to amend, change, or delete those data. In this regard, the Company will record the objection from the owners, the storage, the correct data, or any actions occur as evidence.

3. Personal data owners can ask for deletion or destruction of personal data, except for cases that the Company must comply with the law related to storage of that data.

Period of personal data storage and destruction

The Company will store personal data within the timeframe prescribed to achieve the Company's objectives. The timeframe will be specified in the regulations sectioned by categories of personal data.

The Company may extend the period of personal data storage in accordance with the law by implementing appropriate measures to ensure that the data will be safely destroyed in appropriate time, in accordance with the law.

Data Protection Officer

The Company will comply with Personal Data Protection Act B.E. 2562 (2019) by appointing Data Protection Officer to audit the Company's operation in regard to collecting, using, disclosing personal data in accordance with Personal Data Protection Act B.E. 2562 (2019) and laws concerning personal data protection. In addition, the Company will provide regulations and orders for all concerned to comply with, to ensure that compliance with Personal Data Protection Policy is smooth and in accordance with the laws.

Announced on 11 May 2020.

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(Dr. Apichart Chinwanno)

Chairman

Charter of the Board of Directors**Amata VN Public Company Limited 2025**

- No.1 This Charter shall be called as the “Charter of the Board of Directors Amata VN Public Company Limited 2025”
- No.2 This Charter shall come into force as of the date of signing by the chairman.
- No.3 Definition of the significant term in this Charter,
- 3.1 “Company” means Amata VN Public Company Limited.
- 3.2 “Board of Directors” means a Board of Directors of the company.
- 3.3 “Director” means a Director of the company.
- 3.4 “Chairman of the Board” means a Chairman of the Board of Directors of the company.
- 3.5 “Subcommittee” means the company’s 4 subcommittees, namely, the Audit Committee, the Nomination and Remuneration Committee, the Corporate Governance and Sustainability Committee and the Risk Management Committee
- 3.6 “Related party” means a person as specified under section 258 of the Securities and Exchange Act B.E. 2535 (1992) (as amended).
- 3.7 “Subsidiary” means a company in which the company holds shares, directly or indirectly, of more than 50 percent of its paid-up capital.
- 3.8 “Associated Company” means a company in which the company holds shares, directly or indirectly, of less than 50 percent of its paid-up capital.
- 3.9 “Major Shareholder” means a person who holds shares of more than 10 percent of its shares with voting rights.
- 3.10 “Independent Director” means independent director as specified by the Notification of the Capital Market Supervisory Board no. Thor.Jor. 28/2551 (2008) dated December 15, 2008 (as amended).

No.4 Composition and criteria of the Board of Directors

- 4.1 The Director shall consist of at least 5 members and no more than 12 members.
- 4.2 The Directors shall include at least one-half of its members who are not executives.
- 4.3 The Directors shall include at least one-third of the total number of the Directors, or no fewer than three persons, who are truly independent from executive influence and free from any business relationships that may influence in exercising their independent judgment.
- 4.4 At least one-half of the Directors must reside in the Kingdom.
- 4.5 The Chief Executive Officer shall be appointed as a Director on the Board of Directors by virtue of their position.
- 4.6 The Chairman and the Chief Executive Officer shall not be the same person.
- 4.7 Chairman shall not be the Director of the Sub-committees.
- 4.8 The Chairman of the Audit Committee must be an Independent Director.
- 4.9 The Company Secretary shall also serve as the Secretary of the Board of Directors.

No.5 Qualification of the Director

The Nomination and Remuneration Committee has set the criteria for the qualifications of the Directors, which are determined on three main considerations:

- 5.1 General qualifications
 - (1) Not being a person of unsound mind or having a mental infirmity.
 - (2) Having never been sentenced by a final judgment to imprisonment.
 - (3) Having never been sentenced by a final judgment or the court's order that the ownership of property shall be vested in the State.
 - (4) Not being a bankrupt or having never been a bankrupt.

- (5) Being capable to devote sufficient time to the company. The Independent Director may hold office as a Director in no more than five other listed companies. The Executive Director may hold office as a Director in no more than two other listed companies.
- (6) Having integrity and accountability in their work.
- (7) Making decisions based on informed judgment.
- (8) Having maturity, stability, the courage to express differing opinions, and independence.
- (9) Adhering to principles of work and professional standards.
- (10) Any other characteristics that the nomination of remuneration committee deems important.

5.2 Specialized knowledge and expertise for the overall suitability of the Board of Directors such as accounting and finance, marketing, business law of the company and other areas.

The Board of Directors shall include at least one non-executives with experience in industrial estates aligned with the company's business.

5.3 The Independent Director must meet the general qualification, relevant expertise and the qualification of "Independent Director" as defined in this Charter.

No.6 Term of office and retirement from office

- 6.1 Each term of office of the Director shall be 3 years.
- 6.2 The term of office of the Independent Director shall be 9 years.
- 6.3 In the annual general meeting of shareholders, one-third of the total number of Directors shall retire from the position. If the number of Directors cannot be divided into three equal parts, the number closest to one-third shall retire.
- 6.4 The Director who retires by rotation may be re-elected to serve another term.
- 6.5 In addition to retirement by rotation, the Director shall vacate office upon:

- (1) Death.
- (2) Resignation by submitting a resignation letter to the company, which shall be effective from the date the company receives the resignation letter, unless the effective date is specified in the resignation letter.
- (3) Disqualification or possessing characteristics prohibited under the Public Limited Companies Act B.E. 2535 (1992) and the Securities and Exchange Act B.E. 2535 (1992) (as amended).
- (4) The Shareholders' Meeting votes for resignation of the Director with majority votes not less than 3/4 of the total votes of shareholders attending the meeting and having the rights to vote, with number of shares totaling not less than half of the shares of the shareholders attending the meeting and having the rights to vote.
- (5) Being removed by court order or regulatory authority from the position.

