



ESG Performance Report for Listed Companies in 2025

LTMH Public Company Limited

Fiscal Year End 31 December 2025



Table of Contents

	page
Environment	
Environmental management	1
Energy management	3
Water management	5
Waste management	6
Greenhouse gas management	7
Social	
Human rights	9
Fair labor practice	12
Responsibility to customers/ consumers	21
Responsibility to community/ society	24
Corporate Governance and Economy	
Corporate Governance Policy	26
Corporate Governance Structure	48
Performance Report on Corporate Governance	78
Corporate Sustainability Policy	102
Sustainability risk management	112
Sustainable supply chain management	124
Innovation development	127

ESG Performance

Company Name : LTMH Public Company Limited Symbol : LTMH

Market : mai Industry Group : Services Sector : SECTOR 0

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management

The Company encourages its directors, executives, and employees at all levels to utilize resources sparingly and efficiently, ensuring they are used appropriately and to their maximum potential. We are dedicated to communicating, educating, and cultivating a deep sense of responsibility among our personnel and all stakeholders regarding optimized resource management. This includes the adoption of renewable energy to mitigate environmental impacts.

Furthermore, the Company and its subsidiaries are steadfast in their commitment to protecting the environment. We strictly control and minimize any adverse environmental effects resulting from our business activities by adhering to all relevant environmental laws, rules, and regulations. To further this mission, the Company supports and promotes various environmental initiatives, such as training sessions and public relations campaigns. These activities aim to stimulate environmental awareness within our workforce, society, and local communities. We focus on the conservation and prevention of both direct and indirect environmental impacts, often through active collaboration with government agencies, local authorities, and other relevant organizations.

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

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

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

Information on compliance with environmental management principles and standards

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

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

Information on energy management

Energy management plan

The company's energy management plan : Yes

The Company is dedicated to fostering an organizational culture of energy efficiency by cultivating awareness and responsibility among all employees. We provide training to encourage active cooperation in energy conservation, covering electricity usage, air-conditioning management, office supply optimization, and fuel-saving initiatives. The Company has established clear Key Performance Indicators (KPIs) using 2024 as the base year. Our targets focus on reducing the ratio of electricity expenses per leased area and parking service fees per employee by 5.00% by 2028 (Short-term) and 10.00% by 2030 (Long-term). In 2025, the Company successfully achieved its targets ahead of schedule. Notably, the electricity expense ratio was reduced to 371 baht per square meter per year, and the parking service fee reduced to 9 baht per employee per year. However, we have chosen to maintain the original target framework, as the business is in a continuous growth phase. This expansion in office space and headcount may result in index volatility in the future.

To support energy reduction and minimize pollution, the Company has strategically located its office in the city center adjacent to mass transit lines (BTS/MRT). This encourages employees to use public transportation instead of personal vehicles. Furthermore, the Company implemented a Work from Home (WFH) policy to reduce unnecessary commuting, effectively lowering fuel consumption and greenhouse gas (GHG) emissions.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : No

Information on electricity management

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	N/A	N/A

Information on fuel management

Company's fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	N/A	N/A	N/A
Percentage of total fuel expense to total expenses (%) ^(**)	N/A	N/A	N/A
Percentage of total fuel expense to total revenues (%) ^(**)	N/A	N/A	N/A

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

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

Information on total energy management (electricity + fuel)

Water management

Disclosure boundary in water management over the past years

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

Information on water management plan

Water management plan

The Company's water management plan : No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Details of setting goals for water management

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Waste management

Disclosure boundary in waste management over the past years

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

Information on waste management plan

Waste management plan

The company's waste management plan : No

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Details of setting goals for waste management

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Information on waste management

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

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

Information on greenhouse gas management plan

Greenhouse gas management plan

The companys greenhouse gas management plan : No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : No
goals

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas : No
management

Information on greenhouse gas management

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

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

Verification of the company's greenhouse gas : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

Company Name : LTMH Public Company Limited Symbol : LTMH

Market : mai Industry Group : Services Sector : SECTOR 0

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

- Social and human rights policy and guidelines : Yes
- Social and human rights guidelines : Employee Rights, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

Employee Rights, Occupational Health, and Safety

The Company and its subsidiaries are committed to treating all employees and labor with fairness and ensuring appropriate living standards. We provide statutory benefits, including Social Security and the Workmen's Compensation Fund, alongside various levels of employee welfare such as health, life, and accident insurance. Furthermore, we actively promote Human Capital Development through internal and external training and seminars to enhance the knowledge, potential, and professional skills of our workforce. We strive to instill integrity, ethics, and effective teamwork. The Company provides transparent channels for employees to voice opinions or file grievances regarding unfair treatment or misconduct, ensuring Whistleblower Protection for those who report such issues. We maintain a work environment dedicated to Occupational Health and Safety, supporting sustainable career growth for all personnel.

Child Labor and Non-Discrimination

The Company and its subsidiaries strictly support and respect Human Rights by treating all stakeholders, employees and the surrounding community with dignity, equality, and fundamental freedom. We maintain a Zero-Tolerance Policy toward discrimination based on race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. We ensure our business activities are not involved in human rights violations, such as child labor or sexual harassment. We encourage active monitoring of human rights compliance and provide dedicated grievance channels and reasonable remediation for any individuals affected by our operations.

Consumer and Customer Rights

The Company and its subsidiaries treat customers with understanding and actively listen to their feedback for continuous improvement. We are committed to developing products and services that ensure maximum satisfaction and benefit, guided by responsibility, integrity, and attentiveness:

- We focus on delivering high-standard products and services to ensure the highest level of customer satisfaction.
- We continuously develop new offerings to meet diverse customer needs. We adhere to Fair Marketing practices, providing accurate, clear, and non-misleading information to ensure customers can make informed decisions.
- We maintain strict Confidentiality of customer data and prohibit any unauthorized or improper use of such information.

Community and Environmental Rights

The Company and its subsidiaries recognize our responsibility to society and the community. We aim to empower communities through social activities, quality of life improvements, and continuous Employee Volunteering programs. We foster a sense of responsibility towards the community, society, and the environment among employees at all time. Furthermore, we operate with sincerity, fostering community engagement that respects the local economic,

social, environmental, and cultural contexts. We support education, public health, and the creation of safe, livable environments. We are committed to providing accurate information, building mutual understanding, and proactively addressing community concerns through open communication.

Partner and Supplier Rights

The Company and its subsidiaries are committed to conducting business with Integrity, Fairness, and Transparency. We ensure that material information is disclosed and auditable. We prioritize the interests and impacts on all stakeholders including shareholders, customers, partners, and employees ensuring that benefits are shared appropriately and equitably.

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

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

- Review of social and human rights policies, guidelines, and/or goals over the past year : Yes
- Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

The Board of Directors Meeting No. 5/2025, held on November 11, 2025, resolved to approve the review of the Human Rights Policy. The Board concluded that the core substance of the policy remains consistent with relevant laws, regulations, and the Company's business operations. Therefore, the Board resolved to maintain the existing content without any amendments.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

- Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

- Does the company have an HRDD process : No

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

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

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

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

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management : Yes
plan

Employee and labor management plan implemented : Others : Employee Rights and Non-Discrimination
by the Company in the past year

Employee Rights and Welfare

The Company and its subsidiaries are committed to treating all employees and workers fairly, ensuring appropriate living standards and well-being. This includes providing statutory benefits such as Social Security and the Workmen's Compensation Fund, alongside comprehensive private welfare packages across various levels, covering health insurance and general insurance protection. Furthermore, the Company actively promotes Human Capital Development by organizing and sponsoring internal and external seminars and training sessions. These initiatives are designed to enhance the knowledge, expertise, and potential of our personnel while instilling positive attitudes, integrity, ethics, and effective teamwork. We provide transparent channels for employees to express opinions or file grievances regarding unfair treatment or misconduct. The Company ensures Whistleblower Protection, safeguarding employees who report such issues. We prioritize a work environment that upholds Occupational Health and Safety standards, enabling our personnel to grow professionally and sustainably.

Non-Discrimination and Human Rights

The Company and its subsidiaries strictly support and respect the protection of Human Rights. We treat all stakeholders, including employees, communities, and society with respect for human dignity, equality, and fundamental freedoms. Zero Tolerance for Discrimination: We strictly prohibit discrimination based on race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. The Company ensures its business operations are never involved in human rights violations, such as child labor or sexual harassment. To maintain these standards, the Company promotes continuous monitoring and provides grievance mechanisms for those affected by human rights violations arising from our business activities. We are committed to providing reasonable remediation and restitution to any person whose rights have been infringed upon.

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> Employee training and development 	Average Training Hours per Employee per Year	<p>2024: The Company is committed to treating all employees and labor in accordance with Human Rights principles. Our core practices include fair recruitment and compensation, continuous training and development, fostering employee engagement and satisfaction, and maintaining rigorous Occupational Health, Safety, and Environmental (OHSE) standards. To maintain a competitive edge and attract high-potential talent, the Company focuses on mitigating labor-related risks and disputes. Our strategic workforce planning ensures adequate staffing levels to drive maximum business efficiency. Notably, the Company has no history of labor disputes.</p> <p>As of December 31, 2024, Total Employees: 175 persons, Male: 82 persons, Female: 93 persons, Training Performance (2024): Employees received an average of 3.13 training hours per person per year. The Company is currently evaluating a Knowledge Management (KM) framework to create international work</p>	<p>2030: Short-term Target (2028): At least 80.00% of the Companys employees are to participate in training or knowledge development activities, averaging 4 hours per person per year, to enhance job-related knowledge and operational skills.</p> <p>Long-term Target (2030): At least 90.00% of the Companys employees are to participate in training or knowledge development activities, averaging 4 hours per person per year, to enhance job-related knowledge and operational skills.</p>

Target(s)	Indicator(s)	Base year(s)	Target year(s)
		opportunities for our personnel. The implementation of this initiative will be contingent upon budget readiness and external factors, including global economic trends and labor market demands.	

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : Yes

As of December 31, 2025, the Company employed a total of 192 personnel, with the gender breakdown as follows:

- Male: 89 persons
- Female: 103 persons

Regarding personnel development, 73.96% of the total workforce participated in training sessions or knowledge development activities. The average training duration was 6.65 hours per person per year.

Information on employment

Employment

	2023	2024	2025
Total employees (persons)	172	175	192
Male employees (persons)	83	82	89
Percentage of male employees (%)	48.26	46.86	46.35
Female employees (persons)	89	93	103
Percentage of female employees (%)	51.74	53.14	53.65

Number of employees categorized by department over the past year

Department / Line of work / Unit / Business group	Number of employees (persons)
Management	4
Accounting & Finance	14
People	4
CEO's Office	1
Company Secretary	1
IT	1
LTMH Media	56
LTMH Studios	28
LTMH Rocket	27
LTMH All	22
Employees of WealthX Management Co., Ltd.	25
Employees of WealthX Securities Co., Ltd.	9
Total number of employees	192

Significant changes in the number of employees

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

Employment of workers with disabilities

	2023	2024	2025

	2023	2024	2025
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	86,640,595.00	101,901,311.36	118,439,758.20
Total male employee remuneration (baht)	48,096,171.67	53,712,027.80	61,286,308.36
Percentage of remuneration for male employees (%)	55.51	52.71	51.74
Total female employee remuneration (baht)	38,544,423.33	48,189,283.56	57,153,449.84
Percentage of remuneration for female employees (%)	44.49	47.29	48.26
Average of remuneration of employees (Baht/persons)	503,724.39	582,293.21	616,873.74
Average of remuneration for male employees (Baht/persons)	579,471.94	655,024.72	688,610.20
Average of remuneration for female employees (Baht/persons)	433,083.40	518,164.33	554,887.85
Rate of average of remuneration between female employees and male employees	0.75	0.79	0.81

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company has established a Provident Fund to ensure long-term financial security and serve as a key incentive for employees. The fund, named the "Sinsathaporn Provident Fund," is managed by Bualuang Asset Management Company Limited, which is duly registered with the Office of the Securities and Exchange Commission (SEC). The Company's Provident Fund Committee is responsible for the selection and appointment of the fund manager. The Company's selection policy is based on several critical factors, including, the reputation and stability of the asset management firm, the fund managers past track record and investment returns, the professional capabilities required to manage the

fund effectively and generate maximum benefits for the members, competitive and reasonable fee structures for fund administration.

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

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	129	141	149
Number of employees joining in PVD (persons)	113	123	129
Number of PVD members / Total employees (%)	65.70	70.29	67.19
Number of PVD members / Total eligible employees (%)	87.60	87.23	86.58

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	2,262,571.89	3,073,863.73	4,039,446.37
Total amount of provident fund contributed by employee (baht)	2,938,186.12	3,593,171.36	4,765,017.49

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
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Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
LTMH Public Company Limited	Yes	192	149	129	67.19	86.58

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

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Providing education or information on selecting appropriate investment policies

Providing education or information on selecting appropriate investment policies

The Company organizes educational activities to provide comprehensive information regarding savings through the Provident Fund (PVD). The core principle is to encourage employees to build long-term savings; in addition to the employees' own contributions, those who resign or retire in accordance with the Company's established criteria are eligible to receive employer contributions on a proportional basis. Furthermore, the Company provides guidance on selecting appropriate investment strategies tailored to individual risk tolerance levels. Employees are educated on the 12 distinct investment policies available within the fund, allowing them to make informed decisions that align with their personal financial goals and acceptable risk profiles.

Information on employee development

Employee training and development

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	5.16	3.13	6.65
Total amount spent on employee training and development (Baht)	166,770.00	239,565.00	693,440.00
Percentage of training and development expenses to total expenses (%) ^(*)	N/A	0.001301	0.003476

	2023	2024	2025
Percentage of training and development expenses to total revenue (%) ^(*)	N/A	0.001034	0.002770

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

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases) ⁽¹⁾	0	0	0

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

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

Remark: ⁽¹⁾ The Company is committed to the continuous enhancement of its safety operations to mitigate risks of occupational illness, injury, and fatality, while ensuring the well-being and quality of life for all employees and workers. In 2025, the Company achieved a record of zero lost-time injuries (LTI), with no reported cases of work-related injuries resulting in leave of absence.

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	27	42	34
Total number of male employee turnover leaving the company voluntarily (persons)	19	22	16
Total number of female employee turnover leaving the company voluntarily (persons)	8	20	18
Proportion of voluntary resignations (%)	15.70	24.00	17.71

	2023	2024	2025
Percentage of male employee turnover leaving the Company voluntarily (%)	70.37	52.38	47.06
Percentage of female employee turnover leaving the Company voluntarily (%)	29.63	47.62	52.94

	2023	2024	2025
Evaluation result of employee engagement ⁽²⁾	Yes	Yes	Yes

Remark: ⁽²⁾ In 2025, the Employee Net Promoter Score (eNPS), a key metric used to measure organizational engagement and employee loyalty, reached a "Good" level, standing at 3.22%.

Employee internal groups

- Employee internal groups : Yes
- Types of employee internal groups : Welfare committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : Yes
- Responsible sales and marketing guidelines : Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

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

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

Information on customer management plan

Customer management plan

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

The Company is committed to being a trusted partner by delivering high-quality media content and providing professional client management through the following principles:

1. Relationship Management: Leveraging specialized personnel to deeply understand partners' business objectives and proposing precise communication strategies to transform project satisfaction into long-term trust and confidence.
2. Professional Media Development: Enhancing expertise in emerging media trends, production skills, and effective communication. This ensures our team provides professional, polite, and enthusiastic consultation that accurately addresses client needs.
3. Confidentiality and Data Security: Recognizing the criticality of business and personal data by strictly adhering to the Personal Data Protection Act (PDPA) to safeguard the reputation and interests of our partners.
4. Feedback-Driven Development: Embracing critiques and suggestions at every stage of the production process to refine workflows and accurately meet client requirements and modern communication practices.
5. Proactive Monitoring and Response: Analyzing media performance across various platforms, including social media, to evaluate effectiveness and proactively offer timely solutions or strategic enhancements for clients.
6. Transparent and Value-Driven Communication: Providing clear and comprehensive information regarding budgets, production timelines, and service benefits, enabling corporate clients to make informed decisions based on cost-effectiveness and actual quality of work.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer Satisfaction Score	2025: Achieved a customer satisfaction score of 93.8%.	2026: Aiming for a customer satisfaction score of over 95.0%.

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

In 2025, the customer satisfaction score stood at 93.8%.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 022555868

Fax : -

Email : cgcoordinate@ltmh.com

Company's website : <https://www.ltmh.com/>

Address : 518/5 Maneeya Center Building 7th Floor, Ploenchit Road,
Lumphini, Pathum Wan, Bangkok 10330

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan : Education
implemented by the company over the past year

The Company operates with a steadfast commitment to community and social responsibility, prioritizing the mitigation of environmental impacts and avoiding any activities that could negatively affect the quality of life in surrounding communities. In 2025, the Company received zero grievances or complaints from the community regarding social or environmental issues.

Beyond impact mitigation, the Company is dedicated to social empowerment by providing knowledge on wealth creation and management. We aim to develop tools that elevate the financial status of all individuals through our core business operations. Short-term Social Target: To consistently promote and disseminate financial and investment knowledge through the Company's online media channels, which are among the most-followed in the country, and to launch a proprietary investment application developed by our subsidiary to facilitate seamless investing. Long-term Social Target: To continuously foster deep financial understanding and wealth management skills among the public. We believe that equipping Thai people with robust financial and investment literacy is the key to achieving sustainable financial stability in the future.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social
management goals : No

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and
social management : No

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

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ESG Performance

Company Name : LTMH Public Company Limited Symbol : LTMH

Market : mai Industry Group : Services Sector : SECTOR 0

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company recognizes the importance of operating its business with transparency, fairness, and consideration for all groups of stakeholders in accordance with the principles of Good Corporate Governance. The Board of Directors has established corporate governance policies to foster understanding among directors, executives, and employees at all levels, enabling them to implement these practices effectively. These policies are reviewed regularly to build confidence among shareholders, investors, and all stakeholders, which enhances business competitiveness and leads to stable and sustainable growth. In line with its commitment to transparent and fair operations, the Board of Directors supports and ensures the formulation, communication, monitoring, and oversight of compliance with the Company's Corporate Governance Policy. This policy encompasses the rules and best practices of the Stock Exchange of Thailand (SET), the Securities and Exchange Commission (SEC), and the Thai Institute of Directors (IOD), covering the following 8 Principles:

Principle 1: Establish clear leadership roles and responsibilities of the Board of Directors in creating sustainable value for the business.

Principle 2: Define objectives and main goals that promote sustainability.

Principle 3: Strengthen Board effectiveness.

Principle 4: Ensure effective nomination and development of senior executives and people management.

Principle 5: Nurture innovation and responsible business practices.

Principle 6: Strengthen effective risk management and internal control systems.

Principle 7: Ensure financial integrity and timely disclosure of information.

Principle 8: Ensure engagement and communication with shareholders.

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

The Board of Directors is responsible for the recruitment and selection of suitable directors with a diverse Board Diversity structure. This includes knowledge, ability, expertise, and experience beneficial to the Company, as well as qualifications aligned with the Company's strategy and business direction (Board Skill Matrix). Differences in gender, age, religion, race, or nationality are not used as restrictions on director qualifications. The process is transparent and clear to ensure that individuals possess full qualifications consistent with the specified composition, and are presented to

the Board of Directors meeting or the Shareholders meeting for approval (as the case may be), based on the following criteria:

Director Qualifications

1. Must possess qualifications and have no prohibited characteristics under the laws on public limited companies and the laws on securities and exchange, or regulations prescribed by the SEC Office and other relevant laws. This includes not having characteristics indicating a lack of suitability to be trusted in managing a business with public shareholders as announced by the Capital Market Supervisory Board and/or the SEC Office.
2. Must possess knowledge, ability, and experience beneficial to the Company's business operations; be honest, trustworthy, and ethical; and be able to dedicate sufficient time to perform duties according to their responsibilities. Considerations are made without restrictions on gender, age, race, religion, or other specific abilities.
3. May hold directorships in other companies listed on the Stock Exchange of Thailand, but not exceeding 5 companies in total, provided that such positions do not hinder the performance of duties for the Company and comply with the guidelines of the SEC Office and the Stock Exchange of Thailand.
4. Must not operate a business of the same nature and in competition with the Company's business, nor be a partner in an ordinary partnership, an unlimited liability partner in a limited partnership, or a director of another company operating a business of the same nature and in competition with the Company, whether for personal benefit or the benefit of others, unless the shareholders' meeting is notified prior to the appointment. Must notify the Company without delay if they have any interest, whether direct or indirect, in any contract entered into by the Company, or if their shareholding or debentures in the Company, subsidiaries, or associates increase or decrease.
5. Independent Directors must possess qualifications regarding independence as specified by the Company and in accordance with the guidelines set by the Capital Market Supervisory Board. They must be able to equitably protect the interests of all shareholders and prevent conflicts of interest. Furthermore, they must be able to attend Board meetings and provide independent opinions. The Company requires Independent Directors to be independent of management, major shareholders, and controlling persons, having no business relationship with the Company that would restrict their ability to express independent opinions, with the following additional qualifications:

Independent Director Qualifications

1. Shall not hold more than 1% of the total voting shares of the Company, subsidiaries, associates, major shareholders, or controlling persons, including shares held by related persons of such Independent Director.
2. Shall not be or have been a director who participates in management, an employee, a staff member, an advisor receiving a regular salary, or a controlling person of the Company, subsidiaries, associates, major shareholders, or controlling persons, unless they have ceased such characteristics for at least 2 years prior to appointment. (This does not include cases where the Independent Director was a government official or an advisor to a government agency that is a major shareholder or controlling person).
3. Shall not have a business relationship with the Company, subsidiaries, associates, major shareholders, or controlling persons in a manner that may obstruct their independent judgment. This includes not being or having been a significant shareholder or a controlling person of any party having a business relationship with the Company or its affiliates, unless they have ceased such characteristics for at least 2 years. They must have no direct or indirect interest, whether in finance or management. (Business relationships include normal trading transactions, rental of real estate, assets or services, or providing/receiving financial assistance through loans, guarantees, or use of assets as collateral, resulting in a debt obligation exceeding thresholds calculated based on the Capital Market Supervisory Boards criteria for connected transactions).
4. Shall not be a person related by blood or by legal registration as a father, mother, spouse, sibling, child, or spouse of a child of other directors, executives, major shareholders, controlling persons, or persons to be nominated as directors, executives, or controlling persons of the Company or its subsidiaries.

