



CHEWATHAI

BUILD A LIFE

**ESG Performance Report
for Listed Companies in 2025**

CHEWATHAI PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



Table of Contents

	page
Environment	
Environmental management	1
Energy management	4
Water management	8
Waste management	11
Greenhouse gas management	14
Social	
Human rights	18
Fair labor practice	22
Responsibility to customers/ consumers	36
Responsibility to community/ society	40
Corporate Governance and Economy	
Corporate Governance Policy	43
Corporate Governance Structure	60
Performance Report on Corporate Governance	86
Corporate Sustainability Policy	116
Sustainability risk management	122
Sustainable supply chain management	128
Innovation development	130

ESG Performance

Company Name : CHEWATHAI PUBLIC COMPANY LIMITED

Symbol : CHEWA

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, Biodiversity management, Greenhouse gas and climate change management, Air quality management

The company recognizes its social responsibility in conserving natural resources and energy to mitigate the impacts of climate change. Therefore, it has established an environmental policy consistent with its business operations, aiming to foster cooperation among all employees to participate in environmental preservation and utilize resources efficiently. The company strictly adheres to environmental laws and is committed to managing biodiversity by conducting Environmental Impact Assessments (EIA) and strictly implementing mitigation measures, as well as consistently managing projects under environmental prevention and mitigation measures. In design and construction, the company considers using environmentally friendly materials, selecting materials from sources that do not impact biodiversity, and promoting the use of renewable energy, such as installing solar panels, to reduce greenhouse gas emissions. Furthermore, it promotes environmental activities both within and outside the organization to raise environmental awareness, manages green spaces in projects, and installs electric vehicle charging stations to promote the use of clean energy.

In addition, the company supports product reuse and maintains the workplace environment by organizing Big Cleaning Day activities to manage resources appropriately and reduce environmental impact.

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

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

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

Changes in environmental policies, guidelines, and/or goals : Greenhouse gas and climate change management

The company systematically establishes environmental policies and practices covering energy management, greenhouse gas emission reduction, water and waste management, and pollution control, with the Board of Directors overseeing policy and setting clear targets.

The company has set 2025 as the base year for greenhouse gas emissions and aims for Net Zero greenhouse gas emissions (Net Zero) by 2055, with short-term and medium-term targets as follows:

Year 2026	Reduce greenhouse gas emissions by 5% (Scope 1,2)
Year 2027	Reduce greenhouse gas emissions by 10% (Scope 1,2)
Year 2034	Reduce greenhouse gas emissions by 40% (Scope 1,2 and 3)
Year 2055	Net Zero greenhouse gas emissions (Scope 1,2 and 3)

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

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

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), The Greenhouse Gas Protocol, The Greenhouse Gas Protocol, The Greenhouse Gas Protocol, The Greenhouse Gas Protocol

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

The company provides separate reports on environmental dimensions in its Sustainability Report. Further details can be found in the said report, which is disclosed on the company's website under the "Sustainability Report" section.

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	9
Actual number of disclosure boundaries	:	9
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

Guidelines for energy and electricity management within office buildings.

1. Setting appropriate on/off times for lights, air conditioners, and all electrical appliances in the office to match usage periods, such as turning off air conditioners 30 minutes before breaks or end of work, and switching off and unplugging electrical appliances when not in use, such as computers and printers.
2. Select energy-saving equipment and light bulbs certified by industrial product standards, and promote energy conservation, such as using LED bulbs throughout the office, regularly cleaning air filters, and setting appropriate air conditioner temperatures. The 5S committee helps publicize that all employees are responsible for surveying and inspecting electrical equipment to ensure it is always ready for use.
3. Reorganize the office layout and seating areas, and establish regulations allowing employees to work at project sites for at least 2 days a month, in order to reduce electricity consumption and air conditioner usage within the office.
4. Promote and instill awareness and importance in everyone to collectively monitor electricity usage within the office to ensure efficient electricity consumption.

Guidelines for energy and electricity management within projects.

1. Arrange for the installation of lighting in the club area of new projects, such as the Chewarom Ratchaphruek-Tat Mai project, to utilize electricity from solar panels for various lighting purposes to reduce club electricity costs. After installation, this is expected to reduce electricity bills by an average of 5,500 - 6,000 baht per month.
2. Install 3-kilowatt solar streetlights in the rear zone of the Chewavall Pinklao-Sathorn project to provide illumination at night and save common area electricity costs for the project, with an average electricity saving of 1,000-1,500 baht per month.
3. Promote the use of electric vehicles within the project by installing electric vehicle charging stations (EV Station) for the convenience of electric vehicle users. in residential areas within the company's projects and to promote the use of electrical energy, which is Clean energy to replace fossil fuels, which cause environmental problems.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 60,024.00 Kilowatt-Hours	2025 : Reduced by 5%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Operations	Target for 2025	Actual Performance in 2025
Reduce electricity consumption at the head office compared to 2024	5%	11%

Electricity Consumption	2024	2025
Head Office	60,024 kilowatt-hours (kWh)	51,889 kilowatt-hours (kWh)
Total Number of Employees (Head Office)	51 persons	50 persons
Average per Person	1,177 kilowatt-hours (kWh)	1,038 kilowatt-hours (kWh)

Information on electricity management

Companys electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	66,370.00	60,024.00	51,889.00

	2023	2024	2025
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	277.70	319.28	267.47

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

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	N/A	N/A
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Person (employee))	1,794.00000000	1,177.00000000	1,038.00000000

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	371,111.94	304,580.04	254,222.49
Percentage of total electricity expense to total expenses (%) ^(**)	0.02	0.01	0.02
Percentage of total electricity expense to total revenues (%) ^(**)	0.02	0.02	0.03
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	1,552.77	1,620.11	1,310.43

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

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

Information on fuel management

Company's fuel consumption

	2023	2024	2025
Gasoline (Litres)	N/A	N/A	6,390.16

Additional explanation : Not include external fuel consumption

Company's fuel expense^(*)

	2023	2024	2025
Total fuel expense (Baht)	N/A	N/A	227,605.15
Percentage of total fuel expense to total expenses (%) ^(**)	N/A	N/A	0.02
Percentage of total fuel expense to total revenues (%) ^(**)	N/A	N/A	0.03

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	N/A

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	N/A

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

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	9
Actual number of disclosure boundaries	:	9
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

Guidelines for Water Resource Management within Office Buildings

1. Promote water conservation among employees by creating internal communication materials within the company.
2. Schedule daily inspections of plumbing systems and sanitary ware to prevent equipment leakage.
3. If employees detect water leakage, they can report it to the relevant department or via Line : Chewa care Immediately

Water Quality Management in Construction Projects

The company provides prefabricated wastewater treatment systems designed to accommodate sufficient wastewater generated from construction work and treat wastewater to have values of BOD according to the specified standards before discharge outside the project. In addition, wastewater samples from each prefabricated wastewater treatment system shall be collected for analysis of key pollutants, namely BOD, COD, SS, pH, and Oil & Grease, to comply with the standard criteria of the Ministry of Natural Resources and Environment (EIA) consistently during construction.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2024 : Water withdrawal 179.00 Cubic meters	2025 : Reduced by 5% Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Water Consumption (Cubic Meters)	2024	2025
Head Office	179	200
Total Number of Employees (Head Office)	51 persons	50 persons
Average per Person	3.61	4

Operational performance in In 2025, the company was unable to reduce water consumption as targeted, due to approximately Q3 of the year, the company relocated its head office from Lumpini Tower, Sathon District, to Soi Lat Phrao 71, Wang Thonglang District, which has increased in area. Additionally, more employees who previously worked at project sites have moved to work permanently at the new head office, leading to an increase in water consumption.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	150.00	179.00	200.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	0.63	0.95	1.03
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

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

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	150.00	179.00	200.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00007899	0.00009285	0.00022738
Intensity of total water consumption (Cubic meters / Person (employee))	3.75000000	3.61000000	4.00000000

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	2,970.00	3,405.00	3,391.27
Total water withdrawal expense from third-party water (Baht)	2,970.00	3,405.00	3,391.27
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	12.43	18.11	17.48

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	:	9
Actual number of disclosure boundaries	:	9
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The company can organize waste management activities, including waste segregation, extending the lifespan of waste materials, and reducing waste volume. This involves providing containers for segregating each type of waste and encouraging employees and business partners to leverage their knowledge in waste management to design activities related to environmental management.

Non-Hazardous Waste Management Project within the Company

Company Internal Paper Usage Management Project

1. The company utilizes office materials, particularly paper, for printing information to ensure readability, clarity, and organized searching, verification, and storage. A recent usage survey indicates a continuous increase in the company's paper consumption, leading to a corresponding rise in paper waste. Management recognizes the critical need to maximize paper utility to reduce waste generation and simultaneously lower company expenses. In response to the 'Chewa Goes Green' initiative's focus on environmental care, a paper usage management project has been initiated within the company. The primary objective is to significantly and tangibly reduce paper consumption, as follows:
 - 1) Raise awareness regarding the efficient use of resources, particularly paper within the company.
 - 2) Communicate to all levels of employees for strict awareness and compliance.
 - 3) Continuously monitor, inspect, and report on paper usage within the company.
 - 4) Promote the use of Information Technology (IT), online media (Social media), electronic document management (e-office), electronic documents (e-Document), electronic meetings (e-Meeting), and shared databases such as LAN, Intranet, etc.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Details of setting goals for waste management

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste : Yes

1. **Various departments collaborate to design activities for reducing paper consumption.** such as

1.1 Human Capital Department (Implement the "Save the World, Reduce Carbon Paper Usage" project to manage Pay Slip previously print from carbon paper to a system of E-Pay Slip from the operating system HumanOS by oneself (Employee Self Service)

1.2 High-Rise Project Sales Department (Sales CHEWA Condo) Implement the "Paper Bank Page 3" project to reduce paper procurement and promote paper usage. Reuse It is expected that during the initial phase of the project, internal guidelines for using both sides of paper will be established within the department. , Segregate paper waste for donation to external organizations that can reuse it, such as the Thailand Blind Foundation, to produce Braille books as educational materials for visually impaired individuals. Crucially, this initiative aims to reduce paper consumption from the original 3 reams or 1,500 sheets to 2 reams or 1,000 sheets.

1.3 Low-Rise Project Sales Department implements the project " Save Green Save World" to continuously control and reduce paper consumption. , Foster awareness of maximizing resource utilization and reducing waste generation. The practice involves thoroughly reviewing documents before printing them. , Reducing paper margins will help decrease paper volume by approximately 5% from the original. , Use both sides of the paper.

1.4 Legal and Compliance Department (Legal and Compliance) Implement the "Chewathai Joins to Save the World, Reduce Paper Usage" project to reduce the amount of paper resources used for company and partner contract documents by 50% by printing documents on both sides.

1.5 Customer Service Department (CHEWA Smart Transfer) <3ceRjXQNUGiQ> HUG GREEN" to control and reduce paper consumption , Foster awareness of maximizing resource efficiency. , Reduce resource consumption , Continuously control paper consumption by recording paper usage statistics and setting a target to reduce paper consumption by 10% per month. , Print documents on both sides. , Utilize technology in operations to reduce paper consumption.

2. **Plastic Reduction Project**

The company has established a policy to reduce waste generation within the organization to foster awareness of valuable resource utilization, promote effective waste management participation, and serve as a sustainability activity that benefits society and the environment. Examples include avoiding plastic bags when purchasing few items. , Choose reusable containers or equipment such as cloth bags, baskets, and tiffins. , Carry personal reusable items such as water bottles and glasses to reduce the purchase of plastic water bottles. , Reuse used plastic bags or foam boxes. , Opt for products made from naturally biodegradable materials, such as paper packaging, which will reduce carbon emissions by approximately 40 KG/CO2 per year

Projects and collaborations with other agencies

1. Their paper collection project

The company, in collaboration with SCG Packaging Public Company Limited (" SCGP") a subsidiary of The Siam Cement Public Company Limited, to establish collection points for office paper and brown cardboard waste at various locations within the office and company projects. Responsible personnel are assigned to collect and deliver paper waste to SCGP to be processed for Recycle Helps reduce waste volume and increase waste value simultaneously, representing accurate and efficient paper waste segregation.

collected paper waste sent to SCGP will be valued back as benefits for the company and society. Office paper (or photocopy paper) can be exchanged for paper A 4 new reams for reuse in the office. By 2025, the company will be able to collect brown cardboard waste for onward submission to SCGP over 1 ton can be used for Upcycling student desks and chairs, etc. This demonstrates that the company has successfully raised awareness regarding resource reduction in line with the project.

by establishing collection points for used paper boxes to be recycled into student desk sets, which are then delivered to Ban Pa Lao School in Mae Tha District, Lamphun Province. This school lacks educational opportunities, funding, and support, and Chewathai has continuously supported its education for over 7 years. In addition to educational support, this project allows residents of all Chewathai projects to collectively segregate waste to reduce the amount entering the system, and it promotes positive activities between Chewathai and its customers.

2. "The More You Exchange, The More You Get" Project

Chewathai Public Company Limited organized the "The More You Exchange, The More You Get" activity to encourage Chewathai residents to segregate and dispose of waste correctly. Residents from both horizontal and vertical projects actively participated, bringing numerous plastic bottles to exchange for prizes at Chewathai's activity booth. All collected plastic bottles were gathered and forwarded to Wat Chak Daeng for recycling into monastic robes, reflecting community involvement in creating value from waste and driving sustainable society.

3. Project CHEWA BAG SHARE

Chewathai Public Company Limited proceeds with the project CHEWA BAG SHARE Under the concept of Chewa Goes Green to campaign for reducing plastic bag usage and promote valuable resource utilization by inviting residents to share reusable cloth bags, paper bags, and cooler bags. Through the cooperation of residents in all projects, Chewathai has collected all donation bags and delivered them to Vajira Hospital Faculty of Medicine for use in providing services to patients and the public, with representative executives CHEWA ESG as the company's official representative for delivery This activity reflects the concrete participation of residents and partners in driving environmental concepts, reinforcing Chewathai's role in fostering an environmentally conscious living culture and contributing to long-term sustainable social development.

Information on waste management

Waste Generation ^(*)

	2023	2024	2025
Total waste generated (Kilograms)	117.00	68.00	N/A
Total non-hazardous waste (kilograms)	117.00	68.00	N/A
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	N/A
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	N/A

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

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	9
Actual number of disclosure boundaries	:	9
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company is committed to taking action to address climate change and has set a goal of achieving net-zero greenhouse gas emissions by 2055. Data collection commenced in 2025 (base year), along with the establishment of short-term and medium-term targets to concretely progress towards the ultimate goal.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : Yes
goals

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Setting other greenhouse gas reduction targets

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2025 : Greenhouse gas emissions 39.25 tCO ₂ e	2026 : Reduced by 5% in comparison to the base year	2034 : Reduced by 40% in comparison to the base year	<ul style="list-style-type: none">• Thailand Greenhouse Gas Management Organization (TGO) : None• Science-based Targets (SBTi) : None

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2025 : Greenhouse gas emissions 39.25 tCO ₂ e	2026 : Reduced by 5% in comparison to the base year	2034 : Reduced by 40% in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

the company recognizes and prioritizes addressing global warming issues. Therefore, it has collected data on all greenhouse gas emission activities from the headquarters and all sales offices by conducting voluntary assessments and calculating them in terms of tons of carbon dioxide equivalent. This data will be used to establish management guidelines for effectively reducing greenhouse gas emissions. In the year 2025, at the headquarters, the total greenhouse gas emissions are as follows:

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	0.00	39.25
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	13.31
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	25.94
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000000	0.000000	0.000045
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	0.20

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

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

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

Verification of the company's greenhouse gas : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	3,024.49	3,750.27	0.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	3,024.49	3,750.27	N/A
Care the Whale Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A

Absorption and removal of Greenhouse Gas

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

Remarks - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy,

completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : CHEWATHAI PUBLIC COMPANY LIMITED Symbol : CHEWA

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, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination

Chewathai Public Company Limited and its subsidiaries ("the Company") conduct business with an emphasis on Environment, Social, and Governance (ESG) principles integrated into their business operations. In terms of human rights protection, the Company promotes and supports the respect for human rights within the organization, preventing human rights violations against employees or various stakeholders.

