



ESG Performance Report for Listed Companies in 2024

PanelesMatic Solutions Public Company Limited

Fiscal Year End 31 December 2024

Published on 9 April 2025



ESG Performance

Company Name : PanelesMatic Solutions Public Company Limited Symbol : PANEL

Market : mai Industry Group : Property & Construction Sector : SECTOR 0

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

| | | |
|-------------------------------------|---|--|
| Environmental policy and guidelines | : | Yes |
| Environmental guidelines | : | Electricity Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management |

The company prioritizes environmental quality management and actively promotes the prevention and reduction of environmental impacts resulting from its operations, including waste and greenhouse gas management. Additionally, we collaborate with other sectors of society to organize activities aimed at preserving and improving environmental quality. We also emphasize the efficient use of resources and energy, establishing guidelines and methods for their reduction.

Energy Management

The Company prioritizes the proper use of electricity and has implemented internal energy management procedures. Employees are provided with knowledge and guidance on energy conservation, and informational signs promoting energy reduction are placed in various locations within the company. These efforts aim to maximize energy efficiency and minimize unnecessary energy consumption.

Water Resource Management

The Company is committed to reducing excessive water consumption and optimizing water usage efficiency. Employees receive training on the value of water conservation, and signs encouraging water-saving practices are displayed throughout the organization. Internal controls are also in place to prevent excessive water use and ensure responsible resource management.

Waste and Waste Management

The Company aims to minimize waste generation, pollution, and unnecessary waste from printing processes. Employees are encouraged to reduce office material usage to decrease office-related waste. To support this initiative, the Company promotes paperless work at its headquarters by implementing an online data storage system, enabling seamless collaboration, efficiency, and environmental friendliness. Digital tools such as Microsoft Office and Google Drive are utilized to reduce waste generation. Additionally, the Company ensures proper waste disposal and management methods to minimize environmental pollution.

Greenhouse Gas Management

The Company is committed to addressing greenhouse gas emissions and recognizes the impact of global warming and climate change. As part of this initiative, the Company has begun assessing its carbon footprint and is currently in the process of appointing a committee and defining the reporting scope. The assessment will cover the Company's manufacturing plants, office buildings, and employee vehicle fuel consumption. To actively combat climate change, the Company is dedicated to adopting energy-efficient work processes and supporting initiatives to reduce global warming. Studies on greenhouse gas emissions measurement are underway to establish future targets, strategies, and action plans for reducing emissions in business operations. Since June 2023, the Company has been developing a greenhouse gas emission report and defining the scope of its reporting framework. Currently, data collection is in progress to calculate the total greenhouse gas emissions.

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

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

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

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

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

Information on energy management

Energy management plan

The company's energy management plan : No

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

Company's electricity consumption ^(*)

| | 2022 | 2023 | 2024 |
|--|------|------|------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | N/A | N/A | 174,555.00 |
| Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours) | N/A | N/A | 174,555.00 |
| Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours) | N/A | N/A | 0.00 |
| Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year) | N/A | N/A | 2,644.77 |

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

Electricity Expense ^(*)

| | 2022 | 2023 | 2024 |
|---|------------|--------------|--------------|
| Total electricity expense (Baht) | 927,755.59 | 1,014,317.95 | 1,165,338.67 |
| Percentage of total electricity expense to total expenses (%) ^(**) | 1.03 | 0.93 | 0.92 |
| Percentage of total electricity expense to total revenues (%) ^(**) | 0.84 | 0.76 | 0.77 |

| | 2022 | 2023 | 2024 |
|--|-----------|-----------|-----------|
| Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year) | 14,496.18 | 14,700.26 | 17,656.65 |

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

⁽²⁾ Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel expense ^(*)

| | 2022 | 2023 | 2024 |
|--|------------|--------------|------------|
| Total fuel expense (Baht) | 955,220.74 | 1,096,127.02 | 790,015.15 |
| Percentage of total fuel expense to total expenses (%) ^(**) | 1.06 | 1.00 | 0.63 |
| Percentage of total fuel expense to total revenues (%) ^(**) | 0.86 | 0.83 | 0.52 |

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

⁽²⁾ Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

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

Information on water management plan

Water management plan

The Company's water management plan : No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

| | 2022 | 2023 | 2024 |
|---|------|------|----------|
| Total water withdrawal (Cubic meters) | N/A | N/A | 2,453.00 |
| Water withdrawal by third-party water (cubic meters) | N/A | N/A | 2,453.00 |
| Water withdrawal by surface water (cubic meters) | N/A | N/A | 0.00 |
| Water withdrawal by groundwater (cubic meters) | N/A | N/A | 0.00 |
| Water withdrawal by seawater (cubic meters) | N/A | N/A | 0.00 |
| Water withdrawal by produced water (cubic meters) | N/A | N/A | 0.00 |
| Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year) | N/A | N/A | 37.17 |
| Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*) | N/A | N/A | 0.02 |

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

Water consumption

| | 2022 | 2023 | 2024 |
|--|------|------|----------|
| Total water consumption (Cubic meters) | N/A | N/A | 2,453.00 |

Recycled water consumption

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total recycled water for consumption (Cubic meters) | N/A | N/A | 0.00 |

Water Consumption Intensity

| | 2022 | 2023 | 2024 |
|--|------|------|------------|
| Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*) | N/A | N/A | 0.01621882 |

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

Water withdrawal expenses

| | 2022 | 2023 | 2024 |
|---|-----------|-----------|-----------|
| Total water withdrawal expense (Baht) | 14,794.41 | 14,847.70 | 16,925.81 |
| Percentage of total water withdrawal expense to total expenses (%) ^(*) | 0.02 | 0.01 | 0.01 |
| Percentage of total water withdrawal expense to total revenues (%) ^(*) | 0.01 | 0.01 | 0.01 |
| Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year) | 231.16 | 215.18 | 256.45 |

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

Waste management

Disclosure boundary in waste management over the past years

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

Information on waste management plan

Waste management plan

The company's waste management plan : No

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

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

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

The Company has conducted a study and developed a plan for preparing a greenhouse gas emissions report. The scope of the report has been defined, and the Company is currently in the process of collecting data to calculate the total greenhouse gas emissions.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

Information on greenhouse gas management

The company's greenhouse gas emissions

Greenhouse Gas Emissions Intensity

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

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

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total reduced GHG (Metric kilograms of carbon dioxide equivalent) | N/A | N/A | 0.00 |

Absorption and removal of Greenhouse Gas

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent) | N/A | N/A | 0.00 |

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ESG Performance

Company Name : PanelesMatic Solutions Public Company Limited Symbol : PANEL

Market : mai Industry Group : Property & Construction 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

The company actively engages in community and social development to foster strength and sustainability. This includes participating in various activities such as education, religion, sports, and human resource development, as well as promoting employment and organizing community development projects. We prioritize caring for the communities surrounding our facilities and collaborating with related groups to enhance harmonious living. Furthermore, we emphasize sustainable social development and cooperate with communities, government organizations, business partners, and external agencies interested in sustainable development guidelines, aiming to serve as a positive role model.

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 : No

Panelesmatic Solutions Public Company Limited (the "Company") operates in accordance with good corporate governance principles and recognizes the importance of respecting human rights with equality and fairness. The Company upholds human dignity and individual freedoms without discrimination based on origin, race, nationality, skin color, gender, age, language, religion, culture, social class, disability, marital status, physical and health conditions, personal status, economic or social standing, social beliefs, education, political opinions, or any other factors, in line with fundamental international human rights laws. Additionally, the Company values life, physical well-being, and property while striving to enhance employees' quality of life and workplace happiness. To uphold these commitments, the Company has established policies and guidelines for directors, executives, and employees to treat one another with respect and fairness.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

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

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

Fair labor practice

Disclosure boundary in fair labor practice in the past years

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

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan : Yes
Employee and labor management plan implemented : Fair employee compensation, Employee training and
by the Company in the past year : development, Migrant/foreign labor

Employee training

The company prioritizes the development of employees and officials at all levels by organizing training, seminars, and academic programs to enhance skills, knowledge, and abilities. Including both in-house training and sending personnel to attend external training programs.

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : No
management

Information on employment

Employment

| | 2022 | 2023 | 2024 |
|------------------------------------|-------|-------|-------|
| Total employees (persons) | 64 | 69 | 66 |
| Male employees (persons) | 43 | 47 | 40 |
| Percentage of male employees (%) | 67.19 | 68.12 | 60.61 |
| Female employees (persons) | 21 | 22 | 26 |
| Percentage of female employees (%) | 32.81 | 31.88 | 39.39 |

Number of employees categorized by position

| | 2022 | 2023 | 2024 |
|--|-------|-------|-------|
| Total number of employees in operational level (Persons) | 52 | 57 | 58 |
| Percentage of employees in operational level (%) | 81.25 | 82.61 | 87.88 |

| | 2022 | 2023 | 2024 |
|---|-------|-------|------|
| Total number of employees in management level (Persons) | 8 | 8 | 5 |
| Percentage of employees in management level (%) | 12.50 | 11.59 | 7.58 |
| Total number of employees in executive level (Persons) | 4 | 4 | 3 |
| Percentage of employees in executive level (%) | 6.25 | 5.80 | 4.55 |

Number of male employees categorized by position

| | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| Total number of male employees in operational level (Persons) | 35 | 38 | 36 |
| Percentage of male employees in operational level (%) | 81.40 | 80.85 | 90.00 |
| Total number of male employees in management level (Persons) | 5 | 6 | 2 |
| Percentage of male employees in management level (%) | 11.63 | 12.77 | 5.00 |
| Total number of male employees in executive level (Persons) | 3 | 3 | 2 |
| Percentage of male employees in executive level (%) | 6.98 | 6.38 | 5.00 |

Number of female employees categorized by position

| | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| Total number of female employees in operational level (Persons) | 17 | 19 | 22 |
| Percentage of female employees in operational level (%) | 80.95 | 86.36 | 84.62 |
| Total number of female employees in management level (Persons) | 3 | 2 | 3 |
| Percentage of female employees in management level (%) | 14.29 | 9.09 | 11.54 |
| Total number of female employees in executive level (Persons) | 1 | 1 | 1 |
| Percentage of female employees in executive level (%) | 4.76 | 4.55 | 3.85 |

Significant changes in the number of employees

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

Employment of workers with disabilities

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total employment of workers with disabilities (persons) | 0 | 0 | 0 |
| Total number of employees with disabilities (Persons) | 0 | 0 | 0 |
| Total male employees with disabilities (persons) | 0 | 0 | 0 |
| Total female employees with disabilities (persons) | 0 | 0 | 0 |
| Percentage of disabled employees to total employees (%) | 0.00 | 0.00 | 0.00 |
| Total number of workers who are not employees with disabilities (persons) | 0 | 0 | 0 |
| Contributions to empowerment for persons with disabilities fund | No | No | No |

Information on compensation of employees

Employee remuneration by gender

| | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| Total employee remuneration (baht) | 20.80 | 24.49 | 26.17 |
| Total male employee remuneration (baht) | 14.63 | 16.46 | 16.32 |
| Percentage of remuneration in male employees (%) | 70.00 | 66.67 | 61.54 |
| Total female employee remuneration (baht) | 6.17 | 8.03 | 9.85 |
| Percentage of remuneration in female employees (%) | 30.00 | 33.33 | 34.62 |
| Average remuneration of employees (Baht / Person) | 0.31 | 0.35 | 0.39 |
| Average remuneration of male employees (Baht / Person) | 0.33 | 0.34 | 0.40 |
| Average remuneration of female employees (Baht / Person) | 0.29 | 0.36 | 0.35 |
| Ratio of average remuneration of female employees to male employees | 0.00 | 0.00 | 0.00 |

Provident fund management policy

Provident fund management policy : Have

The Company has established a registered provident fund managed by SCB Asset Management Co., Ltd., in accordance with the Provident Fund Act B.E. 2530 (1987) and its amendments, effective from September 22, 2022. Employees participating in the provident fund contribute a whole percentage of their salary, starting at a minimum of 3%, while the Company matches the employees' contributions at the same rate into the provident fund.

Provident fund for employees (PVD)

| | 2022 | 2023 | 2024 |
|--|------------|--------------|--------------|
| Number of employees joining in PVD (persons) | 37 | 35 | 32 |
| Proportion of employees who are PVD members (%) | 57.81 | 50.72 | 48.48 |
| Total amount of provident fund contributed by the company (baht) | 116,504.64 | 465,999.00 | 541,901.25 |
| Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%) | 582,520.00 | 1,941,662.50 | 2,084,234.62 |

Information on employee development

Employee training and development

| | 2022 | 2023 | 2024 |
|--|----------|----------|-----------|
| Average employee training hours (Hours / Person / Year) | 0.00 | 0.00 | 2.44 |
| Total amount spent on employee training and development (Baht) | 0.00 | 0.00 | 19,600.00 |
| Percentage of training and development expenses to total expenses (%) ^(*) | 0.000000 | 0.000000 | 0.000155 |
| Percentage of training and development expenses to total revenue (%) ^(*) | 0.000000 | 0.000000 | 0.000130 |

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

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total number of lost time injury incidents by employees (Cases) | 0 | 0 | 0 |
| Total number of employees that lost time injuries for 1 day or more (Persons) | 0 | 0 | N/A |
| Percentage of employees that lost time injuries for 1 day or more (%) | 0.00 | 0.00 | N/A |
| Total number of employees that fatalities as a result of work-related injury (Persons) | 0 | 0 | N/A |
| Percentage of employees that fatalities as a result of work-related injury (%) | 0.00 | 0.00 | N/A |

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

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

Information on promoting employee relations and participation

Employee engagement

| | 2022 | 2023 | 2024 |
|--|-------|-------|-------|
| Total number of employee turnover leaving the company voluntarily (persons) | 21 | 19 | 29 |
| Total number of male employee turnover leaving the company voluntarily (persons) | 13 | 11 | 18 |
| Total number of female employee turnover leaving the company voluntarily (persons) | 8 | 8 | 11 |
| Proportion of voluntary resignations (%) | 32.81 | 27.54 | 43.94 |
| Percentage of male employee turnover leaving the Company voluntarily (%) | 20.31 | 15.94 | 27.27 |
| Percentage of female employee turnover leaving the Company voluntarily (%) | 12.50 | 11.59 | 16.67 |
| | 2022 | 2023 | 2024 |
| Evaluation result of employee engagement | No | No | No |