5. Shall not be a director appointed as a representative to protect the interests of the Company's directors, major shareholders, or shareholders related to major shareholders. They must be able to express opinions or report independently according to their assigned duties without regard for any benefits and without being under the influence of any individual or group.
6. Shall not be or have been an auditor of the Company, subsidiaries, associates, major shareholders, or controlling persons, and shall not be a significant shareholder, controlling person, or partner of the audit firm (Partner refers to the person assigned by the auditing firm to sign the audit report on behalf of the entity) to which the auditors of the Company, its subsidiaries, associates, major shareholders, or controlling persons belong, unless they have ceased such characteristics for at least 2 years prior to appointment.
7. Shall not be or have been a provider of any professional services, including legal or financial advisory services, receiving fees exceeding 2 million Baht per year from the Company or its affiliates, and shall not be a significant shareholder, controlling person, or partner of such professional service provider, unless they have ceased such characteristics for at least 2 years.
8. Shall not operate a business of the same nature and in significant competition with the Company or its subsidiaries, nor be a significant partner in a partnership, or an executive director, employee, staff member, or advisor receiving a regular salary, or hold more than 1% of the total voting shares of another company operating a business of the same nature and in significant competition.
9. Shall not have any other characteristics that prevent them from expressing independent opinions on the Company's operations. After appointment, Independent Directors may be assigned by the Board to make decisions through a Collective Decision for the operations of the Company or its affiliates.

Determination of director remuneration

The Board of Directors is responsible for considering and proposing the structure and rates of director remuneration to the shareholders' meeting for approval. Such remuneration shall be at an appropriate level, consistent with the Company's long-term strategies and goals, as well as the experience, duties, roles, and accountability and responsibility of each director, including the anticipated benefits from each individual. In cases where certain directors serve as members of sub-committees and undertake additional burdens and responsibilities, the Board of Directors may consider an increased remuneration rate for those individuals. The remuneration rates shall be comparable to the practices of other companies within the same industry.

Independence of the board of directors from the management

The Board of Directors has established the Board of Directors Charter, which defines the scope of duties and responsibilities for all directors to serve as an operational reference. This Charter is reviewed at least once a year to ensure alignment with the Company's organizational direction. The scope of authority and duties of the Board of Directors, the Chief Executive Officer, and the Management is categorized as follows:

Matters for which the Board of Directors takes Primary Responsibility

These are matters where the Board is the primary driver to ensure appropriate operations. The Board may assign Management to propose these matters for consideration:

1. Defining objectives and the primary goals of the business.
2. Building an organizational culture rooted in ethics and acting as a role model.
3. Overseeing the Board's structure and practices to effectively achieve business objectives and goals.
4. Nominating, developing, determining remuneration, and evaluating the performance of the Chief Executive Officer.
5. Establishing a remuneration structure that incentivizes personnel to perform in alignment with the organization's objectives and primary goals.

Matters Conducted Jointly by the Board of Directors and Management

These matters involve joint consideration between the Board of Directors, the Executive Committee, and Management. Management proposes these for Board approval and provides periodic progress reports:

1. Defining and reviewing strategies, goals, and annual business plans.

2. Ensuring the adequacy and appropriateness of the risk management and internal control systems.
3. Determining the appropriate table of authority consistent with Managements responsibilities.
4. Defining frameworks for resource allocation, development, and budgeting, including policies for people management and development, and information technology development plans.
5. Monitoring and evaluating operational performance.
6. Overseeing the reliability of financial and non-financial information disclosures.

Matters where the Board of Directors provides Policy-Level Oversight

The Board of Directors focuses on oversight at the policy level and delegates primary execution responsibility to the Chief Executive Officer and/or Management:

1. Execution: Implementation of strategies, policies, and plans approved by the Board. The Board allows Management to exercise judgment and make decisions within the established policy framework, monitoring results without interfering in decision-making except in cases of necessity.
2. Prohibited Matters: Actions strictly prohibited by regulations, such as approving transactions in which a director has a conflict of interest.

Director development

1. The Board of Directors ensures that newly appointed directors receive a proper introduction and a comprehensive handbook beneficial to their duties. The Board provides sessions to build understanding of the nature of the business and the Companys operational guidelines, as well as its objectives, primary goals, vision, mission, and corporate values.
2. The Board of Directors supports the enhancement of knowledge regarding laws, regulations, standards, risks, and the business environment related to the Companys operations. It also ensures that directors are consistently provided with up-to-date information.
3. The Board of Directors encourages directors, executives, and the Company Secretary to attend training programs to broaden their knowledge, both from external institutions and through in-house training. This is to continuously improve operational efficiency and ensure they remain current with present situations and trends.

Board performance evaluation

1. The Board of Directors and its sub-committees conduct a performance evaluation at least once a year. This process allows the Board to collectively review their performance and address any issues for further improvement, establishing criteria to compare results with previous performance in a systematic manner.
2. The Board ensures that performance evaluations are conducted both as a whole (group) and on an individual basis. At a minimum, a Self-Evaluation method must be employed. The criteria, procedures, and overall evaluation results are disclosed in the annual report (Form 56-1 One Report).
3. The Board of Directors may engage an external consultant to assist in establishing guidelines and providing recommendations for the Boards performance evaluation at least every three years. Such engagements will also be disclosed in the annual report (Form 56-1 One Report).
4. The Board of Directors utilizes the evaluation results to consider the appropriateness of the Boards composition and to enhance overall effectiveness.

Corporate governance of subsidiaries and associated companies

1. The Board of Directors determines the governance policy and the appointment of persons to serve as directors, executives, or controlling persons in subsidiaries and/or associates based on the Companys shareholding proportion (as the case may be). These appointments are made considering the suitability of each company to ensure that subsidiaries and associates operate in compliance with relevant laws, the Companys Corporate Governance Policy, and other organizational policies. All such appointments must be approved by the Board of Directors meeting.
2. The Board of Directors defines the scope of authority, duties, and responsibilities for the appointed representatives. These representatives are tasked with ensuring that business operations align with the subsidiaries policies. In cases where there are other joint investors in the subsidiary, the Board mandates that representatives

perform their duties to the best of their ability for the benefit of the subsidiary and in alignment with the Company's policies.

3. The Board of Directors ensures that subsidiaries implement appropriate, stringent, and sufficient internal control systems, and that all transactions are conducted accurately in accordance with relevant laws and regulations.

4. The Board defines necessary work plans and actions to ensure that subsidiaries and/or associates accurately and completely disclose information regarding their financial position, operating results, connected transactions, acquisitions or disposals of assets, significant transactions, capital increases or decreases, and the dissolution of subsidiaries. The Board monitors directors and executives of subsidiaries to ensure they fulfill their duties and responsibilities as required by laws, contractual obligations, and regulations of the Capital Market Supervisory Board and the Stock Exchange of Thailand. Furthermore, directors and executives of subsidiaries are required to disclose and submit information regarding their interests and related persons, or any transactions that may lead to a conflict of interest with the Company, to the Board of Directors.

5. In the event of a significant investment in another business (e.g., holding between 20% and 50% of voting shares) where the investment amount is material to the Company, the Board may, if necessary, establish a policy to enter into a Shareholders Agreement or other agreements. This is to ensure clarity regarding management authority, participation in key decision-making, and performance monitoring, which serves as essential information for the preparation of the Company's financial statements in accordance with standards and within the required timeframe.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Other guidelines regarding shareholders and stakeholders

Shareholder

The Company prioritizes and maintains a policy to treat every shareholder with transparency, fairness, and equality under the law and the principles of Good Corporate Governance. The Company encourages shareholders to exercise their basic and entitled rights as follows:

1. The right to appoint the Board of Directors to oversee business operations, including the right to remove directors.
2. The right to freely buy, sell, or transfer shares, provided that such actions do not cause the foreign shareholding proportion to exceed the limit prescribed by law.
3. The right to attend shareholders' meetings, cast votes, express opinions, and participate in decisions regarding significant changes within the Company.
4. The right to appoint a proxy to attend and vote on their behalf.
5. The right to appoint, remove, and determine the remuneration of the external auditor.
6. The right to regularly and timely receive information, news, and the Company's operating results, including transactions that may involve conflicts of interest, in accordance with the regulations of governing authorities.
7. The right to receive an equitable share of profits in the form of dividends.

Additionally, the Company organizes an annual meeting called the "Annual General Meeting of Shareholders (AGM)." Other shareholders' meetings may be held when necessary, referred to as an "Extraordinary General Meeting of Shareholders (EGM)." The Company has a policy to promote and facilitate shareholders in fully exercising their rights in all forms of meetings as follows:

1. Determination of Date, Time, Venue, and Agenda

The Board of Directors schedules meetings at a date, time, and venue convenient for shareholders. Meetings are conducted according to the agendas specified in the invitation notice without adding extra agendas during the meeting. Should any agenda be added after the notice has been sent, the Company will notify the governing authorities via news release within the legal timeframe and publish the updated notice on the Company's website.

2. Notice of Meeting

The Company will send the notice of the meeting, including the agenda, Board opinions, supporting documents, and sufficient information for decision-making to shareholders in advance. Both Thai and English versions are provided in accordance with the criteria set by law and relevant authorities. The notice will be published on the Company's website at least 28 days prior to the meeting date.

3. Opportunity to Propose Agendas and Director Nominees in Advance

Every shareholder has the right to propose meeting agendas and nominate persons for directorship prior to the meeting. The Company defines and publishes the criteria for this process on its website. The Board of Directors considers whether the proposed topics should be included as significant agendas and will explain the reasons for any rejections to the meeting. On November 3, 2025, the Company notified the Stock Exchange of Thailand and published the criteria, submission channels, and related forms on its website to allow shareholders to propose agendas, nominate director candidates, and submit questions in advance for the 2026 Annual General Meeting of Shareholders. Shareholders can exercise these rights from November 3, 2025, until January 31, 2026.

4. Attendance and Registration

Every shareholder is entitled to attend and vote, or appoint a proxy to do so. The Company opens registration prior to the meeting time and employs technology to facilitate efficient registration and voting for the benefit of all shareholders.

5. Inquiries, Opinions, Voting, and Minutes of Meeting

The Board of Directors provides an equal opportunity for all shareholders to examine the Company's operations during every meeting. Shareholders may fully and independently inquire, express opinions, and provide suggestions. The Company records all questions, suggestions, opinions, resolutions, and the number of votes (Approve, Disapprove, or Abstain) in writing. The minutes are completed within the legal timeframe and published on the Company's website and through the governing authorities' news channels for inspection by shareholders and related parties.

6. Attendance of the Board of Directors and the CEO

The Board encourages all directors and the CEO to attend every shareholders' meeting to provide comprehensive information, listen to shareholder feedback, and answer questions accurately. If a director or the CEO is unable to attend due to necessity, the Board will explain the reason to the meeting and clearly record it in the minutes.

7. Independent Vote Counting or Witnesses

The Board of Directors will arrange for an independent party, such as a legal advisor, an independent auditor, or another entity independent from the Company, to act as an inspector or witness during the vote-counting process.

Employee

The Company recognizes that its personnel are the most valuable factor for success. Accordingly, it has established policies and practices to ensure fair and equitable treatment of employees at all levels, without discrimination. This covers legal benefits, compensation, appointments, and transfers, alongside providing continuous opportunities for learning and development. The Company regularly supports the enhancement of employees' knowledge and capabilities through various initiatives, such as training sessions, seminars, and workshops.

Furthermore, the Company considers a compensation and benefits structure that is appropriate to the knowledge, skills, and responsibilities of its employees, in alignment with economic conditions and the Company's performance. Such rates are benchmarked against the same industry to incentivize talented personnel to remain with the Company and contribute to its long-term development. The Company also maintains a working environment that is safe for the

lives and property of its employees, adhering to adequate and appropriate Occupational Health and Safety (OHS) policies. These measures are designed to prevent loss of life from accidents, as well as to prevent work-related injuries and illnesses. Additionally, the Company has established anti-corruption guidelines and fosters a culture where every employee complies with relevant laws and regulations.

Customer

The Company is committed to building customer satisfaction and confidence through attentive and responsible practices. Our primary goal is to ensure that customers receive high-quality, safe products and services, along with accurate and complete information that is free from exaggerated advertising and meets established standards. The Company strictly adheres to all terms and conditions agreed upon with customers and continuously supports the development and elevation of its quality standards. Furthermore, the Company is dedicated to maintaining strong, sustainable, and consistent relationships with its customers. We have also established robust measures to protect customer privacy in accordance with the Personal Data Protection Act (PDPA).

Business competitor

The Company is committed to conducting its business within the framework of fair competition and high ethical standards. We support and promote free and fair trade policies, treating competitors in accordance with international standards and the legal frameworks regarding trade competition practices. The Company shall not violate or seek to acquire the trade secrets of competitors through fraudulent or dishonest means. Furthermore, the Company upholds the principle of operating with fairness and strictly adheres to the guidelines established in the Company's Code of Conduct. We shall not intentionally engage in any actions aimed at damaging the reputation of competitors, such as making false accusations or employing any other improper methods.

Business partner

The Company ensures a fair and non-discriminatory procurement and selection process under its established business partner evaluation and selection criteria. Furthermore, the Company has developed appropriate and fair contract templates for all parties and implemented a monitoring system to ensure full compliance with all contractual terms and conditions. These measures are designed to prevent fraud and misconduct at every stage of the procurement and selection process. The Company considers purchasing products and/or receiving services based on commercial terms and strictly adheres to all contractual obligations with its business partners.

Creditor

The Company strictly adheres to the terms, agreements, and contracts established with its creditors, including debt repayment, guarantee conditions, and other requirements. The Company has implemented measures to prevent any default on debt obligations. In the event that the Company is unable to fulfill its contractual obligations, it will promptly notify the creditors to collectively seek a resolution.

Treatment of Society and the Environment

The Company is committed to and prioritizes safety, the environment, and the quality of life of all individuals associated with its business operations. We actively encourage our employees to develop a strong sense of social and environmental awareness and responsibility. Furthermore, the Company strictly adheres to all relevant laws and regulations. We are also dedicated to participating in various activities aimed at creating and preserving a sustainable environment and society as a whole.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

In order for the Company to have a good corporate governance structure according to the good governance guidelines of the SEC Office, the Board of Directors therefore arranged for the preparation of requirements related to corporate governance to use as a guideline for the business operations of the Company and protect the interests of all groups of stakeholders. Whereby the Company promotes directors, executives, and employees of the Company and its subsidiaries to adhere to the business code of conduct as follows:

1. Conduct business with honesty, integrity, and operate business with responsibility towards society, the community, and the environment under relevant laws.
2. Treat customers regarding products and services fairly and equally, without discrimination.
3. Conduct business with an operating system that has standards and good control, using knowledge and ability fully with caution, with sufficient information and evidence that can be referenced, including strictly adhering to relevant laws and requirements.
4. Do not disclose customer information according to the law regarding personal data protection.
5. Do not use inside information of the Company that may be known from being a director and/or executive to seek benefits for oneself and/or related persons.
6. Provide opportunities for customers to be able to complain regarding the incompleteness of products and services.
7. Disclose news and information of products and services accurately and completely, without exaggerated advertising.
8. Comply with various agreements and conditions with customers fairly; in the event that the agreement or condition cannot be complied with, the Company will proceed to notify the customer quickly to find a solution together.

100% of the Board of Directors received communication and awareness training on the Code of Conduct. Similarly, 100% of the executives and employees at all levels were also engaged in these communication and awareness initiatives. Furthermore, during the year 2025, there were no reported cases of directors, executives, or employees violating the Company's business ethics or code of conduct.

Policy and guidelines related to business code of conduct

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

Prevention of Conflicts of Interest

The Board of Directors has established a policy regarding the prevention of conflicts of interest based on the principle that any decision-making in business activities must be done solely for the best interests of the Company and its shareholders. Company personnel, including directors, executives, and employees, shall not use their positions as an opportunity to seek personal gain or benefits for others, whether financial or otherwise, and must avoid any actions that lead to a conflict of interest. In cases where personnel enter into transactions in their personal name or through a legal entity in which they have a stake with the Company, that individual must disclose the transaction according to the criteria prescribed by the Company. All personnel have a duty to protect the legitimate interests of the Company according to the following guidelines:

1. Personnel should avoid engaging in businesses of the same nature as, or in competition with, the Company's business, whether for personal benefit or for others, which may cause direct or indirect damage to the Company. This includes being a partner, a shareholder with decision-making power, or a director/executive in a competing entity, unless there is a mechanism to ensure such actions will not affect the Company and are for the best interests of the Company and shareholders as a whole. Any such engagement must be reported to the Company immediately.
2. Directors and executives should disclose business transactions that they, their families, relatives, or dependents enter into personally which may cause a conflict of interest, such as joint investments or having interests with the Company's partners or customers. This includes holding advisory positions for such partners or customers, whether for direct or indirect sales or services.
3. Personnel must make business decisions primarily considering the best interests of the Company.
4. Directors and executives must notify the Company of any relationships or connected transactions that may lead to a conflict of interest.
5. Personnel must avoid connected transactions with themselves. If necessary, the transaction must be for the Company's best interest and made without personal influence or influence from related persons. Such transactions must be conducted at fair and appropriate prices, as if dealing with an external party (Arm's Length Basis). Individuals with a potential conflict must report to their supervisor for approval and must not participate in the consideration of that matter.
6. Personnel must perform their duties full-time to the best of their ability and shall not engage in any personal business that affects their performance or the Company's working hours.
7. Personnel must not engage in or participate in any business that competes with the Company, nor hold decision-making power or executive positions in such businesses, regardless of whether they receive direct or indirect benefits.
8. Personnel must avoid financial involvement and/or relationships with outsiders that would cause the Company to lose benefits, create a conflict of interest, or obstruct efficient operations.
9. Personnel must not use inside information for personal gain or the gain of others, and must strictly follow the Company's Inside Information Policy.
10. Personnel must not take any management actions that undermine the Company's interests or favor other individuals or legal entities.
11. Directors and executives must abstain from voting or participating in the consideration and approval of any transactions where they have a conflict of interest or a stake. They must also notify the Company of their relationship or interest in such transactions.
12. All personnel have a duty to strictly follow the Company's regulations and Code of Conduct to build trust among all stakeholders and ensure that understanding of these practices is disseminated throughout the Company.

Anti-corruption

The Company prioritizes anti-corruption in all forms by focusing on promoting virtue, creating correct conscience and values in work, and being aware of not abusing power in one's position. This includes not violating ethics, laws, or company policies, and not acting or omitting actions in circumstances that may lead others to believe one holds a position or duty they do not possess. It strictly prohibits using one's authority to seek undue benefits for oneself or others, such as demanding, offering, or providing assets or any other benefits to government officials or any person doing business with the Company. Therefore, the Company has established anti-corruption guidelines and communicated them to directors, executives, and employees for strict compliance as follows:

1. All directors, executives, and employees must perform their duties in accordance with the Anti-Corruption Policy. They shall not engage in any form of corruption, whether directly or indirectly, for the benefit of the organization, themselves, family members, friends, acquaintances, or for any business interests. This policy covers all business operations in every country and all related departments of the Company. Furthermore, conducting

business with any entities, whether government agencies, state enterprises, or the private sector, both domestically and internationally, must be carried out with transparency, fairness, and in compliance with Thai laws as well as the laws of the foreign countries where the Company operates. Personnel must not neglect or ignore any actions that fall under the scope of corruption related to the Company.

2. The Company shall provide regular reviews of compliance with the Anti-Corruption Policy, as well as revise guidelines and operational requirements to ensure alignment with business changes, rules, regulations, and legal requirements. Any violation, including the support, assistance, or cooperation in corrupt acts, will be subject to disciplinary action in accordance with the Companys regulations. Additionally, offenders may face legal penalties if such actions constitute a violation of the law.

Roles and Responsibilities

1. The Board of Directors is responsible for establishing and approving the Anti-Corruption Policy and Good Corporate Governance practices. This includes ensuring an effective anti-corruption system is in place to guarantee that management recognizes its importance and implements it until it becomes part of the corporate culture.

2. The Audit Committee is responsible for reviewing the Companys internal control systems, including financial and accounting reporting, internal audit, and risk management. They also review operations to ensure compliance with the Anti-Corruption Policy, relevant regulations, laws, and international standards, ensuring that such systems remain stringent, appropriate, up-to-date, and effective.

3. The Executive Chairman and Management are responsible for establishing systems, promoting, supporting, and supervising all employees and relevant parties to ensure compliance with the Anti-Corruption Policy. This includes reviewing the appropriateness of systems and measures to align with changes in business operations, regulations, and legal requirements.

4. The Internal Audit Department is responsible for auditing and reviewing operations to ensure accuracy and compliance with policies, guidelines, procedures, and relevant laws. This is to ensure the Company has an adequate internal control system to mitigate potential corruption risks, with findings reported directly to the Audit Committee.

5. Directors, Executives, and Employees have a duty to comply with the Anti-Corruption Policy and must not engage in any form of corruption, whether directly or indirectly.

6. Subsidiaries, Affiliated Companies, or Business Agents over which the Company has controlling power must strictly comply with the Companys Anti-Corruption Policy.

Guidelines

The Company requires all directors, executives, and employees at all levels to perform their duties with caution in accordance with the following matters:

1. Do not engage in or participate in any form of corruption, whether directly or indirectly.

2. Directors, executives, and employees shall not commit or support corruption in any case and must strictly adhere to all anti-corruption measures.

3. It is strictly prohibited for directors, executives, and employees to solicit or accept assets or any other benefits for themselves or others that imply an inducement to perform or omit duties, or that may cause the Company to lose legitimate interests. Furthermore, they are prohibited from giving or offering assets or any other benefits to third parties to induce them to act or refrain from acting in violation of the law, or to abuse their position, or in exchange for undue privileges.

4. Procedures for working with third parties or entering into any contracts must be clearly documented with evidence and subject to appropriate and stringent approval authorities.

5. Establish efficient internal audit systems covering finance and accounting to ensure that all financial transactions are accurate, transparent, and auditable.

6. Establish principles for giving or receiving gifts, items, or entertainment that may lead to suspicion of corruption or bribery. Any acceptance of gifts must be reasonable, must not be in the form of cash or cash equivalents, and must be transparent and auditable.