1. Respecting human dignity and individual equality.
2. The Company does not discriminate against employees of the Company, its subsidiaries, business partners, or any stakeholders whether based on similarities or differences on the grounds of race, religion, nationality, gender, age, educational background, or physical and mental conditions.
3. Treating employees equally and fairly, ensuring employee rights are protected in accordance with relevant laws.
4. Treating the organization's stakeholders equally, fairly, and without discrimination.
5. Respecting rights, not violating the personal rights and freedoms of the organization's stakeholders, both directly and indirectly.
 - a. Respecting customer/consumer rights, such as treating customers/consumers fairly, not violating personal data, etc.
 - b. Respecting partner rights, such as treating partners fairly, establishing transparent procurement processes, promoting fair competition, and encouraging partners to adhere to human rights principles, etc.
 - c. Respecting community rights, such as recognizing community rights, listening to opinions, and supporting community participation, etc.
6. Company employees must treat each other and others with respect and honor, and conduct themselves appropriately according to their duties, the Company's regulations, and good customs, without negatively impacting the Company's image.
7. Exercising due diligence in performing duties to prevent the risk of human rights violations.
8. Maintaining and protecting the personal data of stakeholders, including measures to prevent data leakage and restrict data access only to relevant personnel.
9. Providing communication channels for stakeholders who have been treated unfairly to file complaints with the Company, which will handle such complaints fairly.
10. The Company ensures fairness and confidentiality for individuals reporting human rights violations related to the Company.
11. Perpetrators of human rights violations shall be subject to disciplinary action and may face penalties as prescribed by law if the act constitutes a legal offense.
12. Not employing child labor below the legally specified age or forced labor within the company.

13. Developing and implementing a comprehensive Human Rights Due Diligence process to identify issues, assess risks and impacts of human rights violations, define affected groups or individuals, plan and establish guidelines for resolving and preventing human rights violation problems, and monitor results. This includes providing appropriate grievance mechanisms in cases of human rights violations, as well as regularly reviewing risks.

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

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

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

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination

Establish a human rights risk assessment by considering the criteria of impact severity and the likelihood of potential violations. Classify severity into three levels: low, medium, and high. Define existing or potential control measures and mitigation measures, and develop additional measures to reduce the likelihood, severity, and impact of human rights risks that may affect stakeholders.

Operational Targets
Employees must complete human rights training through the online system at a rate of not less than 90%
Communication was conducted through various channels to all stakeholder groups: <ul style="list-style-type: none"> ● Employees: 100% coverage ● Business partners and other stakeholders: Communicated via the Chewathai website
There were no reported cases of labor rights violations or forced labor within the business.
No complaints regarding human rights violations or harassment were reported.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

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

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

Comprehensive Human Rights Due Diligence Process

1. Define Scope: Define the scope of the comprehensive human rights due diligence process, considering relevant issues such as labor rights, community rights, supply chain, safety and security, environment, and consumer rights. This ensures that the human rights due diligence covers all relevant stakeholders.
2. Identify Potential Human Rights Risk Issues: Identify potential risk issues arising from business operations throughout the value chain. There are guidelines for considering human rights issues to be applied to mergers, acquisitions, and new joint ventures, and a systematic review of risk plan development and potential risk trends is conducted.
3. Assess Human Rights Risks: Conduct human rights risk assessments, considering criteria for the severity of impact and the likelihood of potential violations. Severity is divided into three levels: low severity, medium severity, and high severity.
4. Establish Human Rights Impact Mitigation Measures: The company has analyzed potential risks and established existing or potential control and mitigation measures, as well as developed additional measures, to reduce the likelihood or severity and impact of human rights risk issues that may affect stakeholders.
5. Monitoring and Reviewing Human Rights Performance: There are methods for rectifying and remedying human rights impacts that have occurred, and the company's human rights operational policies are evaluated, including reporting the evaluation results to the Board of Directors.
6. Remediation of Impacts: The company will strictly adhere to the United Nations Guiding Principles on Business and Human Rights (UNGPs) when human rights impacts arise from business operations, cooperating in fair and transparent processes, and implementing restorative measures for financial and other assistance to alleviate those affected by the company's activities.

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

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

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0

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

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	9
Actual number of disclosure boundaries	:	9
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Safety and occupational health at work

Compensation and Benefits for Employee Retention:

The company has a policy to consider compensation based on principles and guidelines such as fairness, suitability for duties and responsibilities, employee capabilities according to assigned tasks, labor market wage rates, and relevant legal regulations, individual employee performance evaluations measured by Key Performance Indicators (KPIs) and employee competency development, as well as considering the annual inflation rate.

Employee Training and Development (Employee Development) 2025.

The company recognizes and values employee capabilities and establishes development guidelines for each responsible position, enabling supervisors to ensure employees attend training according to the annual plan. These can be categorized as follows:

- During the probationary period, in addition to New Employee Orientation, supervisors and the Human Capital Department will define and design training topics appropriate to the Job Competency of each position. A Mentor for New Employee system is in place to provide close consultation, suggestions, and supervision. After passing probation and having been in the position for some time, supervisors or mentors can request approval for training topics as needed to align with career advancement (Career Path).
- Individual Development Plan (IDP) is a personal potential development plan that focuses on employees self-assessing to identify strengths, weaknesses, and skills to be developed. Then, clear goals aligned with the organization's direction are set, along with planning appropriate activities or learning, such as training, on-the-job experience, or expert consultation, etc., to lead to systematic self-development. Continuous monitoring and evaluation are conducted, along with support from supervisors. IDPs can be adjusted according to circumstances and necessity to ensure efficient and sustainable skill development and career advancement.
- Employee potential development (categorized by profession) to ensure unlimited development and suitability according to situations and changes. The company also designs training programs categorized by profession as needed, such as:
 - Sales and Marketing: Negotiation, Digital Sales Techniques, Loan Knowledge.
 - Engineering: Project Management, Application of Technology in Construction.
 - Management: Leadership Development, Strategic Work Management.

Promoting Organizational Engagement:

The company recognizes and emphasizes the importance of building employee engagement and developing employee satisfaction. This is a crucial process that helps the organization deeply understand employees' feelings and needs towards the company. It reflects the level of satisfaction, commitment, and motivation at work. The data obtained can be used to adjust policies and the working environment appropriately, promoting employee happiness and readiness to grow with the organization, retaining valuable personnel, and increasing work efficiency. When employees are strongly engaged, the organization can drive business growth and achieve sustainable success. Therefore, there is a policy to conduct employee engagement surveys at least once every two years. The survey covers a total of 6 issues as follows:

1. Working Environment.
2. Performance and Employee Performance Management.
3. Employee Engagement.
4. Human Resources Development.
5. Building a Sustainable Organization.
6. Organizational Leadership, Corporate Governance, and Social Responsibility.

Supplemented by the "Colleague Satisfaction" survey, which measures employees' satisfaction with each other across departments. The purpose is for each department to use the survey results to improve work process efficiency in various aspects, such as service speed, efficient response to inquiries, non-discriminatory service, or providing information, documents, websites, and forms for ease and convenience of use, etc.

In the year 2024, the organizational engagement survey result is 79.98%, and the colleague satisfaction survey result is 78.61%. The survey results help to understand the true needs and problems of employees. The organization can plan and make effective decisions to foster a good working environment and build employee confidence that **Their voices are genuinely utilized**. Therefore, the management has submitted the survey results to the executives for analysis and to improve internal processes, as well as design related activities. This is to maintain good employee relations and organizational engagement.

1. Chewa Work from Anywhere to save travel costs and reduce stress from traffic problems. Employees in all positions can request approval to work from the office or a project near their home.
2. Chewa Work from Home: For certain positions and situations where employees have a necessity, employees can request approval to work from home.
3. Paternity Leave for Childbirth Care to strengthen family institutions. Male employees can take paid leave to care for their wives during childbirth.
4. Work systems are being developed and improved to be more agile and convenient, such as the "Employee Self-Service (ESS)" system, which further facilitates employees.
5. Chewa Market promotes sharing and mutual assistance among employees through the buying and selling of consumer goods via "Chewa Market" LINE group.
6. Each year, the company organizes "Team Building Activities" to foster good relationships between employees and the organization. Activities are tailored to suit the situation and necessity, such as Chewa Outing, Go for Goal (cycling to accumulate distance), Chewathai Sport Day, Chewathai New Year Party, etc.
7. Organizing a general meeting under the "From Jai Boon" project once a year to build good relationships and understanding between employees and senior management, acknowledge operational results and business strategic plans, and provide employees with unlimited opportunities to ask questions to reduce gaps and enhance internal communication efficiency.
8. Operation Meeting provides an opportunity for employees at all levels (with an emphasis on operational staff) to participate in meetings with management representatives to express their vision and provide unrestricted feedback on all issues related to organizational management. This is held once a month.
9. Improve work patterns to enable employees to work more efficiently.
10. Organize an annual merit-making ceremony and offer food to monks on the company's founding day.

Safety, Occupational Health, and Working Environment Management.

The company recognizes, prioritizes, and implements concrete measures regarding safety, occupational health, and the working environment. It promotes employee knowledge, awareness, and measures to ensure employees' safety, free from accidents and work-related illnesses.

Occupational Health and Working Environment.

- Arrange for employees to undergo annual health check-ups at quality and reliable hospitals designated by the company.
- Health insurance card and accident insurance card from the company, allowing treatment at designated hospitals within the network, with medical expense coverage according to employee level.
- Within the work area, provide sufficient and appropriate lighting, including selecting the type of light bulbs suitable for employees' working conditions.
- Arrange for regular pest control at the office to ensure hygiene and cleanliness in employees' work areas every month.
- In the event of a serious contagious disease outbreak, preventive measures and guidelines will be established in accordance with announcements and recommendations from the Department of Disease Control. For example, during the COVID-19 outbreak, measures included spraying disinfectant at workplaces and projects, registering customer or partner entry and exit, and reducing congestion in workplaces or meeting rooms, etc.
 - Provide hand sanitizer for employees at the head office and sales offices of each project.

To ensure that employees, construction workers, and partners working at the construction project are safe and free from accidents while on duty, measures have been implemented, such as:

- Organizing Safety Talk activities to build understanding before starting work.
- Daily machine inspection activity before starting work.
- Install guardrails around dangerous and high-risk areas.
- Clear and clean the work area after work.
- Use water spray to reduce dust at construction projects.
- Establish temporary smoking areas to prevent smoking during work.
- Erect a 6-meter high metal sheet fence around the construction project and maintain it at all times.
- Install project signs and safety signs appropriately.
- The working area has sufficient lighting.
- Wear safety helmets, closed-toe shoes, appropriate clothing, and uniforms.

Safety and Fire Prevention.

1. The company provides a fingerprint scanning system for office entry and exit, restricted to authorized personnel only.
2. Establish a Safety, Occupational Health, and Working Environment Committee within the company and provide 24-hour security personnel to ensure a safe working environment, along with installing CCTV cameras for video and audio monitoring.
3. The company measures the lighting used in the workplace and develops a plan to increase illumination, including replacing fluorescent lamps with LED lamps.
4. Require all employees to always maintain and clean their own work areas to be tidy.
5. Require supervisors at all levels to set a good example, lead, train, coach, and motivate employees to work safely.
6. Establish a fire prevention and suppression plan.
7. Provide adequate fire alarm equipment covering the working area as appropriate.
8. Provide appropriate emergency exit signs and fire escape route signs.
9. Provide appropriate fire escape routes that facilitate quick evacuation.
10. Install fire suppression systems, place equipment (Portable Fire Extinguisher) conveniently and without obstruction, and regularly check the quantity and pressure of fire extinguishing agents to ensure readiness at all times.

11. Prioritize safety by sending representatives to participate in annual fire drills and training to ensure maximum safety during fire emergencies (Fire Emergency Model).

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	Average number of training hours per employee	-	2025: 5 hours per person
• Promoting employee relations and participation	Employee satisfaction / engagement level toward the organization	-	2025: 70%
• Others : Community complaints, human rights violation complaints, and labor disputes	Number of community complaints, human rights violation complaints, and labor disputes	-	2025: 0 cases

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 : Yes
management

Employee Development in 2025.

- New employee training coverage: 100%.
- The company organized training courses for 194 employees at all levels, totaling 1,500 hours, averaging 10.76 hours/person/year.
- Training hour target: 8.00 hours/person/year. Performance in 2025: 10.76 hours/person/year.
- The company provided training to employees on ISO14001 Environmental Management standards to reinforce employees' understanding of international environmental standards, as well as the company's important environmental policies, regulations, and operational guidelines, including energy and resource conservation policies. The training was conducted via electronic media on December 23, 2025, with a total of 45 participants.
- Directors, executives, and employees completed business ethics training: 100%.
- Complaints from the community, complaints regarding human rights violations, and labor disputes: 0 cases.
- Complaints regarding personal data leakage or violation: 0 cases.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	N/A	206	194
Percentage of employees to total employment (%)	N/A	91.26	100.00
Percentage of non-employee workers to total employment (%)	N/A	8.74	N/A
Total employees (persons)	239	188	194
Male employees (persons)	100	87	80
Percentage of male employees (%)	41.84	46.28	41.24
Female employees (persons)	139	101	114
Percentage of female employees (%)	58.16	53.72	58.76
Total of workers who are not employees (Person)	N/A	18	N/A
Male workers who are not employees (Person)	N/A	7	N/A
Percentage of male non-employee workers (%)	N/A	38.89	N/A
Female workers who are not employees (Person)	N/A	11	N/A
Percentage of female non-employee workers (%)	N/A	61.11	N/A

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	N/A	53	N/A

	2023	2024	2025
Percentage of employees under 30 years old (%)	N/A	28.19	N/A
Total number of employees 30-50 years old (Persons)	N/A	125	N/A
Percentage of employees 30-50 years old (%)	N/A	66.49	N/A
Total number of employees over 50 years old (Persons)	N/A	10	N/A
Percentage of employees over 50 years old (%)	N/A	5.32	N/A

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	N/A	28	N/A
Percentage of male employees under 30 years old (%)	N/A	32.18	N/A
Total number of male employees 30-50 years old (Persons)	N/A	52	N/A
Percentage of male employees 30-50 years old (%)	N/A	59.77	N/A
Total number of male employees over 50 years old (Persons)	N/A	7	N/A
Percentage of male employees over 50 years old (%)	N/A	8.05	N/A

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	N/A	25	N/A

	2023	2024	2025
Percentage of female employees under 30 years old (%)	N/A	24.75	N/A
Total number of female employees 30-50 years old (Persons)	N/A	73	N/A
Percentage of female employees 30-50 years old (%)	N/A	72.28	N/A
Total number of female employees over 50 years old (Persons)	N/A	3	N/A
Percentage of female employees over 50 years old (%)	N/A	2.97	N/A

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	N/A	N/A	164
Percentage of employees in operational level (%)	N/A	N/A	84.54
Total number of employees in management level (Persons)	N/A	N/A	26
Percentage of employees in management level (%)	N/A	N/A	13.40
Total number of employees in executive level (Persons)	N/A	N/A	4
Percentage of employees in executive level (%)	N/A	N/A	2.06

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	N/A	N/A	63

	2023	2024	2025
Percentage of male employees in operational level (%)	N/A	N/A	78.75
Total number of male employees in management level (Persons)	N/A	N/A	14
Percentage of male employees in management level (%)	N/A	N/A	17.50
Total number of male employees in executive level (Persons)	N/A	N/A	3
Percentage of male employees in executive level (%)	N/A	N/A	3.75

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	N/A	N/A	101
Percentage of female employees in operational level (%)	N/A	N/A	88.60
Total number of female employees in management level (Persons)	N/A	N/A	12
Percentage of female employees in management level (%)	N/A	N/A	10.53
Total number of female employees in executive level (Persons)	N/A	N/A	1
Percentage of female employees in executive level (%)	N/A	N/A	0.88

Number of employees categorized by department over the past year

Department / Line of work / Unit / Business group	Number of employees (persons)

Department / Line of work / Unit / Business group	Number of employees (persons)
Condo and housing	67
Construction and support	52
Research and Development	9
Accounting and Financial	18
Corporate affairs	28
Other	20
Total number of employees	194

Significant changes in the number of employees

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

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	N/A	N/A	80
Bangkok Metropolitan (Person)	N/A	N/A	80
Northern (Person)	N/A	N/A	0
Central (Person)	N/A	N/A	0
Northeastern (Person)	N/A	N/A	0
Southern (Person)	N/A	N/A	0
Eastern (Person)	N/A	N/A	0

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	N/A	N/A	114
Bangkok Metropolitan (Person)	N/A	N/A	114
Northern (Person)	N/A	N/A	0
Central (Person)	N/A	N/A	0
Northeastern (Person)	N/A	N/A	0
Southern (Person)	N/A	N/A	0
Eastern (Person)	N/A	N/A	0

Number of employees working abroad

	2023	2024	2025
Total employees working abroad (Person)	N/A	N/A	0

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	N/A	0.00	0.00
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

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

	2023	2024	2025
Total employee remuneration (baht)	63,762,983.00	59,752,745.00	55,876,118.00
Total male employee remuneration (baht)	N/A	26,245,844.00	24,105,173.00
Percentage of remuneration for male employees (%)	N/A	43.92	43.14
Total female employee remuneration (baht)	N/A	33,506,901.00	31,770,945.00
Percentage of remuneration for female employees (%)	N/A	56.08	56.86
Average of remuneration of employees (Baht/persons)	266,790.72	317,833.75	288,021.23
Average of remuneration for male employees (Baht/persons)	N/A	301,676.37	301,314.66
Average of remuneration for female employees (Baht/persons)	N/A	331,751.50	278,692.50
Rate of average of remuneration between female employees and male employees	N/A	1.10	0.92

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company provides employee welfare benefits at no less than the level required by law and in alignment with prevailing economic and social conditions. The objective is to ensure employees receive appropriate benefits that enhance morale and motivation in the workplace. Such benefits include the Social Security Fund, Workmens Compensation Fund, Provident Fund, Employee Joint Investment Program (EJIP), annual health check-ups, life and accident insurance, health insurance, uniforms, company cars (for Deputy Managing Directors and the Managing Director), funeral assistance, financial assistance in the event of an employees death, attendance incentives, annual bonuses (subject to operating results), special discounts for employees purchasing houses or condominiums in the Companys projects, emergency loans, educational scholarships, and paternity leave. These benefits aim to provide financial security and promote a good quality of life, health, and well-being for employees.