No.7 Duty and responsibility of the Board of Directors

The Board of Directors must act in compliance with the law, the company's objectives, and the resolutions of the shareholders' meeting. The Board of Directors designates the following matters as its duties and responsibilities, which it is responsible for considering and approving:

- 7.1 The company's policy, strategic plan, and annual budget.
- 7.2 The company's quarterly performance and outcomes compared to the plan and budget and estimates of the next period of year.
- 7.3 Purchase, sale, exchange, pledge, acceptance of pledge, sale with right of redemption, acceptance to buy with right of redemption, deposit, rental of land and/or buildings or any assets, including acquisition and participation in joint ventures that comply with the Securities and Exchange Commission and the Stock Exchange of Thailand's regulation which have a value exceeding the authority granted to the Chief Executive Officer and transactions or actions that have a significant effect on the company's financial, debt, business strategy and reputation.

- 7.4 The signing of any contract that is not related to the company's ordinary business and contracts related to the company's ordinary business that are significant.
- 7.5 Conducting of related party transactions between the company, its Subsidiary, Associated company and connected persons as defined by the Securities and Exchange Act B.E. 2535 (1992).
- 7.6 Interim dividend payments.
- 7.7 Change of policy and significant practices related to accounting, risk management, and cash reserve.
- 7.8 Significant change related to management and finance control systems.
- 7.9 The establishment and approval of the company's policies.
- 7.10 The amendment or modification of the company's policies.
- 7.11 The establishment and review of the Chief Executive Officer's approval authority.
- 7.12 The appointment of the Chief Executive Officer.
- 7.13 Approval of salary structure, budget for salary increase, other remuneration, or formula of other remuneration increase for the management and staff.
- 7.14 The proposal for the appointment and retirement of the Director and Company Secretary.
- 7.15 Authorization to Chairman, Chief Executive Officer, or any Director, including revision of the authorization.
- 7.16 The appointment and determination of the powers of the Subcommittee.
- 7.17 The establishment and oversight of management in accordance with good corporate governance principles.
- 7.18 The appointment of the Director or executive to serve as a Director of a Subsidiary or Associated company, subject to the consideration and approval of the Nomination and Remuneration Committee.
- 7.19 The registration of new company and the notification of company dissolution.

- 7.20 Review the company's vision and mission at least every 5 years.
- 7.21 The Director must strictly maintain the confidentiality of the company, especially undisclosed internal information or information that may affect the business operation or stock prices. The determined practice are as follows:

In the event that the information relates to periodic financial reporting, such as performance reports, financial statements, and annual reports, the Director shall refrain from trading the company's securities at least 30 days prior to public disclosure and 24 hours after public disclosure.

In the event that the information relates to a company operational event, such as an acquisition or disposal of assets, a related party transaction, a joint venture or cancellation, a capital increase or decrease, the issuance of a new security, a stock repurchase, a dividend payment or non-payment, or any event that may impact the stock price, the Director should refrain from trading the company's securities from the time they become aware of such information until it is publicly disclosed.

- 7.22 The amendment of the scope of authority to approve matters of the Board of Directors as specified in Clause no. 7

No. 8 The Board of Directors meeting and voting

- 8.1 The Board of Directors shall meet at least once every quarter.
- 8.2 The Chairman of the Board is responsible for calling the Board of Directors or delegating another person to do so.
- 8.3 The Chairman of the Board shall determine the meeting agenda with the Chief Executive Officer and the Company Secretary.
- 8.4 Notice of the meeting shall be sent to the Directors at least 7 days prior to the meeting date, unless in the case of urgency, where the meeting date may be set as necessary.
- 8.5 A quorum shall be constituted by the presence of at least half of the total number of Directors. In each voting session, at least half of the total number of the Directors must be present.

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- 8.6 The Chairman of the Board shall preside over the meeting. In the event the Chairman is absent, the Vice Chairman shall preside over the meeting. If the Chairman and Vice Chairman are absent, the attending Director shall elect one of the Directors to be the Chairman of the meeting.
- 8.7 Decision at the meeting shall be made by a majority vote of the attending Directors.
- 8.8 In the case of selecting a Director to fill a vacancy caused by reasons other than retirement by rotation, the resolution of the Board of Directors shall be approved by at least three-fourths of the remaining Directors.
- 8.9 Each Director shall be entitled to one vote. The Director who has a conflict of interest in a matter shall abstain from voting on that matter. In the event of a tie, the Chairman of the meeting shall have the casting vote.

Effective as of November 10, 2025

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Charter of the Audit Committee**Amata VN Public Company Limited 2025****1. Objective**

The Audit Committee is established with the objective of assisting the Board of Directors in overseeing the accuracy of financial reports, the effectiveness of internal control systems, and compliance with laws, regulations, and codes of ethics to promote corporate governance at Amata Corporation Public Company Limited.

The Audit Committee is responsible for reviewing the adequacy and effectiveness of the company's risk management, including risks related to fraud and corruption, and is also responsible responsibility for preparing the Audit Committee's report and presenting it in the company's annual report annually.