7. Communicate the Anti-Corruption Policy and guidelines to all levels of personnel through various channels, such as employee training and internal communication systems, to ensure thorough understanding and implementation.
8. Personnel have a duty to report any actions suspected of corruption related to the Company to their supervisors or the responsible persons and must fully cooperate in fact-finding investigations.
9. Provide whistleblowing channels for reporting suspicious activities or misconduct. Whistleblowers can submit details and evidence via email, mail, or other channels specified by the Company.
10. The Company will provide fairness and protection for whistleblowers and those who cooperate in reporting or investigating corruption. Whistleblower information must be kept strictly confidential. Any person responsible for the data who discloses such information will be subject to disciplinary action.
11. Establish penalties for directors, executives, and employees who commit or support corruption. Disciplinary actions will be taken as appropriate, such as written warnings, wage reductions, suspension, dismissal, and legal proceedings.
12. Management is tasked by the Board of Directors to communicate anti-corruption measures and monitor compliance with the Corporate Governance and Anti-Corruption policies.
13. Foster a corporate culture rooted in honesty and commitment to fairness.
14. Provide internal training to promote integrity and ensure that the principles and Code of Conduct under the Corporate Governance policy are strictly followed throughout the organization.
15. Ensure that human resources processes, from recruitment, training, and performance evaluation to compensation and promotion, reflect the Companys commitment to anti-corruption measures.
16. Establish clear regulations for disbursement and procurement, defining approval limits, transaction purposes, and recipients, supported by clear documentation and appropriate levels of authority.
17. Establish a process for investigating and reporting corruption through the chain of command, up to the Audit Committee and the Board of Directors.
18. Conduct internal audits to assess the likelihood and impact of various forms of corruption.
19. The Audit Committee shall review the Anti-Corruption Policy at least once a year to ensure it meets international standards, suits the business, is effective, and complies with relevant laws and moral principles. Any amendments must be approved by the Board of Directors and communicated to all personnel in the Company and its subsidiaries.
20. Cooperate with the government by requiring all relevant departments dealing with the public sector (if any) to disclose income and expense accounts to the National Anti-Corruption Commission (NACC).
21. Assign the Company Secretary, Internal Auditor, or any other person as deemed appropriate by the Audit Committee to promote Good Corporate Governance within the Company.

Whistleblowing and Corruption Reporting Channels

Directors, executives, and employees, as well as all groups of stakeholders, may submit complaints or reports of suspected corruption directly to the Chairman of the Audit Committee via the following email address:

Email: cgcoordinate@ltmh.com

Whistleblowing and Protection of Whistleblowers

The Board of Directors has established a Whistleblowing Policy, which covers reports of illegal acts or behaviors that may indicate corruption or misconduct by the Companys directors, executives, and employees. The objective is to encourage all groups of stakeholders to report wrongdoings or suspicious activities arising from the performance of duties that violate the law, anti-corruption regulations, or the Companys Business Code of Conduct. This policy aims to ensure that the Companys operations are accurate, appropriate, transparent, efficient, and aligned with Good Corporate Governance principles, while preventing potential risks and damages. Furthermore, the Company provides a protection mechanism for whistleblowers who report in good faith, ensuring that their identity and the reported information are kept strictly confidential and will not be disclosed to unauthorized parties. The guidelines are as follows:

Scope of Whistleblowing and Complaints

1. Any illegal acts, corruption, or non-compliance with the Good Corporate Governance Policy, Business Ethics, and Anti-Corruption Policy.
2. Violations of Company rules or regulations, including breaches of the Code of Conduct for employees and executives;
3. Inaccurate financial reporting, deficient internal control systems, and the falsification of financial documents.
4. Any actions that constitute or lead to a conflict of interest.
5. Any matters that may adversely affect the interests or reputation of the Company.

Eligible Complainants

1. Any internal or external stakeholder who witnesses or discovers evidence of wrongdoing, misconduct, or corruption.
2. Any employee who witnesses violations of laws, rules, regulations, codes of conduct, or the Company's business ethics.
3. Any employee who is harassed, threatened, unfairly disciplined (such as salary reduction, suspension, or termination), or discriminated against through unlawful means as a result of filing a complaint or providing information, cooperating in investigations, inquiries, or fact-finding processes, participating in litigation, legal proceedings, serving as a witness, giving testimony, or cooperating with courts or government agencies.

Operating Procedures

1. **Complaint Registration:** The Chairman of the Audit Committee shall receive the complaint and consider assigning it to the Head of Internal Audit or a person designated by the Chairman of the Audit Committee to proceed with the investigation.
2. **Verification and Data Collection:** The Head of Internal Audit or the designee shall evaluate or assign the supervisor or the head of the unit belonging to the accused party to verify the accuracy and sufficiency of the information and facts. This is to screen and filter the information received from the whistleblower or complainant. This step proceeds if the preliminary investigation finds that the report has merit.
3. **Investigation:** The Head of Internal Audit or the designee shall submit the investigative guidelines and the necessity of establishing a Special Investigation Committee to the Audit Committee for consideration, ensuring compliance with Company regulations. If the investigation reveals evidence or reasonable grounds to believe that the accused has committed corruption, or violated laws, rules, regulations, or the Company's Code of Conduct, the Company will grant the accused the right to be informed of the charges and the opportunity to prove their innocence by providing additional information or evidence. If the accused is found guilty of corruption or any violation of laws, regulations, or the Company's Code of Conduct, such individual—whether a director, executive, or employee—shall be deemed in violation of the Anti-Corruption Policy, Corporate Governance Policy, and the Business Ethics Manual. They will be subject to disciplinary action in accordance with Company regulations. Furthermore, if the act constitutes a legal offense, the offender shall face both legal penalties and disciplinary action.
4. **Reporting to the Audit Committee:** The Head of Internal Audit or the designee shall present the summary of the whistleblowing report and the outcome of the actions taken to the Audit Committee for acknowledgment.
5. **Notifying the Whistleblower:** Once the investigation process is completed, the Head of Internal Audit or the designee shall notify the whistleblower of the summary outcome and maintain all related documentation as strictly confidential.

Whistleblower Protection Mechanisms

To protect the rights of complainants or informants acting in good faith, the Company shall keep their names, addresses, or any personally identifiable information strictly confidential. Access to the whistleblowing database is restricted exclusively to the Internal Audit Department and the Audit Committee. In cases where a complaint involves corruption by a director or executive, the Audit Committee is responsible for protecting the whistleblower, complainant, witnesses, and individuals providing information during the fact-finding process. This ensures they are shielded from hardship, danger, or unfair treatment resulting from their report, testimony, or cooperation.

The Company shall not commit any unfair acts against the whistleblower or complainant. This includes, but is not limited to changes in job position or nature of work, relocation of the workplace, suspension or termination of employment, intimidation or interference with their performance of duties, any other discriminatory or unfair treatment against the whistleblower, complainant, or those cooperating in the investigation.

Personnel responsible for handling complaints must maintain the information, the complaint itself, and all supporting evidence as strictly confidential. Disclosure to unauthorized or unrelated parties is strictly prohibited, except where disclosure is required by law.

False Whistleblowing or Complaints

If the Company finds that a report, complaint, testimony, or any provided information is proven to have been made with malicious intent, is false, or is intended to cause damage to others, for employees, the individual will be subject to disciplinary action in accordance with the Company's regulations. For external parties, if such actions cause harm or damage to the Company, the Company reserves the right to pursue legal proceedings against that individual.

Channels for Whistleblowing or Complaints

The Company encourages whistleblowers or complainants to disclose their identity and/or provide clear and sufficient evidence regarding the wrongdoer's actions within the scope defined by the Company. Reports or complaints can be submitted directly to the Chairman of the Audit Committee via Email: cgcoordinate@ltmh.com

Prevention of Misuse of Inside Information

The Company prioritizes the supervision of inside information usage in accordance with Good Corporate Governance principles, adhering to the pillars of integrity and transparency in business operations. To ensure that shareholders receive reliable information equitably and in a timely manner, the Company has established the Internal Information Usage Policy with the following guidelines:

"**Inside Information**" refers to

1. Material facts that significantly impact changes in the price or value of the Company's securities, which may influence an investor's decision to buy or sell securities, or could potentially cause damage to investors intending to invest in the Company's securities, and such information has not yet been disclosed to the public.
2. Information that is prohibited from being disclosed to the public.
3. Information prepared for public release but has not yet reached the scheduled time for official disclosure.

Guidelines for Safeguarding Inside Information

Directors, executives (including those in accounting or finance roles), and employees are obligated to comply with the Company's Charter, Code of Conduct, and Good Corporate Governance Policy. This includes adherence to guidelines regarding the disclosure of reports on their securities holdings and derivatives contracts, as well as those of related persons, as prescribed by the Securities and Exchange Act, the Public Limited Companies Act, notifications of the Securities and Exchange Commission (SEC), notifications of the Capital Market Supervisory Board, and any other relevant regulations.

Usage of Inside Information

The Company recognizes its importance and responsibility toward shareholders and stakeholders in accordance with Good Corporate Governance principles. To enhance the confidence of shareholders, investors, and all relevant parties, the Company has established measures regarding the use of inside information applicable to directors, executives, accounting and finance personnel, employees, and related persons to ensure equality and fairness.

Directors, executives, employees, and related persons who have access to non-public inside information that may influence investment decisions or affect the price of the Company's securities are strictly prohibited from, trading (buying or selling) the Company's securities, persuading, offering to buy, or offering to sell the Company's securities to others, conducting such acts personally or through a broker, whether for their own benefit or for the benefit of others. The Company considers the misuse of inside information for securities trading as speculative trading or an attempt to create an unfair advantage for third parties, which constitutes an offense under the Securities and Exchange Act and other related regulations.

Furthermore, the Company prohibits directors, executives, relevant operators, employees, and other internal personnel including persons presumed to know or possess inside information from disclosing financial statements or other price-sensitive information to third parties or unrelated persons. Internal personnel are prohibited from trading the Company's securities during the following periods, at least 30 days prior to the public disclosure of quarterly and annual financial statements and at least 24 hours after the information has been officially disclosed to the public, and, any other periods as specified by the Company from time to time.

Computer System and Information Security Measures

To ensure the orderly implementation of this policy, the Company has established the following security measures for computer systems and information:

1. Restricting access to non-public information to designated executive levels. Disclosure to employees shall be on a "need-to-know" basis only. Such employees must be informed that the information is confidential and subject to usage restrictions.
2. Implementing security systems within the workplace to prevent unauthorized access to, or the use of, confidential files and documents.
3. Owners of non-public information must ensure that all relevant parties strictly adhere to the established security procedures.
4. The IT Department and executives at the Chief Officer level and above are responsible for supervising and monitoring the use of inside information that may impact the Company's operations. The Investor Relations (IR) Unit is tasked with overseeing the use of inside information that could affect the Company's share value or reputation, ensuring compliance with the law and the regulations of the Stock Exchange.

Penalties for Misuse of Inside Information

The Company has established disciplinary actions for any violations involving the misuse of inside information for personal gain. Penalties are categorized by severity and include, written warning, wage deduction, temporary suspension without pay, termination of employment (Dismissal). The specific penalty imposed will be determined based on the intent of the action and the severity of the misconduct.

Reporting of Securities and Derivatives Holdings and Changes

1. The Company shall provide education and training to directors, executives, and senior management in accounting or finance (at the department manager level or equivalent) regarding their duty to prepare, disclose, and submit reports on the holdings of securities and derivatives for themselves, spouses or de facto partners (cohabitants), minor children, legal entities in which the aforementioned persons collectively hold more than 30% of the total voting rights and constitute the largest shareholder. This reporting is required by the Office of the Securities and Exchange Commission (SEC) under Section 59 (with penalties under Section 275) and Section 246 regarding the acquisition or disposal of securities (with penalties under Section 298) of the Securities and Exchange Act B.E. 2535, as well as relevant notifications from the SEC and the Capital Market Supervisory Board.
2. Directors, executives, and senior management in accounting or finance (department manager level or equivalent) are required to prepare, disclose, and submit reports on the holdings and changes in securities and derivatives for themselves, their spouses/cohabitants, minor children, and controlled legal entities, in which the aforementioned persons collectively hold more than 30% of the total voting rights and constitute the largest shareholder, to the SEC under Section 59 of the Securities and Exchange Act. A copy of the report submitted to the SEC must be sent to the Company on the same day. The preparation, timeframe, and method of submission must strictly follow the rules prescribed by the Securities and Exchange Act and relevant SEC notifications. The Company Secretary shall compile and report these holdings to the Board of Directors on a quarterly basis.
3. Directors, executives, senior management in accounting or finance (department manager level or equivalent), and relevant personnel privy to material inside information that may affect the Company's securities price must suspend all trading of the Company's securities during the period prior to the public disclosure of financial statements or the Company's financial position and status. The Company will issue a written notice to the aforementioned persons to refrain from trading for at least 30 days prior to the public disclosure. They should

wait at least 24 hours after the information has been officially disclosed to the public before resuming trading. Furthermore, they are strictly prohibited from disclosing such material information to any other person.

Gift giving or receiving, entertainment, or business hospitality

The Company requires all directors, executives, and employees at all levels to exercise caution and strictly adhere to the following guidelines:

1. Do not engage in or participate in any form of corruption, whether directly or indirectly.
2. Do not commit or support corruption under any circumstances and strictly comply with all anti-corruption measures.
3. Directors, executives, and employees are prohibited from soliciting or accepting assets or any other benefits for themselves or others that may induce them to perform or omit their duties or cause the Company to lose legitimate interests. Furthermore, they are prohibited from giving or offering assets or any other benefits to third parties to induce illegal acts, abuse of office, or in exchange for undue privileges.

Bribery

Giving or receiving bribes in any form as a reward for business benefits is strictly prohibited. This includes assigning others to give or receive bribes on one's behalf.

Gifts, Hospitality, and Expenses

Giving, offering, or receiving gifts and hospitality must strictly comply with the Company's Business Code of Conduct.

Charitable Donations, Public Interest Donations, and Sponsorships

"Charitable Donations" refers to activities involving financial expenditures without any tangible return.

"Public Interest Donations" refers to financial expenditures for projects or activities that benefit the community, society, or public groups, where the Company may not receive a tangible return.

"Sponsorships" refers to funds paid for services or benefits that are difficult to measure or track. These may be linked to bribery, for instance, sponsorships may have hidden agendas, such as using sports for charity or charitable organizations as a front to gain undue advantages from government officials or relevant parties. Examples of Undue Advantages, Securing contracts, business opportunities, or tenders, the reduction or waiver of fees, assistance in obtaining or bypassing licensing requirements outside of standard government procedures; the waiver or reduction of legal requirements, or providing assistance in gaining access to government officials.

Guidelines

The Company stipulates that receiving or giving donations, charitable contributions, public interest donations, and sponsorships must adhere to the following requirements:

1. Transactions must be conducted with transparency and in full compliance with the law. They must not contradict moral principles or cause any adverse impact on society or the public interest.
2. Such contributions must not involve or be used as a pretext for bribery.
3. All charitable donations, public interest donations, or sponsorships must follow the review and approval procedures as prescribed by the Company's regulations.
4. In case of any doubts regarding potential legal implications, written consultation must be sought from the Legal Department. For other significant matters, the decision shall remain at the discretion of the Management.

Business Relationships and Procurement with the Public Sector

"Government Official" refers to a "State Official" as defined under the Organic Act on Anti-Corruption. This includes civil servants, public officers, employees of state-owned enterprises, agents, or any other persons representing the following entities:

- Ministries, sub-ministries, departments, or other state agencies (e.g., the Customs Department, the Immigration Bureau, etc.).
- International Organizations, the World Bank, the International Monetary Fund (IMF), etc.
- Political parties, political office holders, or candidates for election (from both the government and the opposition), as well as local administrators.

- Regulatory Bodies, the Securities and Exchange Commission (SEC), the Bank of Thailand (BOT), and the Stock Exchange of Thailand (SET).
- State enterprises, companies, or other organizations owned or controlled by the state or government agencies.

Guidelines for Public Sector Interactions

The giving or receiving of bribes in any type of business operation is strictly prohibited. All Company operations and interactions with the public sector must be conducted with transparency and honesty, and must strictly comply with all relevant laws.

Political Contributions

"**Political Contributions**" refers to assistance provided in the name of the Company, whether financial or in other forms, to support political activities. Financial assistance may include loans. In-kind assistance refers to other forms of support, such as providing goods or services, advertising to promote or support a political party, and purchasing tickets to fundraising events or donating to organizations with close ties to political parties. This does not include support for the democratic process as permitted by law.

Guidelines for Political Neutrality

The Company maintains a policy of political neutrality. We do not support or provide assistance, either directly or indirectly to any political party, political group, or politician. The Company shall not act in a way that shows favoritism toward any specific politician or political party. The Company does not provide financial support or in-kind donations to political parties, politicians, or candidates for the purpose of political assistance or to gain business advantages for the Company.

1. Procedures for working with third parties or entering into any contracts must be clearly documented with evidence, and subject to appropriate and stringent approval authorities at every step.
2. Establish efficient internal audit systems covering finance and accounting to ensure that all financial transactions are accurate, transparent, and auditable.
3. Establish principles for giving or receiving gifts, items, or entertainment that may lead to suspicion of corruption or bribery. Any acceptance of gifts must be reasonable and must not be in the form of cash or cash equivalents. All actions must be conducted with transparency and be fully auditable.

Compliance with laws, regulations, and rules

Directors, executives, and employees at all levels of the Company are required to strictly comply with all laws applicable to the Company's business operations, including the laws of Thailand and/or any other countries where the Company conducts business. Prior to undertaking any activities subject to specific legal requirements, the Company shall take steps to ensure that due diligence has been exercised and all relevant laws and regulations have been fully complied with.

In 2025, there were no reported instances of non-compliance with laws, rules, or regulations.

Information and assets usage and protection

Employees at all levels have a duty to maintain and safeguard Company assets in good condition to ensure their maximum utility. They must exercise due care to prevent any actions that may lead to damage or premature deterioration. Furthermore, Company property and equipment shall not be used for personal gain or for the benefit of any unauthorized third parties. Upon termination of employment for any reason, the employee must immediately return all equipment and assets provided by the Company during their tenure. All returned items must be in good working condition, subject to normal wear and tear.

Human rights

1. All Company personnel must not intentionally violate, participate in, collude with, or conceal any acts that breach laws, rules, regulations, orders, announcements, or relevant Board of Directors' resolutions.
2. Personnel must thoroughly understand the laws related to their specific roles and responsibilities and strictly adhere to them. If in doubt, they should seek written consultation from the Legal Department or relevant units and must refrain from taking action while such doubts persist.

3. The Company shall categorize and maintain an up-to-date collection of laws, rules, regulations, orders, announcements, and Board resolutions related to business operations and personnel duties for easy retrieval and study. Additionally, the Company will provide training to ensure personnel possess the necessary knowledge and understanding of these legal requirements.
4. The Company recognizes and respects the individuality and human dignity of every person equally. We are committed to conducting business with caution to ensure that no human rights violations occur, nor are they encouraged, throughout the entire value chain, in accordance with international principles.
5. The Company promotes equality in employment and strictly prohibits the use of illegal labor. We do not support discrimination based on race, religion, culture, tradition, local identity, belief, skin color, origin, ethnicity, indigenous status, gender, physical differences, age, personal opinions, or any other forms of diversity.
6. The Company provides appropriate and sufficient benefits and welfare to which employees are entitled, ensuring they meet at least the minimum requirements stipulated by law.
7. The Company shall establish procedures and processes for filing grievances and ensure that such complaints are considered and resolved appropriately and fairly.
8. In cases of disciplinary or regulatory breaches requiring investigation and potential penalties, the Company will appoint a committee to conduct a formal disciplinary inquiry every time to ensure due process and fairness.
9. The Company supports the quality of life, safety, and well-being of its workforce and workplace. This includes communicating, training, and organizing activities that promote Occupational Health, Safety, and Environment (OHSE) to educate personnel on work procedures, safety precautions, and the prevention of losses due to accidents, fires, injuries, work-related illnesses, or property damage.

In 2025, there were no reported instances of directors, executives, or employees violating the law or human rights.

Safety and occupational health at work

The Company is committed to promoting the quality of life of its workforce and maintaining a safe and healthy work environment. This includes providing communication, training sessions, and activities that promote Occupational Health, Safety, and the Environment (OHSE) to ensure that personnel possess the knowledge and understanding of work procedures, safety precautions, and environmental standards. Furthermore, the Company manages, supervises, and implements measures to prevent losses resulting from accidents, fires, injuries, work-related illnesses, property damage, and security incidents. On November 11, 2025, the Company participated in the 2025 Annual Fire and Earthquake Evacuation Drill. Throughout 2025, there were no reported cases of work-related accidents.

Business operations under environmental standards

1. The Company operates its business with a strong commitment to environmental stewardship and safety management standards. This includes full compliance with all relevant environmental laws, rules, and regulations.
2. The Company supports the procurement of goods and services that prioritize safety, environmental protection, and energy conservation as appropriate (Green Procurement).
3. The Company promotes activities to conserve natural resources and the environment by cultivating an organizational culture of efficient resource use. We provide education to ensure employees have a correct understanding of environmental conservation and, when necessary, exchange knowledge and experiences with external organizations to continuously improve our internal environmental management practices.

Non-infringement of intellectual property

1. The Company prohibits employees or third parties from using, or distributing to others, any intellectual property as defined by intellectual property laws. Any acts that infringe upon the intellectual property rights of the Company and/or third parties are strictly prohibited, regardless of whether a notice of reservation of rights has been explicitly displayed.
2. Any works created or developed by employees during the course of their employment or arising from the performance of their duties for the Company shall be the sole property and intellectual property of the Company. Upon termination of employment for any reason, employees are obligated to return all intellectual property, including works, inventions, and innovations, in any format or medium, to the Company.

3. The Company shall safeguard all confidential information obtained from clients and stakeholders, except in cases where express permission is granted by the data owner. The Company shall exercise the utmost care to prevent the leakage or unauthorized disclosure of such confidential information to third parties.

4. The Company shall conduct its business in full compliance with intellectual property laws and all contractual obligations related to intellectual property rights, while taking diligent precautions to avoid any form of infringement.

Code of Conduct for directors, executives, and employees towards stakeholders

The Company has established a Code of Conduct for directors, executives, and employees to uphold as follows:

Code of Conduct for Directors and Executives

"Director" means a director of the Company.

"Executive" means the Chief Executive Officer (CEO), the first four executives following the CEO, every person holding a position equivalent to the fourth executive, and accounting or finance executives at the department manager level or equivalent.

1. Conduct toward Shareholders : Directors and executives must perform their duties with honesty, integrity, and prudence. They must not seek personal gain or benefits for others through corrupt practices, nor use non-public inside information or disclose corporate secrets to third parties. Furthermore, they must refrain from any actions that may constitute a conflict of interest.

2. Conduct toward Employees : Directors and executives must treat employees with fairness and equality. They shall support the development of employees' potential and enhance work efficiency. They must promote an understanding of business ethics among all levels of staff, ensure appropriate welfare and benefits, and listen to opinions and suggestions based on reasonable grounds.

3. Conduct toward Customers : Directors and executives must strictly adhere to the business code of conduct regarding customers as defined by the Company.

4. Conduct toward Business Partners : Directors and executives must treat business partners fairly and refrain from soliciting or accepting any undue benefits from them. In the event that contractual conditions cannot be met, they must notify the business partner in advance to mutually seek a resolution.