Employee internal groups

Employee internal groups : No

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

| | | |
|--|---|---|
| Consumer data privacy and protection policy and guidelines | : | Yes |
| Consumer data privacy and protection guidelines | : | Collection of personal data, Retention and storage duration of personal data |
| Reference link to consumer data privacy and protection policy and guidelines | : | https://www.panelesmatic.com/wp-content/uploads/2024/12/20.-PANEL_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%84%E0%B8%B8%E0%B9%89%E0%B8%A1%E0%B8%84%E0%B8%A3%E0%B8%AD%E0%B8%87%E0%B8%82%E0%B9%89%E0%B8%AD%E0%B8%A1%E0%B8%B9%E0%B8%A5%E0%B8%AA%E0%B9%88%E0%B8%A7%E0%B8%99%E0%B8%9A%E0%B8%B8%E0%B8%84%E0%B8%84%E0%B8%A5-PDPA_signed.pdf |

Responsible sales and marketing policy and guidelines

| | | |
|---|---|----|
| Responsible sales and marketing policy and guidelines | : | No |
|---|---|----|

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

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

Information on customer management plan

Customer management plan

| | | |
|--|---|--|
| Company's customer management plan | : | Yes |
| Customer management plan implemented by the company in the past year | : | Responsible production and services for customers, 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 ensuring customer satisfaction and public trust by delivering high-quality products and services at fair prices, fostering enduring relationships. The guiding principles include:

1. Committed to ensuring customer satisfaction by consistently delivering high-quality products and services at fair prices, and continuously improving standards.
2. Ensure that news and information regarding products and services are accurate, timely, and presented without distortion, fostering strong and enduring relationships.
3. Provide product and service guarantees under reasonable time conditions.
4. Establish an efficient system for customers and the public to lodge complaints about products and services, ensuring prompt and satisfactory responses.
5. Avoid excessive profits in relation to the quality of products or services within the same category, and refrain from imposing unfair trade conditions on customers.
6. Adhere strictly to the conditions set for customers and the public. If unable to do so, promptly inform them in advance to collaborate on finding solutions.
7. Take customer privacy seriously and consistently, refraining from using their information for personal gain or benefit to any involved parties.

| | | |
|---|---|---|
| Reference link for company's customer management plan | : | https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf |
|---|---|---|

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

The company has included all related services with the sale of each project to be a One Stop Service for customers to complete interior decoration. We have a team of experts ready to provide services in various areas, including consulting, design, transportation, installation, training and delivering user manuals to users. Including product warranty After-sales support and repair. In addition, after the warranty period has expired. All project customers can purchase additional preventive maintenance contracts (Preventive Maintenance), where we can provide the service to keep the product in good condition to increase the life cycle of the product.

Diagram of performance and outcomes of customer management



Customer satisfaction

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Evaluation results of customer satisfaction | No | Yes | Yes |

Channels for receiving complaints from customers/consumers

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

Telephone : 02-965-5578-80,82-84

Fax : -

Email : sales@panelesmatic.com

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

Address : 36 Moo 7, New Samakkhi road, Bang Talat, Pak Kret
 Nonthaburi 11120

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : No

Information on community and social management plan

Community and social management plan

Company's community and social management plan : No

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management : No
goals

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social : No
management

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

| | 2022 | 2023 | 2024 |
|--|----------|----------|----------|
| Total financial contribution to community/social development projects or activities (Bath) | 0.00 | 0.00 | 0.00 |
| Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*) | 0.000000 | 0.000000 | 0.000000 |
| Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*) | 0.000000 | 0.000000 | 0.000000 |

Additional Explanation : (*) Total revenues and total expenses from total financial statement

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ESG Performance

Company Name : PanelesMatic Solutions Public Company Limited Symbol : PANEL

Market : mai Industry Group : Property & Construction 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

Panelesmatic Solutions Public Company Limited (the "Company") recognizes the importance of conducting business in accordance with the principles of good corporate governance. We help promote the company's operations for sustainable growth and add value to shareholders, employees, customers, partners and all stakeholders. We ensure that stakeholders are confident that the company has the ability to compete and can adapt to various changing factors. At the same time, the company takes into account ethics in conducting business and impact on society and environment in the long term.

In this regard, the Company's Board of Directors Meeting No. 1/2023 on May 10, 2023 resolved to approve a policy of good corporate governance to cover operations in various areas of the organization in accordance with international rules. The Company has therefore established 8 principles as follows:

Principles 1 Establish Clear Leadership Role and Responsibilities of the Board

Principles 2 Define Objectives that Promote Sustainable Value Creation

Principles 3 Strengthen Board Effectiveness

Principles 4 Ensure Effective CEO and People Management

Principles 5 Nurture Innovation and Responsible Business

Principles 6 Strengthen Effective Risk Management and Internal Control

Principles 7 Ensure Disclosure and Financial Integrity

Principles 8 Ensure Engagement and Communication with Shareholders

Reference link for the full version of corporate governance policy and guidelines : https://www.panelesmatic.com/wp-content/uploads/2024/12/1.-PANEL_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%1%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5_signed.pdf

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 : Determination of Director Remuneration, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Determination of Director Remuneration

The Board of Directors has assigned the Nomination and Remuneration Committee to review and evaluate the policy and criteria for director compensation. This includes ensuring that the compensation is appropriate for the duties and responsibilities of the directors and benchmarking it against similar industries and companies of comparable size. The committee will present its recommendations to the Board of Directors before seeking approval from the shareholders' meeting.

Reference link for Determination of Director Remuneration : https://www.panelesmatic.com/wp-content/uploads/2025/02/1.-PANEL_%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%A9%E0%B8%B1%E0%B8%97.pdf

Page number of the reference link : 12

Director Development

New directors will be introduced to the overall organization, company operations, strategic plans, annual work plans, legal requirements, regulations, and codes of conduct relevant to their role. This information will be presented by senior executives and the Corporate Secretary before the new directors attend their first board meeting.

The Company also encourages directors and senior executives to participate in various training and development programs, such as seminars, lectures, and off-site visits, to enhance their knowledge and gain new, up-to-date experiences. These initiatives aim to align with changing circumstances and contribute to more effective performance in their roles.

Reference link for Director Development : https://www.panelesmatic.com/wp-content/uploads/2025/02/1.-PANEL_%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%A9%E0%B8%B1%E0%B8%97.pdf

Page number of the reference link : 11

Board Performance Evaluation

The Board of Directors has a policy to conduct annual performance evaluations of the Board, subcommittees, and individual directors. These evaluations serve as a framework for assessing whether the Board has adhered to good practices and provide an opportunity to enhance its performance. Additionally, they allow for a review of any issues or challenges encountered throughout the year. The evaluation results will be utilized to further improve the effectiveness of the Board's duties.

Reference link for Board Performance Evaluation : https://www.panelesmatic.com/wp-content/uploads/2024/12/1.-PANEL_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5_signed.pdf

Page number of the reference link : 7

Corporate Governance of Subsidiaries and Associated Companies

The Board of Directors has established a framework and mechanisms for overseeing the operations of subsidiaries and joint ventures, ensuring that governance is appropriate for each entity. This is to ensure that subsidiaries and joint ventures have a clear and consistent understanding of corporate policies. To this end, the Company has developed a written investment policy and governance framework for subsidiaries and joint ventures, covering the following key areas:

1. Appointment of individuals as directors, executives, or persons with control authority in subsidiaries, with the Board of Directors being responsible for such appointments.
2. Defining the roles and responsibilities of representatives acting on behalf of the Company, ensuring that they align with the policies of the subsidiary. In cases where the subsidiary has other investors, the Board will establish guidelines for the Company's representatives to act in the best interests of the subsidiary while maintaining alignment with the parent company's policies.
3. Implementing an adequate and effective internal control system for subsidiaries, ensuring that all transactions comply with legal and regulatory requirements.

4. Disclosure of financial status and operating results, transactions with related parties, acquisitions or disposals of assets, significant transactions, capital increases or reductions, and subsidiary dissolutions.

Furthermore, in cases where the Company engages in significant investments—such as acquiring voting rights of 20% to 50% and when the investment amount or potential future investment is substantial—the Board of Directors will ensure that a shareholders' agreement or other relevant agreements are established. This is to clarify management authority, participation in key decision-making, and performance monitoring, ensuring that financial reporting meets the required standards and deadlines.

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, Community and society, Other guidelines regarding shareholders and stakeholders |

Shareholder

The Company is committed to responsibility and maximizing shareholder satisfaction by ensuring sustainable growth and providing consistent and appropriate returns. Additionally, the Company operates with transparency, maintains a reliable accounting system, and strictly adheres to the following principles:

1. Sustainable Growth of the Company

- Conduct business with integrity and fairness toward all shareholders, ensuring the overall best interests.
- Manage the Company by applying knowledge and management skills to the fullest extent in all situations, making decisions with diligence and prudence.
- Avoid any actions that may create conflicts of interest with the Company.

2. Information Disclosure

- Provide shareholders with equal, regular, and accurate updates on the Company's status and future outlook.
- Refrain from using undisclosed company information for personal gain or the benefit of related parties and avoid disclosing confidential information to external parties.

Reference link for Shareholder : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Page number of the reference link : 2-3

Employee

The Company considers employees as a key factor in achieving success. Therefore, it is committed to fostering a positive work culture and environment while promoting teamwork. To ensure employee confidence, the Company has established the following guidelines:

1. Provide fair compensation to employees in the form of salaries and/or bonuses.
2. Maintain a safe working environment to protect employees' lives and property.
3. Ensure fairness and integrity in employee appointments, transfers, rewards, and disciplinary actions, based on knowledge, capability, suitability, and individual performance.
4. Emphasize employee development by facilitating knowledge transfer and providing equal and consistent opportunities for growth.
5. Listen to feedback and suggestions from employees at all levels with fairness and equality.
6. Strictly comply with all laws and regulations related to employees.
7. Manage operations in a fair manner, avoiding any actions that may negatively impact employees' job security.

Reference link for Employee : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Page number of the reference link : 5

Customer

The Company is committed to ensuring customer satisfaction and confidence by providing high-quality products and services at fair prices while maintaining long-term relationships. To achieve this, the Company has established the following guidelines:

1. Strive to enhance customer satisfaction and confidence by delivering high-quality products and services at reasonable prices, continuously improving standards with dedication.
2. Provide complete, accurate, and timely information about products and services without distortion while maintaining long-term relationships.
3. Offer product and service warranties under appropriate time conditions.
4. Establish a system that allows customers and the public to submit complaints about products and services, ensuring prompt and effective resolution.
5. Avoid excessive profit margins compared to similar products or services and refrain from imposing unfair trading conditions on customers.
6. Strictly adhere to all commitments made to customers and the public. If obligations cannot be met, the Company must notify customers in advance to discuss and find solutions together.
7. Maintain strict confidentiality of customer information and refrain from using such information for personal or related parties' gain.

Reference link for Customer : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Page number of the reference link : 3

Business competitor

The Company upholds equality and integrity in business operations, ensuring mutual benefits with business partners. Business partners are expected to strictly comply with laws and regulations and adhere to ethical business practices. In competitive business environments, the Company follows fair competition principles and maintains transparency and fairness in borrowing and loan repayments. To uphold these principles, the Company has established the following guidelines:

1. Relationship with Business Partners
 - Do not solicit, accept, or offer any dishonest benefits in business dealings with partners.
 - Strictly comply with all contractual agreements with partners.
 - In cases where contractual obligations cannot be met, notify partners in advance to jointly find reasonable solutions.
2. Relationship with Competitors
 - Conduct business within the framework of fair competition.
 - Refrain from damaging competitors' reputations through false accusations or defamatory statements.
- Relationship with Creditors
 - Adhere strictly to all contractual obligations with creditors, including repayment terms, collateral management, and other conditions. Ensure that borrowed funds are used for their intended purpose as per the loan agreement.
 - Provide creditors with honest and transparent financial reports.
 - Notify creditors in advance if the Company is unable to meet contractual obligations and work together to find appropriate solutions.

Reference link for Business competitor : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Business partner

The Company considers employees as a key factor in achieving success. Therefore, it is committed to fostering a positive work culture and environment while promoting teamwork. To ensure employee confidence, the Company has established the following guidelines:

1. Provide fair compensation to employees in the form of salaries and/or bonuses.
2. Maintain a safe working environment to protect employees' lives and property.
3. Ensure fairness and integrity in employee appointments, transfers, rewards, and disciplinary actions, based on knowledge, capability, suitability, and individual performance.
4. Emphasize employee development by facilitating knowledge transfer and providing equal and consistent opportunities for growth.
5. Listen to feedback and suggestions from employees at all levels with fairness and equality.
6. Strictly comply with all laws and regulations related to employees.
7. Manage operations in a fair manner, avoiding any actions that may negatively impact employees' job security.

Reference link for Business partner : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Page number of the reference link : 5

Creditor

The Company upholds equality and integrity in business operations, ensuring mutual benefits with business partners. Business partners are expected to strictly comply with laws and regulations and adhere to ethical business practices. In competitive business environments, the Company follows fair competition principles and maintains transparency and fairness in borrowing and loan repayments. To uphold these principles, the Company has established the following guidelines:

1. Relationship with Business Partners
 - Do not solicit, accept, or offer any dishonest benefits in business dealings with partners.
 - Strictly comply with all contractual agreements with partners.
 - In cases where contractual obligations cannot be met, notify partners in advance to jointly find reasonable solutions.
2. Relationship with Competitors
 - Conduct business within the framework of fair competition.
 - Refrain from damaging competitors' reputations through false accusations or defamatory statements.
- Relationship with Creditors
 - Adhere strictly to all contractual obligations with creditors, including repayment terms, collateral management, and other conditions. Ensure that borrowed funds are used for their intended purpose as per the loan agreement.
 - Provide creditors with honest and transparent financial reports.
 - Notify creditors in advance if the Company is unable to meet contractual obligations and work together to find appropriate solutions.

Reference link for Creditor : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Page number of the reference link : 4

Community and society

The Company is committed to social safety, the quality of life of the public, and the conservation of natural resources while promoting efficient energy use. The Company has established the following guidelines:

1. Consider alternative ways to utilize natural resources with minimal negative impact on society, the environment, and the quality of life of the public.
2. Allocate a portion of profits to support social and environmental initiatives on a continuous basis.

3. Foster a sense of social and environmental responsibility among employees at all levels.
4. Prioritize transactions with partners who share the Company's commitment to social and environmental responsibility.
5. Implement energy conservation as a core policy to benefit future generations.
6. Comply with and actively support the enforcement of laws and regulations issued by regulatory authorities.
7. Recognize community and social engagement as a fundamental responsibility, focusing on sustainable development, natural resource conservation, educational support for youth, and public benefit initiatives to empower underprivileged communities towards self-sufficiency.
8. Uphold democratic principles and encourage employees to exercise their voting rights as per the Constitution. The Company maintains a strict policy of not providing direct or indirect financial support to any politician or political party for personal or political gain.