Provident Fund

The Company established a Provident Fund in 2011 in accordance with the Provident Fund Act B.E. 2530 (1987). The objective is to promote savings and provide financial security for employees, while also granting tax benefits that may be used as personal income tax deductions in accordance with the Revenue Departments regulations.

The fund consists of employee contributions deducted from wages and matching contributions made by the Company. Both employee contributions and Company contributions are set at 5% of wages. After completing five years of membership, employees may elect to increase their contribution rate to the Provident Fund up to a maximum of 7% of their salary.

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

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	0	0	194
Number of employees joining in PVD (persons)	0	0	136
Number of PVD members / Total employees (%)	0.00	0.00	70.10
Number of PVD members / Total eligible employees (%)	0.00	0.00	70.10

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	0.00	0.00	2,933,836.45
Total amount of provident fund contributed by employee (baht)	0.00	0.00	2,933,836.45

Summary of employee PVD participation over the past year

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

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
CHEWATHAI PUBLIC COMPANY LIMITED	Yes	194	194	136	70.10	70.10

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

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

Providing education or information on selecting appropriate investment policies

The Company established a Provident Fund in 2011 in accordance with the Provident Fund Act B.E. 2530 (1987). The objective is to promote savings and provide financial security for employees, while also granting tax benefits that may be used as personal income tax deductions in accordance with the Revenue Departments regulations. The fund consists of employee contributions deducted from their wages and matching contributions made by the Company. Both the employee contribution and the Companys contribution are set at 5% of wages. Upon completion of five years of membership, employees may elect to increase their contribution rate to the Provident Fund up to a maximum of 7% of their salary.

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	-	Yes	-
Average employee training hours (Hours / Person / Year)	N/A	22.54	10.76

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

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

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

	2023	2024	2025
Evaluation result of employee engagement	No	Yes	No

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

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

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : No
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

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

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

Information on customer management plan

Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Responsible production and services for customers, 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 development to meet customer needs, maintaining good customer relationships, and creating differentiation in the benefits offered. The company has established a team to care for and maintain customer relationships, including:

1. CHEWA SMART TRANSFER

The company's team is established to take care of all customers from the transfer of ownership process, emphasizing prompt service, acting as a credit advisor, providing assistance, and offering the best solutions to meet the diverse needs of customers, as well as creating a positive customer experience that leads to customer satisfaction and referrals. This also instills confidence in customers that their investment is worthwhile, which will add value to the products and make our company more prominent in the minds of customers.

by defining VISION of the department is: Committed to being an expert and advisor in home and condo loans, to be the best option in satisfying customer needs. We believe that the best service comes from paying attention to every detail of the customer.

and has MISSION of the department is:

1. Customers are important; prioritizing customers, understanding their expectations and needs, and being ready to offer the best options to them.
2. Professional service: providing efficient and standardized services, emphasizing completeness, accuracy, and speed to meet customer expectations and satisfaction.
3. Focusing on development and improvement, enhancing work processes to be standardized and increasingly efficient, with an emphasis on adapting work methods to suit specific tasks.
4. Enhancing team capabilities and efficiency, empowering all team members to continuously improve their skills, providing ongoing training, and utilizing the system. Sharing among team knowledge

thus giving rise to the term Chewa SMART TRANSFER

- SMART PERSON Possessing intelligent personnel with smart personalities and reliable information presentation.
- SMART INFORMATION Having highly efficient, accurate, clear, fast, and easily accessible information.
- SMART TECHNOLOGY Utilizing technology to develop work processes for increased speed and greater customer convenience.

Evaluation

The company is committed to creating customer satisfaction, thus prioritizing continuous product research and development to ensure that the residential properties delivered to customers are developed in line with their needs. The Chewa care&Customer Relations department manages customer data collection and after-sales customer service, using this information for planning to meet customer needs and build strong relationships. Additionally, the company has a Market Survey unit to conduct surveys, research, and analysis on consumer demands in each area, as well as the potential of project locations in terms of various public utilities. This provides the company with sufficient data to understand consumer demands in the housing market, including housing types, locations, and price levels. The company utilizes this data for continuous analysis, development, and improvement of products and services.

Management for the satisfaction of customers and company stakeholders.

With Chewa Thai's vision to be a leading real estate developer in the hearts of consumers, by continuously creating and delivering products and services that exceed customer satisfaction, we place great importance on management for the satisfaction of customers and stakeholders. Customer satisfaction is evaluated at every stage of customer interaction with the company, from providing project information to after-sales service and property management for the juristic person.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer satisfaction survey results: not less than 75%	-	2025: Customer satisfaction survey results: not less than 75%

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Customer Satisfaction Assessment

In 2025, the company is committed to developing and improving quality products and services for delivery to customers, thus prioritizing customer satisfaction. Therefore, a satisfaction assessment form for existing residents has been developed to obtain actionable data for the company's development and improvement. The target is set for customer satisfaction to be not less than 75%.

Summary of Satisfaction Assessment Results for Residents

- Goal: Not less than 75%
- Satisfaction Assessment Result: 80%

Organizational Overview

From the operational results in 2025, it was found that the overall satisfaction score of current customers was 80%. Compared to the previous year, this represents an increase. However, due to the company's revision of the assessment questions and the method of surveying satisfaction, which involved staff directly calling customers, some customers remained concerned about scammers and PDPA regulations, leading to incomplete data. Although the score improved, the proportion of respondents decreased.

Customer Satisfaction Development Plan

To elevate service quality and further improve product quality, as well as to enhance customer satisfaction, especially after title transfer, the customer satisfaction development plan is outlined as follows:

1. Developing the project's after-sales service team to inquire about and recommend services to existing residents, in order to build good relationships with customers. This also includes continuously preparing public relations letters to inform them about the progress of common area usage and the shared utilization of common utilities, to create a pleasant community. Additionally, publicizing activities from Chewathai Society in each project will further foster good relationships between the project and its customers.
2. Developing repair notification services by establishing the Chewa Care team to coordinate appointments, inspect, and schedule repairs at the customer's convenience, and to coordinate with the project for repairs to be carried out as scheduled. Additionally, repaired work will be re-inspected with the homeowner to verify work quality and initial satisfaction, with immediate rectification if the work is not satisfactory. Furthermore, emphasis is placed on the contractor team to select experienced and skilled workers to perform repairs for customers, and contractors will be evaluated by relevant agencies to ensure continuous improvement, development, and retention of good contractors to work with the project.
3. Developing diverse channels for customer satisfaction surveys to reach more customers, including an online survey system for project visitors. Additional communication will be conducted via LINE@, E-Mail, and SMS, by developing a CRM system to automatically evaluate results at various interaction points with the company. This aims

to obtain reliable and accurate satisfaction scores, which will lead to improved service quality. Furthermore, a system for processing satisfaction scores will be in place, allowing data to be used immediately for satisfaction enhancement.

4. Developing and improving construction processes to meet standards and enhance customer safety. This involves enhancing construction processes by adding steps for product quality inspection or QC checks before delivering products to customers, thereby increasing customer confidence and satisfaction.

The company is committed to developing and improving the quality of its excellent products and services for delivery to customers, thus prioritizing customer satisfaction. For the upcoming year, the goal is to further increase customer satisfaction scores.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from : Yes
customers/consumers

Telephone : 1260

Fax : -

Email : auditcommittee@chewathai.com

Companys website : www.chewathai.com

Address : Chewathai Plc.
1168/80 Lumpini Tower 27th floor Rama4 road,
Tungmahamek area, Sathorn district, Bangkok 10120

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan : Employment and professional skill development, implemented by the company over the past year Education, Water and sanitation management

Community Support Project for Local Employment

1. Principles and Rationale

Chewathai Public Company Limited recognizes the importance of conducting business alongside sustainable community development, especially in the areas surrounding its projects. The company supports local employment in nearby project areas for permanent cleaning staff, which is one way to generate income for households in the community, reduce unemployment, and foster good relationships between the organization and the community. This project aligns with the concept of social responsibility (CSR) and principles ESG in the social dimension (Social) which focuses on improving the quality of life for people in the area

2. Project Objectives

- 2.1 To create employment opportunities for people in areas near the project
- 2.2 To promote income and quality of life for households in the community
- 2.3 To foster good relationships and cooperation between the company and the community
- 2.4 To reduce employee travel from remote areas and reduce indirect greenhouse gas emissions (Indirect Emissions)

3. Operational Guidelines The company has established clear operational guidelines as follows:

- 3.1 Prioritize job applications from individuals residing in areas near the project
- 3.2 Determine compensation and benefits according to labor law standards
- 3.3 Continuous monitoring, evaluation, and skill development

4. Performance Results for 2025

Out of a total of 17 permanent housekeepers, they work in 14 projects, including both low-rise and high-rise projects. The proportion of housekeepers who are local residents in areas near the project is 100% (measured within a 20 km radius). Employee retention rate (Retention Rate) 90% (1 employee resigned)

5. Positive Social and Environmental Impacts

Social Impact

- Generate income and economic stability for households in the area
- Strengthen good relationships between the company and the community
- Reduce unemployment rate in areas around the project

Environmental Impact (Indirect Impact)

- Reduce travel distance for employees from remote areas
- Reduce indirect greenhouse gas emissions (Scope 3)

6. Positive Impacts on Stakeholders

for the community

- Generate circulating income in the local economy

- Increase sense of participation and ownership of the area
for residents/occupants
- Receive services from personnel who understand the local context
- Enhance a friendly and safe atmosphere within the project
for the organization
- Build a corporate image of social responsibility
- Build trust and long-term relationships with the community

7. Integration with Strategy ESG

The project aligns with the strategy ESG of the company in the social dimension (Social) by focusing on

- Creating Shared Value (Shared Value) between the organization and the community
- Reducing economic inequality in areas around the project
- Improving the quality of life for stakeholders
- Support for local employment (Local Employment)

The company implements a project to employ local residents around its projects as housekeepers, under the concept of "Growing Together with the Community," to create shared value within the framework of ESG Social Aspect (Social) The project aims to create employment opportunities, support household income, and reduce inequality in the community. The company sets strict work standards, provides skill development training, and adheres to labor laws. Local employment helps strengthen community relations, increases resident satisfaction, and builds a responsible corporate image, while also contributing to reduced travel and supporting the organization's long-term environmental goals.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social : No
management 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 : Yes
social management

Performance results for 2025 of Local Employment Community Support Project

Out of a total of 17 permanent housekeepers, working across 14 projects, including both low-rise and high-rise developments. The proportion of housekeepers who are local residents near the project area is 100% (measured within a 20-kilometer radius). Employee retention rate (Retention Rate) 90% (1 employee resigned)

Other Sustainable Community Support Projects

1. Chewathai Public Company Limited has continuously supported Ban Pa Lao School in Lamphun Province for the 9th consecutive year. This support includes funding for core subject teachers, promoting local culture through community sages, and providing financial assistance for education, sports, and the development of school buildings, in collaboration with business partners. In 2025, the company delivered sets of school desks made from used cardboard boxes, donated by Chewathai residents from all projects, in cooperation with SCGP. This reflects the

efficient use of resources alongside the creation of sustainable educational opportunities. This year, Chewathai continues to pursue this commitment to continuously develop remote communities.

2. Chewathai Public Company Limited, in collaboration with business partners, organized an activity to deliver drinking water and essential supplies to assist flood victims in the southern region. Chewathai employees collectively worked to transport and deliver aid to donation points urgently, reflecting the power of cooperation and the commitment to stand by communities during times of crisis.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Remarks - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : CHEWATHAI PUBLIC COMPANY LIMITED

Symbol : CHEWA

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

The Board of Directors of Chewathai Public Company Limited ("the Company") places importance on adhering to good corporate governance principles. It recognizes the roles and responsibilities of directors, executives, and employees in promoting good corporate governance to enhance the company's competitiveness and build confidence among shareholders, investors, and all stakeholders through efficient and transparent management. Therefore, the Board considers and reviews the application of good corporate governance principles, in accordance with the CG Code, to suit the company's business context once (1) a year. Furthermore, the company adheres to the principles of good corporate governance (Corporate Governance) for listed companies, as prescribed by the Stock Exchange of Thailand, which are divided into 5 categories as follows:

1. Rights of Shareholders
2. Equitable Treatment of Shareholders
3. Consideration of Stakeholders' Roles
4. Disclosure of Information and Transparency
5. Responsibilities of the Board of Directors

Reference link for the full version of corporate governance policy and guidelines : <https://investor.chewathai.com/en/corporate-governance/cg-policy>

Policy and guidelines related to the board of directors

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

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

Nomination of directors

The company has a transparent policy for the recruitment and selection of directors and senior executives, with the following criteria and processes:

Director Recruitment

Directors possess the qualifications and experience required by the company and do not have prohibited characteristics under the Public Limited Company Act B.E. 2535, the Securities and Exchange Act B.E. 2535, and other relevant laws. Directors must dedicate sufficient time, knowledge, and ability to perform their duties for the company. The company has criteria for selecting individuals to be appointed as directors, in accordance with the company's articles of association.

Recruitment of Senior Executives

1. The Board of Directors clearly defines the criteria and policy for succession.
2. The Nomination and Remuneration Committee considers the qualifications and capabilities of candidates for senior executive positions.
3. Senior executives may be appointed from within or outside the company.

Determination of director remuneration

The Board of Directors mandates the Nomination and Remuneration Committee to consider and propose guidelines for determining directors' remuneration, which must be approved by the shareholders' meeting. This is established as a policy comprising the following criteria:

1. The company's performance and business size, considering a comparison with the remuneration of directors of listed companies on the Stock Exchange of Thailand in similar business types and sizes.
2. Experience, roles, duties, and scope of responsibilities of each director
3. Expected benefits the company will receive from each director
4. The determined remuneration must be able to attract directors with qualifications suitable for the company's needs and circumstances to serve as directors or executives.

Independence of the board of directors from the management

The Company places great importance on the independence of the Board of Directors to create a balance between management and good corporate governance, with the aim of enabling the Board to exercise its discretion in decision-making fully and without influence from management. The Chairman of the Board is independent from management. There is a clear separation of duties between setting governance policies and day-to-day management. The Chairman of the Board presides over Board meetings, and is responsible for setting the vision, mission, and key policies for management to implement. All directors have the independence to propose agenda items and express opinions on various aspects of the Company's operations, including carefully considering matters that may involve conflicts of interest to ensure accuracy, transparency, and accountability. Although good corporate governance principles stipulate that the Chairman should be an independent director, even though the Company's Chairman does not hold the position of an independent director, the Chairman fully assumes the leadership role of the Board. Furthermore, the Company considers appointing independent directors to be more than half of the total directors to comply with good corporate governance principles (CG Code). A policy has been established for independent directors to serve continuously for no more than 9 years, and careful consideration is given if there is to be a re-appointment. Furthermore, non-executive directors are encouraged to meet amongst themselves at least once a year.

Director development

The Board of Directors prioritizes director development by encouraging directors to attend various training courses or participate in seminars beneficial to their duties. This is based on the recognition that education and training will equip directors with knowledge relevant to the constantly competitive business environment. The company also has a policy to develop the potential of executive personnel through both internal and external training, aiming to become a learning organization. In the past, the company's directors have attended director training courses organized by the Thai Institute of Directors (IOD), as stipulated by the Securities and Exchange Commission (SEC) that directors of listed companies must complete at least one course, namely the Director Accreditation Program (DAP) and the Director Certification Program (DCP). In addition to these fundamental courses for directors, directors also prioritize attending other courses offered by the Thai Institute of Directors (IOD) to acquire new knowledge, such as continuous development programs for directors and sub-committee members, to enhance their roles and responsibilities based on good corporate governance principles, and to further their understanding of the duties of sub-committees. This also includes courses for company secretaries, management, and personnel supporting the Board's work, to develop comprehensive knowledge in corporate governance at the director, company secretary, and management levels.

Board performance evaluation

Chewathai Public Company Limited has established criteria for the Board of Directors and sub-committees to evaluate performance annually. This is to allow the committees to jointly consider performance and various issues that

arise for continuous improvement, correction, and development. The evaluation criteria are set to be compared against performance results in a standardized manner and in accordance with good corporate governance principles. Performance evaluation is conducted on a committee-by-committee and individual basis, using a self-evaluation method. The Company Secretary is responsible for submitting the evaluation forms to the Board of Directors and sub-committees for directors to review their own performance, make improvements, and corrections, and return the evaluation forms to the Company Secretary. This is to compile and summarize the annual evaluation results for reporting to the Board of Directors, as well as disclosing information in accordance with good corporate governance principles.