2. Composition and qualification

- The Audit Committee shall be appointed by the Board of Directors and consist of at least three members. The Audit Committee shall appoint one member to serve as the Chairman of the Audit Committee.
- The Audit Committee shall be the Independent Director and shall be qualified in line with the regulations of the Securities and Exchange Commission's (SEC). At least one member must have knowledge and experience in the fields of accounting or finance.
- The Audit Committee may appoint one executive as the Secretary to the Audit Committee.

3. Term of office

- Members of the Audit Committee shall have a term of office same as their term as the Directors. Their term ends at the annual general meeting of shareholders, coinciding with the end of the term for the Directors.
- Members of the Audit Committee whose term of office expires by rotation may be reappointed, but their membership is not automatically renewed.
- Members of the Audit Committee whose term has expired shall continue to act in their capacity until a new member is appointed, except when their term as a Director ends and they are not re-elected as a Director.

- In case of a vacant position in the members of the Audit Committee, the Board of Directors shall appoint a qualified Director without prohibited characteristics to fill the position. The new member of the Audit Committee shall remain in the position for the remaining term of the replaced member.

4. Voting right

Each member of the Audit Committee is entitled to one vote. If any member has a conflict of interest regarding a matter under consideration, that member must abstain from participating in the discussion and providing an opinion on the matter.

5. Meeting

- In a meeting of the Audit Committee, a quorum shall consist of at least half of the members.
- The Audit Committee shall meet at least 4 times annually. Members may attend the meeting in person or participate via an electronic meeting as specified by law.
- The Audit Committee may invite the Chief Risk Management Officer, executives, internal auditor, auditor, or other related individuals to attend the meeting and request the necessary and appropriate information. The meeting agenda and related documents shall be prepared and presented prior to the meeting and the Secretary of the Audit Committee is responsible for recording the meeting minutes.

6. Authority

- Invites the executive or employee of the company to attend the meeting for providing explanation, opinion or documents as deemed necessary.
- Proposes the name of auditor along with remuneration for the approval of the annual general meeting of shareholders and evaluates the performance of the auditor annually.
- Acknowledges non-audit work performed by the auditor along with its remuneration to ensure the auditor's independence is not compromised.
- Makes decisions when executives and the auditor have different opinions regarding financial reports or limitations in audit procedures.
- Reviews procedures and oversees the related party transactions or related party transactions that may potentially present conflict of interest to ensure compliance with relevant laws and regulations.

- Considers and approves appointments, removals, transfers, or dismissals, and evaluates the merits of the Chief Internal Audit Executive. Oversees reports from the Risk Management Committee and executives and discusses with the Risk Management Committee regarding risk evaluation and management.
- Engages external consultants or professional experts for advice or opinions as deemed appropriate by the Audit Committee.
- Holds a meeting with the auditor to discuss without the presence of management at least once a year.
- Reports to the Board of Directors to address issues related to conflicts of interest, fraud, corruption, internal control deficiencies and significant non-compliance with relevant laws affecting the company's financial position.
- Considers, proposes and dismissal of the auditor to present to the Board of Directors for approval at the annual general meeting of shareholders.

7. Duty and responsibility

7.1 Financial report

- Reviews to ensure that the company has accurate and adequate financial reports and considers the completeness of the information acknowledged by the Audit Committee, as well as evaluating the appropriateness of the accounting principles used in the financial reports.
- Reviews significant accounting and financial reporting issues, including complex or unusual transactions and transactions that require judgment for decision-making.
- Inquires with executives and the auditor regarding results of significant risk assessment related to financial reports and plans to mitigate those risks.
- Reviews to ensure that the company has effective internal controls over the financial reporting process.
- Establishes processes for receiving reports from employees regarding inappropriate financial reporting or other issues.

7.2 Internal control

- Supervise to regularly examine the internal control system appropriately to ensure that the Company has efficient internal control system

- Reviews whether executives have established adequate and appropriate internal controls, including IT system controls, and guidelines for communicating the importance of internal control and risk management throughout the company.
- Reviews to ensure that the recommendations for internal control proposed by internal auditors and external auditors have been implemented by management.

7.3 Internal audit

- Reviews and approves the annual work plans, as well as the human and resources necessary for performing the work.
- Reviews the activities and operations of the internal audit team to ensure they can perform their duties independently.
- Reviews the effectiveness of internal audit performance to ensure compliance with internal audit standards.

7.4 Regulatory compliance

- Reviews and approves the annual work plans, as well as the human and resources necessary for performing the work.
- Regularly reviews laws and regulations that have been amended and impact the company's operations as reported by the audit and compliance team.
- Reviews findings from regulatory agencies overseeing the company and the follow-up results on corrective actions taken, as well as reports to the Board of Directors.
- Reviews the effectiveness of the system for monitoring compliance with legal and regulatory requirements, and the follow-up results on corrective actions taken in cases of non-compliance.
- Reviews adherence to anti-corruption policies and reports to the Board of Directors.

7.5 Risk management

- Reviews the adequacy of governance policies and related duties concerning the company's risk management.
- Reviews the effectiveness of the company's risk management system.

7.6 Compliance with ethical standards, codes of conduct for executives and employees

- Reviews to ensure that business ethics, codes of conduct for executives and employees, and policies for preventing conflicts of interest are made in writing and acknowledged by all executives and employees.