5. Conduct toward Competitors : Directors and executives must conduct themselves toward competitors within the framework of fair competition rules and must not seek the confidential information of competitors through dishonest or improper means.

6. Conduct toward Society and the Environment : Directors and executives must comply with, and ensure compliance with, all relevant laws and regulations. They are responsible for social welfare and shall provide cooperation, assistance, and support for activities that benefit the community and society.

Code of Conduct for Employees

"Employees" refers to personnel at all levels within the Company.

The Company has established the following guidelines to ensure operations are conducted under the principles of Good Corporate Governance;

1. Employees must strictly cooperate and comply with the Company's policies, regulations, rules, orders, agreements, and announcements, as communicated by the Company.

2. Employees must perform their duties with honesty, integrity, diligence, and equity, while continuously improving work efficiency for their own benefit and that of the Company. Any incidents that may damage the Company's reputation or assets must be reported without delay.

3. Employees must act with politeness and respect toward colleagues. They must avoid disclosing or criticizing others' personal or work-related information in a manner that causes harm to individuals or the Company.

4. Employees must treat customers, business partners, and competitors with honesty, integrity, and equality.

5. Employees must avoid any financial obligations with customers, agents, or the Company's counterparties.

6. Employees must strictly safeguard the trade secrets and confidential information of the Company, customers, and business partners. The disclosure of business, financial, or personnel information must be done with caution

and only as authorized. This obligation remains binding both during and after employment. In the event of unauthorized disclosure or misuse for personal gain, the employee agrees to be held liable and indemnify the Company for all actual damages.

7. Employees must maintain Company assets in good condition and for maximum utility. Assets must not be used for personal gain or for the benefit of unauthorized third parties.
8. Upon termination of employment for any reason, employees must immediately return all provided equipment and assets in good condition, subject to normal wear and tear.
9. Management-level employees must lead by adhering to business ethics and Good Corporate Governance, actively resolving any potential Conflicts of Interest.
10. Employees must respect and follow the lawful orders of their supervisors, as well as Company policies and regulations.
11. Those in supervisory roles must manage subordinates closely, fairly, and without discrimination.
12. Employees must be ready to work as a team and remain open to the opinions of others.
13. Any matters impacting the Company's operations or reputation must be reported to supervisors immediately.
14. Employees must not use their position or professional authority to seek undue benefits for themselves or others.
15. Working hours must not be used for personal business or activities unrelated to the Company's operations.
16. Employees must not engage in any business of the same nature as, or in competition with, the Company, nor hold influential shares in a competitor that may cause direct or indirect harm to the Company.
17. Employees must not commit illegal acts that may cause damage to themselves or others, regardless of intent.
18. Employees are prohibited from disclosing their own or others' wages, salaries, or pay-rise rates.
19. Employees must not solicit or accept assets, entertainment, or benefits from business partners or competitors that exceed reasonable limits. Exceptions are made for the giving or receiving of gifts in accordance with customary traditions, standard business hospitality, or business promotion expenses aimed at enhancing the Company's commercial reputation, provided such exchanges are within customary and reasonable bounds. If the value of a customary gift exceeds 5,000 baht (for Executives) or 2,000 baht (for Employees), it must be reported to their supervisor immediately.
20. Personnel involved in finance or accounting must not falsify, omit, or alter records to distort the Company's actual performance or financial status for any purpose.
21. Employees must not process payments or business arrangements with the intent or appearance of serving purposes other than those specified in the official documentation.
22. Employees must not become insolvent or have legal grounds to be presumed insolvent.
23. Employees must safeguard the intellectual property (IP) of the Company or that which is derived from their performance of duties.
24. Employees must not plagiarize or infringe upon the intellectual property of others.
25. Employees must refrain from any acts aimed at seeking improper benefits for themselves or others.

Disciplinary Actions

To prevent the recurrence of similar misconduct, the Company has established penalties and will take serious action against any person who violates or fails to comply with the Business Code of Conduct. In cases where directors, executives, or employees act improperly in a manner that may cause a Conflict of Interest or fail to adhere to any other ethical standards prescribed by the Company. Directors, Will be subject to penalties in accordance with relevant laws and regulations. Executives and Employees, Will be subject to disciplinary actions based on the Company's management structure and Work Rules. The respective department shall initially consider the penalty and summarize the matter for reporting to higher-level supervisors and relevant departments to determine the degree of misconduct and the appropriate penalty. If the misconduct is severe and causes significant damage beyond the department's authority to decide, the matter must be proposed to the Management for final conclusion and sentencing.

Penalties for Executives

1. Non-Serious Violations, the executive will receive a Written Warning, specifying the nature and cause of the violation. The executive will be given an opportunity to contest the allegations before their supervisor. If the issue remains unresolved, the matter will be submitted to the Board of Directors, whose decision shall be final. If a second violation occurs, or if the executive fails to rectify the initial misconduct as specified in the warning letter, they will be subject to strict disciplinary action, which may include dismissal.
2. Serious Violations (Gross Misconduct), serious violations include, but are not limited to: bribery, fraud, disclosure of trade secrets or intellectual property to third parties, any actions that damage the Company's reputation or image, and concealing or failing to report significant information/documents to supervisors. In such cases, the Company may consider immediate dismissal without severance pay as permitted by law, and without the requirement of a prior written warning.

Penalties for Employees

For non-serious violations, employees will receive warnings in stages depending on the frequency of the misconduct. The warning will state the nature and cause of the violation, and the employee will have the opportunity to contest the charges before their supervisor. If unresolved, the matter will be escalated to the Management and the Board of Directors for a final decision. The hierarchy of penalties for employees, which increases based on frequency, is as follows;

1. Verbal Warning.
2. Written Warning.
3. Wage Deduction, subject to the employee's consent and in accordance with the Labor Protection Act and relevant laws.
4. Temporary Suspension.
5. Dismissal without Severance Pay, under the provisions of the Labor Protection Act and relevant laws.
6. Legal Action / Legal Proceedings.

Promotion of compliance with the business code of conduct

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

It is the duty and responsibility of all directors, executives, and employees to acknowledge, understand, and strictly adhere to the policies and practices outlined in this Business Code of Conduct Manual. Executives at all levels are responsible for supervising and ensuring that employees under their command are informed of and seriously comply with the manual. Any director, executive, or employee who violates the established corporate governance principles will be subject to disciplinary action. If an act is suspected to be illegal, the Company will proceed with legal action accordingly.

Any person who witnesses an illegal act or non-compliance with the principles stated in this manual should report the grievance or whistleblowing tip to the Chairman of the Audit Committee. The Chairman of the Audit Committee may assign the Internal Audit Department, the Chief Executive Officer (CEO), or a designated person to conduct an investigation. The Company will conduct all investigations without disclosing the identity of the whistleblower to protect them from any potential repercussions or adverse impacts.

Whistleblowing and Corruption Reporting Channel

Directors, executives, employees, and all groups of stakeholders may submit complaints or reports directly to the Chairman of the Audit Committee via: Email: cgcoordinate@tmh.com

Policy Review

The Board of Directors will review the Business Code of Conduct Manual on a regular basis, at least once a year or whenever there are material changes to the business or regulatory environment.

Participation in anti-corruption networks

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

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

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

In the past year, did the company review the : Yes
corporate governance policy and guidelines, or
board of directors charter

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

The Board of Directors Meeting No. 5/2025, held on November 11, 2025, resolved to approve the review of the Code of Business Conduct, the Corporate Governance Policy, and other policies related to good corporate governance. This review also included the Charters of the Board of Directors and all sub-committees, as well as the scope of authority and responsibilities of the Chairman of the Board, the Chief Executive Officer, the Company Secretary, and the Risk Management Working Group. The Board concluded that the existing content remains comprehensive and appropriate; therefore, no further amendments were made. However, to enhance the clarity of the Company's corporate governance practices, the Board of Directors resolved to approve an amendment to the Board of Directors Charter. The updated Charter specifies that a director may hold directorship positions in other companies listed on the Stock Exchange of Thailand, provided that the total number does not exceed 5 companies. Furthermore, such positions must not hinder the director's performance of duties for the Company and must comply with the guidelines prescribed by the SEC Office and the Stock Exchange of Thailand.

Implementation of the CG Code for listed companies

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

In alignment with the policy of operating with transparency, the Board of Directors has overseen the comprehensive implementation of the CG Code across all dimensions, covering all 8 Principles. The Board prioritizes communicating these principles to all directors, executives, and employees to ensure tangible practices that create long-term value for the business and its stakeholders. Furthermore, the Company ensures a regular review of the appropriateness of its corporate governance principles at least once a year to maintain high standards of management excellence.

Other corporate governance performance and outcomes

The Stock Exchange of Thailand (SET) has initiated the "JUMP+ Project" to enhance the value of listed companies and bolster confidence in the Thai capital market. The project focuses on high-potential companies committed to their Growth plans, encouraging disclosure of business plans and performance to increase Visibility, and providing Incentives to support various corporate operations.

Management has evaluated the program and concluded that the JUMP+ Project would be highly beneficial to the Group. Consequently, the Company applied for the JUMP+ Project on September 23, 2025. The project plan was subsequently presented to and approved by the Board of Directors Meeting No. 5/2025 on November 11, 2025. The program is categorized into three main strategic plans for the period 2026-2028, as follows:

Business Plan

- Strategic Plan 1: WealthTech Business (Growth) Focuses on the WealthTech business by developing a proprietary WealthTech application and sustainably expanding the customer base. This involves enhancing features to increase the Assets Under Administration (AUA) within the application and aggressively accelerating growth to become a market leader in WealthTech by 2028.
- Strategic Plan 2: Digital Productivity Transformation (Profitability & Efficiency) Focuses on scaling and optimizing digital system usage and efficiency. This includes accelerating the adoption of AI and Automation to boost productivity and transforming the Group into an AI-First & Data-Driven Organization by 2028.

Corporate Governance Plan

- Governance Dimension: Responsibility and Transparency (Anti-Corruption) A plan to elevate anti-corruption measures, with the Company expecting to be certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC) by 2028.
- Governance Dimension: Responsibility and Transparency (Insider Trading) A plan to enhance the prevention of insider trading by rigorously implementing policies and guidelines across the organization. The Company will communicate these policies to all directors, executives, and employees, and require the disclosure of persons with access to inside information regarding any transactions affecting securities prices or investor decisions. The Internal Audit unit will monitor compliance and report to the Board of Directors annually.
- Governance Dimension: Human Resources & Risk Management (Information Security) A plan to upgrade information security governance by arranging for Cybersecurity Audits and Assessments by independent external auditors. This includes establishing a concrete development roadmap, where all employees will receive training, communication, and competency testing to raise IT security awareness at least once a year.

Climate Action Plan

The Company will implement a plan to record, verify, and disclose its Greenhouse Gas (GHG) Emissions reports by 2028.

Further details regarding the Company's JUMP+ Project plans can be found at:

<https://www.set.or.th/th/market/product/stock/quote/LTMH/company-profile/jump-plus>

Corporate Governance Structure

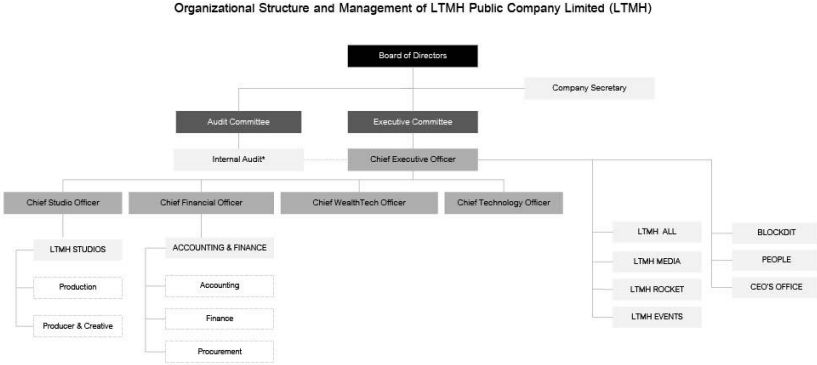
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 9 Sep 2025

Corporate governance structure diagram



Note: *The Company has engaged A&A Office Co., Ltd. to perform an audit of the Company's internal control system.

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	0		0		10	
	0	0	0	0	7	3
Executive directors	0		0		3	
	0	0	0	0	2	1
Non-executive directors	0		0		7	
	0	0	0	0	5	2
Independent directors	0		0		4	
	0	0	0	0	2	2
Non-executive directors who have no position in independent directors	0		0		3	
	0	0	0	0	3	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	0.00		0.00		100.00	
	0.00	0.00	0.00	0.00	70.00	30.00
Executive directors	0.00		0.00		30.00	
	0.00	0.00	0.00	0.00	20.00	10.00
Non-executive directors	0.00		0.00		70.00	
	0.00	0.00	0.00	0.00	50.00	20.00
Independent directors	0.00		0.00		40.00	
	0.00	0.00	0.00	0.00	20.00	20.00
Non-executive directors who have no position in independent directors	0.00		0.00		30.00	
	0.00	0.00	0.00	0.00	30.00	0.00

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	0		0		46	
	0	0	0	0	48	40

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. THANWA LAOHASIRIWONG</p> <p>Gender: Male Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Computer Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p>	<p>Chairman of the board of directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>27 Apr 2023</p>	<p>Banking, Governance/ Compliance, Risk Management, Finance, Audit</p>
<p>2. Mr. SOMSAK PRATOMSRIMEK</p> <p>Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>27 Apr 2023</p>	<p>Accounting, Risk Management, Audit, Internal Control, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Ms. LALINTHIP YIAMPHOLPHAT Gender: Female Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 194,000 Shares (0.097000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	27 Apr 2023	Accounting, Finance, Audit, Internal Control, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Ms. THACHANUN TECHASOMBOORANAKIT Gender: Female Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 338,800 Shares (0.169400 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	27 Apr 2023	<p>Audit, Risk Management, Business Administration, Information & Communication Technology, Internal Control</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. PALIN LOJANAGOSIN Gender: Male Age : 43 years Highest level of education : Bachelor's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <p><u>Indirect shareholding details</u></p> <p>Holding 12,749,100 shares through Outdoor Media Investments Limited</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>26 Sep 2017</p>	<p>Marketing, Business Administration, Strategic Management, Media & Publishing</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. PINIJSORN LUECHAIKAJOHN PAN Gender: Male Age : 44 years Highest level of education : Doctoral degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <p><u>Indirect shareholding details</u></p> <p>Holding 12,749,100 shares through Outdoor Media Investments Limited</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>26 Sep 2017</p>	<p>Economics, Strategic Management, Business Administration, Media & Publishing</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. PIYAPONG THANYASRISUNG Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <p><u>Indirect shareholding details</u></p> <p>Holds 100,000 shares in the name of the spouse</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>26 Sep 2017</p>	<p>Engineering, Marketing, Business Administration</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. THANUT TECHALERT Gender: Male Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Investment Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 42,464,300 Shares (21.232150 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 63,800,000 Shares (31.900000 %) <p><u>Indirect shareholding details</u></p> <p>Holds 60,000,000 shares through T Triple A Co., Ltd., and 3,800,000 shares in the name of the spouse.</p>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>26 Sep 2017</p>	<p>Finance, Leadership, Business Administration, Digital Marketing, Strategic Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. AKE TANGKANANOND Gender: Male Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Advanced Computing Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 15,197,400 Shares (7.598700 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>26 Sep 2017</p>	<p>Information & Communication Technology, IT Management, Engineering, Strategic Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>10. Ms. SUPHATTAKIT JETTHAVEEKIJ Gender: Female Age : 37 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> Direct shareholding : 4,000,000 Shares (2.000000 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	27 Apr 2023	Accounting, Finance, Media & Publishing, Strategic Management, Business Administration

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. THANWA LAOHASIRIWONG	Chairman of the board of directors		✓	✓		
2. Mr. SOMSAK PRATOMSRIMEK	Director		✓	✓		
3. Ms. LALINTHIP YIAMPHOLPHAT	Director		✓	✓		
4. Ms. THACHANUN TECHASOMBOORANAKIT	Director		✓	✓		
5. Mr. PALIN LOJANAGOSIN	Director		✓		✓	
6. Mr. PINIJSORN LUECHAIKAJOHPAN	Director		✓		✓	
7. Mr. PIYAPONG THANYASRISUNG	Director		✓		✓	
8. Mr. THANUT TECHALERT	Director	✓				✓
9. Mr. AKE TANGKANANOND	Director	✓				✓
10. Ms. SUPHATTAKIT JETTHAVEEKIJ	Director	✓				✓
Total (persons)		3	7	4	3	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	10.00
2. Banking	1	10.00
3. Media & Publishing	3	30.00
4. Information & Communication Technology	2	20.00
5. Marketing	2	20.00
6. Accounting	3	30.00
7. Finance	4	40.00
8. IT Management	1	10.00
9. Digital Marketing	1	10.00
10. Engineering	2	20.00
11. Leadership	1	10.00
12. Strategic Management	5	50.00
13. Risk Management	3	30.00
14. Audit	4	40.00
15. Internal Control	3	30.00
16. Governance/ Compliance	2	20.00
17. Business Administration	7	70.00

Information about the other directors ^{(*)(**)}

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	-	No

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

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : Others : Clear Separation of Roles and Authority between the Board of Directors and the Management

The Board of Directors has established a Board Charter that defines the scope of duties and responsibilities, serving as a reference for all directors in the performance of their duties. The Charter is reviewed at least once a year to ensure continuous alignment with the Company's strategic direction. The authority and duties are clearly demarcated between the Board of Directors, the Chief Executive Officer (CEO), and the Management as follows:

Matters for which the Board is Primarily Responsible These are matters where the Board ensures appropriate corporate conduct. While the Board holds primary responsibility, it may delegate the task of proposing these matters for consideration to the Management:

1. Defining the Company's core objectives and primary business goals.
2. Cultivating an ethical corporate culture and acting as role models for integrity.
3. Overseeing the Board's structure and practices to ensure they effectively support the achievement of business objectives.
4. Recruitment, development, compensation setting, and performance evaluation of the Chief Executive Officer (CEO).
5. Establishing remuneration structures that incentivize personnel to perform in alignment with the Company's objectives and primary goals.

Matters Handled Jointly by the Board and Management These involve strategic collaboration where the Management proposes actions for the Board's approval and provides periodic progress reports:

1. Formulating and reviewing annual strategies, goals, and business plans.
2. Ensuring the adequacy and suitability of risk management and internal control systems.
3. Defining levels of authorization appropriate to the Management's responsibilities.

4. Establishing frameworks for resource allocation, development, and budgeting, including human resource management policies and information technology (IT) development plans.
5. Monitoring and evaluating operational performance.
6. Ensuring the reliability of both financial and non-financial disclosures.

Matters Delegated for Management Execution (Board Oversight) The Board maintains oversight at the policy level while delegating primary execution to the CEO and Management:

1. Execution: Implementing strategies, policies, and plans approved by the Board. The Management is empowered to make decisions within the established policy framework. The Board monitors results without interfering in Management decisions, except when necessary.
2. Prohibited Matters: Actions strictly prohibited by regulations, such as the approval of transactions in which a director has a conflict of interest.

Information on the roles and duties of the board of directors

Board charter : Have

As representatives of the shareholders, the Board of Directors plays a pivotal role in creating corporate value and generating sustainable investment returns. While the Board delegates day-to-day operations to the Management, its core responsibilities are categorized into two primary pillars:

1. Strategic Leadership: Defining the Company's direction, policies, and business strategies to ensure operations yield the best interests of the Company and its shareholders. Directors must perform their duties with responsibility, due care, and integrity (Fiduciary Duty), ensuring fair treatment of all stakeholders under the Principles of Good Corporate Governance to build trust among shareholders, stakeholders, and the public.
2. Monitoring and Accountability: Overseeing the Management's performance to ensure a robust system of checks and balances and maintaining ultimate accountability for the Company's results to the shareholders.

Scope of Authority and Specific Duties

The Board is mandated to supervise operations in accordance with the law, corporate objectives, Articles of Association, and shareholder resolutions. Key duties are summarized as follows:

1. Strategic Direction

- Review and approve the Company's Vision, Mission, Strategy, Business Plans, and annual budgets.
- Oversee the Management to ensure efficient execution of strategies to maximize value for the Company and its shareholders.
- Conduct an annual review (at least once a year) of business directions and policies to remain responsive to changing environments.

2. Corporate Governance & Ethics

- Establish written Corporate Governance (CG) Policies and Anti-Corruption policies.
- Prevent and manage Conflicts of Interest and Related Party Transactions (RPT) in strict compliance with the regulations of the SEC and the SET.
- Implement an effective Whistleblowing mechanism for reporting grievances or misconduct.

3. Internal Control & Risk Management

- Ensure the adequacy and effectiveness of internal control and internal audit systems.
- Define enterprise-wide risk management policies and monitor their effectiveness at least once per quarter.
- Oversee the security and stability of Information Technology (IT) systems.

4. Organization & Personnel

- Appoint and define the authority of Sub-committees (e.g., Audit Committee, Executive Committee), the Chief Executive Officer (CEO), and the Company Secretary.

- Establish organizational structures and compensation policies for directors, executives, and employees that are fair and benchmarked against industry peers.
 - Promote continuous professional development and knowledge enhancement for directors and management.
5. Subsidiary Oversight
- Maintain a governance framework for subsidiaries and associates by appointing representatives as directors or executives to oversee policies and ensure accurate information disclosure.
6. Reporting & Shareholder Accountability
- Prepare and approve financial statements, the 56-1 One Report, and sub-committee performance reports for presentation at the Shareholders' Meeting and for public disclosure.
 - Organize the Annual General Meeting of Shareholders (AGM) within 4 months of the fiscal year-end.
 - Approve interim dividend payments when the Company's profits justify such distributions and report them at the subsequent Shareholders' Meeting.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls
- Risk management

Scope of authorities, role, and duties

1. To review and ensure that the Company and its subsidiaries provide accurate and adequate financial reporting in compliance with accounting standards and financial reporting standards required by law. This involves coordinating with external auditors and management responsible for quarterly and annual reports. The Committee may suggest that auditors review or audit any specific transactions deemed necessary.
2. To consider and approve the annual budget, manpower, and resources for the Internal Audit department. To approve and review the Annual Audit Plan, and monitor the Internal Audit departments performance to ensure alignment with the approved annual audit plan and international professional standards. To conduct an annual quality assessment of the internal audit function and hold a private meeting with the Head of Internal Audit at least once a year without management presence.
3. To review the suitability, adequacy, and effectiveness of the Internal Control, Risk Management, and Internal Audit systems in coordination with external and internal auditors. To ensure the independence of the internal audit unit and approve the appointment, transfer, dismissal, and compensation of the Head of Internal Audit, as well as to approve the internal audit plan and assign tasks to internal audit staff in support of the Audit Committees duties.
4. To ensure the Company complies with Securities and Exchange laws, SET regulations, and all laws relevant to the Company's business. To monitor subsidiaries compliance with the established control policies and governance mechanisms of the Company.
5. To consider, select, and nominate independent auditors and propose their remuneration, taking into account

reliability, resource adequacy, audit volume, and staff experience, as well as their past performance and the possibility of their dismissal. The Audit Committee shall present these recommendations to the Board of Directors for further approval. Additionally, the Committee is to coordinate with auditors regarding audit objectives, scope, plans, and encountered issues, including key audit matters, and hold a private meeting with them at least once a year without management presence.