Performance evaluation criteria are calculated as a percentage of the full score in each category, as follows:

- Scores above 80% indicate excellent performance in that matter.
- Scores in the range of 71-80% indicate good performance in that matter.
- Scores in the range of 61-70% indicate satisfactory performance in that matter.
- Scores below 60% indicate performance below standard in that matter.

Corporate governance of subsidiaries and associated companies

The Company oversees its affiliated subsidiaries within the business group, with the Executive Committee responsible for setting the overall strategic direction and goals for companies within the business group. This includes approving policies and operational directions for the business group proposed by the Company's Executive Committee, as well as endorsing suitable personnel selected and proposed by the Company's Nomination and Remuneration Committee for the position of Chief Executive Officer of Chewathai, to represent the Company in overseeing the operations of the business group. Furthermore, the Company's Nomination and Remuneration Committee is assigned the responsibility to approve the appointment of directors and authorized management personnel of the affiliated subsidiaries within the business group, for submission to the appointing authority.

Regarding the oversight of business management and subsidiaries within the business group, the Board of Directors will establish a structure for monitoring and supervising all subsidiaries within the business group, covering risk management of subsidiaries, internal control system audits of subsidiaries, compliance with group regulations, and group management.

The Company recognizes the importance of information disclosure in accordance with good corporate governance principles. The Board of Directors has assigned the Corporate Governance Committee the responsibility to oversee the compliance of subsidiaries within the business group with laws and regulations, through the Legal and Corporate Governance Department, and to report to the Corporate Governance Committee.

The Board of Directors has assigned the Company's Audit Committee the responsibility to ensure that the Company and its subsidiaries within the business group have appropriate and effective internal control systems. The Company's Internal Audit Department is responsible for overseeing the internal audit system and reporting to the Company's Audit Committee. Additionally, the Corporate Governance Committee is tasked with overseeing and supervising the subsidiaries within the business group to operate under sufficient and appropriate internal control systems.

This year, the Company has improved its guidelines for managing business subsidiaries, as well as policies and announcements related to the oversight of the Company's operations and its subsidiaries within the business group. This is to ensure efficient work processes, prevent potential conflicts of interest, and comply with laws and regulations set by regulatory bodies such as the SEC Office, the Anti-Money Laundering Office (AMLO), and the Stock Exchange of Thailand. Examples include policies on corporate governance principles, anti-corruption policy, corporate governance policy, personal data protection policy, information technology policy, and various risk management policies such as the Enterprise Risk Management (ERM) policy. Additionally, principles and regulations related to good corporate governance have been updated, such as those concerning connected transactions, reporting of shareholding distribution, and practices for giving and

receiving gifts, entertainment expenses, or other expenses with third parties, to ensure that the Company and its subsidiaries within the business group maintain governance in line with the guidelines set by the Stock Exchange of Thailand.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society

Shareholder

The company recognizes that shareholders are the owners of the business and that the company has a duty to create long-term value for shareholders, therefore employees are required to adhere to the following guidelines:

- Perform duties with honesty and integrity, and make all decisions with prudence, care, and fairness to all shareholders for the overall benefit of the shareholders.
- Oversee operations to ensure that the company maintains a sound financial position and good operating performance, and that reports on the company's status, operating results, financial data, accounting, and other reports are presented regularly and completely in accordance with facts.
- Inform shareholders equally about the company's future trends, both positive and negative, based on feasibility, supported by data, and with sufficient rationale.
- Do not seek personal gain or benefit for others by using any company information that has not been disclosed to the public, or by engaging in any actions that may create a conflict of interest with the organization.
- The company must treat all shareholders equally at shareholder meetings.

Employee

The company always recognizes that all employees are its most valuable resource and a key factor in achieving its goals. Therefore, the company has established a policy for fair treatment in terms of opportunities, remuneration, appointments, transfers, and potential development, adhering to the following principles:

- Treat employees with respect for their honor, dignity, and personal rights.
- Maintain a safe working environment for the lives and property of employees at all times.
- The appointment and transfer, as well as the rewarding and disciplining of employees, shall be conducted with integrity and based on the knowledge, abilities, and suitability of the respective employees.
- Prioritize the development of employees' knowledge and abilities through continuous development, such as organizing seminars, training, and providing equal opportunities to all employees.
- Determine fair compensation for employees based on industry conditions, business competition, job characteristics, performance, and the company's ability to pay such compensation.
- Avoid any unfair actions that may affect the job security of employees.
- Provide opportunities for employees to offer suggestions or grievances regarding their work, and establish resolution methods to benefit all parties and foster good working relationships.

Customer

The company aims to operate its real estate development business with the intention of creating, presenting, and managing its products and services for customers with high standards and ethics, under the following operating principles:

- Committed to sourcing and developing products and services to meet customer needs.
- Deliver quality products and services under fair conditions.

- Provide accurate and sufficient information about products and services to enable customers to make informed decisions, without exaggeration in advertising or other communication channels with customers, which could lead to misunderstandings regarding the quality, quantity, or any conditions of the products or services.
- Establish a process for customers to report problems or inappropriate services, enabling the company to promptly prevent and resolve issues for customers and utilize such information to improve or develop its products and services.
- Protect customer information and confidentiality, refraining from disclosure or misuse.

Business competitor

The company aims to conduct business with the desire to achieve sustainable success and be a leading company in the industry, competing with integrity and ethics. The principles for dealing with trade competitors are as follows:

- Operate within the framework of fair competition rules.
- Do not seek confidential information from trade competitors through dishonest or inappropriate means for the company's business benefit.
- Do not make malicious accusations or aim to destroy the reputation of trade competitors.
- Do not commit any acts that infringe upon the intellectual property of others or trade competitors.

Business partner

The company maintains a policy of treating its trade partners and contractors, who are considered key partners and crucial factors for business success, with equality and mutual benefit. The company's operational guidelines are as follows:

- The company aims for the procurement of goods and services to be efficient under the following principles:
 - Competition is conducted on a level playing field.
 - Establish appropriate criteria for evaluating and selecting trade partners and contractors, considering those with reliable financial history, potential, ability to produce quality goods or services that meet requirements, and verifiable quality.
 - Prepare contract templates that are appropriate and fair to both parties.
 - Implement a management and monitoring system to ensure full compliance with contract terms and to prevent misconduct and corruption at all stages of the procurement process.
 - Pay trade partners and contractors on time, according to the agreed payment terms.
- The company aims to develop and maintain sustainable relationships with trade partners and contractors who have clear objectives regarding the quality of goods and services that offer value for money and mutual trust.
- All executives and employees are prohibited from receiving any personal benefits from trade partners and contractors, whether directly or indirectly.
- Do not use information obtained from procurement activities for personal gain or for the benefit of others.

Creditor

The Company is committed to conducting business with principles and discipline to build trust with creditors, adhering to the following practices:

- Treat creditors with honesty and repay loans and interest payments strictly on time, as well as comply strictly with all conditions specified in loan agreements and various undertakings.
- In the event of any occurrence that may affect the Company's banks, financial institutions, and loan creditors, or if the Company is unable to comply with the conditions specified in the loan agreements, the Company will prepare a clarification letter and submit it to the banks, financial institutions, debenture holders, and loan creditors in advance, and will always discuss and agree on a joint resolution to the problem.

Government agencies

In conducting its business, the company prioritizes compliance with laws, regulations, and rules, particularly those pertaining to government sectors, especially in transactions. The company avoids actions that might induce the state or

government employees to act improperly. Instead, it fosters good relationships within appropriate boundaries, such as public meetings and discussions, expressing congratulations on special occasions, festivals, or customary practices. The following principles apply:

- Act appropriately when contacting officials or government agencies.
- Always be aware that laws, rules, or regulations in various government agencies may have different conditions, procedures, or practices, and the company must acknowledge and strictly adhere to them.

Community and society

The company places importance on surrounding communities and society, recognizing that we are an integral part of society, committed to advancing social and environmental development for long-term sustainability. Therefore, the company continuously conducts community and social activities alongside its business operations, under its overall responsibility to the community and society, as follows:

- Maintain a business policy that prioritizes environmental conditions and strictly adheres to applicable environmental laws and regulations.
- Maintain clear policies for social, community, and environmental responsibility (ESG) and adhere to them within the organization.
- Promote environmental and social awareness and responsibility among company employees.
- Respect the customs, traditions, and cultures of each local area where the company operates.
- Consistently conduct activities to co-create a better society, community, and environment, aiming to improve the quality of life for communities where the company is located, both through self-initiated efforts and in collaboration with government agencies, private sectors, and local communities.
- Cooperate in various activities with surrounding communities in the areas where the company operates, as appropriate.
- Respond quickly and effectively to incidents affecting the environment, community, lives, and property resulting from the company's operations, by fully cooperating with government officials and relevant agencies.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The company has established a code of conduct for business operations to promote good corporate governance and effective internal control systems. This code compiles guidelines for directors, executives, and employees, ensuring everyone adheres to it as a guide for conducting business ethically and transparently. The company has consistently communicated its business code of conduct, and there were no complaints regarding violations of the code of conduct in the past year.

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Information and assets usage and protection, Anti-unfair

competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

The Board of Directors has established guidelines regarding conflicts of interest, adhering to the guidelines of the Stock Exchange of Thailand and the Securities and Exchange Act, for the utmost benefit of the company. It is the duty of personnel at all levels to carefully consider and resolve conflicts of interest, upholding principles of honesty, integrity, rationality, and independence within a framework of good ethics, as well as ensuring full disclosure of information for the overall benefit of the company.

The company prioritizes the prevention of transactions that may involve conflicts of interest, connected transactions, or intercompany transactions, adhering to the following key principles:

1. Directors and executives must inform the company of any relationships or connected transactions that may give rise to conflicts of interest.
2. Avoid engaging in connected transactions with directors that may create conflicts of interest with the company. Should such a transaction be necessary, it must be presented to the Audit Committee for consideration and opinion before being submitted for approval to the Executive Committee or the Board of Directors (as the case may be), in accordance with good corporate governance principles.
3. Executives and employees must comply with the company's regulations and business ethics, which are crucial for the company to be trusted and relied upon by all stakeholders.

Throughout the year Throughout 2025, the company has conducted checks on cases that may give rise to conflicts of interest by There have been no issues or situations where operations were not in accordance with the company's policies.

Anti-corruption

The company is committed to operating with integrity and in accordance with the law, supporting and encouraging employees at all levels to prioritize and be conscious of jointly combating corruption, as well as establishing internal control systems to prevent fraud, and the giving or receiving of bribes in all forms.

The anti-corruption policy and guidelines cover the company's operations in the following areas:

1. The company conducts corruption risk assessments and implements operational measures consistent with those risks and in accordance with internal control systems.
2. The company has established sufficient operational procedures to implement this policy, thereby preventing corruption in business operations.
3. The company provides continuous orientation and training to personnel to ensure knowledge and understanding of policies, measures, and operational procedures for anti-corruption.
4. The company has established an internal control system to ensure the efficiency and effectiveness of its anti-corruption policy, which covers financial data recording, accounting, and other processes related to the company's operations.
5. The company monitors and reviews compliance with its anti-corruption policy, with appropriate operational procedures to ensure the policy is comprehensive, sufficient, and up-to-date.
6. The company provides secure communication channels for its personnel and all stakeholders to seek advice, report tips, provide suggestions, or file complaints regarding corruption, with measures to protect the rights of such individuals.
7. The company communicates its anti-corruption policy both internally and externally to ensure all stakeholders are aware of the company's policy, including informing subsidiaries, associates, other companies under the company's control, and business representatives to implement the company's anti-corruption policy.

The company's guidelines for preventing and combating corruption are as follows:

1. Giving Gifts, Receiving Gifts, and Entertainment

- Do not solicit or accept gifts or any other benefits from parties related to the company.
- The acceptance of gifts must not affect decision-making in performing duties.
- Must avoid accepting gifts or presents valued over 5,000 Baht; if necessary, the company must be informed.
- Gifts, presents, and other items must be appropriate, not exceed 5,000 Baht per instance, and must be given only in the company's name.

2. Charitable Donations

- Charitable donations, public benefits, and support for purposes related to social responsibility must be transparent, lawful, not contrary to morality, and not used as an excuse for bribery.

3. Financial Support

- Must be for business purposes, the company's image, and good reputation.
- Must be given only in the company's name.
- Avoid providing risky financial support that could be linked to bribery.

4. Political Assistance

- No policy to support political parties, whether directly or indirectly.
- No individual is permitted to approve transactions for support.
- Approving authorities for transactions, according to company regulations, cannot approve transactions related to political assistance.

5. Conflict of Interest

- Perform duties with integrity and for the best interests of the company.
- Must not engage in any actions that create a conflict of interest.
- Must immediately disclose any relationships or situations that could lead to a conflict of interest with the company.

6. Facilitation Payments

- The company has no policy to pay facilitation payments in any form, whether direct or indirect. It will not undertake any actions or accept any actions in exchange for facilitating business operations.

Furthermore, the company mandates an annual assessment of corruption-related risks and has a plan for managing corruption risks. The company's internal audit department is responsible for continuously auditing according to established policies and measures. It also defines measures to protect and maintain the confidentiality of whistleblowers or informants. There are processes for inspection, monitoring, and control to seriously prevent corruption issues. Transparent, credible, and fair investigations are conducted, and clear and strict penalties are imposed on directors, executives, and employees at all levels who commit offenses, adhering strictly and continuously to the anti-corruption policy.

In the past year, the company has not found any issues, deficiencies, or misconduct related to corruption.

Training

As the company has been certified as a member of the "Thai Private Sector Collective Action Against Corruption" or CAC, the company is committed to conducting business ethically, upholding social responsibility, and serving all stakeholders in accordance with good corporate governance principles. The company organizes internal training courses titled "Strengthening Ethics and Morality to Combat Organizational Corruption." On December 22, 2025 to new employees within the year in the form of a working group to allow all trainees to participate. Total number 50 people. In addition, communication has been made to disseminate related policies and guidelines via email and the company's internal communication system (Intranet) to ensure all directors, executives, and employees are aware and informed, including the administration of tests to measure knowledge and understanding, with all test scores meeting the specified criteria.

Reference link for Anti-corruption : <https://investor.chewathai.com/storage/cg/th/20251201-chewa-whistle-brower-policy-th.pdf>

Whistleblowing and Protection of Whistleblowers

The Board of Directors has established management processes and channels for receiving all forms of tip-offs or complaints from all groups of the company's stakeholders through various channels as follows:

1. By mail, sent via postal service, or submitted directly to:
Audit Committee, Chewathai Public Company Limited
967 Soi Lat Phrao 71 Saphan Song Subdistrict, Wang Thonglang District Bangkok 10130
2. Via email: auditcommittee@chewathai.com
3. Telephone 1260 press 4
4. Employees have one additional special channel through the project named "Khun Fong Boonfang".

Following the policy of the management, led by Mr. Boon Choon Kiat, to provide employees within the organization with an opportunity to communicate directly with the company's executives, beyond normal grievance procedures, the company has established a direct communication channel between employees and executives, without needing to go through supervisors or any department within the organization, to maintain confidentiality. In cases where an employee wishing to communicate with executives does not want to disclose their name, Mr. Boon, as an executive, is willing to listen to all matters from employees, whether it be complaints against supervisors, reporting incidents that could cause harm to the organization, information or tips regarding corruption, or even personal matters of employees who wish to communicate directly with executives. This communication channel will be kept strictly confidential, with only executives being aware of the information provided by employees. Therefore, the company has implemented this additional communication channel under the project: **"Khun Fong Boonfang"**

All complaints will be treated with the utmost confidentiality. Complainants may file complaints through more than one channel and are not required to disclose their identity. However, if complainants choose to disclose their identity, the company will be able to inform them of the outcome or provide further details regarding the complaint.

Fact-finding process

1. The complaint recipient will conduct the investigation and gather facts, or may assign a trusted individual or entity to investigate the facts.
2. The complaint recipient or assigned person may invite any employee to provide information or request the submission of any relevant documents for fact-finding.
3. If found to be true upon investigation, the company will proceed as follows:
 - In cases where the complaint concerns the company's violation of laws, regulations, rules, or the company's business ethics, the matter, along with opinions and guidelines for correct practice, shall be submitted to the authorized personnel within the company for consideration and action. In important cases, such as those affecting the company's reputation, image, or financial status, conflicting with the company's business policies, or involving senior executives, the matter shall be submitted to the Audit Committee and the Board of Directors for consideration.
 - In cases where a complaint causes damage to any individual, appropriate and fair methods of damage relief shall be proposed to the injured party.
 - The Internal Audit Department shall report the results and actions taken on complaints to the Independent Committee for acknowledgment every time.