- Promotes adherence to business ethics and conflict of interest prevention policies.

7.7 Other responsibilities

- Performs other duties assigned by the Board of Directors.
- Regularly reviews and evaluates the Charter of the Audit Committee and seeks approval from the Board of Directors when amendments are made.
- Conducts a self-assessment at least once a year and presents the results to the Board of Directors.

7.8 The Audit Committee should discuss and conduct a preliminary review of facts when notified of suspicious circumstances by the auditor.

7.9 Supervise the Company to comply to the laws and the Company's regulations, including any actions that can prevent and inhibit potential damage to the Company. Any possible misdemeanor from Directors, Managers or the person responsible for the Company's operations shall promptly notify to the Securities and Exchange Commission.

7.10 The Audit Committee has the duty to verify that connected transactions or any related transactions be done in accordance with the stipulated rules and regulations.

Effective as of November 10, 2025

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Charter of the Nomination and Remuneration Committee**Amata VN Public Company Limited 2025**

The Nomination and Remuneration Committee leads the implementation of the nomination and remuneration policies to concretize the recruitment of the Chief Executive Officer and key executives with qualifications suitable for the company's business, and to attract and retain qualified and capable individuals to work with the company.

1. Composition and qualification

- 1.1 The Nomination and Remuneration Committee will be appointed by the Board of Directors, which must consist of at least three members. The Committee will then select its own Chairman. The Chairman of the Board of Directors should not concurrently serve as a Director or the Chairman of the Nomination and Remuneration Committee.
- 1.2 The Nomination and Remuneration Committee shall possess the knowledge, competence and appropriate experience, as well as an understanding of their qualifications, duties, and responsibilities.
- 1.3 The Nomination and Remuneration Committee may appoint one employee as the Secretary to the Nomination and Remuneration Committee.

2. Term of office and meeting

- 2.1 Members of the Nomination and Remuneration Committee shall have a term of office same as their term as the Director. Their term ends at the Annual General Meeting of Shareholders, coinciding with the end of the term for the Directors. Members of the Nomination and Remuneration Committee whose term of office expires by rotation may be reappointed. Members of the Nomination and Remuneration Committee whose term has expired shall continue to act in their capacity until a new member is appointed, except when their term as a Director ends and they are not re-elected as a Director. In case of a vacant position in the members of the Nomination and Remuneration Committee, the Board of Directors shall appoint a qualified Director without prohibited characteristics to fill the position. The new member of the Nomination and Remuneration Committee shall remain in the position for the remaining term of the replaced member.

- 2.2 The Nomination and Remuneration Committee shall meet at least twice annually. Members may attend the meeting in person or participate via an electronic meeting as accepted by the laws.
- 2.3 In a meeting of the Nomination and Remuneration Committee, a quorum shall consist of at least half of the members.
- 2.4 In case the Chairman of the Nomination and Remuneration Committee is not present or unable to perform their duties, the attending members of the Nomination and Remuneration Committee shall elect one of the members to serve as the Chairman of the meeting
- 2.5 Decisions at the meeting of the Nomination and Remuneration Committee shall be made by a majority vote of the attending members of the Nomination and Remuneration Committee. Each member of the Nomination and Remuneration Committee is entitled to one vote. In the case of a tie, the Chairman will cast an additional deciding vote.
- 2.6 The Board of Directors shall receive the minutes of each Nomination and Remuneration Committee meeting in a timely manner.

3. Duty and responsibility

- 3.1 Nomination aspect
 - (1) Frames policies, criteria, qualifications and procedures for recruiting the Board of Directors, the Chief Executive Officer, key executives, and those with managerial authority, to be submitted to the Board of Directors for approval.
 - (2) Nominates, selects, and proposes the names of individuals with suitable qualifications to serve as Directors, members of Subcommittees, the Chief Executive Officer, key executives, and those with managerial authority for consideration by the Board of Directors. When nominating Directors, the Nomination and Remuneration Committee shall consider the Board Skill Matrix structure in accordance with the nomination and remuneration policy.
 - (3) Ensures that the Board of Directors and Subcommittees have an appropriate size and composition aligned with the organization and adjust as necessary to meet changing circumstances. The Board of Directors and

Subcommittees should consist of individuals with relevant knowledge, skills, and experience as per the Board Skill Matrix.

- (4) Discloses the nomination policies and process details in the annual report.
- (5) Ensures that the company has a suitable succession plan and business continuity management for the position of the Chief Executive Officer and senior executives and presents it to the Board of Directors for approval.
- (6) Nominates, selects, and proposes suitable individuals for the position of the Company Secretary who meet the qualifications as specified by the laws.
- (7) Performs other duties as assigned by the Board of Directors.

3.2 Remuneration aspect

- (1) Frames the remuneration and other benefits policies including compensation and other benefits to the Directors and the Chief Executive Officer by implementing transparent criteria and shall present to the Board of Directors to consider, approve and/or present for the meeting of shareholders' approval as required.
- (2) Ensures that Directors and the Chief Executive Officer are compensated appropriately according to their roles and responsibilities.
- (3) Establishes guidelines for evaluation of the performance of the Directors and the Chief Executive Officer to determine annual remuneration.
- (4) Discloses the determination of the remuneration policy and remuneration of various types with a report on the criteria used in determining directors', Chief Executive Officer's, and high-level management's remunerations which should at least state details of the objectives, achievements, and opinion of the Nomination and Remuneration Committee in the Company's Annual Report, in accordance with the criteria of the relevant regulators.
- (5) Proposes appropriate remuneration for the Board of Directors and Subcommittees for approval prior to presentation to the Meeting of Shareholders for approval.
- (6) Reviews the management's proposals regarding remuneration policies, remuneration plans, and other benefits beyond wages for employees, and provides recommendations to the Board of Directors for approval.