Reference link for Community and society : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Page number of the reference link : 5-6

Code of Conduct on Conflict of Interest

The interests of customers and the organization must take precedence over the personal interests of all employees or stakeholders. This ensures that employees can perform their duties impartially, without bias resulting from conflicts of interest with customers and/or the organization. Employees must act in a manner that instills confidence that no conflict exists—or even appears to exist—between their personal interests and their responsibilities to the organization, customers, investors, and other stakeholders. They must avoid any actions that could create such conflicts of interest. Additionally, all employees must disclose any significant ownership or vested interests that they or their family members may have in the business dealings of customers, the organization, competitors, or related parties. If there is any uncertainty about whether a particular action constitutes a conflict of interest, employees must seek guidance from their direct supervisor or the internal audit and compliance department.

Reference link for the other policy and guidelines : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Page number of the reference link : 6

Code of Conduct for Internal Information Use

Employees must avoid using insider information for personal gain when buying or selling the Company's shares or disclosing such information to others for their benefit in trading the Company's shares. Employees should refrain from buying or selling the Company's shares during the period leading up to the release of financial statements, company status updates, or other significant information.

Executives or employees who have access to material insider information that could affect the Company's stock price must refrain from trading the Company's securities within one month before the financial statements or such insider information is disclosed to the public. They are also strictly prohibited from sharing such material information with others and must comply with the Company's insider trading policy.

Reference link for the other policy and guidelines : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Page number of the reference link : 6-7

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Panelesmatic Solutions Public Company Limited (the "Company") has implemented a code of conduct outlining ethical standards for the board of directors, management, and employees. This code serves as a guide for conducting duties with honesty, integrity, and fairness towards the company and all stakeholders. Additionally, the company has established a monitoring system to ensure ongoing compliance with these guidelines.

Reference link for the full version of business code of conduct : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

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, Information and IT system security, Environmental management, Human rights

Prevention of Conflicts of Interest

The interests of customers and the organization must take precedence over the personal interests of all employees or stakeholders to ensure impartial and unbiased decision-making, free from conflicts of interest. Employees must conduct themselves in a manner that fosters trust and confidence that no conflict exists or even appears to exist between their personal interests and their duties to the organization, customers, investors, and other stakeholders. Employees must avoid any actions that may lead to such conflicts of interest. Additionally, all employees are required to disclose any significant ownership or vested interests that they or their families may have in the business dealings of customers, the organization, competitors, or related parties. If there is any uncertainty about whether a certain action constitutes a conflict of interest, employees should seek guidance from their direct supervisor or the internal audit and compliance department.

Reference link for Prevention of Conflicts of Interest : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Page number of the reference link : 6

Anti-corruption

PanelesMatic Solutions Public Company Limited (the "Company") is committed to conducting business with transparency, being responsible to society and stakeholders, and recognizing the importance of combating corruption in all forms, both direct and indirect, whether in cash or non-cash, including giving and receiving bribes. It also places importance on creating an organizational culture so that all personnel are aware of the dangers of corruption. Therefore, the Company has established an anti-corruption policy as a guideline for directors, executives and employees to act in accordance with the principles of good corporate governance.

Reference link for Anti-corruption : https://www.panelesmatic.com/wp-content/uploads/2024/12/11.-PANEL_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%95%E0%B9%88%E0%B8%AD%E0%B8%95%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B8%E0%B8%88%E0%B8%A3%E0%B8%B4%E0%B8%95%E0%B8%84%E0%B8%AD%E0%B8%A3%E0%B9%8C%E0%B8%A3%E0%B8%B1%E0%B8%9B%E0%B8%8A%E0%B8%B1%E0%B8%99_signed.pdf

Whistleblowing and Protection of Whistleblowers

PanelesMatic Solutions Public Company Limited (the "Company") places importance on corporate governance in accordance with the law, business ethics, good corporate governance principles, and providing opportunities for employees and all groups of stakeholders, both internal and external, to contact or file complaints about conflicting or suspected

violations of the law, business ethics, rights violations, inaccurate financial reports, and any other matters that cause distress or damage. The Company has therefore developed this policy to define channels for receiving information or complaints, procedures for action, and measures to protect those who report information or complaints with honest intentions, and to serve as a guideline for the treatment of the Company's directors, executives, and all employees, as well as all stakeholders.

Reference link for Whistleblowing and Protection of Whistleblowers : https://www.panelesmatic.com/wp-content/uploads/2024/12/12.-PANEL_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%A3%E0%B8%B1%E0%B8%9A%E0%B9%81%E0%B8%88%E0%B9%89%E0%B8%87%E0%B9%80%E0%B8%9A%E0%B8%B2%E0%B8%B0%E0%B9%81%E0%B8%AA%E0%B8%AB%E0%B8%A3%E0%B8%B7%E0%B8%AD%E0%B8%82%E0%B9%89%E0%B8%AD%E0%B8%A3%E0%B9%89%E0%B8%AD%E0%B8%87%E0%B9%80%E0%B8%A3%E0%B8%B5%E0%B8%A2%E0%B8%99_signed.pdf

Prevention of Misuse of Inside Information

Employees should avoid using insider information for personal gain when buying or selling the company's shares or disclosing such information to others for their benefit in trading the company's shares. Employees should refrain from buying or selling the company's shares during the period leading up to the release of financial statements, company status updates, or other critical information.

Executives or employees who have access to material insider information that could impact the company's stock price must refrain from trading the company's securities within one month before the financial statements or such insider information is disclosed to the public. They are also strictly prohibited from sharing such material information with others and must comply with the company's insider trading policy.

Reference link for Prevention of Misuse of Inside Information : https://www.panelesmatic.com/wp-content/uploads/2024/12/7.-PANEL_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B9%83%E0%B8%8A%E0%B9%89%E0%B8%82%E0%B9%89%E0%B8%AD%E0%B8%A1%E0%B8%B9%E0%B8%A5%E0%B8%A0%E0%B8%B2%E0%B8%A2%E0%B9%83%E0%B8%99_signed.pdf

Information and IT system security

The Company recognizes the importance of information technology (IT) security and has therefore developed this IT Security Policy and Guidelines to ensure that its IT systems are properly controlled, secure, accurate, reliable, and able to operate continuously. The policy also aims to protect the Company's confidential systems, customer data, and other personal information. This policy and its associated guidelines serve as a framework for all employees, providing clear direction at every level. It promotes understanding and cooperation in the use, storage, and protection of information, systems, and IT equipment in a lawful, secure, and efficient manner.

Reference link for Information and IT system security : https://www.panelesmatic.com/wp-content/uploads/2024/12/18.-PANEL_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B9%81%E0%B8%99%E0%B8%A7%E0%B8%9B%E0%B8%8F%E0%B8%B4%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%B4%E0%B9%83%E0%B8%99%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%A3%E0%B8%B1%E0%B8%81%E0%B8%A9%E0%B8%B2%E0%B8%84%E0%B8%8B1%E0%B8%81%E0%B8%A9%E0%B8%B2%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A1%E0%B8%B1%E0%B9%88%E0%B8%99%E0%B8%84%E0%B8%87-IT_signed.pdf

Environmental management

The company recognizes and cares about social security and people's quality of life, and attaches great importance to protecting natural resources and promoting energy efficiency. The following guidelines have been formulated:

1. The company will consider the use of natural resources to minimize damage to society, the environment, and people's quality of life.
2. Regularly return a portion of profits to social and environmental contribution activities.

3. Continuously instill social and environmental responsibility awareness among employees at all levels.
4. Value transactions with like-minded business partners in terms of social and environmental responsibility.
5. The main policy of the company is to save energy for future generations.
6. Strictly abide by the laws and regulations issued by regulatory agencies.
7. The company's responsibilities and main policies are to focus on community and social activities, with a particular emphasis on development.

Human rights

The Company recognizes that human rights are fundamental principles and basic rights that deserve protection, assurance, and safeguarding. As such, the Company has announced its Human Rights Policy and guidelines applicable to the Company's directors, executives, employees, and business partners. The Company is committed to the core principles outlined in the United Nations Guiding Principles on Business and Human Rights (UNGP), which are based on the following three pillars:

Pillar 1: Protect – The state has a duty to protect against human rights abuses related to business operations, whether committed by public or private sector entities.

Pillar 2: Respect – All individuals and business enterprises, regardless of type or size, have a responsibility to respect human rights.

Pillar 3: Remedy – When adverse human rights impacts occur, there must be access to effective remedy through mechanisms that ensure redress, restoration, or compensation. Both the public and private sectors must provide effective grievance mechanisms.

The Company is committed to integrating these three pillars into its business practices. In particular, Pillars 2 and 3 are reflected in the development of the Company's Human Rights Policy to ensure that business operations are conducted without violating human rights.

Reference link for Human rights : https://www.panelesmatic.com/wp-content/uploads/2024/12/15-PANEL_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99_signed.pdf

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 : No

Participation in anti-corruption networks

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

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

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

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

Material changes and developments in policy and guidelines over the past year : No

Implementation of the CG Code for listed companies

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

The Company's Board of Directors has established a corporate governance policy based on the Corporate Governance Code for Listed Companies 2017, issued by the Office of the Securities and Exchange Commission (the "SEC"). This policy serves as a guiding framework for the Board, executives, and employees to uphold and follow, ensuring the use of power is exercised fairly and within defined boundaries. The aim is to foster a strong vision aligned with good corporate governance

principles, create long-term sustainable value for the Company, and promote organizational efficiency, transparency, and accountability. Additionally, the policy strengthens stakeholder confidence, including that of shareholders, investors, and related parties. The core content of the corporate governance policy is divided into 8 principles as follows:

- Principle 1 : Establish Clear Leadership Role and Responsibilities of the Board
- Principle 2 : Define the Objectives that Promote Sustainable Value Creation
- Principle 3 : Strengthen Board Effectiveness)
- Principle 4 : Ensure Effective CEO and People Management
- Principle 5 : Nurture Innovation and Responsible Business
- Principle 6 : Strengthen Effective Risk Management and Internal Control
- Principle 7 : Ensure Disclosure and Financial Integrity
- Principle 8 : Ensure Engagement and Communication with Shareholders

Corporate Governance Structure

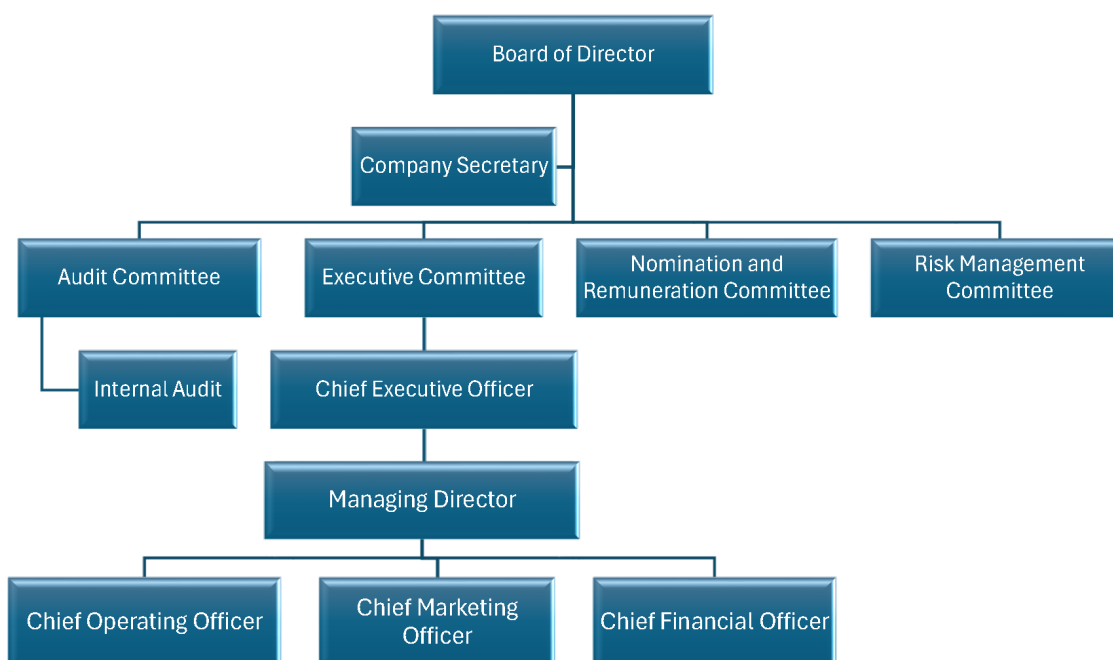
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 25 Mar 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

| | 2024 | |
|---|-------------------|---------------------|
| | Male (persons) | Female (persons) |
| Total directors | 8 | |
| | 5 | 3 |
| Executive directors | 4 | |
| | 2 | 2 |
| Non-executive directors | 4 | |
| | 3 | 1 |
| Independent directors | 3 | |
| | 2 | 1 |
| Non-executive directors who have no position in independent directors | 1 | |
| | 1 | 0 |

| | 2024 | |
|---|----------|------------|
| | Male (%) | Female (%) |
| Total directors | 100.00 | |
| | 62.50 | 37.50 |
| Executive directors | 50.00 | |
| | 25.00 | 25.00 |
| Non-executive directors | 50.00 | |
| | 37.50 | 12.50 |
| Independent directors | 37.50 | |
| | 25.00 | 12.50 |
| Non-executive directors who have no position in independent directors | 12.50 | |
| | 12.50 | 0.00 |

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

| | 2024 | |
|-----------------------------------|--------------|----------------|
| | Male (years) | Female (years) |
| Average age of board of directors | 48 | |
| | 50 | 45 |