Protection for whistleblowers or informants

1. Complainants may choose to remain anonymous if they believe that disclosure could cause them harm, but they must provide sufficient clear factual details or evidence to demonstrate a reasonable belief that an act violating laws, regulations, company rules, or the company's business ethics has occurred. However, if complainants choose to disclose their identity, it will enable the complaint recipient to proceed more quickly.
2. Relevant information will be treated as confidential by the company and disclosed only as necessary, taking into account the safety and potential harm to the complainant, the source of information, or related individuals. All personnel responsible at every stage must maintain the utmost confidentiality of the information they become aware of and must not disclose it to others. Violation will be considered a disciplinary offense.

3. If a complainant believes they may be unsafe or suffer harm, they may request the company to implement appropriate protective measures. Alternatively, the company may implement protective measures without a request from the complainant if it deems there is a likelihood of harm or unsafety.
4. Any employee who treats another person unfairly, discriminates inappropriately, or causes harm to that person, motivated by the fact that the other person has filed a complaint, provided information, reported, or given a tip-off regarding corruption or non-compliance with laws, regulations, rules, or the company's business ethics, including cases where the other person has filed a lawsuit, acted as a witness, given testimony, or cooperated in any way with a court or government agency, shall be considered to have committed a disciplinary offense subject to punishment. Furthermore, they may be subject to penalties as prescribed by law if such action constitutes a legal offense.
5. Those who suffer harm will receive appropriate and fair relief through suitable methods or processes.
6. If the complainant's complaint is not processed or if timely relief for damages is not received from the complaint recipient, the complainant may file a complaint with other complaint recipients without limitation.

In the past year, the company has not experienced any incidents or received any tip-offs or complaints from stakeholders. The company continues to emphasize compliance with its Whistleblowing Policy by regularly communicating through its website, email, and intranet system, as well as consistently reminding employees at all levels to adhere to the company's rules, regulations, policies, and code of ethics.

Prevention of Misuse of Inside Information

Chewathai Public Company Limited has a policy to prevent the use of inside information and to oversee directors, executives, and employees, as well as related persons, as follows: (1) spouse or cohabiting partner, (2) minor children, (3) legal entities in which the individual, persons under (1) and (2) collectively hold more than 30 percent of the total voting rights, who have access to the Company's information as follows:

1. Provide knowledge to directors, executives, including management-level personnel in accounting or finance at the manager level or equivalent, regarding their duty to prepare and submit reports on their own securities holdings and those of related persons to the Office of the Securities and Exchange Commission ("SEC Office") in accordance with Section 59 and the penalties stipulated in Section 275 of the Securities and Exchange Act B.E. 2535, as amended by the Securities and Exchange Act (No. 5) B.E. 2559, and the Notification of the Office of the Securities and Exchange Commission No. Sor Jor 38/2561 Re: Preparation of Reports on Changes in Securities and Derivatives Holdings of Directors, Executives, Auditors, Plan Preparers, and Plan Administrators, dated July 16, B.E. 2561.

2. Directors and executives, including management-level personnel in accounting or finance at the manager level or equivalent, are required to prepare and submit reports on their own securities holdings and those of related persons to the Company Secretary before submitting them to the SEC Office. These reports must be prepared and submitted within 30 days from the date of their appointment to the position.

Reports on changes in securities and derivatives holdings when there is a purchase, sale, transfer, or receipt of transfer of the Company's securities or derivatives contracts shall be prepared in electronic format and submitted via the electronic data submission system as prescribed by the SEC Office, within 3 business days from the date of such purchase, sale, transfer, or receipt of transfer of the Company's securities or derivatives contracts.

Reporters of changes in securities holdings shall submit copies of such reports on changes in securities holdings to the Company Secretary for reporting to the Board of Directors at the next meeting.

3. Directors, executives, including management-level personnel in accounting or finance at the manager level or equivalent, and relevant personnel who have access to material inside information that could affect securities prices, must refrain from trading the Company's securities during the period before the release of financial statements or information regarding the Company's financial position and status, until such information has been disclosed to the public. The Company will notify directors and executives, including management-level personnel in accounting or finance at the manager level or equivalent, in writing to cease trading the Company's securities at least 30 days prior to public disclosure, and they should wait at least 24 hours after the information has been disclosed to the public. Furthermore, they are prohibited from disclosing such material information to other persons.

4. Disciplinary penalties shall be imposed for violations involving the use of inside information for personal gain, ranging from written warnings, wage deductions, temporary suspension without pay, or termination of employment. Such penalties will be determined based on the intent of the action and the severity of the offense.

Year In 2025, the Company Secretary prepared an announcement regarding the control of insider information usage and the prohibition of trading the Company's securities, informing directors, executives, and employees. The Board of Directors and executives have strictly adhered to these principles, thus there have been no violations of securities trading rules using inside information, and reports on changes in securities holdings have also complied with the regulations.

Furthermore, the Company Secretary has prepared an announcement regarding the reporting of changes in the Company's securities holdings to ensure that directors and executives comply with the guidelines set by the Office of the Securities and Exchange Commission, in accordance with Section 59 of the Securities and Exchange Act. Reporters of changes in securities holdings shall submit copies of their reports on changes in securities holdings to the Company Secretary for reporting to the Board of Directors at the next meeting.

Cases exempt from reporting include the acquisition of shares from an Employee Joint Investment Program (EJIP), which is a program for directors or company employees designed to provide incentives for performance.

During the year 2025, the Company conducted an inspection in accordance with its insider information usage policy and found no incidents of misconduct related to the use of inside information.

Gift giving or receiving, entertainment, or business hospitality

Company directors and personnel at all levels of the company must avoid receiving gifts, presents, or financial support from customers or business partners of the company with a value exceeding 5,000 Baht. If it is necessary to accept or acquire gifts or presents with a value exceeding the specified limit, it must be reported to the company and subsequently submitted to the company.

The giving of gifts, presents, hospitality services, entertainment, and other related benefits must be appropriate to the situation, in accordance with regulations, customs, and traditions, with objectives consistent with the anti-corruption policy. The value must not exceed 5,000 Baht per instance and must be given solely on behalf of the company. In cases where it is necessary to give more than the specified value, approval must be sought from the authorized person as stipulated in the Approval Authority Manual.

Information and assets usage and protection

The company has established policies and guidelines for personal data protection to manage, collect, use, and disclose personal data, ensuring the security of data belonging to customers, suppliers, employees, and other stakeholders (visitors or all concerned) with the company's business, including users accessing data on the company's website. This ensures that personal data is handled confidentially and used only for purposes consented to by the data subject, in compliance with the Personal Data Protection Act B.E. 2562, as detailed below.

1. The company highly respects the personal rights of its customers, partners, employees, and stakeholders.
2. The company will request personal data only to the extent necessary for its operations or as required by law, and will obtain it directly from the data subject.
3. The company will inform data subjects of the purpose of data collection and use, and their rights, and obtain their initial consent.
4. The company has established a stringent system for the collection, use, and processing of personal data, maintaining strict confidentiality.
5. The company has appointed data processors and data protection officers to ensure that personal data is used in accordance with its intended purpose, not beyond the scope of consent, and without causing any damage to the data subject.
6. For sensitive personal data, such as ethnic origin, political opinions, religious beliefs, health conditions, or criminal records, if its use is necessary, the company will explicitly obtain consent from the data subject and use it with utmost care and confidentiality.

7. Data subjects have the right to easily access, review, and withdraw consent for their data at any time during its retention.
8. Data subjects who are foreign nationals or aliens will have their data collected and used in the same manner as Thai citizens.
9. For the transfer of personal data to external agencies or abroad, the company will strictly adhere to legal requirements.
10. Personal data collected and used by the company will be treated as its own assets. No one is permitted to violate, disclose, access, exploit for personal gain, or destroy this data without approval from the data controller. Violators will face the maximum penalty, be prosecuted to the fullest extent of the law, and be required to compensate for any damages incurred in full, as stipulated by law.

During the year During the past year 2568, the company has had no cases or incidents of complaints regarding customer personal data.

Anti-unfair competitiveness

The company shall conduct its operations within the framework of sound competition rules, adhering to fair competition practices, and treating competitors lawfully and ethically. It shall not seek confidential information from trade competitors through dishonest or inappropriate means. Furthermore, the company must not damage the reputation of trade competitors through malicious accusations.

Information and IT system security

The company recognizes the importance of information technology management and cybersecurity in an era where digital technology is rapidly developing and continuously increasing in complexity. While the application of digital systems, automation technology, and Artificial Intelligence (AI) in business operations helps enhance operational efficiency, it may also create new forms of security risks, potentially impacting critical data, business continuity, as well as the company's image and credibility. Therefore, the company prioritizes the establishment of stringent preventive measures and risk management guidelines, in compliance with relevant laws and international information security standards.

The company has developed and improved its information security management system to cover all types of technological resources, including hardware, software, and network infrastructure. Firewall, Endpoint Security, and VPN systems have been implemented to securely control data access. Regular patch management is performed, and data backup and recovery plans are established and continuously tested for readiness. Furthermore, vulnerability assessments are conducted to monitor and mitigate risks from potential future cyber threats.

Threat prevention measures have been significantly enhanced, including the use of antivirus programs and intrusion prevention systems, the establishment of password policies to meet international security standards, and the enforcement of practices that reduce security risks for all employees. The company has prepared systems for working remotely (Work From Home / Work From Site) by systematically defining control, monitoring, and surveillance measures to ensure secure, continuous, and efficient access to data and systems.

Regarding Artificial Intelligence technology, the company has established guidelines for AI Governance to ensure its use adheres to stringent principles and complies with the Personal Data Protection Act (PDPA), as well as all relevant laws and standards. The company mandates that employees use AI systems only on platforms certified or approved by the company. It is strictly prohibited to use, process, or input confidential organizational data, customer data, financial data, personal data, or highly sensitive data into unauthorized third-party AI systems.

The company emphasizes developing knowledge, understanding, and awareness of cybersecurity among personnel at all levels through training, internal communications, and security awareness campaigns. This ensures that employees can recognize potential threats, understand their possible impacts, and strictly adhere to the company's established measures. The goal is to foster an information security culture that aligns with the rapidly changing technological environment of today.

Environmental management

The company recognizes the importance of good environmental management as crucial for promoting efficient operations and sustainable growth, which will lead to maximum benefits for all stakeholders. Therefore, an environmental policy has been established with the objective of creating or providing for beneficial improvements, care, control, and maintenance, with responsibility towards society and the environment. With its mission, vision, and responsibility towards society and the environment, Chewathai Public Company Limited is committed to ensuring that employees and stakeholders seriously implement environmental management in accordance with international standard ISO 14001:2015, within the scope specified in the environmental manual, with consciousness and participation in maintaining the environment and the safety of employees and stakeholders, including continuous and systematic improvement of operations and control of impacts from various activities and services, considering risks and opportunities that align with strategies and material business issues (Materiality) across economic, social, and environmental aspects, such as customer value, brand, supply chain integration, relevant regulations, human rights, fair employment, business ethics, good corporate governance, anti-corruption, whistleblowing, safety, stakeholder satisfaction, environmental impact, and climate change, etc.

To achieve sustainable real estate development, with the following principles and operational guidelines:

1. The company will support the improvement of working conditions and the environment to ensure safety, and promote various safety activities to raise employee awareness, such as training, motivation, and public relations.
2. Supervisors at all levels must set a good example, lead, train, instruct, and motivate employees to work safely.
3. Cooperate in controlling the efficient use of resources, electricity, and water.
4. Committed to continuously developing and improving the company's environmental management system and consistently striving for pollution prevention.
5. Control work-related accidents to achieve defined objectives and targets.
6. Implement the segregation of hazardous waste generated from the company's activities through prevention, control, storage, and disposal to minimize environmental impact.
7. All employees must prioritize their own safety, the safety of colleagues, and the company's assets at all times while working.
8. The company will regularly evaluate compliance with the aforementioned policies.
9. The company will fully comply with all relevant environmental laws and other regulations.
10. Disseminate this policy to employees and relevant parties for understanding and disclose it to the public.

Human rights

The Company recognizes and respects human dignity and the equality of individuals, without discriminating against any employees of the Company, its subsidiaries, and business partners, regardless of similarities or differences based on race, religion, nationality, gender, age, educational background, or physical and mental condition. This also includes not violating personal rights and freedoms, either directly or indirectly. All Company employees must treat each other and other individuals with respect and honor, and conduct themselves appropriately in their duties according to the Company's regulations and good customs and traditions, without negatively impacting the Company's image. The Company has established a human rights policy for employees at all levels to use as a guideline for compliance, as follows:

Guidelines for Practice

1. Respect for human dignity and equality of individuals
2. Do not discriminate against employees of the Company, its subsidiaries, and business partners, as well as all stakeholders, regardless of similarities or differences based on race, religion, nationality, gender, age, educational background, or physical and mental condition.
3. Do not violate personal rights and freedoms, either directly or indirectly.
4. Company employees must treat each other and other individuals with respect and honor, and conduct themselves appropriately in their duties according to the Company's regulations and good customs and traditions, without negatively impacting the Company's image.
5. Exercise caution in performing duties to prevent the risk of human rights violations.

6. Provide communication channels for stakeholders who have been unfairly treated to file complaints with the Company, and the Company will fairly manage such complaints.
7. The Company ensures fairness and protects the information of individuals who report human rights violations related to the Company.
8. Those who commit human rights violations shall be subject to disciplinary action. Furthermore, they may face penalties as prescribed by law if the act constitutes a legal offense.
9. Prohibition of child labor below the legally stipulated age or forced labor within the Company.

In the past year 2568, the Company found no incidents and received no complaints regarding human rights violations arising from the Company's business operations, neither from internal nor external entities. Furthermore, the Company has no legal disputes concerning labor, forced labor or slavery, child labor, consumer rights, or any business operations.

Safety and occupational health at work

The company recognizes, prioritizes, and implements concrete measures regarding safety, occupational health, and the working environment. It promotes employee knowledge, awareness, and measures to ensure that employees are safe, free from accidents, and work-related illnesses.

Occupational Health and Working Environment

- Employees are provided with annual health check-ups at quality and reputable hospitals as designated by the company.
- Company-provided health and accident insurance cards allow employees to receive treatment at designated hospitals, with medical expense coverage limits based on employee level.
- The work area is provided with sufficient and appropriate lighting, including the selection of light bulb types suitable for employees' working conditions.
- Regular pest control is conducted at the office monthly to ensure hygiene and cleanliness in employees' work areas.
- In the event of a severe infectious disease outbreak, preventive measures and guidelines will be implemented in accordance with announcements and recommendations from the Department of Disease Control. For example, during the COVID-19 pandemic, measures included spraying disinfectants at workplaces and project sites, registering customer or partner entry and exit, and reducing congestion in work areas or meeting rooms.
- Hand sanitizing gel is provided for employees at the head office and sales offices of each project.

To ensure that employees, construction workers, and partners working at the construction project are safe and free from accidents while on duty, the following measures have been implemented, for example:

- Organizing Safety Talk activities to build understanding before commencing work.
- Daily activity: Machine inspection before commencing work.
- Guardrails are installed to enclose dangerous and high-risk areas.
- Cleaning the work area after working hours.
- Water mist sprays are used to reduce dust at the construction site.
- Designated temporary smoking areas are provided to prevent smoking during work hours.
- A 6-meter high metal sheet fence is erected around the construction project and maintained at all times.
- Project signs and safety signs are installed appropriately.
- The working area has sufficient lighting.
- Wear safety helmets, closed-toe shoes, appropriate and fitted clothing, and uniforms.

Safety and Fire Prevention

1. The company provides a fingerprint scanning system for office entry and exit, restricted to authorized personnel only.
2. A Safety, Occupational Health, and Working Environment Committee is established within the company, and 24-hour security personnel are provided to ensure a safe working environment. Additionally, closed-circuit television (CCTV) cameras are installed for video and audio monitoring.

3. The company measures the lighting used in the workplace and has a plan to increase illumination, including replacing fluorescent bulbs with LED bulbs.
4. All employees are required to maintain and clean their respective work areas to ensure they are always tidy.
5. Supervisors at all levels are required to set a good example, lead, train, instruct, and motivate employees to work safely.
6. A fire prevention and suppression plan is in place.
7. Sufficient fire alarm equipment is provided, covering work areas as appropriate.
8. Appropriate emergency exit signs and fire escape route signs are provided.
9. Appropriate fire escape routes are provided for quick and convenient evacuation.
10. Fire extinguishing systems are installed, and portable fire extinguishers are conveniently placed without obstruction. The quantity and pressure of the extinguishing agent are regularly checked to ensure readiness for use at all times.
11. Emphasis is placed on safety by sending representatives to participate in annual fire safety training and drills to ensure maximum safety in the event of a fire emergency (Fire Emergency Model).