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- (7) Reviews the performance goals for the Chief Executive Officer and provides recommendations to the Board of Directors for approval.
- (8) Provides advice on suitable remuneration and benefits for the Chief Executive Officer to the Board of Directors for approval.

Effective as of November 10, 2025

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Charter of the Corporate Governance and Sustainability Committee**Amata VN Public Company Limited 2025 (B.E. 2568)****1. Composition and qualification**

- 1.1 The Corporate Governance and Sustainability Committee shall be appointed by the Board of Directors consisting of 3–5 members. The Corporate Governance and Sustainability Committee shall select its Chairman. The Chairman of the Board of Directors should not concurrently serve as the Director or the Chairman of the Corporate Governance and Sustainability Committee.
- 1.2 The Corporate Governance and Sustainability Committee shall possess the knowledge, competence and appropriate experience, as well as an understanding of their qualifications, duties, and responsibilities.
- 1.3 The Corporate Governance and Sustainability Committee may appoint one executive as the Secretary to the Corporate Governance and Sustainability Committee.

2. Term of office and meeting

- 2.1 Members of the Corporate Governance and Sustainability Committee shall have a term of office the same as their term as the Director. Their term ends at the Annual General Meeting of Shareholders, coinciding with the end of the term for the Directors. Members of the Corporate Governance and Sustainability Committee whose term of office expires by rotation may be reappointed. Members of the Corporate Governance and Sustainability Committee whose term has expired shall continue to act in their capacity until a new member is appointed, except when their term as a Director ends and they are not re-elected to the Director.
- 2.2 In case of a vacant position in the members of the Corporate Governance and Sustainability Committee, the Board of Directors shall appoint a qualified Director without prohibited characteristics to fill the position. The new member of the Corporate Governance and Sustainability Committee shall remain in the position for the remaining term of the Director.

- 2.3 The Corporate Governance and Sustainability Committee shall meet at least twice annually. Members may attend the meeting in person or participate via an electronic meeting.
- 2.4 In a meeting of the Corporate Governance and Sustainability Committee, a quorum shall consist of at least half of the members.
- 2.5 In case the Chairman of the Corporate Governance and Sustainability Committee is not present or unable to perform their duties, the attending member of the Corporate Governance and Sustainability Committee shall elect one of the members to serve as the Chairman of the meeting.
- 2.6 Decisions at the meeting of the Corporate Governance and Sustainability Committee shall be made by a majority vote of the attending members of the Corporate Governance and Sustainability Committee. Each member of the Corporate Governance and Sustainability Committee is entitled to one vote. In the case of a tie, the Chairman will cast an additional deciding vote.
- 2.7 The Board of Directors shall receive the minutes of each Corporate Governance and Sustainability Committee meeting in a timely manner.

3. Duty and responsibility

Duty and responsibility in Corporate Governance

- (1) Frames policies on corporate governance and promotes corporate social responsibility to propose for approval by the Board of Directors, monitors adherence to good corporate governance policies and regularly review and improve the policies to ensure their appropriateness.
- (2) Oversees the company's operations to ensure compliance with good corporate governance principles as mandated by regulatory authorities such as the SET and SEC.
- (3) Promotes and oversees the company's operations and the performance of the Board of Directors, the Executive Committee and employees to align with good corporate governance policies.
- (4) Reviews good corporate governance policies, practices, business ethics, and anti-corruption policies to ensure alignment with applicable laws and international practices.

Duty and responsibility in Sustainable Development

- (1) Approves and reviews sustainable development policies and frameworks to ensure they are up to date and suitable for the environment and risk factors across business activities and stakeholders throughout the value chain with a review conducted at least annually.
- (2) Oversees the company's business operations to ensure compliance with the relevant laws, regulations, policies and guidelines as well as promoting the practical implementation of these policies.
- (3) Considers reports on sustainable development and performance results according to sustainable development policies and guidelines and provides constructive feedback to management for development and improvement.
- (4) Considers key issues related to sustainable development to ensure timely oversight of the operation.
- (5) Promotes and supports the management in recognizing and prioritizing sustainable development and fostering it as part of the organizational culture.
- (6) Supervise the disclosure of the Company's sustainability information through the Annual Report and the Company's Annual Sustainability Report.

General duty and responsibility

- (1) Performs other duties as assigned by the Board of Directors.
- (2) Reports performance results to the Board of Directors for their acknowledgment or consideration.
- (3) Reports performance results to the shareholders in the annual report for their acknowledgment.

Effective as of November 10, 2025

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors

Charter of the Risk Management Committee**Amata VN Public Company Limited**

The Risk Management Committee has been assigned with the duty of undertaking the formulation of the model and procedure of AMATA VN's risk management policy drawn up by the Board of Directors, through the following process:

1. Composition and qualification

Risk Management Committee (RMC) members shall comprise of one of AMATA VN's management as a representative from each individual sector called "Risk Owner" within the Company that is appointed by the Chief Executive Officer (CEO). The CEO or the Executive director assigned by the CEO will act as the Chairman of the RMC together with the appointment of an Executive or a Company staff as Secretary to the Risk Management Committee.