The information on each director and controlling person

List of the board of directors

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|------------------------------------|---|
| <p>1. Mr. PISET CHIYASAK Gender: Male Age : 60 years Highest level of education : Doctoral degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) | <p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 9 May 2024 | Law, Corporate Social Responsibility, Corporate Management, Change Management, Governance/ Compliance |
| <p>2. Mrs. JULIA W. PETPAISIT Gender: Female Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : International business Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 57,651,400 Shares (30.342842 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 14,040,000 Shares (7.389474 %) <p><u>Indirect shareholding details</u></p> <p>Married (Not Registered) with Mr. Amorn Kitkrua</p> | <p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 9 May 2024 | Business Administration, Engineering |

| List of directors | Position | First appointment date of director | Skills and expertise |
|--|---|------------------------------------|---|
| <p>3. Mr. AUNGSURUS AREEKUL Gender: Male Age : 64 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 63,050,000 Shares (33.184211 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) | <p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p> | 8 May 2023 | Business Administration, Construction Materials, Construction Services, Engineering, Leadership |
| <p>4. Mr. AMORN KITKRUA Gender: Male Age : 58 years Highest level of education : Bachelor's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 14,040,000 Shares (7.389474 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 57,651,400 Shares (30.342842 %) <p><u>Indirect shareholding details</u></p> <p>Married (Not Registered) with Mrs. Julia W Petpaisit</p> | <p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p> | 8 May 2023 | Business Administration, Project Management, Leadership |

| List of directors | Position | First appointment date of director | Skills and expertise |
|--|---|------------------------------------|--|
| <p>5. Mr. SOMSAK PRIKBOONCHAN Gender: Male Age : 38 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) | <p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p> | 8 May 2023 | Finance & Securities, Accounting, Finance, Negotiation, Risk Management |
| <p>6. Mr. KARN CHUSATAKARN Gender: Male Age : 34 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) | <p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 9 May 2024 | Accounting, Finance, Risk Management, Internal Control, Governance/ Compliance |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|------------------------------------|--|
| <p>7. Ms. YANIDA AREEKUL Gender: Female Age : 28 years Highest level of education : Master's degree Study field of the highest level of education : Environmental Technology Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 63,050,000 Shares (33.184211 %) <p><u>Indirect shareholding details</u></p> <p>Son of Mr. Aungsurus Areekul</p> | <p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p> | 8 May 2023 | Construction Services, Human Resource Management, Sustainability, Data Analysis, Project Management |
| <p>8. Ms. SUNEERAT WUTTICHINDANON Gender: Female Age : 47 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) | <p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p> | 8 May 2023 | Accounting, Corporate Social Responsibility, Sustainability, Risk Management, Governance/ Compliance |

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

Diagram of list of the board of directors

Board of Directors



Mr. Piset Chiyasak

Independent director
Chairman of the Board
Chairman of the Audit Committee



Assoc.Prof.Dr. Suneerat
Wuttichindanon

Independent director
Member of the Audit Committee



Mr. Karn Chusatakarn

Independent director
Member of the Audit Committee



Mrs. Julia W Petpaisit
Director

Chief Executive Officer



Mr. Amorn Kitkrua
Director

Managing Director



Mr. Aungsurus Areekul
Director



Miss Yanida Areekul
Director



Mr. Somsak Prikboonchan
Director

List of the board of directors by position

| List of the board of directors | Position | Executive directors | Non-executive directors | Independent directors | Non-executive directors who have no position in independent directors | Authorized directors as per the company's certificate of registration |
|--------------------------------|------------------------------------|---------------------|-------------------------|-----------------------|---|---|
| 1. Mr. PISET CHIYASAK | Chairman of the Board of Directors | | ✓ | ✓ | | |
| 2. Mrs. JULIA W. PETPAISIT | Director | ✓ | | | | ✓ |
| 3. Mr. AUNGSURUS AREEKUL | Director | | ✓ | | ✓ | ✓ |
| 4. Mr. AMORN KITKRUA | Director | ✓ | | | | ✓ |
| 5. Mr. SOMSAK PRIKBOONCHAN | Director | ✓ | | | | |
| 6. Mr. KARN CHUSATAKARN | Director | | ✓ | ✓ | | |
| 7. Ms. YANIDA AREEKUL | Director | ✓ | | | | ✓ |
| 8. Ms. SUNEERAT WUTTICHINDANON | Director | | ✓ | ✓ | | |
| Total (persons) | | 4 | 4 | 3 | 1 | 4 |

Overview of director skills and expertise

| Skills and expertise | Number (persons) | Percent (%) |
|------------------------------------|------------------|-------------|
| 1. Finance & Securities | 1 | 12.50 |
| 2. Construction Materials | 1 | 12.50 |
| 3. Construction Services | 2 | 25.00 |
| 4. Law | 1 | 12.50 |
| 5. Accounting | 3 | 37.50 |
| 6. Finance | 2 | 25.00 |
| 7. Corporate Social Responsibility | 2 | 25.00 |
| 8. Human Resource Management | 1 | 12.50 |
| 9. Sustainability | 2 | 25.00 |
| 10. Data Analysis | 1 | 12.50 |
| 11. Negotiation | 1 | 12.50 |
| 12. Project Management | 2 | 25.00 |
| 13. Corporate Management | 1 | 12.50 |
| 14. Engineering | 2 | 25.00 |
| 15. Change Management | 1 | 12.50 |
| 16. Leadership | 2 | 25.00 |
| 17. Risk Management | 3 | 37.50 |
| 18. Internal Control | 1 | 12.50 |
| 19. Governance/ Compliance | 3 | 37.50 |
| 20. Business Administration | 3 | 37.50 |

Information about the other directors

| | 2024 |
|---|------|
| The chairman of the board and the highest-ranking executive are from the same person | No |
| The chairman of the board is an independent director | Yes |
| The chairman of the board and the highest-ranking executive are from the same family | No |
| 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 : Appointing an independent director to jointly consider the agenda of the board of directors' meeting

The Chairman of the Board is not the same person as the Chairman of the Executive Committee, the Chief Executive Officer, or the Managing Director to ensure a clear separation of roles and a balance of power in management.

Reference link for the measures for balancing the power between the board of directors and the management : https://www.panelesmatic.com/wp-content/uploads/2024/12/1.-PANEL_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5_signed.pdf

Page number of the reference link : 5

Information on the roles and duties of the board of directors

Board charter : Have

The Corporate Board Charter is a set of regulations that defines the roles, duties, and responsibilities of the Board of Directors as the organization's leadership. It plays a crucial role in setting the company's direction, policies, and business strategies to generate value, investment returns, and wealth for shareholders. Additionally, the Board is responsible for overseeing and evaluating the performance of management and senior executives to ensure that business operations align with the established plans, ethical standards, and corporate codes of conduct. The Charter also emphasizes good corporate governance principles and sustainable growth. Furthermore, it mandates the Board to comply with legal requirements, stock exchange regulations, and the Securities and Exchange Commission (SEC) guidelines, thereby enhancing the quality of corporate governance. This ensures that the Board's roles, duties, and responsibilities align with international standards and legal frameworks while taking into account the social and environmental impact. Such governance practices meet the current expectations of shareholders, investors, and stakeholders.

Reference link for the board charter : https://www.panelesmatic.com/wp-content/uploads/2025/02/1.-PANEL_%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%A9%E0%B8%B1%E0%B8%97.pdf

Page number of the reference link : 1-15

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

To oversee and review the accuracy and reliability of financial reports, internal control systems, internal audits, as well as risk prevention and management controls. The committee also supports and promotes the company's operations to ensure they are efficient, transparent, credible, and auditable, while emphasizing environmental and social

considerations and maintaining good corporate governance principles. Additionally, the Audit Committee is responsible for ensuring compliance with laws, regulations, rules, charters, operating procedures, requirements from relevant authorities, and high ethical standards related to the company's operations.

Reference link for the charter

<https://www.panelesmatic.com/th/%e0%b8%81%e0%b8%8e%e0%b8%9a%e0%b8%b1%e0%b8%95%e0%b8%a3%e0%b8%84%e0%b8%93%e0%b8%b0%e0%b8%81%e0%b8%a3%e0%b8%a1%e0%b8%81%e0%b8%b2%e0%b8%a3/>

Executive Committee

Role

- Others
 - To oversee the management and monitor the company's operations.

Scope of authorities, role, and duties

To oversee the management and monitoring of the company's operations, ensuring alignment with the direction, policies, strategies, and business plans in an effective and efficient manner. This is done under good corporate governance and sustainable development principles. The results are then presented to the Board of Directors for acknowledgment or consideration, as initiated by the Executive Committee, or in accordance with the authority, duties, and responsibilities assigned.

Reference link for the charter

<https://www.panelesmatic.com/th/%e0%b8%81%e0%b8%8e%e0%b8%9a%e0%b8%b1%e0%b8%95%e0%b8%a3%e0%b8%84%e0%b8%93%e0%b8%b0%e0%b8%81%e0%b8%a3%e0%b8%a1%e0%b8%81%e0%b8%b2%e0%b8%a3/>

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

The Risk Management Committee is responsible for establishing risk management policies that cover the entire organization. It also oversees the implementation of a risk management system to control and minimize the impact of risks. The committee is tasked with setting up preventive measures and monitoring compliance with these measures appropriately. This charter is created to ensure that the Risk Management Committee fully understands its role, duties, and responsibilities, and can use this charter as a guideline to perform its functions effectively.

Reference link for the charter

<https://www.panelesmatic.com/th/%e0%b8%81%e0%b8%8e%e0%b8%9a%e0%b8%b1%e0%b8%95%e0%b8%a3%e0%b8%84%e0%b8%93%e0%b8%b0%e0%b8%81%e0%b8%a3%e0%b8%a1%e0%b8%81%e0%b8%b2%e0%b8%a3/>

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

The Nomination and Remuneration Committee is responsible for reviewing and screening individuals who possess the necessary knowledge, skills, experience, and qualifications suitable for key positions within the company. This is done in accordance with established criteria and a transparent recruitment process. In addition, the committee ensures that the remuneration provided is fair, reasonable, and competitive with similar businesses in the market, while adhering to governance principles ("Recruitment Process"). The recruitment process covers positions such as the company's board members, sub-committee members, and executives.

Reference link for the charter

<https://www.panelesmatic.com/th/%e0%b8%81%e0%b8%8e%e0%b8%9a%e0%b8%b1%e0%b8%95%e0%b8%a3%e0%b8%84%e0%b8%93%e0%b8%b0%e0%b8%81%e0%b8%a3%e0%b8%a3%e0%b8%a1%e0%b8%81%e0%b8%b2%e0%b8%a3/>

Information on each subcommittee

List of audit committee

| List of directors | Position | Appointment date of audit committee member | Skills and expertise |
|--|---|--|---|
| <p>1. Mr. PISET CHIYASAK Gender: Male Age : 60 years Highest level of education : Doctoral degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p> | <p>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p> | 9 May 2024 | Law, Corporate Social Responsibility, Corporate Management, Change Management, Governance/ Compliance |
| <p>2. Mr. KARN CHUSATAKARN^(*) Gender: Male Age : 34 years Highest level of education : Bachelor's 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>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p> | 9 May 2024 | Accounting, Finance, Risk Management, Internal Control, Governance/ Compliance |
| <p>3. Ms. SUNEERAT WUTTICHINDANON^(*) Gender: Female Age : 47 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>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p> | 8 May 2023 | Accounting, Corporate Social Responsibility, Sustainability, Risk Management, Governance/ Compliance |

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

| List of committee members | Position | Appointment date of executive committee member |
|---|---|--|
| <p>1. Mrs. JULIA W. PETPAISIT Gender: Female Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : International business Thai nationality : No Residence in Thailand : Yes</p> | The chairman of the executive committee | 9 May 2024 |
| <p>2. Mr. AMORN KITKRUA Gender: Male Age : 58 years Highest level of education : Bachelor's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes</p> | Member of the executive committee | 8 May 2023 |
| <p>3. Ms. YANIDA AREEKUL Gender: Female Age : 28 years Highest level of education : Master's degree Study field of the highest level of education : Environmental Technology Thai nationality : Yes Residence in Thailand : Yes</p> | Member of the executive committee | 8 May 2023 |
| <p>4. Mr. SOMSAK PRIKBOONCHAN Gender: Male Age : 38 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes</p> | Member of the executive committee | 8 May 2023 |

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

| List of directors | Position | Date of resignation / termination | Replacement committee member |
|---|-----------------------------------|-----------------------------------|------------------------------|
| 1. Mr. Thanarat Vangwan Gender: Male Age : 45 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes | Member of the executive committee | 1 May 2024 | - |

Other Subcommittees

| Subcommittee name | Name list | Position |
|---------------------------------------|-----------------------------|---|
| Risk Management Committee | Ms. SUNEERAT WUTTICHINDANON | The chairman of the subcommittee (Independent director) |
| | Mr. KARN CHUSATAKARN | Member of the subcommittee (Independent director) |
| | Mrs. JULIA W. PETPAISIT | Member of the subcommittee |
| | Mr. SOMSAK PRIKBOONCHAN | Member of the subcommittee |
| Nomination and Remuneration Committee | Mr. KARN CHUSATAKARN | The chairman of the subcommittee (Independent director) |
| | Ms. SUNEERAT WUTTICHINDANON | Member of the subcommittee (Independent director) |
| | Mr. AMORN KITKRUA | Member of the subcommittee |

Information on the executives

Information on the executives

List and positions of the executive

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

| List of executives | Position | First appointment date | Skills and expertise |
|---|--|------------------------|---|
| 1. Mrs. JULIA W. PETPAISIT Gender: Female Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : International business Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No | CHAIRMAN OF EXECUTIVE COMMITTEE (The highest-ranking executive) | 8 May 2023 | Business Administration, Engineering |
| 2. Mr. AMORN KITKRUA Gender: Male Age : 58 years Highest level of education : Bachelor's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No | Managing Director | 8 May 2023 | Business Administration, Project Management, Leadership |
| 3. Mr. SOMSAK PRIKBOONCHAN ^(*) Gender: Male Age : 38 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No | Chief Financial Officer | 8 May 2023 | Finance & Securities, Accounting, Finance, Negotiation, Risk Management |

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Remuneration policy for executive directors and executives

How to evaluate performance and consider performance evaluation, including determining the compensation of the CEO or senior management based on the terms of the employment contract, and submitting it to the board of directors for review.