6. To review the audit scope and methodology proposed by the external auditor, including reasons for any changes to the plan. The Audit Committee may also recommend that the auditor perform additional reviews or audits of any transactions deemed necessary or significant during the audit of the Company and its subsidiaries. Additionally, the Committee shall review the Management Letter and recommendations provided by the auditor, and track the managements progress in implementing those suggestions.

7. To review and provide opinions on Related Party Transactions or transactions involving potential conflicts of interest to ensure they are reasonable, transparent, and in the best interest of the Company.

8. To prepare the Audit Committees Report for disclosure in the Annual Report, signed by the Chairman of the Audit Committee, including:

- (1) Opinions on the accuracy and reliability of financial disclosures.
- (2) Opinions on the adequacy of internal control and risk management systems.
- (3) Opinions on compliance with the Securities and Exchange laws, the regulations of the Stock Exchange of Thailand (SET), or laws relevant to the Companys business.
- (4) Opinions on the suitability of the external auditor.
- (5) Opinions on transactions with potential conflicts of interest.
- (6) Number of meetings and individual attendance records.
- (7) General observations and comments from duties performed under the Charter.
- (8) Any other reports that shareholders and investors should be informed of.

9. To review and provide opinions on policies related to its duties, such as Accounting Policies, Corporate Governance, CSR, and Anti-Corruption policies.

10. To monitor and evaluate risk management results from the Risk Management Working Group at least once per quarter. (The working group must include at least one Executive Director).

11. To evaluate the adequacy and efficiency of coordination between the external auditors and internal auditors.

12. To perform other tasks assigned by the Board and agreed upon by the Audit Committee, such as reviewing financial management policies, business ethics compliance, and collaborating with management to review significant public reports required by law, like the Management Discussion and Analysis (MD&A).

13. To regularly report activities to the Board of Directors, including:

- (1) Minutes of Audit Committee meetings with clear opinions.
- (2) Opinions on financial reports, internal audits, and risk management.
- (3) Any other matters the Board should be informed of.

14. To investigate matters that may significantly impact the Companys reputation, financial position, or performance, such as

- (1) Transactions involving potential conflicts of interest
- (2) Suspicion or presumption of fraud, or significant irregularities or deficiencies in the Companys internal control system
- (3) Suspicion of violations of the Securities and Exchange laws, regulations of the Stock Exchange of Thailand (SET), or laws relevant to the Companys business
- (4) Any other reports that the Audit Committee deems necessary for the Board of Directors' acknowledgment.

In cases where the Audit Committee has reported significant matters affecting the Companys financial position or operating results to the Board of Directors, and discussions have been held with the Board and Management regarding the necessary remediations, if the Audit Committee subsequently finds that such corrective actions have been ignored without reasonable justification after the agreed-upon deadline, any member of the Audit Committee

may report such findings directly to the Office of the Securities and Exchange Commission (the SEC) or the Stock Exchange of Thailand (the SET).

15. In the event that the external auditor discovers suspicious circumstances indicating that a director, manager, or any person responsible for the Company's operations may have committed an offense as specified by law, and has notified the Audit Committee to further investigate the matter without delay, the Audit Committee shall report the preliminary results of such investigation to the Office of the Securities and Exchange Commission (the SEC), the Stock Exchange of Thailand (the SET), and the external auditor within 30 days from the date of receiving the auditor's notification. The suspicious circumstances to be reported and the procedures for establishing the facts shall be in accordance with the regulations prescribed by the Capital Market Supervisory Board.

16. The Committee is authorized to seek independent professional advice at the Company's expense when deemed necessary to fulfill its responsibilities.

17. To invite directors, management, or employees to attend meetings for discussions or to answer inquiries.

18. To review internal processes for whistleblowing and anti-corruption compliance to ensure they are robust, effective, and meet international standards.

19. To perform any other acts as assigned by the Board of Directors.

Reference link for the charter

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Executive Committee

Role

- Others
- Determining the strategic direction and strategy of the Group, managing ordinary business operations, and overseeing the management's performance.

Scope of authorities, role, and duties

1. Formulate the vision, strategy, business direction, goals, policies, business plans, budgets, and organizational structure of the Company and its subsidiaries for the Board of Directors' approval. Ensure efficient implementation and monitoring of these approved plans.
2. Define appropriate approval authorities for personnel and departments within the Company and its subsidiaries. Ensure a clear segregation of duties to prevent fraudulent activities, and propose these frameworks to the Board of Directors for approval and oversight.
3. Supervise the mechanisms for handling stakeholder complaints (recording, tracking, resolving, and reporting) in accordance with the Company's Whistleblowing and Anti-Corruption Policy.
4. Scrutinize proposals from the management regarding investment policies, business expansion, public relations, financial plans, annual reports, budgets, human resource management, and information technology (IT) investments before submission to the Board of Directors.
5. Manage and oversee all general business affairs of the Company and its subsidiaries.
6. Appoint working groups for specific business or administrative tasks, defining their duties and responsibilities, and monitoring their progress to ensure alignment with corporate goals.
7. Track the operational results of the Company and its subsidiaries to ensure they meet the policy frameworks and targets approved by the Board of Directors.
8. Review the annual budget allocation proposed by management before submission to the Board of Directors.
9. Approve financial expenditures for ordinary business transactions of the Company and its subsidiaries, provided they do not exceed the Board-approved budget.
10. Study the feasibility of new projects and exercise the authority to approve bidding and the execution of various projects and related legal acts as deemed appropriate.

11. Approve major investment expenditures as specified in the annual budget or as assigned/approved in principle by the Board of Directors.
 12. Approve contracts and transactions related to ordinary business operations (e.g., purchasing, investments, or joint ventures) within the limits set by the Delegation of Authority (DOA). Any amount exceeding the approved budget must be submitted to the Board of Directors for subsequent approval.
 13. Approve loans and financial transactions with banks or financial institutions (e.g., opening/closing bank accounts, credit lines) per the DOA. Transactions exceeding the budget or those requiring Company assets as collateral must be submitted to the Board of Directors for approval.
 14. Invite management, executives, or relevant personnel to provide opinions or information during meetings as necessary.
 15. To consider and monitor the operating results of the Company and its subsidiaries, as well as to provide opinions on the payment of interim dividends by the Company and its subsidiaries for the Board of Directors' approval. Additionally, to provide opinions on the annual dividend payment of the Company and its subsidiaries (if any) before presenting them to the Board of Directors and subsequently to the Shareholders Meeting of the Company and/or the subsidiaries (as the case may be) for final approval.
 16. Determine the organizational structure and handle the appointment, employment, transfer, dismissal, and compensation (including bonuses) for Chief-level executives or equivalent, excluding the Chief Executive Officer (CEO), which remains the Boards authority.
 17. Appoint and set compensation/benefits for advisors or advisory boards to the Executive Committee as appropriate.
 18. Screen all matters to be proposed to the Board of Directors, except those specifically under the jurisdiction of other sub-committees.
 19. Prepare quarterly operational reports and review auditor reports concerning the Companys financial statements.
 20. Conduct annual performance evaluations of the Committee as a whole and individually for the Boards review.
 21. Regularly review and propose amendments to the Executive Committee Charter to remain responsive to the business environment.
 22. Perform any other tasks as assigned by the Board of Directors or as per established policies.
 23. Delegate specific authorities to one or more individuals to act on behalf of the Executive Committee.
- The delegation of duties and responsibilities shall not be conducted in a manner that allows the Executive Committee, or its sub-delegates, to approve transactions in which they or connected persons may have a conflict of interest or any personal gain (as defined by the SEC or the Capital Market Supervisory Board notifications), except for transactions that strictly follow the policies and criteria previously approved by the Board of Directors.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. SOMSAK PRATOMSRIMEK^(*) Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	<p>27 Apr 2023</p>	<p>Accounting, Risk Management, Audit, Internal Control, Governance/ Compliance</p>
<p>2. Ms. LALINTHIP YIAMPHOLPHAT^(*) Gender: Female Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>27 Apr 2023</p>	<p>Accounting, Finance, Audit, Internal Control, Business Administration</p>

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Ms. THACHANUN TECHASOMBOORANAKIT Gender: Female Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	27 Apr 2023	Audit, Risk Management, Business Administration, Information & Communication Technology, Internal Control

Additional explanation :

(*) Directors with expertise in accounting information review

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

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. THANUT TECHALERT Gender: Male Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Investment Management Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	19 Apr 2023

List of committee members	Position	Appointment date of executive committee member
<p>2. Mr. AKE TANGKANANOND</p> <p>Gender: Male</p> <p>Age : 41 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Advanced Computing</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	19 Apr 2023
<p>3. Ms. SUPHATTAKIT JETTHAVEEKIJ</p> <p>Gender: Female</p> <p>Age : 37 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	19 Apr 2023
<p>4. Ms. NAPAT PRINYANUSORN</p> <p>Gender: Female</p> <p>Age : 42 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	7 Aug 2025
<p>5. Mr. MAITRI URCHITANANTAKUL</p> <p>Gender: Male</p> <p>Age : 45 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	7 Oct 2025

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

List of directors	Position	Date of resignation / termination	Replacement committee member
<p>1. Ms. WARANYA BOWORNRATTANAKOSOL</p> <p>Gender: Female</p> <p>Age : 41 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	Member of the executive committee	7 Aug 2025	<p>Ms. NAPAT PRINYANUSORN</p> <p>Appointment date of replacement committee member : 7 Aug 2025</p>
<p>2. Mr. WITTAYA REANCHAIPIKAK</p> <p>Gender: Male</p> <p>Age : 40 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	Member of the executive committee	7 Oct 2025	<p>Mr. MAITRI URCHITANANTAKUL</p> <p>Appointment date of replacement committee member : 7 Oct 2025</p>

Other Subcommittees

List of subcommittees who resigned / vacated their position during the year

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. THANUT TECHALERT</p> <p>Gender: Male</p> <p>Age : 41 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Investment Management</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Chief Executive Officer</p> <p>(The highest-ranking executive)</p>	<p>26 Sep 2017</p>	<p>Finance, Leadership, Business Administration, Digital Marketing, Strategic Management</p>
<p>2. Mr. AKE TANGKANANOND</p> <p>Gender: Male</p> <p>Age : 41 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Advanced Computing</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Chief Technology Officer</p>	<p>26 Sep 2017</p>	<p>Information & Communication Technology, IT Management, Engineering, Strategic Management</p>

List of executives	Position	First appointment date	Skills and expertise
<p>3. Ms. SUPHATTAKIT JETTHAVEEKIJ</p> <p>Gender: Female</p> <p>Age : 37 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Chief Studio Officer	27 Apr 2023	Accounting, Finance, Media & Publishing, Strategic Management, Business Administration
<p>4. Ms. NAPAT PRINYANUSORN^(*)</p> <p>Gender: Female</p> <p>Age : 42 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : No</p>	Chief Financial Officer	7 Aug 2025	Accounting, Finance, Procurement, Strategic Management, Budgeting

List of executives	Position	First appointment date	Skills and expertise
5. Mr. MAITRI URCHITANANTAKUL Gender: Male Age : 45 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief WealthTech Officer	7 Oct 2025	Accounting, Finance, Strategic Management, Finance & Securities, Fund Management

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

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

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

Remuneration policy for executive directors and executives

The Company determines the structure and levels of executive remuneration to be commensurate with their responsibilities and to incentivize executives to drive the organization toward achieving its targets and strategic objectives. The remuneration policy is aligned with each executives experience, roles, and responsibilities, while remaining comparable to the practices of industry peers and other companies within the same sector.

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

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	15,898,442.00	19,084,081.38	21,274,008.81
(1) Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	15,898,442.00	19,084,081.38	21,274,008.81

Remark: ⁽¹⁾ Executive Directors who concurrently serve as management members and receive a monthly salary from the Company are not entitled to additional meeting allowances for their roles in sub-committees. Consequently, in 2025, no remuneration was paid to management members in their capacity as Executive Committee.

Other remunerations of executive directors and executives

	2023	2024	2025
Companys contribution to provident fund for executive directors and executives (Baht)	521,456.30	658,560.00	872,570.70
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
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General information	Email	Telephone number
1. Ms. Kanjana Kampapat	kanjana@ltmh.com	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Anongnart Aimsamrarn	comsec@ltmh.com	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Apichat Boonkird	apichat@aandaoffice.com	-

List of the head of the compliance unit

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Chanasorn Sriraksa	ir@ltmh.com	-

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED Yan Nawa Sathon Bangkok 10120 Telephone number -	2,520,000.00	-	1. Mr. BARDIN LAPRANGSIRAT Email: blaprangsirat@deloitte. com Telephone number: 02- 034-0000 License number: 10985

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

The Company recognizes the paramount importance of conducting business under the principles of Good Corporate Governance to foster sustainable growth and gain widespread recognition. Accordingly, the Board of Directors has approved the Companys Corporate Governance Policy in alignment with the Corporate Governance Code for Listed Companies 2017 (CG Code), following the guidelines set by the Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange Commission (SEC), while considering the Company's specific business context. Our Corporate Governance Policy emphasizes Board Diversity, ensuring the board possesses a range of qualifications, skills, and experiences that align with the Companys strategic direction, without discrimination based on gender, age, religion, race, or nationality. Furthermore, the Company has established a robust system of checks and balances and a clear segregation of duties between the Board of Directors, Sub-committees, and the Management. These practices ensure fairness, transparency, effective risk management, and adequate internal controls, ultimately enhancing competitiveness and building sustainable value for shareholders, investors, and all stakeholder groups. In 2025, the Board of Directors held a total of 5 meetings, during which they performed their duties in full compliance with the Board Charter and Good Corporate Governance guidelines, as summarized below:

- Performed duties with responsibility, due care, and integrity, prioritizing the best interests of the Company and adhering to laws, corporate objectives, the Articles of Association, and shareholder resolutions.
- Approved the 2025 goals, strategies, and budgets for the Company and its subsidiaries, while consistently monitoring the performance of the Executive Committee and Management to ensure alignment with the approved plans.
- Approved the JUMP+ Project (Value Enhancement Project for Listed Companies) to concretely elevate the Companys corporate governance. This initiative builds investor confidence through clear and high-potential operational plans, providing investors with better access to growth data and progress updates.
- Encouraged directors and executives to engage in continuous professional development to enhance their knowledge and capabilities.
- Monitored and supervised the management and operations of the Company and its subsidiaries to ensure compliance with corporate policies, business-related laws, the Securities and Exchange Act, notifications of the Capital Market Supervisory Board, and SET regulations.
- Reviewed Good Corporate Governance Policies to ensure they remain contemporary and legally compliant, including, Corporate Governance Policy and Code of Business Conduct, Anti-Corruption Policy, Insider Trading Policy, Whistleblowing and Grievance Policy, Conflict of Interest and Related Party Transactions (RPT) Policies, Material Information Disclosure Policy and Personal Data Protection Policy (PDPA).
- Reviewed Key Corporate Policies annually, including Financial Policy, Dividend Policy, Stakeholder Engagement in the Value Chain, Risk Management Policy, and CSR & Sustainability Policy for the benefit of society at large.
- Updated Charters and Security Protocols, including the Board Charter, Investment and Subsidiary Oversight Policy, and Information Technology (IT) Security Policy, to ensure greater clarity and alignment with modern governance standards.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. THANWA LAOHASIRIWONG	Chairman of the board of directors	27 Apr 2023	Banking, Governance/ Compliance, Risk Management, Finance, Audit
Ms. LALINTHIP YIAMPHOLPHAT	Director	27 Apr 2023	Accounting, Finance, Audit, Internal Control, Business Administration
Mr. PIYAPONG THANYASRISUNG	Director	26 Sep 2017	Engineering, Marketing, Business Administration

List of newly appointed director to replace the ex-director

List of newly appointed director not being replaced the ex-director

Selection of independent directors

Criteria for selecting independent directors

To ensure an optimal board structure, the Board of Directors reviews and scrutinizes its composition, qualifications, the proportion of independent directors, and their terms of office. All independent directors must fully meet the qualification requirements under Section 68 of the Public Limited Companies Act, Notification of the Capital Market Supervisory Board No. TorJor. 39/2559 regarding the Application for and Approval of Offer for Sale of Newly Issued Shares (including amendments), Section 89/3 of the Securities and Exchange Act, and Notification of the SEC No. KorJor. 8/2553 regarding the Determination of Untrustworthy Characteristics of Directors and Executives (including amendments), as well as other relevant regulations. Furthermore, the Board selects independent directors from qualified experts with diverse and appropriate professional experiences.

The Company's policy dictates that independent directors must constitute at least one-third (1/3) of the total board membership, and in any case, no fewer than 3 persons. As of December 31, 2025, the Board consists of 10 directors, including 4 independent directors, exceeding the one-third requirement. Every independent director complies with the criteria established by the SEC, the Capital Market Supervisory Board, and the SET.

Definition and Qualifications of Independent Directors

The Company defines an "Independent Director" as a person who is independent of management, major shareholders, and controlling persons, and who has no business relationship with the Company that could limit their ability to express opinions independently. The specific qualifications are as follows:

1. Must hold no more than 1% of the total voting shares of the Company, its subsidiaries, associates, major shareholders, or controlling persons. This includes shares held by related persons of the independent director.
2. Must not be, or have been, an executive director, employee, staff member, salaried advisor, or controlling person of the Company, its subsidiaries, associates, major shareholders, or controlling persons, unless such status ended at least 2 years prior to the appointment. (This excludes former government officials or advisors to government agencies that are major shareholders or controlling persons).
3. Must not have, or have had, a business relationship with the Company, its subsidiaries, associates, major shareholders, or controlling persons in a manner that may impede the exercise of their independent judgment. Additionally, the Independent Director must not be, or have been, a significant shareholder or a controlling person of any entity having a business relationship with the Company, its subsidiaries, associates, major shareholders, or controlling persons, unless such relationship has ended for at least two years. Furthermore, the Independent Director must not have any direct or indirect interests, whether financial or managerial, in the Company, its subsidiaries, associates, or persons with potential conflicts of interest that would result in a lack of independence. The aforementioned "business relationship" includes normal commercial transactions, real estate rentals, transactions related to assets or services, or providing or receiving financial assistance through loans, guarantees, or pledging assets as collateral, as well as any other similar circumstances which result in the Company or the counterparty being indebted to the other party. The calculation of such indebtedness shall follow the methods for calculating the value of connected transactions under the Notification of the Capital Market Supervisory Board regarding Rules on Connected Transactions. In determining such indebtedness, all debts incurred during the one-year period prior to the date on which the business relationship with the same person commenced shall be included.
4. Must not be a person related by blood or legal registration as a father, mother, spouse, sibling, or child (including spouses of children) of other directors, executives, major shareholders, controlling persons, or persons nominated for such positions.
5. Must not be a director appointed as a representative to protect the interests of other directors, major shareholders, or shareholders related to major shareholders. They must be able to report independently without influence from any group.
6. Must not be or have been an auditor of the Company, its subsidiaries, associates, major shareholders, or controlling persons. Additionally, the Independent Director must not be a significant shareholder, controlling person, or a partner of the auditing firm (Partner refers to the person assigned by the auditing firm to sign the audit report on behalf of the entity) to which the auditors of the Company, its subsidiaries, associates, major shareholders, or controlling persons belong, unless such status has ended for at least two years prior to the date of appointment as an Independent Director.
7. Must not be, or have been, a provider of professional services (including legal or financial advisory) receiving fees exceeding 2,000,000 THB per year from the Company or its affiliates. Additionally, the Independent Director must not be a significant shareholder, controlling person, or partner of such professional service provider, unless such status ended at least 2 years prior.
8. Must not engage in any business of the same nature or in significant competition with the Company or its subsidiaries, nor be a substantial partner, executive director, employee, or salaried advisor of such a business, or hold more than 1% of its voting shares.
9. Must not have any other characteristics that prevent the expression of independent opinions. Once appointed, independent directors may be assigned by the Board to make collective decisions regarding the operations of the Company or its affiliates.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive⁽²⁾

Method for selecting persons to be appointed as directors through the nomination committee : No

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : No

Remark: (2) Although the Company has not yet established a formal Nomination and Remuneration Committee, it has defined comprehensive recruitment and remuneration policies for directors. These policies are fully aligned with the criteria prescribed by relevant regulatory authorities, are appropriate for the Company's business context, and strictly adhere to its established director recruitment guidelines.

Number of directors from major shareholders

Rights of minority shareholders on director appointment

To encourage shareholder involvement in the Company's significant decision-making processes and to promote equitable and non-discriminatory treatment of all shareholders, the Company provides an opportunity for shareholders to exercise their rights. For the 2026 Annual General Meeting of Shareholders (AGM), shareholders are invited to propose meeting agenda items, nominate qualified candidates for director election, and submit questions in advance. These rights can be exercised from November 3, 2025, to January 31, 2026. The criteria, submission channels, and relevant forms have been disclosed on the websites of the Stock Exchange of Thailand (SET) and the Company's official website. Furthermore, shareholders who are unable to attend the meeting in person may exercise their voting rights by appointing an Independent Director as their proxy to vote on their behalf. Shareholders also have the right to elect directors from the nominees listed in the AGM invitation notice, with the Company ensuring that the election of directors is conducted on an individual basis.

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

Setting qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. THANWA LAOHASIRIWONG (Chairman of the board of directors, Independent director)	Non-participating	-
2. Mr. SOMSAK PRATOMSRIMEK (Director, Independent director)	Non-participating	-
3. Ms. LALINTHIP YIAMPHOLPHAT (Director, Independent director)	Non-participating	-
4. Ms. THACHANUN TECHASOMBOORANAKIT (Director, Independent director)	Non-participating	-
5. Mr. PALIN LOJANAGOSIN (Director)	Non-participating	-
6. Mr. PINIJSORN LUECHAIKAJOHPAN (Director)	Non-participating	-
7. Mr. PIYAPONG THANYASRISUNG (Director)	Non-participating	-

List of directors	Participation in training in the past financial year	History of training participation
8. Mr. THANUT TECHALERT (Director)	Participating	Other • 2025: mai Growth Lab 2025
9. Mr. AKE TANGKANANOND (Director)	Participating	Other • 2025: Regulatory Guidelines for Information Technology and Cyber Security Governance
10. Ms. SUPHATTAKIT JETTHAVEEKIJ (Director)	Participating	Other • 2025: Board Orientation for New Listed Companies • 2025: mai Growth Lab 2025

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors conducts a performance evaluation at least once a year for both the Board as a whole and for individual directors (self-assessment). The results and comments are utilized to enhance the Boards efficiency and effectiveness annually. Furthermore, these evaluations serve as supporting information for the Boards recommendations to shareholders regarding the re-election of directors retiring by rotation. The evaluation process consists of two assessment forms, based on the guidelines provided by the Thai Institute of Directors Association (Thai IOD):

Form 1: Board and Sub-committee Performance Evaluation (Collective): Used to assess the overall performance of the Board of Directors and its sub-committees.