2. Duty and responsibility

2.1 Design the procedure of the Company's risk management by:

- (1) Determine the surrounding risks: Taking into account both internal and external risks in prescribing its perimeter together with utilizing the principle of risk managements that includes the following; Strategic Risk (including market risk), Operational Risk, Financial Risk (including liquidity risk), Compliance Risk (Reputational Risk included)

2.2 Assign all the business and operations units that are risk vulnerable to consider and report the following:

- (1) Identify risks: mention all incidents that could occur and its effects on the Company's business objectives
- (2) Analyze risks: specify its effects and the possibility of its occurrence together with the effectiveness of all the available internal controls
- (3) Evaluate the risks and assign a rating to them in accordance with each own business unit's discretion as well as deciding on other alternatives that could reduce the occurrence of risk and its effects then follow that procedure to avoid, accept, transfer or reduce

- 2.3 Monitor and evaluate the effectiveness of risk management: implemented by the Board of Directors, Audit Committee and Internal Audits which can be examine by
- (1) The prescribed risk preventive measures
 - (2) Methods used in evaluating and selecting risk preventive measures
 - (3) Reporting results and measures of risk management
 - (4) Individual business/operational units risk management policy implementation

3. Meeting Frequency and Meeting Minutes

The Risk Management Committee shall meet 2 times a year and record the minutes of the meeting as evidence of resolution made as well as review various risk aspects.

4. Reporting Meeting Minutes

Minutes of the meeting of the Risk Management Committee shall be submitted to the Board of Directors and the Audit Committee for their acknowledgement on a regular basis.

5. Review

The Risk Management Committee's Charter is revised annually before its submission to the Board of Directors for approval.

Part 4 Position Description

Chairman of the Board Position Description

Role of the Chairman

1. Is the leader of AMATA VN's Board of Directors;
2. Responsible for the smooth and efficient functioning of the Board of Directors;
3. Is in charge of bringing about AMATA VN's successful strategic performance and meet its financial objective;
4. Provide encouragement, support, guidance and recommendation for the endeavors of Directors and the Chief Operating Officer;
5. Chairs the Board of Directors and Shareholders Meetings.

Chairman Responsibilities

6. A leader who is highly regarded in the business community;
7. Utilizing vast personal experiences accumulated in the past for the benefit of AMATA VN's business;
8. Bring forward top tier visions and perspectives;
9. Create an efficient functioning of the Board and smooth interactions with Managements;
10. Make use of the right management mindset in order to bring about Directors' willingness to cooperate with Board activities and volunteering opinions in the Meeting rooms;
11. Available to provide consultation for Management and Directors when needed;
12. Demand for comments from each individual Board members on ways to improve efficiency of the workings of the Board;
13. Arrange for the annual evaluation of the Board of Directors;
14. Make a yearly evaluation of the achievements for each of the Directors;
15. Arrange for the annual evaluation of the Board Committees;
16. Administer in such a way that Directors have access to sufficient amount of information to enable them to fully complete their duties;

17. Take part in managing the performances of the Chief Executive Officer and top level managements;
18. Monitor and supervise Company's budget and financial statements;
19. Endorse AMATA VN's documents such as Board, Shareholders and Committees Meetings Reports, Financial Reports and Annual Reports;
20. Play the role of AMATA VN's Spokesperson and Ambassador when communicating to the public;
21. Act as AMATA VN's eyes and ears.

The role of the Chairman of the Board is to make certain that Board acts in a responsible and efficient manner in their endeavor to bring about long-term value and gains for their shareholders and stakeholders.

Role and Responsibilities of the Chairman of the Board of Directors as follows:

1. Chairs the Board of Directors and Shareholders Meetings together with Meetings that does not include managements;
2. Set the Board of Directors Meetings agenda for the year with the assistance from the Chief Executive Officer and the Company Secretary;
3. Make certain that Directors receive Meeting supporting documents at least 7 working days before the actual Meeting in order to allocate sufficient time for Board Directors to study the meeting documents so as to be able to fully prepared to freely offer subjective discussions and comments;
4. Encourage Directors to provide their comments, queries and discussions before making a decision and deciding on a Meeting resolution;
5. Monitoring subsequent actions in accordance with the resolutions of those meetings and make a report on the actual achievements made;
6. Make certain that Managements are properly empowered with sufficient authorities;

Non-Executive Board Director Position Description

A Non-Executive Director has the duty and responsibility to govern and oversee the Company business operations as well as be a representative of the Shareholders in looking after and taking care of the interests of the Company. A Non- Executive Director must fully understand between governance or oversight and actual management activities of the Company so as to avoid the problem of becoming involved or interfering in the management activities, which is the direct responsibility of the Executive/Management Group.

A Non-Executive Director has the duties to monitor and follow-up on the various operational activities undertaken by the Executive/Management Group, in order to ensure that the overall interests of AMATA VN are given top priority.