Does the board of directors or the remuneration committee : No
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

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total remuneration of executive directors and executives (baht) | 5.69 | 7.02 | 6.99 |
| Total remuneration of executive directors (baht) | 0.00 | 0.00 | 0.00 |
| Total remuneration of executives (baht) | 5.69 | 7.02 | 6.99 |

Executive directors do not receive any compensation, in addition to compensation as an executive or director of the company

Other remunerations of executive directors and executives

| | 2022 | 2023 | 2024 |
|--|-----------|------------|------------|
| Company's contribution to provident fund for executive directors and executives (Baht) | 32,400.00 | 129,600.00 | 129,943.50 |
| Employee Stock Ownership Plan (ESOP) | No | No | No |
| Employee Joint Investment Program (EJIP) | No | No | No |

Outstanding remuneration or benefits of executive directors and executives

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

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

| General information | Email | Telephone number |
|-----------------------------|---------------------------|------------------|
| 1. Ms. Siriporn Thongtalung | siriporn@panelesmatic.com | - |

List of the company secretary

| General information | Email | Telephone number |
|----------------------|----------------------------|------------------|
| 1. Ms. jutamas malai | jutamas.m@panelesmatic.com | - |

List of the head of internal audit or outsourced internal auditor

| General information | Email | Telephone number |
|--------------------------|--------------------------|------------------|
| 1. Mr. Khamnung Sarisara | khamnung@kasadvisory.com | 081-171-3546 |

Head of investor relations

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

List of the head of investor relations

| General information | Email | Telephone number |
|---------------------------|---------------------|------------------------------|
| 1. Mr. Somsak Priboonchan | ir@panelesmatic.com | 0-2965-5578-80,82-84 Ext.408 |

Company's auditor

Details of the company's auditor

| Audit firms | Audit fee (Baht) | Other service fees | Names and general information of auditors |
|--|------------------|--------------------|--|
| KARIN AUDIT COMPANY LIMITED 72 CAT TELECOM TOWER, FLOOR 24,CHAROEN KRUNG ROAD, BANGRAK, BANGKOK. 10500 THAILAND BANG RAK BANG RAK Bangkok 10500 Telephone number +66 2105 4661 | 1,266,900.00 | - | <p>1. Mr. JADESADA HUNGSAPRUEK Email: jadesada@karinaudit.co.th License number: 3759</p> <p>2. Mr. KOMIN LINPHRACHAYA Email: komin@karinaudit.co.th License number: 3675</p> <p>3. Mr. JIROTE SIRIROROTE Email: jirote@karinaudit.co.th License number: 5113</p> <p>4. Mr. POJANA ASAWASONTICHAJ Email: pojana@karinaudit.co.th License number: 4891</p> <p>5. Ms. KANNIKA WIPANURAT Email: kannika@karinaudit.co.th License number: 7305</p> <p>6. Ms. BONGKOTRAT SUAMSIRI Email: bongkotrat@karinaudit.co.th License number: 13512</p> |

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

The Board of Directors has conducted performance evaluations for both the Board as a whole and individual directors in 2024 to ensure effective operations and the achievement of objectives.

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. PISET CHIYASAK | Chairman of the Board of Directors | 9 May 2024 | Law, Corporate Social Responsibility, Corporate Management, Change Management, Governance/ Compliance |
| Mrs. JULIA W. PETPAISIT | Director | 9 May 2024 | Business Administration, Engineering |
| Mr. KARN CHUSATAKARN | Director | 9 May 2024 | Accounting, Finance, Risk Management, Internal Control, Governance/ Compliance |

Selection of independent directors

Criteria for selecting independent directors

Qualifications of an Independent Director

1. Holds no more than 1% of the total voting shares of the Company, including shares held by related persons of that independent director.
2. Is not and has not been a director involved in management, an employee, staff member, salaried advisor, or a person with control authority in the Company, unless at least two years have passed since ceasing such roles.
3. Has no blood or legal relationship with any other director, executive, major shareholder, person with control authority, or any individual nominated to be a director, senior executive, or person with control authority in the Company or its subsidiaries.
4. Has no business relationship with the Company that may interfere with independent judgment, and has never been a significant shareholder or person with control authority over a business related to the Company, unless at least two years have passed since ceasing such status.
5. Is not and has not been an auditor of the Company and is not a significant shareholder, person with control authority, or partner of an audit firm that provides services to the Company, unless at least two years have passed since ceasing such status.
6. Is not and has not been a professional service provider, including a legal or financial advisor, receiving fees exceeding 2 million baht per year from the Company. Additionally, is not a significant shareholder, person with control authority, or partner in such professional service providers, unless at least two years have passed since ceasing such status.
7. Is not appointed as a representative of the Company's directors, major shareholders, or any shareholder related to a major shareholder.
8. Does not engage in any business that is of the same nature and significantly competitive with the Company or its subsidiaries. Additionally, does not hold a significant partnership in a partnership business, serve as a director

involved in management, an employee, staff member, salaried advisor, or hold more than 1% of the total voting shares in another company that engages in a business of the same nature and significantly competes with the Company or its subsidiaries.

9. Has no other characteristics that may prevent the ability to provide independent opinions on the Company's operations.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes
through the nomination committee

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

Rights of minority shareholders on director appointment

The Selection and Remuneration Committee will identify and recommend individuals who possess the qualifications required to enhance the board's effectiveness in steering the company's operations in alignment with the established strategy and direction. These nominees must meet the qualifications outlined in this charter to serve as company directors. The committee will review and approve the candidacy of these individuals at the Board of Directors meeting, and may propose them for election at the shareholders' meeting for further consideration.

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

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

| List of directors | Participation in training in the past financial year | History of training participation |
|---|--|--|
| 1. Mr. PISET CHIYASAK (Chairman of the Board of Directors) | Non-participating | Thai Institute of Directors (IOD) • 2015: Director Certification Program (DCP) • 2015: Risk Management Program for Corporate Leaders (RCL) |
| 2. Mrs. JULIA W. PETPAISIT (Director) | Participating | Thai Institute of Directors (IOD) • 2024: ESG in the Boardroom: A Practical Guide for Board (ESG) • 2023: Director Accreditation Program (DAP) |
| 3. Mr. AUNGSURUS AREEKUL (Director) | Non-participating | Thai Institute of Directors (IOD) • 2006: Director Accreditation Program (DAP) |
| 4. Mr. AMORN KITKRUA (Director) | Non-participating | Thai Institute of Directors (IOD) • 2023: Director Accreditation Program (DAP) |
| 5. Mr. SOMSAK PRIKBOONCHAN (Director) | Non-participating | Thai Institute of Directors (IOD) • 2023: Director Accreditation Program (DAP) |
| 6. Mr. KARN CHUSATAKARN (Director) | Non-participating | Thai Institute of Directors (IOD) • 2021: Advanced Audit Committee Program (AAP) • 2021: Director Accreditation Program (DAP) |
| 7. Ms. YANIDA AREEKUL (Director) | Non-participating | Thai Institute of Directors (IOD) • 2023: Director Accreditation Program (DAP) |
| 8. Ms. SUNEERAT WUTTICHINDANON (Director) | Non-participating | Thai Institute of Directors (IOD) • 2023: Director Accreditation Program (DAP) |

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The performance evaluation of the Board of Directors is conducted once a year for both the Board of Directors and its sub-committees. This evaluation aims to assess the effectiveness of the Board's operations in accordance with good corporate governance principles. It also allows the Board to review its performance, issues, and obstacles encountered during the past year. The evaluation results are then used to improve the Board's performance and enhance its effectiveness.

The Board of Directors conducts self-assessments both on a collective basis and an individual basis. The criteria for the collective evaluation include the following areas: (1) Board structure and qualifications, (2) Roles, duties, and responsibilities of the Board, (3) Board meetings, (4) Board dynamics, (5) Relationship with management, and (6) Director development. The assessment uses a 5-point rating scale as follows: 4 = Excellent; 3 = Good; 2 = Fair; 1 = Slight; 0 = Not performed. The evaluation results are calculated as a percentage of the total score for each item, with the following interpretation: above 85% = Excellent, 75–85% = Good, 65–75% = Fair, 50–65% = Satisfactory, and below 50% = Needs improvement. The Company Secretary is responsible for summarizing and reporting the evaluation results to the Board of Directors.

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

In 2024, the overall board evaluation averaged 95.98%, classified as excellent, with individual director evaluations averaging 96.25%, also in the excellent range.

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 |
|-------------------|-----------------|--------------------------------|--------------------|
|-------------------|-----------------|--------------------------------|--------------------|

| List of directors | Assessment form | Grade / Average score received | Grade / Full score |
|---------------------------------------|---|--------------------------------|--------------------|
| Board of Directors | Group assessment | 95.98 | 100 |
| | Self-assessment | 96.25 | 100 |
| | Cross-assessment (assessment of another director) | None | None |
| Audit Committee | Group assessment | 97.50 | 100 |
| | Self-assessment | None | None |
| | Cross-assessment (assessment of another director) | None | None |
| Nomination and Remuneration Committee | Group assessment | 97.26 | 100 |
| | Self-assessment | None | None |
| | Cross-assessment (assessment of another director) | None | None |
| Risk Management Committee | Group assessment | 93.15 | 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 : Yes

How to evaluate performance and consider performance evaluation, including determining the compensation of the CEO or senior management based on the terms of the employment contract, and submitting it to the board of directors for review.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

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

Date of AGM meeting : 09 May 2024

EGM meeting : No

Details of the board of directors' meeting attendance

| List of directors | Meeting attendance of the board of directors | | | AGM meeting attendance | | | EGM meeting attendance | | |
|---|--|---|------------------------|------------------------|---|------------------------|------------------------|---|------------------------|
| | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) |
| 1. Mr. PISET CHIYASAK (Chairman of the Board of Directors, Independent director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 2. Mrs. JULIA W. PETPAISIT (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 3. Mr. AUNGSURUS AREEKUL (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 4. Mr. AMORN KITKRUA (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 5. Mr. SOMSAK PRIKBOONCHAN (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 6. Mr. KARN CHUSATAKARN (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 7. Ms. YANIDA AREEKUL (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 8. Ms. SUNEERAT WUTTICHINDANON (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |

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

All directors attended every Board of Directors meeting during the year, resulting in a 100% attendance rate.

Remuneration of the board of directors

Types of remuneration of the board of directors

In accordance with the directors' remuneration policy, the Nomination and Remuneration Committee has considered the remuneration by taking into account its alignment with that of other listed companies in the same industry and of similar size, the Company's performance, the performance and responsibilities of the Board of Directors, as well as the overall economic conditions. The proposed remuneration has been submitted to the Board of Directors for consideration and endorsement, and will be further proposed to the 2024 Annual General Meeting of Shareholders for approval of the remuneration for the Board of Directors and the Company's sub-committees, as follows:

Remuneration Year of 2024

Board of Directors

Monthly Remuneration (Baht)

- Chairman of the Board of Directors = 10,000
- Non-executive directors = 5,000

The Audit Committee

Monthly Remuneration (Baht)

- Chairman of Audit Committee = 10,000
- Audit Committee Members = 5,000

Nomination and Remuneration Committee

Monthly Remuneration (Baht)

- Chairman of the Nomination Remuneration Committee = 10,000
- Member of Nomination and Remuneration Committee = 5,000

Risk Management Committee

Monthly Remuneration (Baht)

- Chairman of the Risk Management Committee = 10,000
- Member of Risk Management Committee = 5,000

Other Benefit

- None

Note: In this regard, directors who are executives or employees of the company or directors who are advisors to the company There will be no right to receive monthly compensation and meeting allowances for holding the position of director of the Company. including other sub-committees

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. PISET CHIYASAK (Chairman of the Board of Directors) | | | 90,000.00 | | N/A |
| Board of Directors | 50,000.00 | 0.00 | 50,000.00 | No | |
| Audit Committee | 40,000.00 | 0.00 | 40,000.00 | No | |
| 2. Mrs. JULIA W. PETPAISIT (Director) | | | 0.00 | | N/A |
| Board of Directors | 0.00 | 0.00 | 0.00 | No | |
| Executive Committee | 0.00 | 0.00 | 0.00 | No | |
| Risk Management Committee | 0.00 | 0.00 | 0.00 | No | |
| 3. Mr. AUNGSURUS AREEKUL (Director) | | | 25,000.00 | | N/A |
| Board of Directors | 25,000.00 | 0.00 | 25,000.00 | No | |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|--|-------------------|-----------------------------|------------------|---------------------------|--|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| 4. Mr. AMORN KITKRUA (Director) | | | 0.00 | | N/A |
| Board of Directors | 0.00 | 0.00 | 0.00 | No | |
| Executive Committee | 0.00 | 0.00 | 0.00 | No | |
| Nomination and Remuneration Committee | 0.00 | 0.00 | 0.00 | No | |
| 5. Mr. SOMSAK PRIKBOONCHAN (Director) | | | 0.00 | | N/A |
| Board of Directors | 0.00 | 0.00 | 0.00 | No | |
| Executive Committee | 0.00 | 0.00 | 0.00 | No | |
| Risk Management Committee | 0.00 | 0.00 | 0.00 | No | |
| 6. Mr. KARN CHUSATAKARN (Director) | | | 55,000.00 | | N/A |
| Board of Directors | 25,000.00 | 0.00 | 25,000.00 | No | |
| Audit Committee | 20,000.00 | 0.00 | 20,000.00 | No | |
| Nomination and Remuneration Committee | 10,000.00 | 0.00 | 10,000.00 | No | |
| Risk Management Committee | 0.00 | 0.00 | 0.00 | No | |
| 7. Ms. YANIDA AREEKUL (Director) | | | 25,000.00 | | N/A |
| Board of Directors | 25,000.00 | 0.00 | 25,000.00 | No | |
| Executive Committee | 0.00 | 0.00 | 0.00 | No | |
| 8. Ms. SUNEERAT WUTTICHINDANON (Director) | | | 50,000.00 | | N/A |
| Board of Directors | 25,000.00 | 0.00 | 25,000.00 | No | |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|--|-------------------|-----------------------------|--------------|---------------------------|--|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| Audit Committee | 20,000.00 | 0.00 | 20,000.00 | No | |
| Risk Management Committee | 0.00 | 0.00 | 0.00 | No | |
| Nomination and Remuneration Committee | 5,000.00 | 0.00 | 5,000.00 | No | |
| 9. Mr. Thanarat Vangwan (Member of the executive committee) | | | 0.00 | | N/A |
| 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 | 150,000.00 | 0.00 | 150,000.00 |
| 2. Audit Committee | 80,000.00 | 0.00 | 80,000.00 |
| 3. Executive Committee | 0.00 | 0.00 | 0.00 |
| 4. Risk Management Committee | 0.00 | 0.00 | 0.00 |
| 5. Nomination and Remuneration Committee | 15,000.00 | 0.00 | 15,000.00 |

Summary of the remuneration of the board of directors

| | 2024 |
|------------------------------------|------------|
| Meeting allowance (Baht) | 245,000.00 |
| Other monetary remuneration (Baht) | 0.00 |
| Total (Baht) | 245,000.00 |

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : No
Mechanism for overseeing subsidiaries and associated companies : No / In progress

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 a policy to prevent conflicts of interest, ensuring decisions prioritize the company's and shareholders' best interests. Individuals must disclose any involvement or interest in transactions that may lead to personal gain or loss. They are prohibited from participating in such transactions and have no authority to approve them. The audit committee oversees compliance with regulations set by the Securities and Exchange Commission and the Stock Exchange of Thailand. Quarterly reports on potential conflicts of interest transactions are submitted to the board for review.