Form 2: Individual Director Performance Evaluation (Self-Assessment): Used by each director to evaluate their own performance.

The key topics covered in the evaluations are as follows:

Collective Board and Sub-committee Assessment

1. Board structure and qualifications.
2. Board meetings and attendance.
3. Roles, duties, and responsibilities of the Board.
4. Other matters (e.g., independence in expressing opinions, relationship with management, and clear demarcation of duties and responsibilities between the Board and Management).

Individual Director Assessment (Self-Assessment)

1. Structure and qualifications.
2. Participation in Board meetings.
3. Performance regarding roles, duties, and responsibilities.

Scoring Methodology The evaluation uses a 5-level rating scale for each topic:

- 1 = Strongly Disagree / No action taken in that area
- 2 = Disagree / Minimal action taken in that area
- 3 = Agree / Moderate action taken in that area
- 4 = Mostly Agree / Good action taken in that area
- 5 = Strongly Agree / Excellent action taken in that area

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

At the Board of Directors Meeting No. 5/2025, held on November 11, 2025, the Board passed a resolution to approve the implementation of two sets of performance evaluation forms for the Board of Directors and Sub-committees for the year 2025. Subsequently, the Company Secretary distributed these forms to all members of the Board and Sub-committees to initiate the performance assessment process.

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	4.92/98.4	5/100
	Self-assessment	4.91/98.2	5/100
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	4.96 / 99.2	5/100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	4.95 / 99.0	5/100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the : 5
past year (times)

Date of AGM meeting : 11 Mar 2025

EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. THANWA LAOHASIRIWONG (Chairman of the board of directors, Independent director)	5	/	5	1	/	1		/	
2. Mr. SOMSAK PRATOMSRIMEK (Director, Independent director)	5	/	5	1	/	1		/	
3. Ms. LALINTHIP YIAMPHOLPHAT (Director, Independent director)	5	/	5	1	/	1		/	
4. Ms. THACHANUN TECHASOMBOORANAKIT (Director, Independent director)	4	/	5	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
5. Mr. PALIN LOJANAGOSIN (Director)	3	/	5	1	/	1		/	
6. Mr. PINIJSORN LUECHAIKAJOHN PAN (Director)	4	/	5	1	/	1		/	
7. Mr. PIYAPONG THANYASRISUNG (Director)	5	/	5	1	/	1		/	
8. Mr. THANUT TECHALERT (Director)	5	/	5	1	/	1		/	
9. Mr. AKE TANGKANANOND (Director)	5	/	5	1	/	1		/	
10. Ms. SUPHATTAKIT JETTHAVEEKIJ (Director)	5	/	5	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. THANWA LAOHASIRIWONG (Chairman of the board of directors)	5/5 (100.00%)	1/1 (100.00%)	N/A
2. Mr. SOMSAK PRATOMSRIMEK (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
3. Ms. LALINTHIP YIAMPHOLPHAT (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
4. Ms. THACHANUN TECHASOMBOORANAKIT (Director)	4/5 (80.00%)	1/1 (100.00%)	N/A
5. Mr. PALIN LOJANAGOSIN (Director)	3/5 (60.00%)	1/1 (100.00%)	N/A
6. Mr. PINIJSORN LUECHAIKAJOHPAN (Director)	4/5 (80.00%)	1/1 (100.00%)	N/A
7. Mr. PIYAPONG THANYASRISUNG (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
8. Mr. THANUT TECHALERT (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
9. Mr. AKE TANGKANANOND (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
10. Ms. SUPHATTAKIT JETTHAVEEKIJ (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	92.00%	100.00%	N/A

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

- Ms. Thachanun Techasombooranakit was unable to attend the Board of Directors Meeting No. 2/2025, held on May 13, 2025, due to other business commitments. She provided prior notification to the Board of Directors before the meeting date.
- Mr. Pinijsorn Luechaikajohnpan was unable to attend the Board of Directors Meeting No. 4/2025, held on September 9, 2025, due to other business commitments. He provided prior notification to the Board of Directors before the meeting date.
- Mr. Palin Lojanagosin was unable to attend the Board of Directors Meeting No. 2/2025, held on May 13, 2025, and Meeting No. 5/2025, held on November 11, 2025, due to other business commitments. He provided prior notification to the Board of Directors for both instances before the respective meeting dates.

Remuneration of the board of directors

Types of remuneration of the board of directors

The Board of Directors is responsible for considering and proposing the structure and rates of director remuneration for shareholder approval. The remuneration is set at a commensurate level, aligned with the Company's long-term strategies and goals. Key factors considered include the experience, duties, roles, and accountability and responsibility of each director, as well as the anticipated benefits they bring to the Company. For directors serving on sub-committees who take on additional duties and responsibilities, the Board may consider supplemental remuneration. Furthermore, the Company ensures that these rates are benchmarked against industry peers and practices of other companies of a similar size and nature. At the 2025 Annual General Meeting of Shareholders (AGM), held on March 11, 2025, the shareholders passed a resolution to approve the remuneration for the Board of Directors and Sub-committees for the year 2025 as follows:

Committee / Sub-committee	2025	
	Meeting Allowance (Baht / Person / Meeting)	
	Chairman	Member
Board of Directors	31,500	15,750
Audit Committee	21,000	10,500
Executive Committee ¹	21,000	10,500

Note: ¹Member of Executive Committee who hold management positions and receive monthly remuneration from the Company are not entitled to receive additional meeting allowances in their capacity as sub-committee members.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. THANWA LAOHASIRIWONG (Chairman of the board of directors, Independent director)			156,000.00		0.00
Board of Directors (Chairman of the board of directors)	156,000.00	0.00	156,000.00	No	
2. Mr. SOMSAK PRATOMSRIMEK (Director, Independent director)			161,000.00		0.00
Board of Directors (Director)	78,000.00	0.00	78,000.00	No	
Audit Committee (Chairman of the audit committee)	83,000.00	0.00	83,000.00	No	
3. Ms. LALINTHIP YIAMPHOLPHAT (Director, Independent director)			119,500.00		0.00
Board of Directors (Director)	78,000.00	0.00	78,000.00	No	
Audit Committee (Member of the audit committee)	41,500.00	0.00	41,500.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
4. Ms. THACHANUN TECHASOMBOORANAKIT (Director, Independent director)			103,750.00		0.00
Board of Directors (Director)	62,250.00	0.00	62,250.00	No	
Audit Committee (Member of the audit committee)	41,500.00	0.00	41,500.00	No	
5. Mr. PALIN LOJANAGOSIN (Director)			46,500.00		0.00
Board of Directors (Director)	46,500.00	0.00	46,500.00	No	
6. Mr. PINIJSORN LUECHAIKAJOHPAN (Director)			62,250.00		0.00
Board of Directors (Director)	62,250.00	0.00	62,250.00	No	
7. Mr. PIYAPONG THANYASRISUNG (Director)			78,000.00		0.00
Board of Directors (Director)	78,000.00	0.00	78,000.00	No	
8. Mr. THANUT TECHALERT (Director)			78,000.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	78,000.00	0.00	78,000.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
9. Mr. AKE TANGKANANOND (Director)			78,000.00		0.00
Board of Directors (Director)	78,000.00	0.00	78,000.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
10. Ms. SUPHATTAKIT JETHHAVEEKU (Director)			78,000.00		0.00
Board of Directors (Director)	78,000.00	0.00	78,000.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
11. Ms. NAPAT PRINYANUSORN (Member of the executive committee)			0.00		0.00
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
12. Mr. MAITRI URCHITANANTAKUL (Member of the executive committee)			0.00		0.00
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
13. Ms. WARANYA BOWORNRATTANAKOSOL (Member of the executive committee)			0.00		0.00
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
14. Mr. WITTAYA REANCHAIPITAK (Member of the executive committee)			0.00		0.00
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	795,000.00	0.00	795,000.00
2. Audit Committee	166,000.00	0.00	166,000.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
3. Executive Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	0.00	0.00	961,000.00
Other monetary remuneration (Baht)	0.00	0.00	0.00
Total (Baht)	0.00	0.00	961,000.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

Mechanism for overseeing subsidiaries and : Yes
associated companies

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

Investment Policy for Subsidiaries and Associates

The Company's policy is to invest in subsidiaries or associates that support its core business, align with its strategic growth plans, vision, and goals. These investments are intended to enhance operating results, profitability, and competitive advantage, positioning the Company as a leader in its primary industries. Subsidiaries and associates may also consider further investments in high-potential businesses that offer synergy or create value for the Group. To

manage these investments, the Company establishes governance mechanisms and strict internal control systems. Investment proportions are carefully considered relative to potential risks and the Company's financial position. All investments must be reviewed and approved by the Board of Directors or the Shareholders' Meeting (as applicable), in compliance with the notifications of the Capital Market Supervisory Board and the Stock Exchange of Thailand (SET). Additionally, the Company appoints qualified and experienced representative directors to the boards of its subsidiaries or associates, proportional to its shareholding, to oversee major policies and ensure operations align with the Company's standards.

Governance and Management Oversight Policy

The Company has established governance measures to exercise both direct and indirect oversight of its subsidiaries and associates. The Board of Directors and/or the Executive Committee (EXCOM) are responsible for ensuring that these entities operate in accordance with the Company's strategic direction, growth targets, and relevant laws and regulations prescribed by the SEC and the SET.

Appointment of Representative Directors and Executives

The Company nominates individuals to serve as directors, executives, or controlling persons in subsidiaries and associates proportional to its shareholding. These representatives ensure compliance with the law, Good Corporate Governance policies, and other corporate standards. Such appointments must be approved by the Company's Board of Directors, considering the specific requirements of each entity.

Exercise of Voting Rights

1. The Company exercises its voting rights in shareholder and board meetings through its authorized representatives based on its shareholding proportion, prioritizing the best interests of the Company.
2. Regarding management, the Company exercises its voting rights through representative directors and/or executives appointed to serve in subsidiaries and associates. Such appointments must be approved by the Board of Directors, based on the Company's shareholding proportion in each subsidiary and/or associate, or in accordance with terms specified in relevant agreements. In exercising voting rights or taking action on significant matters, these representative directors and/or executives must obtain prior approval from the relevant authorized bodies within the Company such as the Shareholders Meeting, the Board of Directors, or the Executive Committee (as the case may be) consistent with the Company's Table of Authority.

Information Disclosure

1. Directors and executives of subsidiaries and associates are required to disclose financial positions and operating results to the Company, adhering to SEC and SET guidelines. They must also report any conflicts of interest or related party transactions to the Company's Board and avoid transactions that may compromise independence.
2. The Company monitors these entities to ensure they maintain adequate internal control systems and provide transparent, timely disclosures.

Matters Requiring Prior Approval

To ensure cohesive management, representative directors must obtain approval from the Executive Committee (EXCOM) or the Board of Directors before the subsidiary takes action on the following:

Matters requiring Executive Committee (EXCOM) Approval:

1. Approval of annual budgets for subsidiaries in parts that exceed the budget previously approved by the Board.
2. Review and endorsement of annual and interim dividend payments (if any).
3. Loans, guarantees, or legal acts that create additional financial burdens for the subsidiary, which are outside the ordinary course of business.
4. The general management and other ordinary business operations of subsidiaries that fall under the approval authority of the Executive Committee (EXCOM) shall be governed by the Company's Delegation of Authority (DOA). In such cases, the Company's Executive Committee shall review and approve the transaction or action before the subsidiary enters into or executes said transaction.

Matters requiring Board of Directors Approval:

1. Dissolution or liquidation of a subsidiary.

2. Approval of the total annual budget of a subsidiary.
3. Final approval of annual and interim dividend payments (if any).
4. Changes in the Companys shareholding proportion in a subsidiary.
5. Amendments to the Articles of Association (AOA) of a subsidiary that significantly impact the Companys rights, such as director nominations or voting rights.
6. Any non-ordinary transactions that significantly affect the subsidiary.
7. If a subsidiaries transaction falls under the criteria for Acquisition or Disposal of Assets or Related Party Transactions as defined by the SEC/SET, which requires Board or Shareholder approval at the parent level, the subsidiary may only proceed after the Company has obtained such approval. All Related Party Transactions must be based on clear business logic, conducted on an Arms Length Basis (fair market price), and fully disclosed in the financial statements to prevent conflicts of interest. Representative directors must immediately notify the Companys management of any planned transactions that trigger disclosure requirements.

Performance Monitoring

The Company closely monitors the operating results of its subsidiaries and associates. Performance analysis and recommendations are regularly presented to the Companys Board and the respective subsidiaries board to foster continuous development and sustainable growth.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

The Company has established a Conflict of Interest Policy (as detailed in Section 6.2: Policy and Guidelines for Shareholders and Stakeholders) to prevent directors, executives, and employees of the Company and its subsidiaries from engaging in any activities that may result in a conflict of interest. Key procedures and monitoring measures are as follows: Reporting of Interests: Directors and executives are required to report their personal interests and those of their related persons to the Board of Directors on a quarterly basis. Pre-transaction Disclosure: Should a director, executive, or employee have an interest in a related party transaction, they must disclose their relationship and connection to the involved parties to the Company prior to the execution of such transaction. Recusal from Decision-making: Any individual with a potential conflict of interest must abstain from participating in the consideration and approval process of that specific transaction. Transaction Standards: All related party transactions must be conducted on an Arms Length Basis at fair market prices and in the ordinary course of business, prioritizing the maximum benefit of the Company. For the fiscal year 2025, there were no reported instances of non-compliance regarding the prevention of conflicts of interest.

Number of cases or issues related to conflict of interest

	2023	2024	2025
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

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

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

The Company prioritizes the interests of all stakeholder groups. To prevent directors, executives, and employees of the Company and its subsidiaries from utilizing non-public inside information for personal gain or the benefit of third parties, and to ensure full compliance with the Securities and Exchange Act and the Stock Exchange of Thailand (SET) guidelines regarding the disclosure of information by listed companies, the Company has established an Inside Information Policy. (This policy is further detailed in Section 6.2: Policy and Guidelines for Shareholders and Stakeholders). This policy serves as a practical framework to ensure that all personnel have a clear understanding of, and strictly adhere to, the proper handling of sensitive information. Throughout 2025, the Company actively monitored the use of inside information through the following measures: Restricted Access: Limiting the number of individuals with access to material non-public information on a "Need-to-Know" basis. Blackout Periods: Implementing mandatory Blackout Periods every quarter, prohibiting the trading, transfer, or acceptance of Company securities, and forbidding the disclosure of inside information prior to the release of financial statements. Data Security and Systems: Defining clear data access levels to ensure information security, including the security of data storage and processing systems. Confidentiality Agreements: Requiring employees to sign formal Non-Disclosure Agreements (NDAs) or confidentiality memos. Communication of Duties: Regularly informing directors and executives of their legal obligations and reporting duties regarding securities holdings. For the fiscal year 2025, there were no reported instances of directors, executives, or related persons utilizing inside information for personal gain or unauthorized purposes.

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

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

The Company prioritizes Social Responsibility and the equitable treatment of all stakeholder groups under a robust corporate governance framework. To ensure transparency, maintain effective internal control and audit systems, and demonstrate a steadfast commitment against all forms of bribery and corruption, the Company has established an Anti-Corruption Policy. (This policy is detailed in Section 6.2: Policy and Guidelines for Shareholders and Stakeholders). The primary objectives and guidelines are as follows: Integrity and Professionalism: Directors, executives, and employees of the Company and its subsidiaries are required to perform their duties with honesty. They must not abuse their authority, directly or indirectly, for personal gain or to provide undue benefits to others. Zero Tolerance for Bribery: The solicitation, acceptance, or offering of bribes and any acts of corruption are strictly prohibited. Communication and Training: The Company consistently communicates and educates its personnel to ensure a comprehensive understanding of anti-corruption policies and practical guidelines. Whistleblowing and Protection: Secure channels for reporting suspected misconduct or corruption have been established. The Company provides appropriate protection measures and strictly maintains the confidentiality of whistleblowers and informants. Disciplinary and Legal Action: Any individual found to be in violation of the Anti-Corruption Policy or involved in bribery will be subject to severe disciplinary action in accordance with Company regulations, as well as potential legal prosecution. The Audit Committee monitors the adequacy and efficiency of the internal control and internal audit systems on a quarterly basis. This oversight ensures that financial reporting remains complete, accurate, and reliable, thereby reducing the risk of fraudulent activities. For the fiscal year 2025, there were no reported instances of corruption or misconduct involving directors, executives, or employees of the Company.

Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases)	0	0	0

Operations related to whistleblowing over the past year

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

The Board of Directors has established a Whistleblowing Policy (as detailed in Section 6.2: Policy and Guidelines for Shareholders and Stakeholders), covering reports of illegal acts, suspected fraud, or misconduct by directors, executives, and employees. The policy aims to empower all stakeholder groups to report any suspicious activities or non-compliance with the law, anti-corruption regulations, or the Company's Code of Business Conduct. By encouraging such reports, the Company ensures that its operations remain accurate, transparent, and efficient, in full alignment with Good Corporate Governance principles. This proactive approach also serves to mitigate potential risks and damages to the organization. The Company provides a robust protection mechanism for whistleblowers who act in good faith. We guarantee that the identity of the informant and all information provided will be treated with the strictest confidentiality and will not be disclosed to unauthorized individuals.

Reporting Channels

The Company encourages whistleblowers to disclose their identity and provide clear, sufficient evidence regarding the alleged misconduct within the specified scope. Reports can be submitted directly to the Chairman of the Audit Committee via: Email: cgcoordinate@tmh.com

For the fiscal year 2025, there were no reported whistleblowing cases or complaints received through the Company's established channels.

Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SOMSAK PRATOMSRIMEK (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Ms. LALINTHIP YIAMPOLPHAT (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Ms. THACHANUN TECHASOMBOORANAKIT (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

The Audit Committee has performed its duties as mandated by the Board of Directors, in strict accordance with the Audit Committee Charter. The Committee is required to report its annual performance to the Board of Directors to ensure transparency and accountability. In 2025, the Audit Committee held a total of 4 meetings, which included discussions and consultations with the Management, relevant executives, internal auditors, and external auditors. Furthermore, the Audit Committee, which is composed entirely of independent directors, held one joint discussion and a meeting with the external and internal auditors without the presence of management on February 18, 2025, and reported the results to the Board of Directors on the same day.

The key activities of the Audit Committee are summarized as follows:

1. The Committee reviewed the quarterly and annual financial statements of the Company and its subsidiaries to ensure they are accurate, complete, reliable, and provide adequate disclosure in compliance with Thai Financial Reporting Standards (TFRS) and legal requirements. We held private meetings with the external auditors without the presence of Management to discuss significant audit matters. For the fiscal year 2025, the external auditors found no evidence to suggest that the financial reports were not prepared in accordance with the required accounting standards.
2. The Committee approved the appointment of A&A Office Co., Ltd. as an independent outsourced internal auditor for the Company. We also reviewed their remuneration and approved the 2025 Annual Internal Audit Plan to ensure comprehensive coverage of key business risks.
3. The Committee reviewed the adequacy, suitability, and effectiveness of the Internal Control, Risk Management, and Internal Audit systems on a quarterly basis. Based on the findings from the internal auditors and the Risk Management Working Group, the Audit Committee is of the opinion that the Company's internal control systems are sufficient and appropriate, with no significant deficiencies identified. Furthermore, the risk management processes are well-aligned with the Company's business operations.
4. The Committee monitored the Company's adherence to the Securities and Exchange Act, SET regulations, and other laws relevant to its business. For the year 2025, the Committee found no instances of material non-compliance with the laws or regulations governing the Company's operations.

5. The Committee considered the selection and nomination of auditors from Deloitte Touche Tohmatsu Jaiyos Audit Co., Ltd. as the Company's independent auditor for 2025. This selection was based on their credibility, resource adequacy, audit workload, staff experience, and past performance. The proposed appointment and audit fees were submitted to the Board of Directors and subsequently approved by the 2025 Annual General Meeting of Shareholders (AGM)
6. The Committee reviewed Related Party Transactions and transactions that may involve Conflicts of Interest to ensure compliance with SEC and SET regulations. The Committee concluded that all such transactions during the year were conducted as part of ordinary business or to support normal business operations on an Arms Length Basis. These transactions were reasonable and carried out for the maximum benefit of the Company and its shareholders.
7. The Committee reviewed internal processes regarding whistleblowing, complaint handling, and anti-corruption compliance to ensure they meet international standards and remain robust and effective. In 2025, no whistleblowing reports or complaints were received through the Company's established channels.
8. To ensure governance practices remain current, the Committee reviewed policies within its scope of authority, including Financial, Corporate Governance, and Anti-Corruption policies. Additionally, the Audit Committee Charter was reviewed during Meeting No. 5/2025 on November 11, 2025, to ensure that the Committee's duties and responsibilities align with the governance principles.
9. The Audit Committee conducted a self-assessment of its performance for the year 2025.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. THANUT TECHALERT (The chairman of the executive committee)	12	/	12	12/12 (100.00%)
2 Mr. AKE TANGKANANOND (Member of the executive committee)	12	/	12	12/12 (100.00%)

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
3 Ms. SUPHATTAKIT JETTHAVEEKIJ (Member of the executive committee)	12	/	12	12/12 (100.00%)
4 Ms. NAPAT PRINYANUSORN (Member of the executive committee)	5	/	5	5/5 (100.00%)
5 Mr. MAITRI URCHITANANTAKUL (Member of the executive committee)	1	/	3	1/3 (33.33%)
6 Ms. WARANYA BOWORNRATTANAKOSOL (Member of the executive committee)	7	/	7	7/7 (100.00%)
7 Mr. WITTAYA REANCHAIPIKAK (Member of the executive committee)	9	/	9	9/9 (100.00%)
Average meeting attendance rate				(90.48%)

The results of duty performance of Executive Committee

The Board of Directors has appointed and assigned the Executive Committee to perform its duties as specified in the Executive Committee Charter. In 2025, the Executive Committee held a total of 12 meetings and fully performed its duties in accordance with the Charter. The key activities are summarized as follows:

1. The Committee provided strategic recommendations to the Management regarding the formulation of the Vision, Strategy, Business Direction, Goals, Policies, Business Plans, Organizational Structure, and the 2025 Annual Budget prior to submission for the Board of Directors' approval. Additionally, the Committee provided guidance on the JUMP+ Project (Value Enhancement Project for Listed Companies) before it was presented to the Board.
2. The Committee tracked the Company's operational results to ensure they aligned with the policy frameworks and targets approved by the Board. We supervised operations for quality and efficiency on a regular basis, at least once per month, to ensure the Group's performance met the established strategic plans. This included monitoring expenditures within the approved budget and providing regular progress reports to the Board of Directors.
3. The Committee reviewed the performance of the Company and its subsidiaries and provided opinions on annual and interim dividend payments. For the fiscal year 2025, the Company did not distribute an interim dividend.
4. During the Executive Committee Meeting No. 10/2025 on October 16, 2025, the Committee reviewed its annual Charter to ensure that its roles, duties, and responsibilities remain current, comprehensive, and in full alignment with Corporate Governance principles.
5. The Executive Committee conducted a performance evaluation for the year 2025.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company's Social, Environmental, and Stakeholder Responsibility Policy has been established as a strategic compass for our operations. It embodies the core philosophy that business growth must be balanced with its impact on people, communities, and the environment. We are committed to cultivating a corporate culture rooted in transparency, fairness, and ethical conduct, while encouraging employee engagement at all levels to collectively foster a better and more sustainable society. Furthermore, our policy emphasizes improving the quality of life in surrounding communities, optimizing resource efficiency, respecting human rights, and appropriately responding to the needs of all stakeholders.