Apart from the above, the responsibilities of Non-Executive Directors also include the following:

1. Making full use of the capabilities and professional experiences,
2. Express opinions in a visionary and insightful manner on matters relating to strategies,
3. Get to know well the various products and services as well as the overall operations of AMATA VN,
4. Be knowledgeable about the accounting system of AMATA VN – at the operating level.
5. Get to know the Executives/Management Group members and the Staff, so as to be able to effectively support the work of the Board of Directors,
6. Know what facilities AMATA VN has,
7. Be aware of who are the Stakeholders, and what are the various local communities in which AMATA VN's operations are located; as well as what their respective needs are,
8. Fully understand what are the current issues and challenges being faced by AMATA VN's businesses,

9. Fully understand the legal and regulatory environment that need to be complied with by AMATA VN,
10. Work as a team and in a creative manner together with the Board of Directors,
11. Maintain strict confidentiality in all matters,
12. Act as a valued human resource, through contributing knowledge and knowhow to the Board of Directors and the Executive/Management Group,
13. Make decisions in a fully independent manner,
14. In coming across any irregularity or incorrect, discuss and seek advice from the Chairman of the Board or the CEO – outside of the Board Meeting,
15. Seek advice from the Chairman of the Board, in advance and prior to the Board Meeting, in the event of wishing to provide any further information or submit any additional supporting documentation during the Board Meeting,
16. In the event of being required to act as a representative of AMATA VN in any matters or issues, request prior approval to do so from the Chairman of the Board or the Board of Directors,
17. Be a good example for and a positive representative of AMATA VN, and
18. Inform the Chairman of the Board, immediately upon being unable to further the discharge the assigned duties

Rights of the Board of Directors

1. Able to access all information in a sufficient manner so as to be able to effectively discharge the duties and responsibilities as a Board Director. Able to engage outside expert consultant to discuss and provide relevant advice on any issues which are not in the area of expertise of the Board Director, subject to receiving approval from the Chairman of the Board of Directors and with AMATA VN being responsible for payment of such consulting services,
2. Receiving appropriate insurance coverage compensation under the Company's Directors' and Officers' Liability insurance policy, and
3. Participate in the agreement and having access to the information in regards to the entitled compensation and AMATA VN's liability insurance policy.

Responsibilities of the Board of Directors

As non -Executive Directors on the Board of Directors:

1. Must read and study the supporting documentation for the Board Meeting, so as to prepared to ask questions, prior to attending the Board Meeting,
2. If the supporting documentation received does not provide sufficient details to enable a decision to be made, further details can be requested from the Company Secretary,
3. Actively participate in Board Meeting discussions, through expressing ideas and opinions fully and in a straight forward manner,
4. Willingly accept any opposing viewpoints expressed by other Board Directors during Board Meeting discussions, and
5. Maintain a full attendance record at Board Meetings.

Responsibilities of the Board Committees

As Non-Executive Directors appointed as Members of the various respective Board Committees:

1. Attend the schedule meetings of the respective Board Committee,
2. Understand the Charter of the respective Board Committee – such as: its objectives, goals, and required role and responsibilities,
3. Understand the role of the Executive/Management Group in supporting the work of the various Board Committees,
4. Read and understand all the supporting documentation for the Board Committee meetings, so as to be fully prepared to ask various questions, prior to the Committee meeting
5. Attend all and every Committee meeting.

Chief Executive Officer Position Description

The Company's Chief Executive Officer (CEO) has the primary responsibility for the management of the business and affairs of the Corporation whereby the CEO is designated with this duty by the Board of Directors who in turn act as proxy for the shareholders. As such, the CEO is responsible for implementing AMATA VN's establish strategic plan together with monitoring and supervising the goals, strategy, operation planning and policy to progress in the same direction as those stipulated in the Company's prescribed strategic plan. At the same time AMATA VN's Board is responsible for the Company's governance issues that shall bring forth an efficiently run business entity with good corporate governance, bringing about the best interests for the shareholders and bearing in mind all stakeholders, having high moral standards in business dealings, transparency and can be cross examine by directly through the CEO.

Specific Duties

1. Choose to implement those established vision, mission and value that will bring out the maximum interest for the shareholders;
2. Propel AMATA VN towards reaching both the financial and non-financial goals;
3. Serve as AMATA VN's spokesperson in communicating to the shareholders, customers, trading partners, public sector, regulatory bodies, stakeholders and the appropriate community on AMATA VN's business values and mission;
4. Provide inspiration for the high performing management and staff team members by enticing them to remain a part of AMATA VN family;
5. Create a good corporate culture within AMATA VN;

Strategic Plan

6. Develop a strategic plan to create maximum value for the Shareholders and submit to the Board of Directors for suggestions, review and approval;
7. Undertake to implement the set strategic plan in order to achieve its objectives and report the progress made in comparison with the set strategic plan;

Operations Management

8. Draw up the Company's annual business operations plan and submit to AMATA VN's Board of Directors for consideration and approval;
9. Implement the set annual business operations plan and report the progress made in comparison with the set annual business operation plan;
10. Produce the annual operations policy for submission to AMATA VN's Board for approval;

Risk Managements

11. Create a system to identify and manage risks within the context of AMATA VN's Board approved risk management policies;
12. Report on the working progress in risk management implemented in accordance with risk management policies to AMATA VN's Board;
13. Supervise the disclosure of AMATA VN's financial budget to be accurate, complete, honest, in accordance with the policy, system, procedure and internal audit;
14. Follow-up, monitor and make certain that AMATA VN comply with the rules and regulations;
15. Establish a work plan and procedure that can be efficiently implemented and continue to keep it up to date;