Promotion of compliance with the business code of conduct

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

The company promotes adherence to business ethics by requiring directors, executives, and employees to acknowledge and strictly comply with them. Supervisors are tasked with overseeing and monitoring the compliance of their subordinates. Furthermore, a system of rewards and penalties is in place to encourage ethical conduct, and the code of ethics is reviewed at least once a year to ensure it remains current with business changes.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : ไทย CER CAC 2022.jpeg

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

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

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

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

The Company places importance on implementing its policies and best practices. It therefore reviews and revises its policies, practices, and Board Charters on a continuous basis, at least once a year, in order to enhance governance efficiency and demonstrate its commitment to elevating corporate governance standards in alignment with good corporate governance principles.

The key policies reviewed are as follows:

- Corporate Governance Policy
- Sustainability Policy
- Anti-Corruption Policy
- Whistleblowing Policy
- Human Rights Policy
- Policy on the Use of Inside Information and Securities Trading
- Conflict of Interest Prevention Policy
- Personal Data Protection Policy
- Code of Conduct for Business Operations
- Investor Relations Code of Conduct
- Risk Management Policy
- Charter of the Board of Directors
- Charter of the Audit Committee
- Charter of the Corporate Governance and Sustainability Committee
- Charter of the Risk Management Committee
- Charter of the Nomination and Remuneration Committee
- Charter of the Executive Committee

In 2025, the Company appointed its Internal Audit Department to fully perform internal audit and internal control functions. Miss Suparat Ngamsapthaweekoon serves as Head of Internal Audit and oversees such functions. This has helped enhance efficiency in improving and further developing the Company's internal work processes.

Implementation of the CG Code for listed companies

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

The Corporate Governance and Sustainability Committee considers and reviews the application of the Corporate Governance Code for Listed Companies 2017 (CG Code), adapting it appropriately to the Company's business context, and submits it to the Board of Directors for review at least once a year.

In 2025, the Company undertook significant actions in reviewing its policies, practices, corporate governance framework, and charters of sub-committees to ensure continuous development of its corporate governance system, enhance governance efficiency, and demonstrate its commitment to elevating corporate governance standards in alignment with the CG Code.

Other corporate governance performance and outcomes

1. In 2025, Chewathai Public Company Limited was evaluated under the 2025 AGM Checklist project conducted by the Thai Investors Association (TIA) and received an Excellent rating (100 points) for the seventh consecutive year.
2. The Company also received an Excellent rating, or 5-star CG rating, in 2025 under the Corporate Governance Report of Thai Listed Companies (CGR) survey conducted by the Thai Institute of Directors Association for the seventh consecutive year. This reflects the Company's strong commitment to conducting its business in accordance with good corporate governance principles, with responsibility toward shareholders and all stakeholders.
3. In addition, the Company has been certified as a member of Thailand's Private Sector Collective Action Against Corruption (CAC) for the third consecutive term in May 2025. The Company remains committed to conducting its business with transparency and integrity to achieve sustainable growth, taking into account all stakeholders and the best interests of its shareholders.
4. Regarding investor relations performance, the Company received recognition from the Stock Exchange of Thailand at the SET Awards 2025 under the Business Excellence category, receiving the Outstanding Investor Relations (IR) Award for listed companies on the Market for Alternative Investment (mai) with a market capitalization not exceeding THB 1,500 million.

Corporate Governance Structure

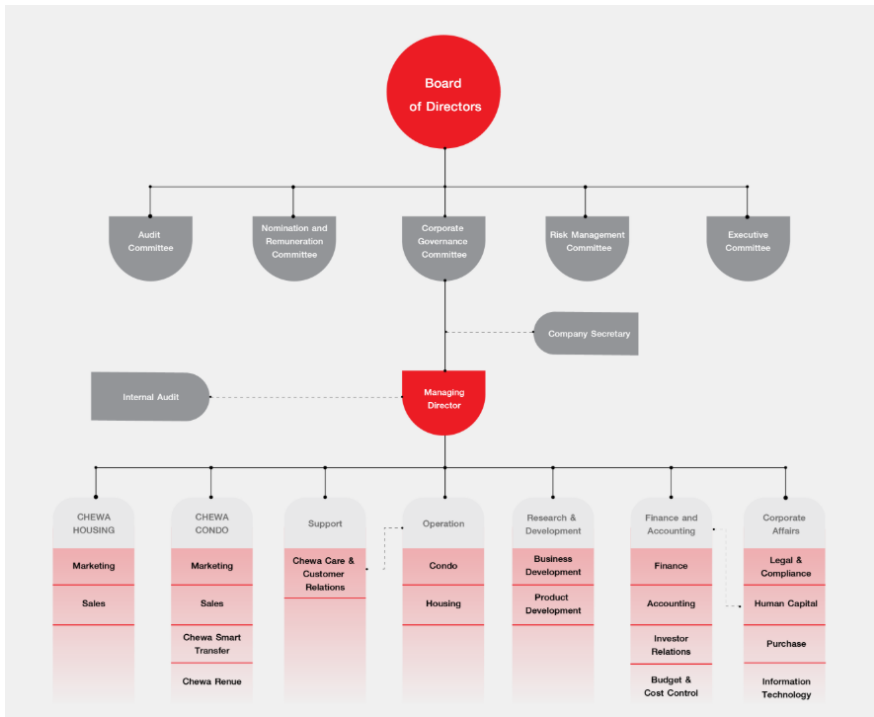
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	7		6		6	
	5	2	4	2	4	2
Executive directors	1		1		1	
	1	0	1	0	1	0
Non-executive directors	6		5		5	
	4	2	3	2	3	2
Independent directors	4		3		3	
	3	1	2	1	2	1
Non-executive directors who have no position in independent directors	2		2		2	
	1	1	1	1	1	1

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	71.43	28.57	66.67	33.33	66.67	33.33
Executive directors	14.29		16.67		16.67	
	14.29	0.00	16.67	0.00	16.67	0.00
Non-executive directors	85.71		83.33		83.33	
	57.14	28.57	50.00	33.33	50.00	33.33
Independent directors	57.14		50.00		50.00	
	42.86	14.29	33.33	16.67	33.33	16.67
Non-executive directors who have no position in independent directors	28.57		33.33		33.33	
	14.29	14.29	16.67	16.67	16.67	16.67

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	60		61		62	
	58	64	59	65	60	66

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. CHARTCHAI PANICHEWA Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : International Trade Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,076,923 Shares (0.162892 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 1,298,076 Shares (0.101808 %) 	<p>Chairman of the board of directors (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	13 Mar 2008	Strategic Management, Insurance, Leadership, Property Development, Transportation & Logistics

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mrs. SOMHATAI PANICHEWA Gender: Female Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,298,076 Shares (0.101808 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 2,076,923 Shares (0.162892 %) 	<p>Vice-chairman of the board of directors (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	13 Mar 2008	Strategic Management, Corporate Management, Leadership, Property Development

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. CHOON KIAT BOON Gender: Male Age : 51 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director</p>	<p>13 Mar 2008</p>	<p>Business Administration, Property Development, Accounting, Finance, Strategic Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. CHAIYUT TECHATASSANASOONTORN Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,661,538 Shares (0.130314 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	30 Jan 2015	Law, Risk Management, Governance/ Compliance, Property Development, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mrs. SUPAPORN BURAPAKUSOLSRI Gender: Female Age : 72 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	30 Jan 2015	Risk Management, Audit, Governance/ Compliance, Accounting, Insurance

List of directors	Position	First appointment date of director	Skills and expertise
6. Mr. PHINIJ HARNPHANICH Gender: Male Age : 69 years Highest level of education : Master's degree Study field of the highest level of education : Governance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	12 Sep 2018	Leadership, Strategic Management, Negotiation, Public Administration, Risk Management

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
Total (persons)		1	5	3	2	3

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. CHARTCHAI PANICHEWA	Chairman of the board of directors		✓		✓	✓
2. Mrs. SOMHATAI PANICHEWA	Vice-chairman of the board of directors		✓		✓	✓
3. Mr. CHOON KIAT BOON	Director	✓				✓
4. Mr. CHAIYUT TECHATASSANASOONTORN	Director		✓	✓		
5. Mrs. SUPAPORN BURAPAKUSOLSRI	Director		✓	✓		
6. Mr. PHINIJ HARNPHANICH	Director		✓	✓		
Total (persons)		1	5	3	2	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Insurance	2	33.33
2. Property Development	4	66.67
3. Transportation & Logistics	1	16.67
4. Law	1	16.67

Skills and expertise	Number (persons)	Percent (%)
5. Accounting	2	33.33
6. Finance	1	16.67
7. Negotiation	1	16.67
8. Corporate Management	1	16.67
9. Leadership	3	50.00
10. Strategic Management	5	83.33
11. Risk Management	3	50.00
12. Audit	1	16.67
13. Governance/ Compliance	2	33.33
14. Public Administration	1	16.67
15. Business Administration	1	16.67

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

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

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : Others : Clearly define approval authority and segregation of duties.

Chewathai Public Company Limited has clearly defined and segregated the authorities of the Board of Directors and management at various levels. Consideration and decision-making on significant matters must be approved by the Board of Directors and relevant sub-committees to ensure checks and balances, transparency, and fairness to all stakeholders.

The Board reviewed and revised its approval authority matrix at Board Meeting No. 5/2019 held on 8 August 2019 to ensure effective implementation of Company policies. Approval authority for significant transactions covers the following areas:

- (1) Corporate administration
- (2) Budgeting
- (3) Procurement
- (4) Projects for sale
- (5) Human resources
- (6) Administration
- (7) Marketing
- (8) Accounting and finance
- (9) Legal affairs

Approval authority is delegated according to the chain of command, such as at the Board level, Executive Committee level, Chairman level, and Managing Director level.

The Company has a policy to clearly separate the roles and responsibilities of the Chairman of the Board and the Managing Director. Both positions must be held by qualified individuals with appropriate knowledge, experience, and suitability, and must not be held by the same person. This separation ensures a proper balance of power by distinguishing governance oversight from management functions.

Chairman of the Board

The Chairman of the Board is not an executive and does not hold the same position as the Managing Director. The Chairman is independent from management, with a clear separation between governance policy-setting and day-to-day management responsibilities.

The Chairman presides over Board meetings and leads the Board in determining the Company's vision, mission, and key policies for management to implement. All directors have the independence to propose agenda items, express opinions regarding the Company's operations, and carefully consider matters involving potential conflicts of interest to ensure accuracy, transparency, and accountability.

Good Corporate Governance principles recommend that the Chairman should be an independent director. Although the Company's Chairman is not an independent director, the Chairman fully performs a leadership role for the Board. In addition, the Company has appointed independent directors in excess of half of the total number of directors to align with the Corporate Governance Code (CG Code) and ensure adherence to good governance principles.

Information on the roles and duties of the board of directors

Board charter : Have

1. Structure and Composition

- Determine the number and qualifications of directors.
- Ensure the presence of independent directors in accordance with prescribed criteria.
- Appointment and removal of directors must comply with applicable laws and the Companys Articles of Association.

2. Key Duties and Responsibilities of the Board of Directors

- Establish the Companys vision, strategies, and key policies.
- Oversee managements operations to ensure alignment with approved plans.
- Approve budgets, investments, and significant transactions.
- Oversee internal control systems, risk management, and good corporate governance practices.
- Supervise accurate, complete, and transparent disclosure of information.

3. Board Meetings

- Convene meetings at an appropriate frequency.
- Set meeting agendas in advance and prepare minutes of meetings.
- Ensure resolutions are passed in accordance with quorum requirements and prescribed rules.

4. Ethics and Responsibilities

- Perform duties with honesty, integrity, and due care.
- Act in the best interests of the Company and its shareholders.
- Avoid and appropriately disclose any conflicts of interest.

5. Evaluation and Review

- Conduct periodic performance evaluations of the Board of Directors.
- Review and revise the Charter to ensure alignment with changing circumstances and applicable laws.

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

1. The Audit Committee shall perform duties as assigned by the Companys Board of Directors, overseeing the listed company and its subsidiaries, both domestically and internationally, as follows:

1) Review that the Company has financial reporting and disclosure in accordance with financial reporting standards, ensuring accuracy, completeness, and adequacy of financial risk management systems, and that other information

relating to financial position and operating results is consistent, in order to build confidence among users of financial statements.

2) Review that the Company has appropriate and effective internal control and internal audit systems, and consider the independence of the internal audit function, including approving the appointment, transfer, dismissal, and performance evaluation of the Head of Internal Audit or any other unit responsible for internal audit.

3) Oversee compliance with the Companys anti-corruption policies and measures, and promote the establishment of whistleblowing channels for reporting misconduct, including ensuring appropriate policies and procedures for handling complaints and protecting whistleblowers.

4) Consider and approve policies, regulations, and manuals related to internal control and internal audit, including those supporting anti-corruption measures.

5) Review the Companys compliance with securities and exchange laws, stock exchange regulations, and other laws relevant to the Companys business.

6) Consider, select, and propose the appointment of an independent auditor, propose the auditors remuneration, and consider termination if qualifications are not met. The Committee must also meet with the auditor without management at least once a year.

7) Consider the Companys disclosure of information, related party transactions (RPT), or transactions that may involve conflicts of interest, including significant transactions classified as acquisition or disposal of assets (CMT), ensuring compliance with laws and stock exchange regulations, reasonableness, and the Companys best interest. Also monitor transaction progress and investments, ensuring appropriate and regular disclosure to shareholders, and review all relevant information to detect irregularities.

8) Prepare the Audit Committee Report for disclosure in the Companys annual report, signed by the Chairman of the Audit Committee, including at least the following:

- * Opinion on the accuracy, completeness, and reliability of financial statements
- * Opinion on the adequacy of internal control systems
- * Opinion on compliance with securities laws, stock exchange regulations, and relevant laws
- * Opinion on the appropriateness of the auditor
- * Opinion on transactions with potential conflicts of interest
- * Number of Audit Committee meetings and attendance of each member
- * Overall observations from performing duties under the charter
- * Other matters deemed relevant for shareholders and investors

9) Review, assess, and evaluate the adequacy and appropriateness of the Audit Committee Charter annually.

10) Conduct investigations as necessary to fulfill duties effectively, and perform other tasks as assigned by the Board with the Audit Committees approval.

11) Review that internal control and internal audit systems are appropriate, efficient, and effective.

12) Consult with the Companys experts or advisors (if any), or appoint external experts or advisors when necessary at the Companys expense.

13) Review fundraising activities to ensure appropriateness of details, proper use of proceeds in line with disclosed objectives, and adequate monitoring. If misuse is identified, coordinate with the Board to promptly implement corrective and preventive measures, and ensure regular and appropriate disclosure to shareholders in accordance with regulatory requirements.

2. The Audit Committee is responsible to the Board of Directors for duties assigned, while overall responsibility for the Companys activities toward external parties remains with the entire Board.

3. Consider and approve the annual internal audit plan, taking into account the types and levels of risks that may impact the Company, and review the internal audit functions operational approach to ensure compliance with professional standards.

Reference link for the charter

-

Executive Committee

Role

- Others
- Manage the Companys business operations to ensure they are carried out in accordance with the established plans, objectives, and goals.

Scope of authorities, role, and duties

1. Provide recommendations on the Companys strategic direction, management structure, annual business plan, and budget.
2. Manage the Companys operations to ensure they are in line with the established plans, objectives, and targets.
3. Monitor and review the Companys performance and operations, including those of its group companies, and report to the Board of Directors on a monthly basis.
4. Identify and evaluate new business opportunities for the Company.
5. Review and provide recommendations to the Board regarding the Companys dividend policy.
6. Review and approve transactions related to investments or asset disposals, human resource management, finance and treasury, general administration, and other business-related activities, within the approval authority defined by the Board of Directors.
7. Consider and review the Companys risk management and risk control systems.
8. The Executive Committee may delegate authority to executives or employees to perform specific tasks as appropriate. However, neither the Executive Committee nor its delegates shall approve any transactions in which they or related persons may have a conflict of interest, vested interest, or potential benefit, in accordance with the definitions set by the Capital Market Supervisory Board or the Securities and Exchange Commission. Such approvals must comply with the policies and principles set by the Board of Directors and applicable laws.
9. Appoint advisors or independent experts to provide opinions or recommendations when necessary.
10. Request executives or employees to attend Executive Committee meetings or provide relevant information for matters under discussion.
11. Regularly report to the Board of Directors on activities carried out under the authority of the Executive Committee, including any other matters that should be brought to the Boards attention.
12. Conduct an annual self-assessment of performance.
13. Review and assess the adequacy of this Charter annually and propose any amendments to the Board of Directors.
14. Perform any other duties as assigned by the Board of Directors.

Reference link for the charter

-

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

1. Consider policies and criteria for recruiting individuals with appropriate qualifications and expertise, taking into

account necessary skills and diversity in various aspects, as key factors in the selection process for positions such as Directors, Managing Director, and senior executives. This includes selecting and nominating qualified candidates for submission to the Board of Directors and/or the shareholders meeting for appointment as Company Directors.