Under the oversight of the Board of Directors, the Company has integrated sustainability concepts into our corporate strategy throughout the entire business value chain. We carefully address risks, opportunities, and the expectations of all related parties, adhering to legal frameworks, international standards, and guidelines from regulatory bodies, including the Securities and Exchange Commission (SEC). Consequently, the Company reviewed and updated this policy in 2025 to comprehensively cover Environmental, Social, and Governance (ESG) aspects. This update ensures the policy effectively supports both current operations and future strategic directions, both domestically and internationally, driving steady growth and ensuring social responsibility across all dimensions.

Sustainability management goals

Does the company set sustainability management goals : Yes

To demonstrate a concrete commitment to cultivating a socially responsible corporate culture, the Company and its subsidiaries treat social responsibility as a core mission. We actively initiate projects and activities that benefit society, communities, and the environment, directly aligning with the United Nations Sustainable Development Goals (SDGs) as follows:

- Goal 1: No Poverty: We support sustainable poverty eradication by promoting Financial Literacy and developing digital tools designed to elevate the financial status of all individuals. By creating opportunities for economic access and reducing financial inequality, we stay true to our core mission of ensuring security in life and assets for everyone in society.
- Goal 4: Quality Education: The Company is a firm believer in ensuring inclusive and equitable quality education while promoting lifelong learning opportunities. This is deeply reflected in our mission: Empowering everyone with wealth-creation knowledge and building tools to elevate the financial status of all.
- Goal 5: Gender Equality: We actively promote gender equality and empower women within our leadership structure. Currently, the Board of Directors includes 3 women, representing 30% of the total board members. Furthermore, our Corporate Governance policy and Code of Business Conduct strictly prohibit gender discrimination in both director qualifications and general recruitment.
- Goal 8: Decent Work and Economic Growth: LTMH drives economic growth alongside providing decent work environments. Our strategy focuses on recruiting and retaining Key Talent through competitive and fair compensation structures. We also foster Continuous Learning and professional training to ensure clear career advancement opportunities for all employees.

- Goal 9: Industry, Innovation, and Infrastructure: We prioritize innovation to optimize operational processes and develop user-friendly technology that provides maximum utility. A key part of our infrastructure involves utilizing Cloud Server systems for data management, which significantly enhances operational speed, agility, and reliability.

United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure

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

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

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

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

Information on impacts on stakeholder management in business value chain

Business value chain

1. Primary Activities

The business operations of the Company and its subsidiaries encompass three interconnected primary activities designed to create value for stakeholders throughout the business cycle:

1. Content and Product Creation

- Resource and Raw Material Management: Focuses on recruiting specialized personnel for content design and creation. We also establish a diverse network of high-quality business partners (Suppliers) to mitigate over-dependency risks and enhance competitive advantages.
- Sustainable Development: Committed to developing modern articles and products rooted in social responsibility, human rights, safety standards, and fair treatment of employees and partners.
- Crisis Management: Dedicated expert teams are stationed to respond to and resolve on-site issues rapidly and effectively to ensure business continuity.

2. Marketing

- Customer-Centric Strategy: The team prioritizes market research to utilize data for developing new products and services that keep pace with evolving consumer behavior.
- Value and Fairness: Focuses on delivering quality products within an optimized cost structure, supported by fair pricing policies and commercial terms.

3. Distribution and Performance Evaluation

- Channel Management: Enhancing reach to target audiences through popular and trending online platforms and social media.
- Content Governance and Quality Control:
 - Internal Audit System: Established an Approval Workflow requiring senior management (e.g., Content Director) to verify quality before publication.
 - Intellectual Property (IP) Protection: Strict measures are in place to verify data accuracy and image copyrights by using licensed sources and conducting Due Diligence on client-provided media.

- Platform Management (Blockdit): As a User-Generated Content (UGC) provider, the Company employs administrators to monitor content for legal compliance and provides a Reporting Channel to promptly suspend content or accounts that violate terms.
- Data Analytics: Continuous analysis of Audience Engagement to leverage insights for maintaining long-term competitiveness.

2. Support Activities

The Company's value chain is reinforced by four key support activities

1. Human Resource Management

- Recruitment and Retention: Focuses on acquiring Key Talent with high potential and expertise, supported by a competitive and industry-standard compensation structure.
- Potential Development: Promotes Continuous Learning and training to enhance skills and create clear Career Path opportunities.
- Corporate Culture and Engagement: Treating all employees with equality and fairness based on human rights principles to foster Employee Engagement.

2. Technology Development

- Innovation for Efficiency: Committed to integrating innovation to improve workflows while benefiting society through user-friendly and high-impact technology.
- Data Management: Utilizing Cloud Server systems for data storage to elevate operational speed and efficiency.

3. Procurement

- Ethics and Governance: Operating with transparency and fairness, maintaining strong relationships with partners, and adhering to fair competition rules while avoiding dishonest practices.
- Operational Standards: Providing clear procurement manuals and orders to ensure standardized, transparent, and auditable workflows.
- Procurement Process: Implementing a systematic planning process where departments submit purchase requests aligned with budgets, subject to approval based on defined authorization limits.

4. Corporate Infrastructure

- Organizational Management: Establishing a systematic organizational structure covering general administration, Quality Control (QC), accounting, and financial management for seamless operations.
- International Risk Management Standards: Applying the COSO Risk Management Framework to identify, prevent, and mitigate risks that could impede organizational objectives.
- Efficiency and Confidence: Focusing on continuous improvement to achieve maximum productivity and business goals while building sustainable trust among all stakeholders.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
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Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Employees 	<ol style="list-style-type: none"> 1. Providing fair remuneration, career advancement opportunities, and ensuring long-term company stability. 2. Enhancing employee potential through continuous training, skill development, and knowledge sharing. 3. Maintaining a supportive working environment and a workspace suitable for efficient operations. 4. Ensuring that equipment and tools are sufficient and maintained in ready-to-use condition for all employees. 5. Prioritizing the 	<ol style="list-style-type: none"> 1. Promoting and providing ongoing training to ensure employees continuously enhance their skills and knowledge. 2. Organizing joint activities between executives and employees to foster a collaborative organizational culture. 3. Formulating clear policies and action plans dedicated to personnel development. 4. Establishing comprehensive guidelines and practices for safety and occupational health in all work operations. 5. Developing a 	<ul style="list-style-type: none"> • Employee Engagement Survey • Others <ul style="list-style-type: none"> • Listening to and receiving opinions and suggestions through various channels • Communicating relevant information through appropriate communication channels and at a suitable frequency

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	health, safety, and overall well-being of employees in the workplace.	Succession Plan to ensure career growth and leadership continuity for key positions within the organization. 6. Encouraging the exchange of opinions and feedback between line managers and their subordinates.	
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Investors or investment institutions • Analysts • Shareholders 	<ol style="list-style-type: none"> 1. Receiving appropriate and sustainable returns on investment. 2. Ensuring the Company operates with transparency, integrity, and accountability in accordance with Good Corporate Governance principles. 3. Maintaining long-term 	<ol style="list-style-type: none"> 1. Practicing Good Corporate Governance with transparency, fairness, and accountability. 2. Providing appropriate dividend payments in accordance with the Company's performance and dividend policy. 3. Ensuring the transparent 	<ul style="list-style-type: none"> • Online Communication • Annual General Meeting (AGM) • Others <ul style="list-style-type: none"> • Quarterly Earnings Presentation • Opportunity Day / Investor Meetings

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>business stability and achieving continuous, sustainable growth.</p> <p>4. Receiving information that is accurate, complete, timely, and transparent through official disclosure channels.</p> <p>5. Establishing robust risk management, internal audit, and internal control systems to safeguard the Company's interests and assets.</p>	<p>and timely disclosure of material information to all investors equally.</p> <p>4. Formulating effective business strategic plans to ensure continuous and sustainable growth.</p> <p>5. Implementing prudent risk management practices to mitigate potential impacts and safeguard corporate interests.</p>	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Customers 	<ol style="list-style-type: none"> 1. Receiving accurate and truthful information regarding products and services. 2. Reasonable and competitive pricing. 3. Transparency in price competition and bidding processes. 4. Receiving high-quality products and services that meet standards. 5. Prompt and efficient resolution of any issues or grievances. 6. Safeguarding the confidentiality of customer information. 	<ol style="list-style-type: none"> 1. Operating with transparency, fairness, and accountability. 2. Maintaining a strict anti-bribery and corruption policy in all business dealings. 3. Implementing robust quality management systems. 4. Adhering to professional ethics regarding the protection of customer data. 5. Developing products and services to ensure high quality and responsiveness to evolving customer needs. 	<ul style="list-style-type: none"> • Visit • Online Communication • Complaint Reception • Satisfaction Survey

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Suppliers 	<ol style="list-style-type: none"> 1. Strict adherence to contracts and mutual agreements. 2. Conducting business together with transparency, fairness, and equality. 3. Safeguarding the confidentiality of partner and supplier information. 	<ol style="list-style-type: none"> 1. Enhancing the efficiency of work processes related to procurement and sourcing. 2. Strictly enforcing and supervising the protection of confidential information belonging to business partners. 	<ul style="list-style-type: none"> • Complaint Reception • Satisfaction Survey
<ul style="list-style-type: none"> • Community • Society 	<ol style="list-style-type: none"> 1. Reducing and minimizing environmental impacts on society and the surrounding communities. 	<ol style="list-style-type: none"> 1. Operating strictly in accordance with Occupational Health and Safety (OHS) guidelines to ensure the well-being of the community and environment. 	<ul style="list-style-type: none"> • Complaint Reception

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Others • Readers / Content Audience 	<ol style="list-style-type: none"> 1. Receiving information that is accurate, comprehensive, and engaging. 2. Content that is easy to understand and directly meets the needs or interests of the audience. 	<ol style="list-style-type: none"> 1. Delivering content that is both factually correct and tailored to the audience's interests. 2. Continuously enhancing content quality based on audience feedback and opinions. 3. Leveraging technology to improve content accessibility, reach, and performance efficiency. 	<ul style="list-style-type: none"> • Online Communication

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : No materiality topics

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

Details of organization's material sustainability topics

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company recognizes that Risk Management is an integral part of Good Corporate Governance, serving as a fundamental pillar to ensure the achievement of the Company's objectives. Identifying and managing risks supports better decision-making, uncovers opportunities, and mitigates the impact of significant events that could affect shareholders. The Company's Risk Management Policy is as follows;

1. The Company operates within an acceptable level of risk (Risk Appetite) to achieve its objectives and meet stakeholder expectations. Risk management is integrated into the annual business planning process, daily management, decision-making, and various business operations.
2. All executives and employees are considered "Risk Owners." They are responsible for identifying and assessing risks within their respective areas and establishing appropriate mitigation measures.
3. All risks impacting the Company's objectives must undergo the following process:
 - Identifying risks in a timely manner.
 - Evaluating the likelihood and impact of such risks.
 - Managing risks in accordance with established criteria, taking into account the associated costs and the benefits derived from such management.
 - Continuous monitoring to ensure that risks are managed appropriately.
4. Risks that could impact business plans and strategies, specifically those categorized as "High" or "Very High" must be reported to the Executive Committee, the Audit Committee, and the Board of Directors.

The Company has appointed a Risk Management Working Group, comprising executives and operational staff from each department. This group is responsible for formulating and implementing risk management plans in accordance with the Company's policy. Their duties include monitoring, gathering, and analyzing data, as well as reviewing the root causes of various issues to establish preventive measures. The Risk Management Working Group shall review the Risk Management Policy annually and present it to the Audit Committee and the Board of Directors for approval, including any necessary amendments.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risk of Content Dissemination involving Copyright Infringement or Inappropriate Content

Related risk factors : Strategic Risk

- Damage to company image and reputation

Operational Risk

- Systems or internal control system

Compliance Risk

- Violations of laws and regulations
- Legal risk

ESG risk factors : Yes

Risk characteristics

As the Company's core services center on online advertising and media, our content production whether developed in-house or commissioned by clients frequently incorporates images and references from various external sources. Consequently, if the Company lacks an efficient system to verify data accuracy and screen content, images, and other digital assets before publication, or fails to monitor for content involving social and cultural sensitivities or controversial opinions, it may face significant risks. Such oversights could lead to legal disputes or adversely impact the Company's overall reputation and corporate image.

Risk-related consequences

Such occurrences could directly impact the Company's reputation, operating results, and business opportunities. This includes potential liabilities arising from claims for damages due to the publication of any advertising media that is deemed false, distorted, inaccurate, or in violation of copyright laws. Beyond undermining the credibility of the Group's media brands, the presence of inappropriate content on the online platform (Blockdit) that violates platform regulations could affect a wide range of users. Consequently, the Company may face legal penalties, fines, or compensation claims under relevant laws and regulations.

Risk management measures

Recognizing these risks, the Company prioritizes strict operating procedures for verifying all articles and content before publication. These guidelines serve as a mandatory framework for all relevant personnel.

For in-house content, the Company references highly credible global sources such as Bloomberg, Reuters, Forbes, Nikkei, and the South China Morning Post. Every published piece must include comprehensive source citations at the end. Our workflow involves collaborative meetings among the Content Creative team to propose topics and presentation angles, followed by a mandatory review of both content and data sources by Senior Content Creatives before dissemination. Furthermore, the Company enforces content guidelines that emphasize neutrality and fact-based reporting, avoiding leading statements, biased criticisms, or any controversial issues that could pose a reputational risk to our brands.

In the case of client-provided information, the Company requires clients to submit copyright-cleared images from the outset. We also perform additional verification of data accuracy through public sources such as the Department of Business Development (DBD), the Stock Exchange of Thailand (SET), and the SEC. Additionally, our quotations explicitly include a clause stating that the service recipient shall be solely liable for any damages arising from content specified by the client. This serves as a safeguard against the risk of unauthorized use of copyrighted data or images. For visuals or videos not provided by clients, the Company exclusively utilizes media purchased from licensed providers such as Freepik, Shutterstock, Getty Images, and Envato. A dedicated Proofreading team is also responsible for linguistic accuracy and final edits before any content goes live. For the online platform business (Blockdit), the Company maintains a team to monitor all daily content and provides a Reporting System for users to flag copyright infringements or inappropriate material. Upon confirming a violation, the content is removed immediately, and the offender's account may be permanently suspended. Furthermore, the team is required to report these activities to the Risk Management Working Group on a quarterly basis.

Risk 2 Risk of Reliance on Online Service Providers (Platforms)

Related risk factors : Strategic Risk

- Changes in technologies
- Reliance on large customers or few customers
- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Information security and cyber-attack

ESG risk factors : Yes

Risk characteristics

The Company faces exposure to concentration risk as its core business model operates through online media pages on Facebook, which serves as the primary channel for both content dissemination and client services. Furthermore, the Company consistently procures products and services from Meta Platforms Ireland in a significant proportion. Consequently, any adverse incidents affecting the Companys six media pages such as unauthorized access or hacking by malicious actors, or instances where a page is found to violate Meta Community Standards, leading to temporary suspension or permanent deactivation would pose a critical risk to the stability of the Company's primary revenue stream. Additionally, a potential decline in user engagement or the overall popularity of the Facebook platform remains a significant risk factor that could directly impact the Company's long-term operational security.

Risk-related consequences

The occurrence of such risks would directly impact the Companys operations and financial performance, as a majority of its revenue is tied to a single platform. Any restriction on visibility (Reach) or suspension of accounts would render the Company unable to provide advertising services to its clients as usual. This could lead to a significant decline in revenue and adversely affect profitability. Furthermore, volatility in third-party provider policies or shifting consumer preferences on the Facebook platform may pose a threat to the long-term sustainability of the Companys business model if alternative channels cannot be established in a timely manner to compensate for such losses.

Risk management measures

The Company is fully aware of these risks and has established a systematic strategic plan to address them. To prevent unauthorized access and hacking, the Company enforces Two-Factor Authentication (2FA), such as PIN codes or One-Time Passwords (OTP), to ensure secure access to all corporate accounts. Furthermore, the Company has reduced its reliance on any single platform by expanding its online media presence across various channels, including YouTube, Instagram, and TikTok. This expansion broadens our service coverage and builds a robust Business Ecosystem where different media brands provide mutual support. For instance, if visibility is restricted on one platform, the Company can still effectively promote client content through its other established channels or alternative platforms. In parallel, the Company has developed its own proprietary platform, "Blockdit," to foster an online creative community and reduce long-term dependency on external service providers. Nevertheless, due to the Companys long-standing relationship with Meta Platforms Ireland and its consistent compliance with all commercial terms and community standards, we maintain a strong partnership. The Company is confident in its ability to continue utilizing these platforms while simultaneously expanding into new channels to ensure a balanced and stable foundation for its online media business.

Risk 3 Risk of Reliance on Key Management and Highly Skilled Personnel

Related risk factors :

Operational Risk

- Reliance on employees in key positions

ESG risk factors : Yes

Risk characteristics

The Company faces a risk of reliance on its key management and highly skilled personnel, particularly the Chief Executive Officer, Mr. Thanut Techalert. He possesses profound expertise in business, finance, and investment,

complemented by a distinguished ability to translate complex narratives into easily understandable content. With over nine years of experience in the digital media and online platform industries, his specialized skills are instrumental in developing online advertising media that effectively meet client demands and drive the Company's continuous growth. Consequently, any change in leadership or unforeseen events affecting this key executive could impact the Company's management stability and operational continuity.

Risk-related consequences

The loss of key personnel would directly impact the Company's operations and management. As the specialized knowledge and expertise of our executives form the core foundation for creating innovative online media services, any interruption in leadership could lead to decreased efficiency in product development and a diminished capacity to respond to client needs. Such a transition could adversely affect the confidence of both clients and business partners, ultimately hindering the Company's long-term growth trajectory if a successor with equivalent capabilities cannot be appointed in a timely manner.

Risk management measures

The Company is fully aware of these risks and has implemented proactive measures to ensure business continuity. A significant mitigating factor is that as of December 31, 2025, Mr. Thanut Techalert (including related parties), as the founder and major shareholder, holds 53.14% of the total paid-up shares. This substantial shareholding serves as a key incentive for him to maintain his role as Chief Executive Officer and a principal executive. In addition, the Company has established a systematic management structure. We maintain a robust human resource development policy to consistently enhance the knowledge, abilities, and essential skills of employees at all levels. Furthermore, the Company has instituted a Succession Plan for key management positions. This plan involves comprehensive training for employees and executives across various departments to prepare them for critical responsibilities. These initiatives ensure that the Company can continue its operations efficiently and achieve long-term sustainability.

Risk 4 Risk of Business Competition

Related risk factors : Strategic Risk
• Competition risk

ESG risk factors : No

Risk characteristics

The online media industry currently faces a high volume of operators due to the efficiency of telecommunications infrastructure and the increasing affordability of smartphones and tablets. These factors have enabled the general public to access the internet with greater ease and speed, allowing individuals to establish online businesses with minimal capital investment. Consequently, the barriers to entry for the online media industry are relatively low. Given these conditions, competition within the online advertising media sector is expected to intensify in the future, driven by rapid advancements in digital technology. This environment presents a significant challenge for the Company in maintaining its audience popularity and market share.

Risk-related consequences

The trend of intensifying competition may lead to a decline in the popularity of the Company's media brands and platforms. This could result from either an increasing number of competitors or the production of subpar content, leading to a reduction in followers and engagement metrics (e.g., likes, shares, and views). Such a decline would directly impact the Company's media and platform business, specifically its ability to attract advertising budgets from clients. If the Company fails to maintain its unique strengths or adapt its service formats to stay ahead of the rapidly changing market landscape, it could experience a significant adverse effect on its overall business performance.

Risk management measures

The Company is acutely aware of competitive risks and consistently conducts market research and competitor assessments to evaluate its strengths and weaknesses. These insights allow the Company to refine its service formats and pricing strategies to remain competitive. Furthermore, a rigorous Quality Control System is in place to verify and

ensure the production of high-quality content, which bolsters the Company's brand image and mitigates the risk of declining audience engagement. The Company's portfolio of 6 distinct media brands, each with unique content styles, provides comprehensive coverage across finance, investment, business, marketing, and lifestyle. This diversity enables the Company to effectively serve multiple customer segments simultaneously.

Moreover, the development of our proprietary platform, Blockdit, combined with LTMH Rocket (our integrated digital marketing consultancy), has created a powerful Business Ecosystem. This synergy allows for the design of diverse and effective promotional campaigns. Coupled with the extensive expertise and long-standing experience of our management team and personnel, the Company possesses a deep understanding of client pain points and requirements. These competitive advantages, supported by strict content quality control, give the Company full confidence in its ability to compete effectively and sustain its market popularity over the long term.

Risk 5 Risk of Non-Compliance with Relevant Laws, Rules, and Regulations

Related risk factors :

Compliance Risk

- Violations of laws and regulations

ESG risk factors : Yes

Risk characteristics

As the Company operates in the sales and services sector, specifically providing online media, advertising, and platform services, its business activities require permits from relevant authorities and must strictly comply with various laws, rules, and regulations. This includes, for instance, the Royal Decree on the Operation of Digital Platform Service Businesses Subject to Prior Notification B.E. 2565 (2022), among others. Consequently, it is essential for the Company to consistently monitor regulations, announcements, orders, ministerial regulations, acts, and relevant laws to ensure accurate compliance and timely adaptation to changes that may occur at any time.