1. The company requires strict adherence to rules, procedures, and information disclosure regarding related transactions as mandated by law or regulatory bodies, aligning with the company's commitment to good corporate governance.
2. The company requires that its directors, executives, and employees disclose any relationships, interests, or those of related individuals that may lead to conflicts of interest.
3. The company requires that directors, executives, and employees adhere to its regulations and business ethics to maintain trustworthiness and credibility with all stakeholders. It also ensures the dissemination of information and promotes understanding of company practices among employees.
4. The company requires that directors, executives, and employees refrain from engaging in transactions that could lead to conflicts of interest with the company or its subsidiaries. If such transactions are unavoidable, they must be disclosed to the Audit Committee for evaluation and recommendation before seeking approval from the Board of Directors. This policy aligns with principles of good corporate governance and regulations set forth by the Stock Exchange of Thailand, Capital Market Supervisory Board, and Securities and Exchange Commission.
5. The Company requires that the Board of Directors meticulously oversee transactions that may present conflicts of interest. Written procedures for approving such transactions have been established to ensure thorough and careful evaluation.
6. The company requires that directors and executives abstain from attending meetings or expressing opinions on matters where they have a direct or indirect conflict of interest. This ensures that decisions made by the Board of Directors and executives are independent, fair, and genuinely in the best interest of the Company and its shareholders.
7. The company requires that directors and executives refrain from holding shares or holding positions as directors, executives, or consultants in businesses that engage in similar activities as the company or its subsidiaries, or are competitors. However, exceptions may be made if such actions do not conflict with the Company's interests or affect their performance of duties. Additionally, compliance with relevant laws is required for such actions.
8. The company requires that the Audit Committee report to the Board of Directors any transactions that may pose conflicts of interest or are connected transactions on a quarterly basis.
9. The company mandates that in the event of a certain transaction deemed as related, information must be disclosed or approval must be sought from shareholders as per the regulations of the Stock Exchange of Thailand, the Capital Market Supervisory Board, and related rules. The company will disclose details such as names and relationships of related persons, the policy for determining the value of items, the reason for making the transaction, and the opinions of the Board of Directors regarding the said items to be clearly communicated to shareholders.
10. The company requires disclosure of significant related party transactions, including details such as the names of

individuals with potential conflicts of interest, their relationships, transaction nature, terms, pricing policy, transaction value, and reasons for necessity. This information is to be included in the notes to the audited or reviewed financial statements, the Company's annual information display form, or the annual report (Form 56-1 One Report).

11. The company requires that directors and executives must disclose their personal interests and those of related parties that could influence the management of the company or its subsidiaries.

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

Insider Trading Policy

PanelesMatic Solutions Public Company Limited (the "Company") places great importance on the use of insider information and oversees such use in accordance with the principles of good corporate governance. The Company adheres to the principles of governance and integrity in business operations, and ensures that investors in the Company's securities receive reliable, equitable, and timely information. Accordingly, the Company has established internal regulations governing the use of insider information and securities trading for directors, executives, and employees, in compliance with the Securities and Exchange Act and with a focus on transparency in business operations.

Guidelines

The Company provides education to directors and executives, including those in accounting or finance positions at the managerial level or equivalent (as defined by the Capital Market Supervisory Board and the Stock Exchange of Thailand), on their duties to prepare and report their securities holdings in accordance with Section 59 and the penalties under Section 275 of the Securities and Exchange Act B.E. 2535 (1992) (including any amendments), as well as to report any acquisition or disposal of securities in accordance with Section 246 and the penalties under Section 298 of the said Act.

1. Disclosure of Securities Holdings Directors, executives, auditors, and accounting or finance managers (or equivalent) must prepare and disclose their securities holdings in the Company, including those of their spouses and minor children, in accordance with Section 59. Reports must be submitted upon initial appointment and upon any changes. These reports shall be submitted to the Company Secretary, who will forward them to the Securities and Exchange Commission (SEC) within the specified timeframe. The Company Secretary shall summarize such reports and present them to the Board of Directors every six (6) months.

2. Prohibition on Insider Trading Directors, executives, accounting or finance managers (or equivalent), and any personnel who have access to material non-public information that may impact the price of the Company's securities are prohibited from directly or indirectly buying, selling, offering to buy, offering to sell, or inducing others to trade the Company's shares or other securities prior to the public disclosure of financial statements or other performance-related information.

3. Misuse of Insider Information Directors, executives, and employees of the Company and/or its subsidiaries are prohibited from using insider information that may affect the price of the Company's securities—which has not yet been disclosed to the public—for their own benefit or that of others, through direct or indirect trading or by disclosing such information to others for such purposes, regardless of whether any personal gain is obtained.

4. Confidentiality Obligations Directors, executives, employees, and former personnel of the Company and/or its subsidiaries are strictly prohibited from disclosing any insider or confidential information, including confidential information of business partners, which they may have obtained during their duties, to external parties—even if such disclosure does not directly cause damage. All such individuals are required to maintain the confidentiality and are prohibited from using such information for the benefit of the Company or otherwise.

5. Unlawful Use of Position or Information Directors, executives, and employees shall not exploit their positions or use insider information for unjust gain or for the benefit of themselves or others, nor shall they disclose such information

to third parties, whether directly or indirectly, regardless of whether compensation is received.

6. Legal Compliance All directors, executives, and employees of the Company and/or its subsidiaries must comply with the Securities and Exchange Act B.E. 2535 (1992) and the Public Limited Companies Act B.E. 2535 (1992), including any amendments, as well as all relevant regulations concerning the use of insider information.

7. External Parties Involved in Sensitive Projects In cases where external parties are engaged in confidential projects or negotiations involving undisclosed information that may affect the Company’s stock price, such parties must sign a Confidentiality Agreement until the relevant information is publicly disclosed to the Stock Exchange of Thailand and the SEC.

8. Information System Security The Company prioritizes information security by controlling and/or preventing external access to its information systems, and by assigning access rights to employees based on their roles and responsibilities.

Penalties

Disciplinary action will be taken against any violation involving the use of insider information for personal benefit.

The severity of the penalty will depend on the intent and seriousness of the offense. Furthermore, individuals found to have engaged in such misconduct, including those considered complicit under the law, will be subject to legal proceedings and penalties accordingly.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Communication and training for employees on anti-corruption policy and guidelines

The Company conducts its business with transparency and under fair competition practices. It does not accept any form of engagement or business dealings that are non-transparent or involve corruption, as such actions contradict fair competition and damage the reputation of both the organization and the country. Any involvement in corruption in all its forms is strictly prohibited—whether for direct or indirect benefit to oneself, family, friends, or acquaintances—regardless of one’s role as the receiver, giver, or proposer of a bribe, whether monetary or non-monetary, to public or private sector entities with which the Company conducts or seeks to conduct business.

The Company strictly adheres to its Anti-Corruption Policy and Code of Conduct. It has also established a responsible organizational structure, risk management systems, internal controls, and internal audit mechanisms to prevent and combat corruption within the organization.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : No / In progress

PanelesMatic Solutions Public Company Limited (the “Company”) places great importance on corporate governance in compliance with applicable laws, business ethics, and good corporate governance principles. The Company also encourages employees and all internal and external stakeholders to report any conduct that is illegal, unethical, violates business ethics, infringes on rights, involves inaccurate financial reporting, or causes harm or distress in any form. To support this, the Company has established this policy to outline the channels for whistleblowing or lodging complaints, the procedures for handling such reports, and protective measures for those who report in good faith. This policy serves as a guideline for all directors, executives, employees, and stakeholders in their conduct and interactions with the Company.

Number of cases or issues related to whistleblowing

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

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 | | |
|--|---------------------------------------|---|-----------------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) |
| 1 Mr. PISET CHIYASAK (Chairman of the audit committee) | 4 | / | 4 |
| 2 Mr. KARN CHUSATAKARN (Member of the audit committee) | 4 | / | 4 |
| 3 Ms. SUNEERAT WUTTICHINDANON (Member of the audit committee) | 4 | / | 4 |

The results of duty performance of the audit committee

The Audit Committee conducted a total of 4 meetings in 2024, which included sessions with both internal and external auditors on select agendas. Additionally, the committee developed a self-assessment form to evaluate its performance, ensuring efficiency and goal attainment. The evaluation results were subsequently reviewed with the Board of Directors to incorporate suggestions for enhancement and to bolster the effectiveness of the Audit Committee's responsibilities.

In 2024, the Audit Committee performed its duties as specified in the Audit Committee Charter. The results of performing duties can be summarized as follows:

1. The Audit Committee acknowledged the Company's operating results.
2. Approve the internal audit plan, Internal Audit Charter, and review the internal audit report prepared by third-party experts.
3. Consider and approve financial statements quarterly and annually.
4. Approve the risk management plan and be informed of the risk management plan
5. Review and give opinions on related transactions between the Company and individuals or businesses that may have conflicts of interest.
6. Give opinions on the appointment and determination of the remuneration of the company's auditors.

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 | | |
|--|---|---|----------------------------------|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Mrs. JULIA W. PETPAISIT (The chairman of the executive committee) | 12 | / | 12 |
| 2 Mr. AMORN KITKRUA (Member of the executive committee) | 11 | / | 12 |
| 3 Ms. YANIDA AREEKUL (Member of the executive committee) | 11 | / | 12 |
| 4 Mr. SOMSAK PRIKBOONCHAN (Member of the executive committee) | 10 | / | 12 |
| 5 Mr. Thanarat Vangwan (Member of the executive committee) | 3 | / | 4 |

The results of duty performance of Executive Committee

The Company appointed the Executive Committee on March 29, 2023. In 2024, after assuming the position in accordance with the resolution of the Board of Directors' meeting, a total of 12 meetings were held, the Executive Committee diligently executed its responsibilities outlined in the Executive Committee Charter. The outcomes of these efforts can be summarized as follows:

1. The Executive Committee receives the report on the operating results of the equity fund for the past month as well as planning and goals for the next month.
2. The Executive Committee acknowledges the comparison of actual expenses with the annual budget.
3. The Executive Committee acknowledged the progress on the utilization of funds raised from the IPO.
4. The Executive Committee reviews the company's monthly operating results in comparison to the established budget.

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 0

| List of Directors | Meeting attendance of Risk Management Committee | | |
|---|---|---|----------------------------------|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Ms. SUNEERAT WUTTICHINDANON (The chairman of the subcommittee) | 0 | / | 0 |
| 2 Mr. KARN CHUSATAKARN (Member of the subcommittee) | 0 | / | 0 |
| 3 Mrs. JULIA W. PETPAISIT (Member of the subcommittee) | 0 | / | 0 |
| 4 Mr. SOMSAK PRIKBOONCHAN (Member of the subcommittee) | 0 | / | 0 |

The results of duty performance of Risk Management Committee

The Company appointed the Risk Management Committee on March 29, 2023. In 2024, after assuming their positions in accordance with the resolution of the Board of Directors' meeting, the Risk Management Committee carried out its duties as outlined in its charter. The committee continued to implement the risk management policy established in 2023, as the

Company was listed on the Stock Exchange on February 22, 2024.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 1
Committee (times)

| List of Directors | Meeting attendance of Nomination and Remuneration Committee | | |
|---|---|---|----------------------------------|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Mr. KARN CHUSATAKARN (The chairman of the subcommittee) | 1 | / | 1 |
| 2 Ms. SUNEERAT WUTTICHINDANON (Member of the subcommittee) | 1 | / | 1 |
| 3 Mr. AMORN KITKRUA (Member of the subcommittee) | 1 | / | 1 |

The results of duty performance of Nomination and Remuneration Committee

The Company established the Nomination and Remuneration Committee on March 29, 2023, In 2024, after assuming the position in accordance with the resolution of the Board of Directors' meeting, The committee has fulfilled its duties outlined in the Nomination and Remuneration Committee Charter. The outcomes of its responsibilities can be summarized as follows:

1. The Nomination and Remuneration Committee approved the reappointment of directors who retired by rotation for another term.
2. The Nomination and Remuneration Committee considers and approves the remuneration of company directors and sub-committees for the year 2024.
3. The Nomination and Remuneration Committee approves the remuneration for the Chief Executive Officer.
4. The Nomination and Remuneration Committee approved the annual salary adjustment for the Company's employees for the year 2024.
5. The Nomination and Remuneration Committee approved the increase in workforce for the year 2024.
6. The Nomination and Remuneration Committee reviewed and prepared a self-assessment form for the committee.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Penelesmatic Solutions Public Company Limited (“the Company”) recognizes and gives importance to conducting business under the principles. sustainable development at every level of the organization by considering risks and opportunities for improving work development. The short-term and long-term needs and expectations of all stakeholders. and use the information to determine operational strategies. Business based on good corporate governance to create stable and sustainable growth for the company. and achieve balance in economic, social and environmental aspects as follows:

1. The company provides an efficient, transparent, and concise management system by prescribing business ethics. Anti-corruption policy There is a standardized internal control and internal audit process to build confidence among the company's stakeholders.
2. The company places importance on operations to achieve sustainability in every process throughout the business chain, as well as promoting and supporting stakeholders throughout the business chain. Operate according to sustainable development guidelines to create Value and growth for the company continuously and steadily.
3. The Company promotes compliance with human rights principles as guaranteed and protected by the Constitution of the Kingdom of Thailand. Give with consideration to human dignity, rights, and freedom. Equality of persons and non-discrimination People who are different due to gender, age, race, religion, skin color, beliefs.
4. The company treats employees fairly, considering employees as an important factor in creating value and to drive business, the company must take care of the working environment. Promote happiness to have a good quality of life and give importance to potential development and training to enhance working skills and provide opportunities with growth advances equally.
5. The company gives importance to stakeholders. The stakeholder groups were identified. needs in each group and create a comprehensive response to the needs of all stakeholders, including establishing channels Listen to suggestions and complaints from stakeholders.
6. The company conducts business with fairness, adhering strictly to legal compliance in trade terms, competition, and fair trade. It does not consider any benefits derived from operations that are not legal.
7. The company develops products that cater to consumer needs by prioritizing quality and standardized services to ensure customer satisfaction. Our product designs are easy to use, durable, strong, and reusable, with an emphasis on recyclability to provide consumers with high quality, safe, and environmentally friendly products.
8. The company actively engages in community and social development to foster strength and sustainability. We participate in diverse activities such as education, religious endeavors, sports, and human resource development, while also promoting employment and organizing community projects. Our focus extends to caring for the local community surrounding our factories, fostering harmonious living environments. We value open dialogue and collaborative problem-solving, prioritizing sustainable social development.
9. The company prioritizes environmental quality management and actively promotes the prevention and reduction of environmental impacts resulting from its operations, including waste management and greenhouse gas emissions. Additionally, we collaborate with other sectors of society to organize activities aimed at preserving and improving environmental quality.
10. The company emphasizes and promotes the efficient utilization of resources and energy, while also establishing guidelines and methods for reducing their usage.
11. The company fosters innovation in both product development and work processes, while also collaborating with stakeholders to support the creation of new ideas. This approach aims to generate value for the company, society, and the environment.
12. The company prioritizes comprehensive risk management across all work processes, establishing guidelines and implementing continuous monitoring of risk management outcomes. This approach aims to enhance opportunities and minimize losses in business operations.
13. The company collaborates and coordinates with communities, government organizations, business partners, and external agencies interested in sustainable development guidelines, aiming to serve as a positive role model.