2. Review policies and criteria for determining remuneration and benefits of the Board of Directors, Managing Director, and senior executives, ensuring alignment with the Companys strategy, objectives, experience, duties, scope, and responsibilities.
3. Determine the composition of the Board with diversity in skills, experience, capabilities, and specific attributes, including gender and age, necessary to achieve the Companys objectives and key goals. This includes preparing a Board Skills Matrix to ensure that the Board possesses appropriate qualifications and can effectively respond to stakeholders needs.
4. Provide recommendations to the Board of Directors regarding remuneration for Directors, the Managing Director, and senior executives for submission to the Board and/or shareholders meeting for approval. The Board of Directors shall approve the remuneration and benefits of the Managing Director and senior executives, while the remuneration and benefits of Directors shall be proposed to the shareholders meeting for approval.
5. Review, examine, and assess the adequacy and appropriateness of the Nomination and Remuneration Committee Charter on an annual basis.
6. Perform any other duties as assigned by the Board of Directors in relation to nomination and remuneration matters.

Reference link for the charter

-

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

1. Establish policies, management plans, and enterprise risk management frameworks, and oversee risk management for the Company and its subsidiaries, for submission to the Board of Directors for approval.
2. Consider and review risk management approaches and tools to ensure they are effective and appropriate for the nature of risks associated with the Companys transactions.
3. Oversee key enterprise risks that may impact the Companys policies, operations, and reputation/image, ensuring that risks are maintained within acceptable levels at reasonable cost. Emphasize early warning signals and abnormal transactions, and report risk management performance to the Board of Directors.
4. Consider and approve risk assessment criteria, risk appetite/trigger points, and risk management plans and strategies, covering key risk categories such as Strategic Risk, Operational Risk, Financial Risk, Reputational Risk, Compliance Risk, Information Technology (IT) Risk, and other risks such as fraud and corruption. Provide recommendations for improvements to the Board of Directors to ensure alignment with the Companys policies and strategies.
5. Consider and provide opinions on enterprise risk management performance assessments, ensuring that the Company adequately and appropriately manages key risks, including fraud and corruption risks. Monitor significant enterprise risks where risk levels exceed acceptable thresholds or reach defined trigger points.
6. The Risk Management Committee may seek advice from experts to support the effective performance of its duties in accordance with the charter, at the Companys expense.
7. The Risk Management Committee has the authority to invite executives or relevant persons to attend meetings to provide clarification or additional information related to risks and responsibilities, as deemed appropriate.
8. Review, examine, and assess the adequacy and appropriateness of the Risk Management Committee Charter on

an annual basis.

9. Consider appointing a Risk Management Working Team comprising executives from key departments to perform delegated duties.

10. The Risk Management Committee is responsible for reporting risk management activities to the Board of Directors for approval and performing other duties as assigned by the Board in relation to risk management.

Reference link for the charter

-

Corporate Governance and Sustainability Committee

Role

- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

1. Establish policies, management plans, and enterprise risk management guidelines, and oversee risk management for the Company and its subsidiaries for submission to the Board of Directors for approval.

2. Consider and review risk management approaches and tools to ensure they are effective and appropriate for each type of risk arising from the Company's business activities.

3. Oversee key enterprise risks that may impact the Company's policies, operations, and reputation/image, ensuring that risks are maintained within acceptable levels at reasonable cost. Emphasize early warning signals and any irregular transactions that may arise, and report risk management performance to the Board of Directors.

4. Consider and approve risk assessment criteria, acceptable risk levels/trigger points, and risk management plans and strategies covering key risk categories, including Strategic Risk, Operational Risk, Financial Risk, Reputational Risk, Compliance Risk, Information Technology (IT) Risk, and other risks such as fraud and corruption. Provide recommendations for improvement to the Board of Directors to ensure alignment with the Company's policies and strategies.

5. Consider and provide opinions on enterprise risk management performance assessments, ensuring that the Company adequately and appropriately manages key risks, including fraud and corruption risks. Monitor significant risks in cases where risk levels exceed acceptable thresholds or reach defined trigger points.

6. The Risk Management Committee may seek advice from experts to support the effective performance of its duties under the charter, at the Company's expense.

7. The Risk Management Committee has the authority to invite executives or relevant persons to attend meetings to provide clarification or additional information regarding risks and responsibilities, as deemed appropriate.

8. Review, examine, and assess the adequacy and appropriateness of the Risk Management Committee Charter on an annual basis.

9. Consider appointing a Risk Management Working Team consisting of executives from key departments to perform delegated duties.

10. The Risk Management Committee is responsible for reporting risk management activities to the Board of Directors for approval and performing any other duties as assigned by the Board in relation to risk management.

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mrs. SUPAPORN BURAPAKUSOLSRI^(*) Gender: Female Age : 72 years Highest level of education : Master'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>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	<p>30 Jan 2015</p>	<p>Risk Management, Audit, Governance/ Compliance, Accounting, Insurance</p>
<p>2. Mr. CHAIYUT TECHATASSANASOONTORN Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	<p>30 Jan 2015</p>	<p>Law, Risk Management, Governance/ Compliance, Property Development, Strategic Management</p>

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Mr. PHINIJ HARNPHANICH Gender: Male Age : 69 years Highest level of education : Master's degree Study field of the highest level of education : Governance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	12 Sep 2018	Leadership, Strategic Management, Negotiation, Public Administration, Risk Management

Additional explanation :

(*) Directors with expertise in accounting information review

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

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. CHARTCHAI PANICHEWA Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : International Trade Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	13 Mar 2008

List of committee members	Position	Appointment date of executive committee member
2. Mrs. SOMHATAI PANICHEWA Gender: Female Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	13 Mar 2008
3. Mr. Boon Choon Kiat Gender: Male Age : 51 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : No Residence in Thailand : Yes	Member of the executive committee	13 Mar 2008

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

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mrs. SUPAPORN BURAPAKUSOLSRI	Member of the subcommittee (Independent director)
	Mr. CHAIYUT TECHATASSANASOONTORN	The chairman of the subcommittee (Independent director)
	Mr. PHINIJ HARNPHANICH	Member of the subcommittee (Independent director)
Risk Management Committee	Mrs. SUPAPORN BURAPAKUSOLSRI	Member of the subcommittee (Independent director)
	Mr. CHAIYUT TECHATASSANASOONTORN	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
	Mr. Boon Choon Kiat	Member of the subcommittee
	Mr. PHINIJ HARNPHANICH	The chairman of the subcommittee (Independent director)
Corporate Governance and Sustainability Committee	Mr. CHAIYUT TECHATASSANASOONTORN	The chairman of the subcommittee (Independent director)
	Mrs. SUPAPORN BURAPAKUSOLSRI	Member of the subcommittee (Independent director)
	Mr. Boon Choon Kiat	Member of the subcommittee

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

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. Boon Choon Kiat Gender: Male Age : 51 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Managing Director (The highest-ranking executive)	13 Mar 2008	Strategic Management, Finance, Governance/ Compliance, Leadership, Property Development

List of executives	Position	First appointment date	Skills and expertise
<p>2. Ms. Jirapat Chatpech</p> <p>Gender: Female</p> <p>Age : 43 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Executive Vice President</p> <p>Sales & Marketing</p>	<p>26 Jan 2017</p>	<p>Marketing, Business Administration, Property Development</p>
<p>3. Mr. Nathanan Ratanaphan</p> <p>Gender: Male</p> <p>Age : 50 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Mass Communication</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Executive Vice President</p> <p>Sales & Marketing</p>	<p>16 Aug 2023</p>	<p>Marketing, Business Administration, Property Development</p>

List of executives	Position	First appointment date	Skills and expertise
4. Ms. Suparat Ngamsubtaweekoon Gender: Female Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Vice President Legal and Compliance	26 Jan 2022	Business Administration, Accounting, Property Development, Internal Control, Law
5. Mr. Anusak Monkhlang ^(*) Gender: Male Age : 55 years Highest level of education : Master'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 : Yes Accounting supervisor : No	Senior Vice President of Accounting and Finance	4 Jun 2024	Business Administration, Finance, Property Development

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

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

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

Remuneration policy for executive directors and executives

The Nomination and Remuneration Committee is responsible for considering the remuneration of senior executives and proposing such remuneration to the Board of Directors (BOD) for approval in accordance with the Company's policy. Senior executive refers to the Managing Director.

The remuneration is determined based on performance as assigned by the Board of Directors, the Executive Committee, and the Chairman of the Board. Consideration is given to various factors, including the Company's annual profitability (with the Managing Director being responsible for implementing the Board's policies and driving employees at all levels to achieve the established targets), performance evaluation based on Key Performance Indicators (KPIs), and assessment of competency development.

The Company determines remuneration in alignment with its operating performance. In 2025, the senior executive, Mr. Boon Choon Kiat, Managing Director of Chewathai Public Company Limited, is an employee of the Company and therefore does not receive monthly remuneration in his capacity as a director or member of the Executive Committee.

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

The Company has established a transparent and fair remuneration policy, benchmarked against companies within the same level of the real estate industry. Remuneration is determined based on various factors, including job position and performance. The policy is clearly disclosed and strictly complies with applicable laws and regulations.

In addition, the Company emphasizes motivating its executives through welfare benefits and performance-based bonuses in order to retain knowledgeable and capable personnel.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	36,981,332.00	37,214,204.00	35,630,386.00
Total remuneration of executives (baht)	36,981,332.00	37,214,204.00	35,630,386.00

Executive remuneration consists of salary, contributions to the provident fund, the Employee Joint Investment Program (EJIP), social security contributions, and other income.

Other remunerations of executive directors and executives

	2023	2024	2025
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	Yes	Yes	Yes

Other non-monetary remuneration or fringe benefits are provided in the form of health insurance, accident insurance, a fuel card (Fleet Card), annual health check-ups, and a company car (for certain positions).

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. Yutthana Ponweang	yutthana@chewathai.com	0-2679-8870-3

List of the company secretary

General information	Email	Telephone number
1. Ms. Suparat Ngamsuptaweekoon	suparat@chewathai.com	0-2679-8870-3

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Suparat Ngamsuptaweekoon	suparat@chewathai.com	0-2679-8870-3

List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Suparat Ngamsuptaweekoon	suparat@chewathai.com	0-2679-8870-3

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Anusak MonKhleng	anusak@chewathai.com	0-2679-8870-3

Company's auditor

Details of the company's auditor ⁽¹⁾

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	2,350,000.00	-	1. Mrs. NUMMON KERDMONGKHONCHAI Email: nummon. kerdmongkhonchai@th.ey. com License number: 8368

Remark: ⁽¹⁾ Two subsidiaries of the company were audited by SUPHA 14 AUDIT & TAX CO., LTD. , at an audit fee of 60,000 baht each.

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

The Company schedules at least 6 Board of Directors meetings per year in advance, and additional meetings may be convened when there are important matters. In 2025, a total of 6 meetings were held. The Board of Directors is responsible for managing the Company in accordance with the law and good corporate governance principles, which includes setting policies, strategies, monitoring operational performance, overseeing good corporate governance, internal control and risk management, information technology management, promoting innovation, overseeing financial matters, supervising subsidiaries, appointing sub-committees, approving dividends, and considering other important matters, as well as delegating authority without creating conflicts of interest. In 2025, the Board of Directors fully performed its assigned duties.

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. CHAIYUT TECHATASSANASOONTORN	Director	30 Jan 2015	Law, Risk Management, Governance/ Compliance, Property Development, Strategic Management

List of newly appointed director to replace the ex-director

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

Selection of independent directors

Criteria for selecting independent directors

The Company strictly defines the qualifications of independent directors in accordance with the law to ensure their independence and ability to oversee the interests of all shareholders equally. Independent directors must not have business relationships or interests that could conflict with their duties, including shareholding, executive positions, blood relations, or providing various professional services. In 2025, the Company has 4 independent directors,

representing 50% of the total board members, all of whom meet the specified qualifications and have no business relationships or provide professional services to the Company.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Number of directors from major shareholders

Rights of minority shareholders on director appointment

The company prioritizes the rights of minority shareholders to participate in the company's management, by granting them the right to nominate individuals for director selection, the right to vote in director elections, the right to scrutinize the qualifications of candidates, the right to receive information related to director appointments, and the right to monitor and review the performance of directors after their appointment.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

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. CHARTCHAI PANICHEWA (Chairman of the board of directors)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2004: Corporate Governance Program for Insurance Companies (CIC) • 2004: Director Accreditation Program (DAP)
2. Mrs. SOMHATAI PANICHEWA (Vice-chairman of the board of directors)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2008: Director Certification Program (DCP)
3. Mr. CHOON KIAT BOON (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2012: Director Certification Program (DCP)
4. Mr. CHAIYUT TECHATASSANASOONTORN (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2015: Director Accreditation Program (DAP)

List of directors	Participation in training in the past financial year	History of training participation
<p>5. Mrs. SUPAPORN BURAPAKUSOLSRI (Director, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2016: Advanced Audit Committee Program (AAP) • 2013: Director Certification Program (DCP) • 2011: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2025: A Key to Corporate Success • 2025: A New Era for Audit Committees: Adapting to Emerging Risks and Evolving Competencies • 2025: Annual General Meeting 2025 and Dinner Talk : Lifestyle Medicine • 2025: Ethics Under Pressure • 2025: Future Economy 2025 : Powered by Technology • 2025: Leading Beyond Questions : The Board's Adaptive Leadership in Driving Organizational Change • 2025: Navigating Risks and Capturing Opportunities • 2025: Role of Independent Directors in Overseas Expansion & International Markets • 2025: The Evolving Role of Audit Committee in Fostering Trust and Transparency • 2025: The Thai Aesthetics of Resilience • 2025: Understanding Renewable Energy Certificates (REC) : A Pathway to Achieving a Low-Carbon Economy

List of directors	Participation in training in the past financial year	History of training participation
6. Mr. PHINIJ HARNPHANICH (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Chewathai Public Company Limited stipulates criteria for the Board of Directors and sub-committees to evaluate performance annually. This is to enable the Board to collectively review performance and address various issues that arise for continuous improvement, correction, and development, by setting evaluation criteria that are standardized, comparable to performance, and consistent with good corporate governance principles.

Performance evaluation is conducted on a committee-by-committee and individual basis using a self-evaluation method. The Company Secretary is responsible for distributing the evaluation forms to the Board of Directors and sub-committees, allowing directors to review their own performance, make improvements, corrections, and return the evaluation forms to the Company Secretary. This is for the purpose of compiling and summarizing the annual evaluation results to report to the Board of Directors, as well as disclosing information in accordance with good corporate governance principles.

The performance evaluation criteria, calculated as a percentage of the full score in each category, are as follows:

- Scores above 80% indicate excellent performance in that matter.
- Scores in the range of 71-80% indicate good performance in that matter.
- Scores in the range of 61-70% indicate moderate performance in that matter.
- Scores below 60% indicate performance in that matter is below standard.

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

Self-assessment of company directors Divided into 3 categories

Category 1 The self-assessment for the Board of Directors divides the assessment into 6 categories, with the assessment results annual 2025 Can be summarized as follows:

1. The structure and qualifications of the Board of Directors are appropriate, contributing to the committee's effective performance.
2. The roles, duties, and responsibilities of the Board of Directors are appropriate, contributing to the committee's effective performance.
3. The Board of Directors meetings are appropriate, contributing to the committee's effective performance.
4. The dynamism in the committee's performance of duties is appropriate, contributing to the committee's effective performance.
5. The relationship with management is appropriate, contributing to the committee's effective performance.
6. Director development is appropriate, contributing to the committee's effective performance.

Percentage score obtained 99.63 Is at an excellent level of performance in that matter.

Category 2 The self-assessment for individual directors divides the assessment into 5 categories, with the annual assessment results 2025 can be summarized as follows:

1. Individual qualifications are appropriate, contributing to the committee's effective performance.
2. Readiness to perform duties is appropriate, contributing to the committee's effective performance.
3. Participation in meetings is appropriate, contributing to the committee's effective performance.
4. The roles, duties, and responsibilities are appropriate, contributing to the committee's effective performance.
5. The relationship with the Board of Directors and management is appropriate, contributing to the committee's effective performance.

Percentage score obtained 99.83 Is at an excellent level of performance in that matter.

Category 3 The self-assessment for the Corporate Governance and Sustainability Committee divides the assessment into 4 categories, with the annual assessment results for 2025 summarized as follows:

1. The structure and qualifications of the Corporate Governance and Sustainability Committee are appropriate, contributing to the committee's effective performance.
2. The Corporate Governance and Sustainability Committee meetings are appropriate, contributing to the committee's effective performance.
3. The roles, duties, and responsibilities of the Corporate Governance and Sustainability Committee are appropriate, contributing to the committee's effective performance.
4. The reporting by the Corporate Governance and Sustainability Committee is appropriate, contributing to the committee's effective performance.

Percentage score obtained 99.70 Is at an excellent level of performance in that matter.