Risk-related consequences

Failure to monitor changes in relevant rules, regulations, and laws, or any actions that contravene such regulations whether due to human error or a lack of proper understanding could directly impact the Company's operations. Such occurrences may result in the inability to conduct business as usual, or in severe cases, could lead to the suspension of business operations by government authorities. This would adversely affect business continuity and damage the corporate image as an online media and platform service provider that must maintain the trust and confidence of regulatory bodies.

Risk management measures

The Company prioritizes compliance with applicable rules, regulations, and laws by establishing a risk management policy through three primary measures:

1. Monitoring Measure: Assigning responsible personnel to continuously monitor announcements regarding regulatory changes through various channels, such as the websites of relevant government agencies.
2. Reviewing Measure: Requiring relevant parties to report changes in laws and regulations to the Risk Management Working Group whenever necessary, or at least once a year.
3. Knowledge Promotion Measure: Building understanding and providing legal and operational knowledge to personnel to ensure that business activities do not conflict with relevant regulations. This includes regular communication to exchange beneficial information and updates.

Furthermore, the Company has assigned the Company Secretary and the Assistant to the Chief Executive Officer to consistently monitor these laws and regulations and report findings to the Risk Management Working Group. Additionally, the Audit Committee plays a proactive role in closely monitoring compliance with all relevant legal requirements to ensure that the Company's business operations are conducted with accuracy, transparency, and in full accordance with all government regulations.

Risk 6 Risk Related to Investment in Subsidiaries

Related risk factors : Strategic Risk

- New business risk

ESG risk factors : No

Risk characteristics

The Company faces risks associated with its investments in subsidiaries, specifically the establishment of WealthX Management Co., Ltd. (WM) for software development and online platform creation, and WealthX Securities Co., Ltd. (WS) to operate as a broker for investment units and debt instruments. These ventures represent investments in new business sectors that differ from the Company's core operations. As of December 31, 2025, although both subsidiaries have received the necessary licenses and have officially commenced operations, risks remain regarding the management of these new businesses. They must navigate intense competition within the financial market and face uncertainties should the number of users and revenue fail to meet long-term targets. These factors may result in the overall performance of these new business units not aligning with the Company's strategic plans.

Risk-related consequences

Should such risks materialize or the performance of these new ventures fail to meet set targets, it could adversely affect the Company's consolidated operating results and lead to a slower-than-anticipated return on investment. However, considering the current revenue structure, the income from online media and platforms the Company's core business remains robust, with a high revenue proportion and consistent growth. The Company is, therefore, confident that this sustainable core business foundation will serve as a buffer to mitigate the overall impact. Even if the initial performance of the subsidiaries does not align with expectations, it is unlikely to significantly impact the overall business stability or the structural integrity of the Company's core operations.

Risk management measures

The Company has established proactive measures to control and mitigate risks in the event that revenue fails to meet targets. Our strategy focuses on maximizing internal resources by utilizing the existing follower base of our online media network as the primary communication channel to directly reach target audiences. This approach not only manages acquisition costs for new clients but also builds a strong connection between our core media brands and the services offered by our subsidiaries. Additionally, the Company prioritizes software development through WM to create distinct product features that are user-friendly and differentiated from other competitors in the market. This aims to increase the conversion rate of followers into active users and maintain long-term retention through technology that supports future growth and scalability.

Regarding governance, the Company has implemented a system for close performance monitoring to facilitate situational assessments and timely strategic adjustments if there are signs that revenue may not meet projections. Furthermore, the Company remains focused on the stability of its existing online media business the primary revenue stream to serve as a solid foundation that supports new business operations during their initial phases. These measures are designed to ensure that the Company has diverse approaches to drive revenue according to plan and maintains a synergistic operational system to mitigate impacts across all dimensions.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The Company's Business Continuity Plan (BCP) is designed to manage crises or emergency situations occurring within or near the Company's office premises. These include the following events:

- Floods
- Fire

- Earthquakes
- Protests / Riots
- Pandemics

To ensure the effective implementation of the BCP during a crisis, the Company has established an Emergency Action Plan (EAP) with the following organizational structure and procedures:

Business Continuity Committee

- Chief Executive Officer (CEO): Head of the Business Continuity Committee.
- Chief Officers: Heads of the Business Continuity Teams within their respective departments.
- Risk Management Working Group: Responsible for executing the BCP.
- Company Secretary: Coordinator.

The Business Continuity Committee is authorized to declare the activation of the BCP, execute designated procedures and guidelines, procure necessary resources, and monitor and evaluate performance as defined in the plan.

Risk, Threat, and Impact Assessment on Operations and Services

To ensure a comprehensive emergency response, the Company evaluates impacts across five key categories:

1. Premises / Primary Workplace: Events causing damage to the primary office, resulting in personnel being unable to access the workplace on a temporary or long-term basis.
2. Critical Equipment and Supplies: Events rendering essential equipment unusable or disrupting the procurement and delivery of critical supplies required for operations.
3. Information Technology and Critical Data: Events causing failures in IT systems or hindering access to critical operational data.
4. Key Personnel: Events resulting in the unavailability of essential staff to perform their duties.
5. Partners, Service Providers, and Key Stakeholders: Events preventing third-party providers or stakeholders from delivering services or work essential to the Company's operations.

Specific details regarding events and their impacts are documented in the Company's BCP Plan.

Critical Processes and Disruption Impacts

Critical processes, their associated impacts, and Recovery Time Objectives (RTO) are detailed in the Company's BCP Plan.

Continuity Strategies

Continuity strategies serve as guidelines for the procurement and management of resources to ensure readiness during a crisis. These resources are categorized into five key areas.

Business continuity and process recovery shall be implemented in accordance with the Emergency Action Plan (EAP).

Emergency Guidelines for Disasters and Crisis Situations

Disaster Category: Fire

Fire Prevention and Loss Mitigation

1. Good Housekeeping: Preventing the spread of fire by organizing and storing flammable materials correctly, both indoors and outdoors. Avoid accumulating fuel beyond designated limits to minimize fire hazards.
2. Good Maintenance: Eliminating fire triggers and heat distribution, such as inspecting for fuel leaks and monitoring heating equipment to prevent overheating.
3. Good Discipline: Strictly adhering to fire safety laws and regulations, such as ensuring fire extinguishers are placed in designated areas.
4. Good Cooperation: Actively seeking knowledge on fire prevention and suppression, practicing the use of fire-fighting equipment, and participating in emergency drills.

Emergency Procedures During a Fire

1. Upon discovering a fire, close the door of the room where the fire is located and immediately activate the Fire Alarm.
2. Report the incident to the Emergency Response Center or the Buildings Emergency Team. Provide your name, department, position, and the cause of the fire.
3. For minor fires, the Buildings Emergency Team will conduct initial fire suppression.
4. In the event of a large fire, heavy smoke, or rapid spreading, the Emergency Team will initiate an immediate evacuation. The public address system will be used to alert everyone to exit the building. Unauthorized personnel are strictly prohibited from entering the building.
5. Before exiting, open windows and close office doors. Walk in an orderly manner, do not run. Proceed to the nearest exit and report to the Evacuation Leader.
6. The evacuation team must lead people to the designated assembly point, located at least 200 meters away from the building. Do not obstruct emergency responders and never re-enter the building until an official "all clear" is announced.
7. If visitors or colleagues are missing during evacuation, immediately notify the emergency team or the fire department.
8. Whenever the fire alarm sounds, everyone in the building must evacuate immediately.

Self-Preservation Techniques

1. Maintain composure. Activate the alarm and exit the building immediately. Do not waste time investigating the source of the fire.
 2. If the fire is small and manageable, use a fire extinguisher. If not, call the fire department at 199 and evacuate immediately. If possible, close doors and windows of the fire room to starve the fire of oxygen.
 3. Before opening any door, check the knobs temperature by crouching and touching it with the back of your hand. If it is hot, do not open it. If it is cool, open it slowly while bracing the door with your shoulder. If available, use a damp cloth to cover your nose.
 4. If smoke is present, crawl low to the exit. Breathable air is usually found within 1 foot of the floor. Approximately 90% of fire-related casualties are caused by smoke inhalation (Carbon Monoxide and hot vapors). Use an Emergency Smoke Mask or a large plastic bag filled with air to cover your head if necessary.
 5. If Trapped: Call the fire department and provide your exact location. Seal gaps under doors or vents with thick, wet cloths to block smoke. Turn off fans and air conditioners. Signal for help from a window using a flashlight or cloth, and shout to attract attention.
 6. If Clothes Catch Fire: Stop, Drop, and Roll. Do not run, as it fanned the flames. Cover your face with your hands and roll on the ground until the fire is extinguished.
- Once you have safely evacuated, do not return to the building. If someone is still inside, inform the fire authorities immediately.

Disaster Category: Earthquake

Pre-Earthquake Preparedness

1. Educate employees on how to operate shut-off valves for electricity, gas, and water, as well as how to use fire extinguishers. Ensure functional flashlights and first aid kits are readily available within the building.
2. Provide basic first aid training to staff and maintain emergency medical supplies. Stockpile food and water for potential emergency situations.
3. Conduct drills and plan responses for various locations, such as being in a vehicle, inside the building, or in an elevator during an earthquake.
4. Establish clear evacuation routes and designate an assembly point for all employees to gather after the event.

Immediate Actions During an Earthquake

1. If Driving, safely pull over and remain inside the vehicle until the shaking stops. Maintain composure and do not panic.
2. If Indoors (High-rise Buildings), seek shelter under a sturdy desk or table. Do not rush outside, as stairways may be damaged. Do not use elevators, as you may become trapped.
3. If Outdoors, stay away from tall buildings, walls, and power lines. Move to an open area and remain there. Be aware of falling debris, cement, or bricks. Stay in structurally sound areas of the building, away from doors, windows, glass, and balconies. If in danger, crouch under a table. Once the shaking stops, evacuate the building immediately.

Post-Earthquake Procedures

1. Medical Assistance: Administer first aid to the injured. For serious injuries, seek immediate medical attention.
2. Fire & Gas Safety: Do not strike matches, use lighters, or operate electrical switches until you are certain there are no gas leaks. Sparks could trigger an explosion.
3. Electrical Hazards: Avoid downed power lines or objects in contact with them. Turn off the main circuit breaker (power switch) to prevent electrical hazards.
4. Sanitation: Inspect sewage and plumbing lines before flushing toilets to ensure pipes are not ruptured.
5. Communication: Use telephones only for essential or life-threatening reports to keep lines open for emergency services.
6. Safety Inspection: Thoroughly inspect the company premises and building for structural integrity and safety before re-entering.

Emergency Advice for Employees and Visitors

In the event of an earthquake, please follow these guidelines:

1. Remain calm and do not panic.
2. Do not use elevators. If outdoors, stay in open areas away from high-rise buildings, walls, and power lines.
3. Beware of falling tools, equipment, or debris.

Stay in structurally strong areas, away from glass, windows, and balconies. If necessary, take cover under a sturdy table or bed.

Evacuate the building immediately after the shaking stops.

Administer first aid to those in need. Do not create sparks or flames until the area is cleared of potential gas leaks.

Disaster Category: Protests and Riots

Preparedness and Prevention

1. The designated unit responsible for protest prevention must closely monitor the situation, identifying potential triggers, grievances, and conflict points within the area to prepare preventive measures.
2. Prepare personnel, materials, equipment, modern communication systems, and vehicles. Clearly assign roles and responsibilities to ensure a ready response.
3. Implement continuous and concrete public relations efforts using non-provocative language. Utilize psychological operations to mitigate conflicts between authorities and the public or between private entities.

Operations During a Crisis In the event of a protest in the area, the following actions must be taken:

1. Upon detecting or receiving a report of conflict or grievances, analyze the cause and immediately coordinate with relevant agencies. Officials should enter the area to negotiate with protest leaders to reach a peaceful resolution.
2. If negotiations fail, coordinate with professionally trained crowd control police, civil defense volunteers, or other security units to maintain order, safety, and traffic management. Prioritize the protection of life and the property of both the public and the state.

State and company officials must maintain a friendly and professional demeanor toward protesters, even when faced with various forms of provocation.

3. The commanding office may request backup from supporting units as necessary.
4. Immediately report the situation to the Emergency Response Center and top management, including a root-cause analysis and suggested solutions.
5. If the local unit cannot control the situation, escalate the matter to higher authorities.

If the protest moves to another location, notify nearby jurisdictions, local police, and highway police to monitor movements closely and continue efforts to resolve the conflict through peaceful means. Prepare for post-event actions, including damage assessment and recovery, if the protest becomes uncontrollable.

Emergency Advice for Employees and Visitors

In the event of a protest or riot while on duty or visiting:

1. Keep personal belongings secure to prevent loss or damage.
2. Contact the public relations officer of the local service unit for updates and situational movements.
3. If receiving services, remain cautious and avoid expressing opinions or criticisms that could escalate the situation into violence.
4. Strictly follow the guidance and instructions provided by the service unit staff.
5. If protesters begin committing physical assault or destroying property, report the incident to officials and exit the area immediately.
6. If you are injured or your property is damaged, seek help from staff and file a report with the police for the record.
7. Quickly contact protest mitigation units or emergency services.

Most importantly, maintain your composure (stay calm). Having presence of mind is the key to safely escaping the situation and assisting others.

Disaster Category: Floods

Pre-Flood Preparedness

1. Train employees on the use of emergency equipment and the locations of flood warning signals, particularly within the office building, as well as the storage areas for survival gear.
2. Prepare first aid kits and provide basic first aid training to employees. Stockpile food and essential supplies for potential emergency use.
3. Develop and practice emergency plans and protocols to ensure readiness if a flood occurs while at different locations.
4. Plan evacuation routes to nearby safe zones and establish procedures for contacting rescue units for assistance.

Operations During a Flood

1. If working in a flood-prone area, stop all operations immediately and move to higher ground as quickly as possible.
2. If in the area, activate the emergency alarm and shut down all electrical systems to prevent short circuits and electric shocks. Then, relocate to a high, open, and dry area to await further assistance.
3. Constantly monitor the surrounding area for venomous animals seeking refuge from the water.

Post-Flood Procedures

1. Administer first aid to the injured. For severe injuries, seek immediate medical attention.
2. Continuously monitor the situation and follow official flood disaster announcements.
3. If the workplace is severely damaged, entry is strictly prohibited. Wait for a safety inspection by relevant units. In the meantime, employees should report to the designated secondary/alternate workplace.

4. Thoroughly inspect the electrical system before restoring power.
5. Inspect machinery for damage and identify any potential hazards within the workplace.
6. Ensure the overall safety of the company premises and buildings before re-entry.

Emergency Advice for Operations

1. Do not use elevators during the event and avoid proximity to power lines or electrical sources when the ground is wet.
2. Beware of venomous animals (e.g., snakes, scorpions, centipedes) that may have fled the flood to higher parts of the building or rooftops.
3. In a critical or life-threatening situation, always value safety and life over material possessions.
4. Administer first aid to the injured. Check for fire hazards, do not strike matches, use gas, or operate electrical switches until you are certain there are no gas leaks or potential sparks.

Disaster Category: Disease Outbreak

Procedures Upon Discovery of Infection within the Company

1. Report to the communicable disease control officers under the Department of Disease Control (DDC) or other relevant central/regional health authorities within 3 hours of discovering an infected person or a person suspected of being infected.
 2. Immediately cordon off the patients workstation and surrounding areas (Strictly Prohibited Entry). Initial deep cleaning must be conducted immediately by public health officials or designated professionals.
 3. The company must clearly appoint a person or unit responsible for official notifications (e.g., Company Nurse or HR Department) to ensure operational clarity.
- Direct notification to communicable disease control officers.
 - DDC Hotline (1422).
 - Fax.
 - E-mail.
 - Any other methods prescribed by the Director-General of the DDC.

Required Information for Reporting:

- Reporters name, address, and workplace.
 - Relationship to the suspected or infected person.
 - Patients details: Name, age, gender, nationality, current address, and primary symptoms.
4. Upon identifying a Probable or Confirmed case, the company must initiate contact tracing of close contacts to monitor symptoms and detect new cases quickly. This can be handled by the Company Nurse or trained personnel as follows:
 - For those arriving from outbreak areas: Inquire about contact with patients, animals, or hospital visits while in that area.
 - For those without a travel history, Inquire about hospital visits within the 14 days prior to illness.
 - Interaction History, document detailed interactions with others (nature of activities, duration, and frequency of contact within 14 days before illness).
 - Use gathered information to create a 14-day timeline to categorize close contacts based on risk levels.
 - Implement control measures for each group based on their risk status and provide specific self-care guidelines. Cordon off and prohibit unauthorized entry to the affected workstation/area for 14 days.
 - Perform professional disinfection following the guidelines for "Non-Healthcare Facilities."
 - The Company Nurse (if any), HR, or Safety Officer shall regularly follow up with hospitalized employees via telephone to monitor symptoms and offer necessary assistance.

- Before an employee who has recovered is allowed to return to duty, the employee must provide a Medical Certificate confirming recovery.
- An Occupational Health Physician must conduct a "Fit to Work" assessment to ensure the employee is ready to resume their duties safely.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

The Company recognizes the fundamental importance of maintaining strong relationships with key stakeholders across all business activities, from upstream to downstream operations. We are committed to creating value through our products and services to fulfill the expectations of all stakeholder groups. To this end, the Company has established a policy for managing stakeholder impacts within the business value chain to drive Sustainable Development. This policy aims to foster a balance between economic, social, and environmental dimensions throughout the supply chain, ultimately ensuring the highest benefits for all stakeholders involved.

Business value chain

1. Primary Activities

The business operations of the Company and its subsidiaries encompass three interconnected primary activities designed to create value for stakeholders throughout the business cycle:

1. Content and Product Creation

- Resource and Raw Material Management: Focuses on recruiting specialized personnel for content design and creation. We also establish a diverse network of high-quality business partners (Suppliers) to mitigate over-dependency risks and enhance competitive advantages.
- Sustainable Development: Committed to developing modern articles and products rooted in social responsibility, human rights, safety standards, and fair treatment of employees and partners.
- Crisis Management: Dedicated expert teams are stationed to respond to and resolve on-site issues rapidly and effectively to ensure business continuity.

2. Marketing

- Customer-Centric Strategy: The team prioritizes market research to utilize data for developing new products and services that keep pace with evolving consumer behavior.
- Value and Fairness: Focuses on delivering quality products within an optimized cost structure, supported by fair pricing policies and commercial terms.

3. Distribution and Performance Evaluation

- Channel Management: Enhancing reach to target audiences through popular and trending online platforms and social media.
- Content Governance and Quality Control:
 - Internal Audit System: Established an Approval Workflow requiring senior management (e.g., Content Director) to verify quality before publication.
 - Intellectual Property (IP) Protection: Strict measures are in place to verify data accuracy and image copyrights by using licensed sources and conducting Due Diligence on client-provided media.

- Platform Management (Blockdit): As a User-Generated Content (UGC) provider, the Company employs administrators to monitor content for legal compliance and provides a Reporting Channel to promptly suspend content or accounts that violate terms.
- Data Analytics: Continuous analysis of Audience Engagement to leverage insights for maintaining long-term competitiveness.

2. Support Activities

The Company's value chain is reinforced by four key support activities

1. Human Resource Management

- Recruitment and Retention: Focuses on acquiring Key Talent with high potential and expertise, supported by a competitive and industry-standard compensation structure.
- Potential Development: Promotes Continuous Learning and training to enhance skills and create clear Career Path opportunities.
- Corporate Culture and Engagement: Treating all employees with equality and fairness based on human rights principles to foster Employee Engagement.

2. Technology Development

- Innovation for Efficiency: Committed to integrating innovation to improve workflows while benefiting society through user-friendly and high-impact technology.
- Data Management: Utilizing Cloud Server systems for data storage to elevate operational speed and efficiency.

3. Procurement

- Ethics and Governance: Operating with transparency and fairness, maintaining strong relationships with partners, and adhering to fair competition rules while avoiding dishonest practices.
- Operational Standards: Providing clear procurement manuals and orders to ensure standardized, transparent, and auditable workflows.
- Procurement Process: Implementing a systematic planning process where departments submit purchase requests aligned with budgets, subject to approval based on defined authorization limits.

4. Corporate Infrastructure

- Organizational Management: Establishing a systematic organizational structure covering general administration, Quality Control (QC), accounting, and financial management for seamless operations.
- International Risk Management Standards: Applying the COSO Risk Management Framework to identify, prevent, and mitigate risks that could impede organizational objectives.
- Efficiency and Confidence: Focusing on continuous improvement to achieve maximum productivity and business goals while building sustainable trust among all stakeholders.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Companys research and development (R&D) policy : Yes

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

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	9.08	6.31	4.82

Additional explanation for research and development (R&D) expenses over the past 3 years

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes
innovation culture

The process of developing and promoting the Companys innovation culture is established as a core objective and a key operational strategy for long-term sustainability. The pillars of this process are summarized as follows:

1. Strategic Direction and Corporate Culture

Core Objective: The Company focuses on fostering a "Culture of Innovation" alongside collaboration and continuous improvement.

Vision: Leveraging innovation to drive the WealthTech business, transforming customer behavior from being "information consumers" into "wealth management technology users."

2. Strategic Implementation (JUMP+ Project)

The Company has participated in the Stock Exchange of Thailand's (SET) JUMP+ Project to enhance corporate value and capabilities through a clear innovation roadmap:

Digital Productivity Transformation: Accelerating the adoption of AI and Automation to optimize operational efficiency.

AI-First & Data-Driven Organization: Aiming to transition into a fully data-driven and AI-centric organization by 2028.

3. Human Capital and Knowledge Development

To lay the foundation for innovation, the Company supports the following initiatives:

Continuous Learning: Promoting ongoing training and upskilling programs for all employees.

Key Talent: Focusing on the recruitment of high-potential individuals (Key Talent) with competitive compensation structures aligned with industry standards.

Infrastructure: Enhancing data management via Cloud Server systems to improve speed and collaborative efficiency.

4. Research and Development (R&D) Investment

The Company consistently allocates budgets for R&D to innovate its products and services.

R&D Expenditure: In 2025, the Company's total R&D expenditure amounted to 4.82 million baht.

System Development: Prioritizing the development of advanced securities analysis tools and investment advisory systems to establish a competitive advantage.

5. Value Chain Integration

Process Innovation: Integrating technology into WealthTech workflows to reduce operational costs and support the future scaling of transactions.

Social Innovation: Developing digital tools that improve the financial well-being of the public to reduce inequality, aligned with SDG Goal 9: Industry, Innovation, and Infrastructure.

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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