Reference link for sustainability policy : https://www.panelesmatic.com/wp-content/uploads/2024/12/17.-PANEL_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%88%E0%B8%B1%E0%B8%94%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B9%80%E0%B8%9E%E0%B8%B7%E0%B9%88%E0%B8%AD%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99-ESG-%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%AB%E0%B8%B2%E0%B8%A3%E0%B8%88%E0%B8%B1%E0%B8%94%E0%B8

Page number of the reference link : 1-2

Sustainability management goals

Does the company set sustainability management goals : No

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

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

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

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

Information on impacts on stakeholder management in business value chain

Business value chain

1. Procurement of raw materials and products

- The company prioritizes efficient and transparent procurement processes to obtain quality products. We focus on sourcing from reputable distributors (suppliers) to ensure product quality and value. Building long-term relationships with suppliers fosters sustainable growth.
- Several suppliers of materials and equipment were searched, to reduce the risk of relying on a single distributor.
- Manage the amount of materials and equipment used in the job in accordance with the production plan.

2. Production

- The company focuses on the entire production process, from product design and development to meet customer needs for materials, sizes, and prices. Quality inspection ensures standardized products. Utilizing the Made to Order method enhances production efficiency and reduces product storage damage.
- The company designs comprehensive solutions that encompass all aspects of work, including the production process. This approach enables efficient and effective utilization of materials and equipment in production.

3. Product storage and delivery

- The company stores products in its warehouse, ensuring the appropriate conditions that do not compromise product quality.
- Product quality is tested post-production to ensure adherence to the project plan. Upon achieving satisfactory results, the delivery process commences.
- Product delivery is managed according to schedule.

4. Sales and service

- The company prioritizes communication and delivering excellent customer service, especially during new construction projects. Our sales team proactively engages with clients to discuss designs and provide advice on products that meet market demand, ensuring customer satisfaction and meeting their needs effectively.

5. Product delivery

- The company will determine the delivery date by making an appointment with the customer. The customer can set the

desired delivery date.

- The company has a quick installation service. The installation process is planned in advance.

6. After-sales service

- The company places importance on customer satisfaction. We regularly conduct surveys of opinions and complaints from customers. There is also a channel to allow customers to give suggestions to help us improve efficiently.
- The company provides work guarantees or ongoing services based on the maintenance service contract ("MA") agreed upon, which specifies the warranty period. Additionally, we offer services as per the organization's requirements, such as monitoring usage outcomes to ensure they align with objectives. Customers have the option to request additional services as needed.
- The company has a team of technicians providing services through various channels. Enabling customers to report problems from use or need for timely technical assistance.

Business value chain diagram



SMART SOURCING

- เปรียบเทียบ Supplier ในด้านคุณค่าของการบริการ
- หาวัสดุทดแทนและวัสดุที่ทำสายสิ่งแวดลอม
- บริหารวัสดุให้สอดคล้องกับการผลิตเพื่อลดขยะ



SMART PRODUCTION

- เพิ่มเครื่องจักรในการผลิตเพื่อลดการใช้แรงงาน
- ออกแบบการผลิตให้ถูกต้องลดการแก้ไขและเพิ่มพึงพอใจต่อลูกค้า



SMART WAREHOUSING

- สร้างพื้นที่จัดเก็บสินค้าที่สามารถควบคุมสภาพภายในพื้นที่จัดเก็บ
- ตรวจสอบสินค้าก่อนจัดเก็บเพื่อลดความเสียหาย



SMART COMPANION

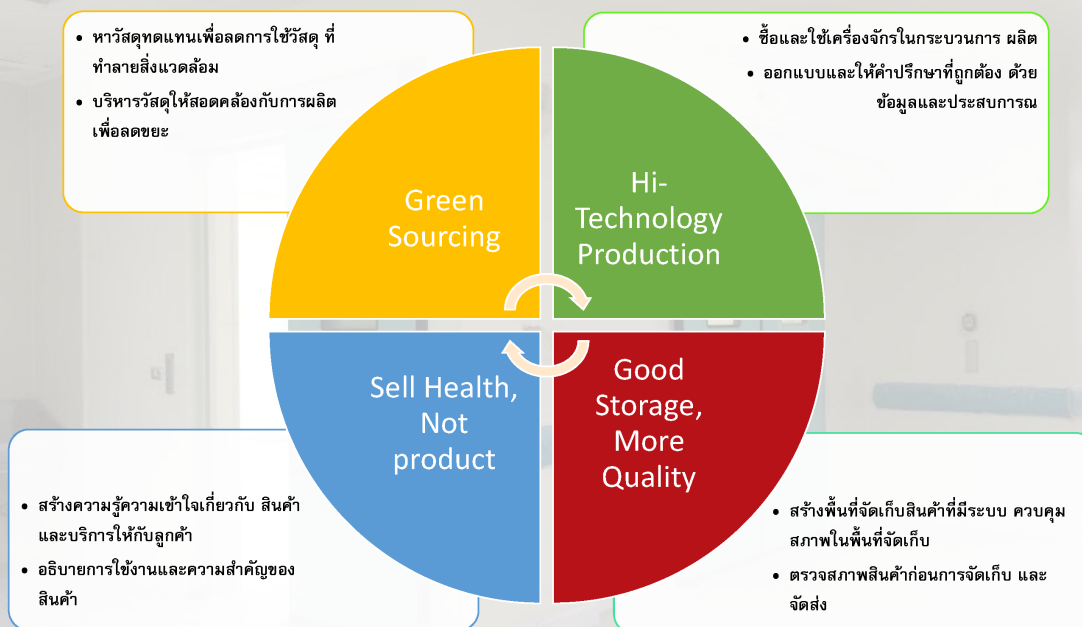
- อบรมพนักงาน
- สร้างความรู้และความเข้าใจให้แก่ลูกค้าและพนักงาน

INTELLIGENCE FOR WELLNESS

สินค้าและบริการที่สามารถเสริมสร้างความเป็นอยู่ที่ดีขึ้นแก่ลูกค้าหรือผู้ใช้งาน ทั้งในด้านความปลอดภัยและสุขภาพด้วยการส่งต่อความรู้และข้อมูลที่เหมาะสมสำหรับสินค้าประเภทนั้น ๆ



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STAKEHOLDER

ผู้ใช้งาน

- ผู้ใช้งานโรงแรม
- ผู้ใช้งานโรงพยาบาล หรือผู้ป่วย

พนักงาน

- พนักงานในหน่วยงานในบริษัท

ลูกค้า

- ผู้รับเหมาห้อง Cleanroom
- ผู้รับเหมาปรับปรุงห้องประชุม

คู่ค้า

- Supplier
- ผู้รับเหมาช่วง
- พันธมิตรทางธุรกิจ

SUSTAINABILITY FRAMEWORK

Triple Bottom Line

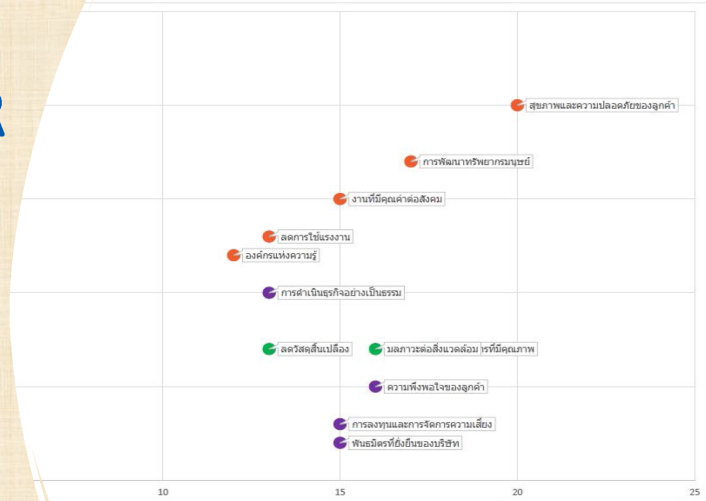
ความสมดุลของทั้ง 3 ด้านหมายถึง

1. ด้านเศรษฐกิจ
2. ด้านสิ่งแวดล้อม
3. ด้านสังคม



STAKEHOLDER

แผนภาพแสดงการวิเคราะห์การให้ความสำคัญของผู้ที่ได้รับผลกระทบและบริษัท

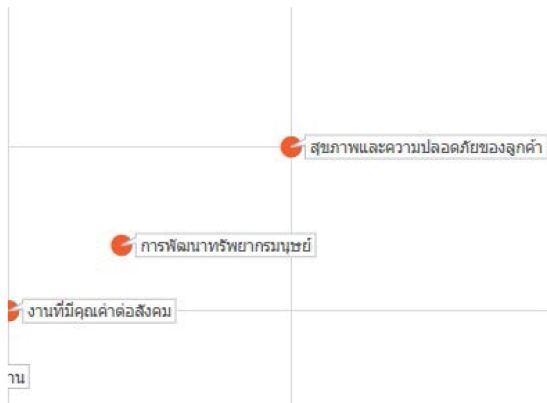


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INTELLIGENCE FOR WELLNESS



- มิติที่เกี่ยวกับสังคม
จะเห็นว่าประเด็นความยั่งยืนที่บริษัทต้องส่งเสริมความรู้ ความเข้าใจของพนักงานเพื่อเสริมสร้างสุขภาพและความปลอดภัยของลูกค้าเป็นเรื่องที่ต้องให้ความสำคัญ

INTELLIGENCE FOR WELLNESS

| | Tactic | Output | Outcome | Impact |
|--------------|--|---|--|---|
| Economic | จัดทำการวิเคราะห์และศึกษาความต้องการของลูกค้าในอนาคตเพื่อเตรียมแผนและหาสินค้าหรือคู่ค้าที่ร่วมมือได้ | ผลจากการวิเคราะห์ความต้องการของลูกค้า | นวัตกรรมที่เสริมสร้างคุณภาพสำหรับสินค้าและบริการ | - ยอดขายและรายได้ที่เพิ่มขึ้น |
| | ค้นหาคู่ค้าเพื่อเพิ่มมูลค่าและประเภทของสินค้าที่จะรองรับงานตกแต่งภายในและสถาปัตยกรรม | คู่ค้า | | - สุขภาพและความปลอดภัยของผู้บริโภคที่ดีขึ้น |
| Social | ร่วมกับพันธมิตรจัดการอบรมเพื่อเพิ่มความเข้าใจและพัฒนาความรู้ของพนักงาน | พนักงานเข้าอบรมเรื่องสินค้าและมีความเข้าใจ สามารถนำไปพัฒนาการทำงานได้ | พนักงานมีประสิทธิภาพในการทำงานมากขึ้น | - ความพึงพอใจของลูกค้า |
| | จัดทำหลักสูตรที่เหมาะสมกับการทำงานของของแต่ละหน่วยงาน | | | - เพิ่มผลประกอบการให้กับบริษัท |
| | จัดกิจกรรมเพื่อเสริมสร้างความเข้าใจใน ความสำคัญของสินค้าที่จะส่งผลกระทบต่อสุขภาพของลูกค้า | | | |
| Enviromental | ออกแบบพื้นที่เพื่อสร้างสภาพแวดล้อมที่ดีในการทำงาน | สภาพแวดล้อมในการทำงานที่ดีขึ้น | พนักงานมีความปลอดภัยในการทำงาน | - ประสิทธิภาพในการทำงาน |
| | ศึกษาและค้นหาวิธีในการกำจัดและจัดเก็บ หรือแปรรูป ขยะที่มาจากการผลิต | วิธีในการกำจัดและจัดเก็บ หรือแปรรูป ขยะ | การบริหารจัดการขยะที่มีประสิทธิภาพ | - คุณภาพสิ่งแวดล้อมโดยรอบสถานที่ทำงานดีขึ้น |
| | | | การเพิ่มมูลค่าของเสีย | - มีผลิตภัณฑ์ที่เป็นมิตรต่อสิ่งแวดล้อม |



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Initiative's Title : อบรมเพื่อเพิ่มความเข้าใจถึงคุณค่าในงาน

| Input | Activity | Output | Outcome | Impact |
|--|--|--|---------------------------------------|--|
| พนักงาน | 1. กำหนดหัวข้อ ในการพัฒนาความรู้ | พนักงานเข้าอบรมเรื่องสินค้า และมีความเข้าใจ สามารถนำไปพัฒนาการทำงานได้ | พนักงานมีประสิทธิภาพในการทำงานมากขึ้น | - ความพึงพอใจของลูกค้า |
| ผู้เชี่ยวชาญจากบริษัทคู่ค้า | 2. ออกแบบวิธีพัฒนาความรู้ในและระดับ | | | - เพิ่มผลประกอบการให้กับบริษัท |
| ระบบเทคโนโลยี สารสนเทศ | 3. จัดอบรมโดยผู้เชี่ยวชาญจากคู่ค้าและบริษัท | | | |
| ชุดความรู้เกี่ยวกับสินค้าเฉพาะทางของบริษัท | 4. ทดสอบความรู้และทักษะของผู้เข้าอบรม | | | |
| | ตัวชี้วัด | ระดับความรู้ ความเข้าใจของผู้เข้าอบรม | ผลงานทางานของพนักงาน | แบบประเมินความพึงพอใจของลูกค้าต่อพนักงาน |
| | เป้าหมาย | สัดส่วนของพนักงานที่เข้าอบรม | ผลงานของพนักงานขายและบริการเชิงการขาย | |
| | | 50% | ปี 2568 + 10% | ปี 2568 ความพึงพอใจ มากกว่า 80% |
| | | 70% | ปี 2568 + 30% | ปี 2569 ความพึงพอใจ มากกว่า 90% |
| | | 95% | ปี 2568 + 50% | ปี 2570 ความพึงพอใจ มากกว่า 95% |
| Participants : พนักงาน คู่ค้า ผู้บริหาร ผู้เชี่ยวชาญ | Participants : พนักงาน คู่ค้า ผู้บริหาร ผู้เชี่ยวชาญ | Participants : พนักงาน คู่ค้า | Participants : พนักงาน | |
| | | Beneficiaries : พนักงาน | Beneficiaries : ลูกค้า พนักงาน | Beneficiaries : ลูกค้า |