AMATA VN's Success

16. Keep on strengthening AMATA VN by putting the right person in the right job;
17. Make certain that AMATA VN's corporate culture is in harmony with the set values;
18. Offers advice when the Board appoints managements to the job positions that is reserved for only the Board to decide and approve;
19. Bring in systematic work management plans for implementation throughout AMATA VN;
20. Take responsibility in managing the achievements of the top level executives;
21. Make certain that the Company's human resource strategy and the compensation packages system are appropriate & sufficient enough to both attract and maintain AMATA VN's capable and suitable workforce in order to be able to successfully implement strategies and business operations plans together;

Corporate Governance

22. Make expeditious and timely contact with the Board of Directors when a critical event that could have repercussion on the Company occurs;
23. Communicate with the Board Chairman and other Company Directors on a regular basis so as to provide the Board with essential information to facilitate the legitimate performance of Board duties and accountable to the relevant law;
24. Assist Board Committees duties in accordance with the Committees' charter;
25. Arrange for Board of Directors to find time to meet with AMATA VN executives;
26. Consult with the Board on establishing an official and suitable succession plan for the position of the CEO and top executives;

Chief Executive Officer's Performance

27. The Chief Executive Officer performance is assessed by AMATA VN's Board of Directors where the Nomination and Remuneration Committee is responsible for preparing the CEO evaluation plan;
28. Take part in the development of both the annual and long-term goals and achievement indicator with the Chairman of the Board in accordance with the strategy and objective plan while maintaining corporate core values;

Social, Environmental and Ethical Aspects

29. Nurture and instill the principle of responsible and ethical decision making process into managements cognition;
30. Compel employees to comprehend AMATA VN's ethical standards;
31. Lead AMATA VN towards fulfilling social responsibilities;
32. Play the role of AMATA VN and Community leader to help develop the Community in the area where AMATA VN is situated into a better place;
33. Act as AMATA VN's spokesperson, administer and manage to foster amicable relationship with interested parties;
34. Responsible for disclosing AMATA VN's vision, mission, values, strategy, business operation plans to the stakeholders;

Other Matters

35. Carry out any other appropriate duties and responsibilities assigned by the Board.

Reviews

AMATA VN's Board of Directors shall revise the Chief Executive Officer's job description on a yearly basis and whenever deemed necessary.

Company Secretary Position Description

Role of the Company Secretary

1. Arranging and preparing notice calling the Shareholders, Board of Directors and Board Committee Meetings, in accordance with the laws and regulations, and best practices;
2. Preparing agenda, documents and minutes of the Shareholders, Board of Directors and Board Committee Meetings, and manage the procession;
3. Keeping and storing all Meetings documentations and the minutes;
4. Compliance with the stipulated rules and regulations;
5. Provide continuous assistance and facilitation for Company's board of directors in policy, procedures and observing the principles of good Corporate Governance.

Company Secretary's Responsibilities

6. In charge of making all necessary appointments and invitations for Board Directors;
7. Prepare AMATA VN's Annual Board and Committee Meetings timetable;
8. Gather and distribute agenda and all relevant meeting documents for AMATA VN's Board and Committee Meetings in accordance with the Board's decision;
9. Make records of the Minutes of AMATA VN's Board of Directors and Committee Meetings and circulate them in accordance with the Board's resolution;
10. Keep records of the minutes and reports of AMATA VN's Board of Directors and Committee Meetings as stipulated in AMATA VN's Board's policy guideline;
11. Keeping copies of AMATA VN's Board of Directors policy and resolutions;
12. Keeping AMATA VN's Board of Directors' Manual;
13. Prepare all the necessary procedures and processes for the official appointment of newly appointed non-executive Directors;
14. Manage and arrange for a variety of training programs and other relevant activities for the continuous self-development of each Board members;
15. Arrange for a systematic annual Board of Directors evaluation exercise for AMATA VN's Board;
16. Make arrangements for renewing the Directors and Officers Liability Insurance when it nears expiry date and report details to AMATA VN's Board of Directors;

17. Prepare all Boards and Committees Meetings reports and circulate Meetings resolutions, strategies, and annual business plan for the acknowledgement and consideration of AMATA VN's Directors;
18. Prepare general code of conduct highlighting relevant laws, rules & regulations, resolutions as a manual for AMATA VN's Board of Directors;
19. Provide general information on corporate governance principles' best practices as a guideline for AMATA VN's Board;
20. Arranging and assist in conducting the Shareholders Meeting in accordance with the laws and regulations together with preparing the necessary invitations and assisting conducting the AGM;
21. Distribute the Company's Annual Report promptly;
22. Put together and distribute all Meeting documents for the Annual Shareholders Meeting;
23. Prepare the procedure for nominating, selection and voting for the appointment of Directors;
24. Produce the Shareholders' Meeting report;
25. Keeping AMATA VN's Shareholders' Meeting report;
26. Answer to all questioning from relevant governing authorities;

Company Secretary Entitlement

27. Allow to access all of AMATA VN's information that Company Secretary needs to know in order to be able to fully and freely conduct his duty;
28. Is also covered with the same duty insurance protection plan as the Company's Directors and Executive Managements
29. Included in contract for accessibility of Company information and is covered by the Directors and Officers Liability Insurance protection plan;
30. AMATA VN's Board of Directors shall make an assessment of the performance of the Company Secretary yearly.

Review

AMATA VN's Board of Directors shall review the roles and responsibilities of the Company Secretary annually and make revision when deemed necessary.

Acknowledgment and full compliance Form

AMATA VN Public Company Limited

I have read and understand, as well as agree to fully comply with the Company's "Good Corporate Governance Handbook" as the core operating principles

Signed: (.....)

Division/Department

Date...../...../.....



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