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

| Group of stakeholders | Stakeholders' expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|--|--|---|--|
| <u>Internal stakeholders</u> | | | |
| <ul style="list-style-type: none"> • Shareholders | <ul style="list-style-type: none"> • Good operating results and has continuity. • There is good corporate governance. • The company maintains stability and pursues continuous, sustainable growth. • There is comprehensive risk management. • There is transparency in operations. • Dividends are paid to shareholders. • Create good returns for shareholders under acceptable risk. • Treat shareholders equally, to preserve the benefits of investors | <ul style="list-style-type: none"> • There is systematic corporate governance. Be transparent and fair to shareholders. • The company has a well-defined and meticulously managed business strategy. • Comprehensive risk management in all aspects. • Perform duties with honesty, integrity, transparency, and fairness to ensure that all decisions and actions are best interests of all involved groups have been taken into account. • Perform duties with professionalism, expertise, determination, and caution, applying knowledge and skills in managing the company to the best of your ability. • Regularly report the status of the organization. complete according to reality Publish report and provide transparent information. • Do not seek personal benefits or benefits for others using any nonpublic information belonging to the organization. • A shareholder meeting was held and paid dividends regularly. • Committed to creating maximum satisfaction for investors. • Treat investors equally, to preserve the benefits of investors. | <ul style="list-style-type: none"> • Annual General Meeting (AGM) |

| Group of stakeholders | Stakeholders' expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|---|---|---|--|
| <u>Internal stakeholders</u> | | | |
| <ul style="list-style-type: none"> • Employees | <ul style="list-style-type: none"> • Provide fairness to all employees equally. • Appropriate remuneration, rights, welfare and benefits are determined. • Provide knowledge and understanding of work. There is training to enhance knowledge. Promote the development of employees' potential regularly. • Treat employees based on human rights principles. • Follow labor ethics. • There is protection and supervision of safety during work. • Have job security. • Career advancement opportunities • Employee work-life balance. | <ul style="list-style-type: none"> • Provide fair compensation. and appropriate according to the knowledge, abilities, responsibilities. and performance of each employee. • Support the continuous development of professional working abilities. Ensure that the quality of work life of employees is on par with leading companies. • Appointment, transfer, reward and punishment of employees must be done with equality, honesty and based on knowledge. ability and suitability, including the actions or practices of that employee. • Treat employees on the basis of fairness and attach importance to the development of knowledge transfer and employee's ability by giving opportunities to employees thoroughly and regularly. • Maintain a working environment that is safe for life. physical health and property of employees at all times. • Manage work by avoiding unfair actions. Treat all employees equally. Do not discriminate, do not discriminate based on origin, race, gender, age, skin color, religion, disability, status, ethnicity, educational institution, or any other status that is not directly related to work | <ul style="list-style-type: none"> • Internal Meeting |

| Group of stakeholders | Stakeholders' expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|------------------------------|----------------------------|--|---|
| <u>Internal stakeholders</u> | | | |
| | | <p>performance.</p> <ul style="list-style-type: none"> • There is a channel for complaints if there is unfairness in the work. • Listen to opinions and suggestions of employees at all levels equally and equitably. • Promote employees' understanding of ethics and roles, to promote behavior that is within the framework of ethics thoroughly. • Encourage employees to participate in determining work direction, including solving problems of the agency and the company as a whole. • Comply with labor laws. and various regulations strictly related. | |

| Group of stakeholders | Stakeholders' expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|---|---|--|---|
| <u>External stakeholders</u> | | | |
| <ul style="list-style-type: none"> • Customers | <ul style="list-style-type: none"> • Products and services meet the highest standards and quality requirements. • Products that are socially and environmentally responsible. • Has a reasonable and fair price. • Strictly follow the terms and conditions with customers. • Good service is provided. Respond quickly to customers and provide full assistance. • After-sale service is available. • Maintain strong and enduring customer relationships while upholding customer privacy. | <ul style="list-style-type: none"> • Produce quality products and services as well as maintaining quality standards at all times. • Disclose information about products and services completely, correctly and without distorting facts. • Provide warranty service under appropriate conditions and time by providing compensation for the use of products or services during a specified period as appropriate for each type of product or service. • Do not deliver products or services to customers if they are aware that the items are defective or damaged. • Product quality is tested before delivering products to customers. • Organize a system so that customers can provide information about products and services that can be responded to quickly. • Maintain customer confidentiality. Not using customer information for the wrongful benefit of yourself and those involved. • Adhere strictly to customer conditions, and if unable to meet them, notify customers in advance to collaboratively explore solutions to any arising issues. • Customer opinions are valued in the | <ul style="list-style-type: none"> • Satisfaction Survey |

| Group of stakeholders | Stakeholders' expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|---|--|---|---|
| <u>External stakeholders</u> | | | |
| | | development and improvement of products and services. | |
| <ul style="list-style-type: none"> • Suppliers | <ul style="list-style-type: none"> • Maintain strong business relationships. • All business processes ensure fairness and equality for all parties involved. • Support and grow together sustainably • Operate with consideration to the best interests of both the company and its trading partners. • Order products regularly. | <ul style="list-style-type: none"> • Conduct business with honesty, ethics and straightforwardness. • When selecting corporate partners, prioritize those offering high-quality products from reputable brands and capable of providing excellent aftersales service. Partners should adhere to ethical business practices, operate within a framework of honest trade, and support fair competition among trading partners. • Do not demand or receive or pay any benefits that are dishonest in trading with trading partners, debtors, or creditors. • Report financial information that is accurate and complete. • New products are replaced or repaired in the case of damaged or lost products. | <ul style="list-style-type: none"> • Satisfaction Survey |

| Group of stakeholders | Stakeholders' expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|---|---|---|---|
| <u>External stakeholders</u> | | | |
| <ul style="list-style-type: none"> • Community | <ul style="list-style-type: none"> • Be responsible to the community, and environment • Does not cause any impact on the community in any aspect. • Listen to the opinions of people in the community through various channels. • Do not emit excessive greenhouse gasses. • Do not release wastewater into the community. | <ul style="list-style-type: none"> • Provide support for activities that create public benefits, such as reducing the use of energy and natural resources, etc. • Continuously promote social and environmental responsibility among all levels of the organization and employees. Avoid actions that harm natural resources and the environment. • Do not support any activities that pose a threat to society or promote immoral behavior or vices. • Cooperate and control to ensure strict compliance with the intent of the law and related regulations. • Conduct business carefully. Do not cause any negative impact on the community and environment. | <ul style="list-style-type: none"> • Complaint Reception |

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesn't Have data

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Penelesmatic Solutions Public Company Limited (“the Company”) recognizes and sees the importance of effective risk management as a part of good corporate governance, which is an important basis that helps the company Able to achieve success objectives and sustainable growth of the organization By identifying and managing risks appropriately It will help support the company. Making decisions more effectively would also help build confidence in achieving goals under changes in the business environment, and prevent losses that may occur from various uncertainties in this regard, the company's risk management policy and risk management plan It has been reviewed and approved in accordance with the resolution of the Board of Directors' Meeting No. 1/2023 (after transformation) dated May 10, 2023, effective from that date. The Company has established a risk management policy as follows.

- 1) Establish that risk management is the responsibility of employees at all levels to be aware of the risks inherent in their work in their departments and the organization. By giving importance to various aspects of risk management, they are managed under systematic internal controls, to be at a sufficient and appropriate level
- 2) To have an organizational risk management process that meets good standards according to international practices, to achieve management Efficiently manage risks that may affect the company's operations. Risk management has been developed and implemented throughout the organization in the same direction. By using the risk management system as part of decision making, Strategic planning, plans and operations of the company Including focusing on achieving the stated objectives, goals, vision, mission and strategies. To create operational excellence and build confidence among those involved.
- 3) Guidelines for preventing and mitigating risks from the company's operations are established. To avoid damage or loss that may occur. Including regular monitoring and evaluation of risk management results.

Information on ESG risk factors management standards

ESG risk factors management standards

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

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risks to the company's business operations

- Related risk factors : Strategic Risk
- Volatility in the industry in which the company operates
 - Reliance on large partners / distributors or few partners / distributors
 - Other : Business operating risks from sales growth
- ESG risk factors : Yes

Risk characteristics

- 1) Risk from reliance on large manufacturers (suppliers)
- 2) Business operating risks from sales growth
- 3) Risk from delays in construction projects.

Risk-related consequences

1) Risk from reliance on large manufacturers (suppliers)

The Company purchases raw materials and finished goods from Manusa Door Systems, S.L.U. (“MANUSA”) from Spain, 39.05

percent of the Company's total orders. And it is the only company in Thailand that has a letter appointing a distributor from MANUSA. If MANUSA does not produce or deliver products to the company It will affect the business and operating results. Especially products in the product group for healthcare facilities.

2) Business operating risks from sales growth

Currently, the current space and production capacity of the factory has been used to its fullest potential. As a result, there is a risk of not being able to receive orders from customers because there is not enough product production to meet the higher demand for products in the future.

3) Risk from delays in construction projects.

If the construction site is delayed, the company will not be able to deliver the products. This is because placing products in construction zones may damage the company's products. Can be damaged In the case that there are a large number of products waiting to be delivered, the company will be at risk in terms of product storage costs. and lose the opportunity to produce and deliver to other customers.

Risk management measures

1) Risk from reliance on large manufacturers (suppliers)

The company has therefore reduced the proportion of imports of finished products by increasing the import of only raw materials to produce in the company's factories in some cases, while maintaining the standard quality of the products. and maintain a good relationship with MANUSA by maintaining excellent service practices and building a positive reputation for MANUSA. Therefore, the chance of the distributor appointment being canceled is quite low.

2) Business operating risks from sales growth.

The company has a plan was made to move the factory to increase production capacity in line with business growth. The new factory will have more than double the usable space and use automated machineries.

3) Risk from delays in construction projects.

The company is aware of the problem and therefore creates an efficient production and delivery plan. By closely following the construction progress. If any work is found to be delayed, the product production plan will be changed to another customer instead. The company There is always money to be collected in advance to reduce the impact on cash flow.

Risk 2 Management risks

Related risk factors : Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Other : Risk from having a major shareholder holding more than 25 percent of shares.

ESG risk factors : Yes

Risk characteristics

- 1) Risk from relying on executives and staff with business expertise.
- 2) Risk from relying on skilled workers.
- 3) Risk from having a major shareholder holding more than 25 percent of shares.

Risk-related consequences

1) Risk from relying on executives and staff with business expertise.

Ms. Julia W. Petpaisit, position of Chief Executive Officer, and Ms. Amorn Kitkruea, position of Managing Director, are executives who are respected in the door and wall business, not only being a policy maker, but also Direction and business operations of the company, Therefore, he is an important person for the growth and success of the company. If the said executive is unable to perform his duties It will affect the management and operating results of the company.

2) Risk from relying on skilled workers.

Producing high quality products requires a skilled workforce. It employs full-time employees with experience and expertise in each part of production. If the company does not have expert employees, it will affect product production.

3) Risk from having a major shareholder holding more than 25 percent of shares.

After the public offering of shares the group of Mrs. Julia W. Petchapaisit will have a shareholding proportion of 40.33 percent, which will result in influential votes in opposition or disapproval for agenda items that use special resolutions. or 3 out of 4 votes of the meeting to approve.

Risk management measures

1) Risk from relying on executives and staff with business expertise.

The company has therefore developed a team of eligible staff to continue carrying out the important work for the company and also to find additional talented personnel. Personnel training: Create a plan and process for recruiting successors

to important positions (Succession Plan) to be able to operate the business and expand it continuously and sustainably.

2) Risk from relying on skilled workers.

Therefore, employee training is planned. Motivated with benefits and rewards and make personnel plans to respond to the human resource needs of the company to reduce the risk of labor shortages There are also plans to use more automatic machines. To reducedependency on labor

3) Risk from having a major shareholder holding more than 25 percent of shares.

Therefore, for other shareholders of the company, there may be risks in gathering votes to balance and check matters that major shareholders can propose at the meeting. However, the company and there are measures for related transactions. There is a board of directors. The Audit Committee Including independent directors creates a transparency balance of power and has efficient management.

Risk 3 Financial risk

| | | |
|----------------------|---|--|
| Related risk factors | : | <u>Financial Risk</u> |
| | | <ul style="list-style-type: none">• Default on payment or exchange of goods• Fluctuation in exchange rates, interest rates, or the inflation rate |
| ESG risk factors | : | No |

Risk characteristics

- 1) Risk from default on trade debtors.
- 2) Risk from fluctuations in foreign currency exchange rate.

Risk-related consequences

1) Risk from default on trade debtors.

The Company provides credit terms to most customers from 30 days to 45 days. Therefore, the Company may be at risk of defaulting on debt payments.

2) Risk from fluctuations in foreign currency exchange rate.

The company imports products and parts from abroad in Euro currency. and the US dollar Representing 52.60 percent of the total product order value. While income from sales and services of products produced in Thailand sold abroad is denominated in US dollars, 2.71 percent of income from sales and services. Therefore, exchange rate fluctuations may affect the Company's operating results.

Risk management measures

1) Risk from default on trade debtors.

The Company has criteria for determining credit limits and granting credit terms. This is based on past payment history and order volume. In addition, the company's billing Payment for products will be collected in advance. and collect the remaining amount according to the agreed upon installments. The company also closely follows up on customer payments according to the procedures. Including setting up a policy to set aside allowance for credit losses that are expected to occur. This is based on the age of the debtor and the company's past debt tracking results.

2) Risk from fluctuations in foreign currency exchange rate.

The Company plans to reduce the proportion of imported finished goods from abroad and produce more products itself, and closely follow news on movements of foreign currency exchange rates In addition, the company Product prices are set at cost plus gross profit margin, allowing the company to maintain operating results despite fluctuations in raw material prices.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines : No

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

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 : Yes

Reference link to supplier code of conduct : https://www.panelesmatic.com/wp-content/uploads/2024/12/2.-PANEL_%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-Code-of-Conduct_signed.pdf

Page number of the reference link : 4

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : No

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

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Research and development (R&D) expenses over the past 3 years (Million Baht) | 0.00 | 0.00 | 0.00 |

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

The Company is the sole authorized distributor in Thailand for products from Manusa Door Systems, S.L.U. ("MANUSA"), a company based in Spain. MANUSA's products include operating room door systems that comply with European Standard PrEN 1605 AIR PERMEABILITY CLASS 6 (EN 12426). These products meet the highest air leakage testing standards (Class 6 – the lowest leakage level). As a result, the Company does not incur any expenses related to research and development for these products.

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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