Category 4 The self-assessment for the Risk Management Committee divides the assessment into 4 categories, with the annual assessment results 2025 can be summarized as follows:

1. The structure and qualifications of the Risk Management Committee are appropriate, contributing to the committee's effective performance.
2. The Risk Management Committee meetings are appropriate, contributing to the committee's effective performance.
3. The roles, duties, and responsibilities of the Risk Management Committee are appropriate, contributing to the committee's effective performance.
4. The reporting by the Risk Management Committee is appropriate, contributing to the committee's effective performance.

Percentage score obtained 99.79 Is at an excellent level of performance in that matter.

Category 5 The self-assessment for the Audit Committee divides the assessment into 4 categories, with the annual assessment results 2025 can be summarized as follows:

1. The structure and qualifications of the Audit Committee are appropriate, contributing to the committee's effective performance.
2. The Audit Committee meetings are appropriate, contributing to the committee's effective performance.
3. The roles, duties, and responsibilities of the Audit Committee are appropriate, contributing to the committee's effective performance.
4. The reporting by the Audit Committee is appropriate, contributing to the committee's effective performance.

Percentage score obtained 99.71 Is at an excellent level of performance in that matter.

Category 6 The self-assessment for the Nomination and Remuneration Committee divides the assessment into 4 categories, with the annual assessment results 2025 can be summarized as follows:

1. The structure and qualifications of the Nomination and Remuneration Committee are appropriate, contributing to the committee's effective performance.
2. The Nomination and Remuneration Committee meetings are appropriate, contributing to the committee's effective performance.
3. The roles, duties, and responsibilities of the Nomination and Remuneration Committee are appropriate, contributing to the committee's effective performance.
4. The reporting by the Nomination and Remuneration Committee is appropriate, contributing to the committee's effective performance.

Percentage score obtained 99.22 Is at an excellent level of performance in that matter.

Category 7 The self-assessment for the Executive Committee divides the assessment into 4 categories, with the annual assessment results 2025 Can be summarized as follows:

1. The structure and qualifications of the Executive Committee are appropriate, contributing to the committee's effective performance.
2. The Executive Committee meetings are appropriate, contributing to the committee's effective performance.
3. The roles, duties, and responsibilities of the Executive Committee are appropriate, contributing to the committee's effective performance.
4. The reporting by the Executive Committee is appropriate, contributing to the committee's effective performance.

Percentage score obtained 100 Is at an excellent level of performance in that matter.

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

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	99.63	100
	Self-assessment	99.83	100
	Cross-assessment (assessment of another director)	None	None
Corporate Governance and Sustainability Committee	Group assessment	99.70	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	99.79	100

List of directors	Assessment form	Grade / Average score received	Grade / Full score
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	99.71	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	99.22	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	100	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

The Nomination and Remuneration Committee has instructed the Board of Directors to evaluate the Managing Director in various areas, including leadership, strategy formulation, strategy implementation, planning, financial performance, relationships with the Board, external relationships, management and relationships with staff, succession planning, product and service knowledge, and personal characteristics. This evaluation process is an improvement based on the CEO performance evaluation template provided by the Stock Exchange of Thailand.

Additionally, the company also uses the sustainability performance of the company as part of the evaluation criteria for the Managing Director. The performance in economic terms aligns with the company's goals, while the social and environmental aspects such as stakeholder satisfaction are also considered.

Furthermore, the evaluation results will serve as a basis for determining the Managing Director's remuneration for each year.

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 : 6
past year (times)

Date of AGM meeting : 29 Mar 2024

EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. CHARTCHAI PANICHEWA (Chairman of the board of directors)	6	/	6	1	/	1		/	
2. Mrs. SOMHATAI PANICHEWA (Vice-chairman of the board of directors)	6	/	6	1	/	1		/	
3. Mr. CHOON KIAT BOON (Director)	6	/	6	1	/	1		/	
4. Mr. CHAIYUT TECHATASSANASOONTORN (Director, Independent director)	6	/	6	1	/	1		/	
5. Mrs. SUPAPORN BURAPAKUSOLSRI (Director, Independent director)	6	/	6	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
6. Mr. PHINIJ HARNPHANICH (Director, Independent director)	6	/	6	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. CHARTCHAI PANICHEWA (Chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
2. Mrs. SOMHATAI PANICHEWA (Vice-chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
3. Mr. CHOON KIAT BOON (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
4. Mr. CHAIYUT TECHATASSANASOONTORN (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
5. Mrs. SUPAPORN BURAPAKUSOLSRI (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
6. Mr. PHINIJ HARNPHANICH (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	100.00%	100.00%	N/A

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

Remuneration of the board of directors

Types of remuneration of the board of directors

The Board of Directors stipulates that the Nomination and Remuneration Committee shall consider and propose guidelines for determining directors' remuneration, which must be considered and approved by the Shareholders' Meeting. The policy shall comprise the following criteria:

1. The company's performance and business size, by comparing with the remuneration of directors of listed companies on the Stock Exchange of Thailand in similar business types and sizes.
2. Experience, roles, duties, and scope of responsibilities of each director.
3. Expected benefits the company will receive from each director.
4. The determined remuneration must be able to attract directors with qualifications suitable for the company's needs and circumstances to serve as directors or executives.

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. CHARTCHAI PANICHEWA (Chairman of the board of directors)			2,180,000.00		0.00
Board of Directors (Chairman of the board of directors)	360,000.00	720,000.00	1,080,000.00	No	
Executive Committee (The chairman of the executive committee)	1,100,000.00	0.00	1,100,000.00	No	
2. Mrs. SOMHATAI PANICHEWA (Vice-chairman of the board of directors)			1,020,000.00		0.00
Board of Directors (Vice-chairman of the board of directors)	240,000.00	120,000.00	360,000.00	No	
Executive Committee (Member of the executive committee)	660,000.00	0.00	660,000.00	No	
3. Mr. CHOON KIAT BOON (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
4. Mr. CHAIYUT TECHATASSANASOONTORN (Director, Independent director)			390,000.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	120,000.00	120,000.00	240,000.00	No	
Audit Committee (Member of the audit committee)	80,000.00	0.00	80,000.00	No	
Corporate Governance and Sustainability Committee (The chairman of the subcommittee)	20,000.00	0.00	20,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	40,000.00	0.00	40,000.00	No	
Risk Management Committee (Member of the subcommittee)	10,000.00	0.00	10,000.00	No	
5. Mrs. SUPAPORN BURAPAKUSOLSRI (Director, Independent director)			450,000.00		0.00
Board of Directors (Director)	120,000.00	120,000.00	240,000.00	No	
Audit Committee (Chairman of the audit committee)	160,000.00	0.00	160,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	40,000.00	0.00	40,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee (Member of the subcommittee)	5,000.00	0.00	5,000.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	5,000.00	0.00	5,000.00	No	
6. Mr. PHINIJ HARNPHANICH (Director, Independent director)			360,000.00		0.00
Board of Directors (Director)	120,000.00	120,000.00	240,000.00	No	
Audit Committee (Member of the audit committee)	80,000.00	0.00	80,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
Risk Management Committee (The chairman of the subcommittee)	20,000.00	0.00	20,000.00	No	
7. Mr. Boon Choon Kiat (Member of the executive committee)			260,000.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee (Member of the executive committee)	240,000.00	0.00	240,000.00	No	
Risk Management Committee (Member of the subcommittee)	10,000.00	0.00	10,000.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	10,000.00	0.00	10,000.00	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	960,000.00	1,200,000.00	2,160,000.00
2. Audit Committee	320,000.00	0.00	320,000.00
3. Executive Committee	2,000,000.00	0.00	2,000,000.00
4. Nomination and Remuneration Committee	100,000.00	0.00	100,000.00
5. Risk Management Committee	45,000.00	0.00	45,000.00
6. Corporate Governance and Sustainability Committee	35,000.00	0.00	35,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	5,287,361.69	3,576,750.00	3,460,000.00
Other monetary remuneration (Baht)	0.00	1,216,000.00	1,200,000.00
Total (Baht)	5,287,361.69	4,792,750.00	4,660,000.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

Mechanism for overseeing subsidiaries and : Yes
associated companies

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

The company oversees its affiliated subsidiaries within the business group. The Executive Board is responsible for setting the overall strategic direction and goals for the companies within the business group, as well as approving policies and operational directions for the business group proposed by the company's Executive Board. It also approves qualified personnel selected and proposed by the company's Nomination and Remuneration Committee for the position of Chief Executive Officer of Chewathai, to represent the company in overseeing the operations of the business group. Furthermore, the company's Nomination and Remuneration Committee is assigned to approve the appointment of directors and authorized management personnel of the affiliated subsidiaries within the business group, for submission to the appointing authority.

Regarding the oversight of business management and its affiliated subsidiaries, the Board of Directors will establish a framework for the oversight, monitoring, and governance of all affiliated subsidiaries. This includes subsidiary risk management, internal control system audits for subsidiaries, compliance with business group regulations, and business group management.

The company recognizes the importance of information disclosure in accordance with corporate governance principles. The Board of Directors has assigned the Corporate Governance Committee the duty to oversee that subsidiaries within the business group comply with laws and regulations, through the Legal and Corporate Governance Department, and report to the Corporate Governance Committee.

The Board of Directors has assigned the company's Audit Committee the responsibility of ensuring that the company and its subsidiaries within the business group maintain appropriate and effective internal control systems. The company's Internal Audit Department is responsible for overseeing the internal audit system and reporting to the company's Audit Committee. Additionally, the Corporate Governance Committee is tasked with overseeing and supervising affiliated subsidiaries to operate under adequate and appropriate internal control systems.

This year, the company has revised its guidelines for managing its business subsidiaries, as well as policies and announcements related to the oversight of the company's operations and its affiliated subsidiaries, to ensure efficient work processes, prevent potential conflicts of interest, and comply with laws and regulations set by regulatory bodies such as the SEC, AMLO, and the Stock Exchange of Thailand. These include policies on corporate governance principles, anti-corruption policy, corporate governance policy, personal data protection policy, information technology policy, and various risk management policies, such as the Enterprise Risk Management (ERM) policy. Furthermore, principles and regulations related to good corporate governance have been revised, such as those concerning connected transactions, reporting of share distribution, and practices for giving and receiving gifts, entertainment expenses, or other expenses with external parties, to ensure that the company and its subsidiaries within the business group adhere to the guidelines stipulated by the Stock Exchange of Thailand.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

The Board of Directors has established guidelines regarding conflicts of interest, adhering to the regulations of the Stock Exchange of Thailand and the Securities and Exchange Act, for the company's utmost benefit. It is the duty of personnel at all levels to carefully consider and resolve conflicts of interest, upholding principles of honesty, integrity, rationality, and independence within a sound ethical framework, as well as ensuring full disclosure of information for the overall benefit of the company.

The company prioritizes the prevention of transactions that may constitute conflicts of interest, related party transactions, or intercompany transactions, based on the following key principles:

1. Directors and executives must inform the company of any relationships or related transactions that may give rise to conflicts of interest.
2. Avoid engaging in related party transactions with directors that may create conflicts of interest with the company. Should such a transaction be necessary, it must be presented to the Audit Committee for review and

opinion before being submitted for approval to the Executive Committee or the Board of Directors (as the case may be), in accordance with good corporate governance principles.

3. Executives and employees must comply with the company's regulations and business ethics, which are crucial for strict adherence to ensure the company is trusted and relied upon by all stakeholders.

During the past year 2025, the company conducted a review of potential conflicts of interest, and there were no issues or situations where operations were not in compliance with the company's policy.

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

Chewathai Public Company Limited has a policy to prevent the use of inside information and to supervise directors, executives, and employees, as well as persons related to them, as follows: (1) spouse or cohabiting partner (2) minor children (3) legal entities in which the individual, persons under (1) and (2) collectively hold more than 30 percent of the total voting rights, who have access to the company's information, as follows:

1. To educate directors, executives, including management-level personnel in accounting or finance at the level of department manager or equivalent, regarding their duty to prepare and submit reports on their own securities holdings and those of related persons to the Securities and Exchange Commission ("SEC Office") in accordance with Section 59 and the penalties stipulated in Section 275 of the Securities and Exchange Act B.E. 2535, as amended by the Securities and Exchange Act (No. B.E. 2559) and the Notification of the Securities and Exchange Commission No. Sor Jor 38/2561 Re: Preparation of Reports on Changes in Securities Holdings and Derivative Contracts of Directors, Executives, Auditors, Plan Preparers, and Plan Administrators, dated July 16, B.E. 2561.

2. Directors and executives, including management-level personnel in accounting or finance at the level of department manager or equivalent, are required to prepare and submit reports on their own securities holdings and those of related persons to the Company Secretary before submitting them to the SEC Office. Such reports must be prepared and submitted within 30 days from the date of appointment to their positions. Reports on changes in securities holdings and derivative contracts when there is a purchase, sale, transfer, or acceptance of transfer of the company's securities or derivative contracts shall be prepared in electronic format and submitted through the electronic data submission system as prescribed by the SEC Office within 3 business days from the date of such purchase, sale, transfer, or acceptance of transfer of the company's securities or derivative contracts. The person reporting changes in securities holdings shall submit a copy of the said report on changes in securities holdings to the Company Secretary for reporting to the Board of Directors at the next meeting.

3. Directors, executives, including management-level personnel in accounting or finance at the level of department manager or equivalent, and relevant personnel who have access to material inside information that could affect the securities price, must refrain from trading the company's securities during the period before the release of financial statements or information regarding the company's financial position and status, until the company has disclosed such information to the public. The company will notify directors and executives, including management-level personnel in accounting or finance at the level of department manager or equivalent, in writing to cease trading the company's securities for at least 30 days prior to public disclosure, and should wait at least 24 hours after the information has been disclosed to the public. Furthermore, they are prohibited from disclosing such material information to other persons.

4. Disciplinary penalties are stipulated for violations involving the use of inside information for personal gain, ranging from written warnings, wage deductions, temporary suspension without pay, or termination of employment. The penalty will be determined based on the intent of the act and the severity of the offense.

Year In 2568, the Company Secretary issued an announcement regarding the control of inside information usage and the prohibition of trading the company's securities, informing directors, executives, and employees. The Board of Directors and executives have strictly adhered to these principles, thus there have been no violations of securities trading rules using inside information, and the reporting of changes in securities holdings has also been in accordance with the criteria.

Furthermore, the Company Secretary has issued an announcement regarding the reporting of changes in the company's securities holdings, for directors and executives to comply with the guidelines set by the Securities and Exchange Commission under Section 59 of the Securities and Exchange Act. The person reporting changes in securities holdings shall submit a copy of the report on changes in securities holdings to the Company Secretary for reporting to the Board of Directors at the next meeting.

Cases exempted from reporting include the acquisition of shares from an Employee Joint Investment Program (EJIP), which is a program for directors or company employees designed to provide returns to such individuals to incentivize performance.

During the year In the past year 2568, the Company conducted an inspection in accordance with its inside information usage policy and found no incidents of misconduct related to the use of inside information.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

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

The company is committed to operating ethically and lawfully, supporting and encouraging employees at all levels to prioritize and be conscious of jointly combating corruption, and establishing internal control systems to prevent fraud, receiving, or giving bribes in all forms.

The Anti-Corruption Policy and Guidelines cover the company's operations in the following matters:

1. The company conducts a corruption risk assessment and develops operational measures consistent with those risks and in accordance with internal control systems.
2. The company establishes sufficient operational procedures for implementing this policy to prevent corruption in business operations.
3. The company provides continuous orientation and training to personnel to impart knowledge and understanding of policies, measures, and operational procedures for combating corruption.
4. The company establishes an internal control system to ensure the efficiency and effectiveness of its anti-corruption policy, covering financial data recording, accounting, and other processes related to the company's operations.
5. The company establishes monitoring and review processes for compliance with the anti-corruption policy, with appropriate operational steps to ensure the policy is comprehensive, sufficient, and up-to-date with current situations.
6. The company provides secure communication channels for its personnel and all stakeholders to seek advice, report tips, provide suggestions, or file complaints regarding corruption, with measures to protect the rights of such individuals.
7. The company ensures the communication of its anti-corruption policy both internally and externally to all stakeholders, including informing subsidiaries, associates, other controlled companies, and business representatives to implement the company's anti-corruption policy.

The company's guidelines for preventing and combating corruption are as follows:

1. Giving gifts, receiving gifts, and hospitality.

- Do not solicit or accept gifts or any other benefits from parties related to the company.
- Receiving gifts must not affect decision-making in performing duties.
- Must avoid receiving gifts or presents valued over 5,000 Baht. If unavoidable, the company must be informed.
- Giving gifts, presents, and other items must be appropriate, not exceed 5,000 Baht per instance, and must be given only in the name of the company.

2. Charitable Donations

Charitable donations, public benefits, and support for purposes related to social responsibility must be transparent, lawful, not contrary to morality, and not used as a pretext for bribery.

3. Providing Financial Support

- Must be for the purpose of the company's business, image, and good reputation.
- Must be given only in the name of the company.
- Avoid providing financial support that carries risks and could be linked to bribery.

4. Providing Political Assistance

- Adhere to political neutrality.
- Have no policy to support political parties, whether directly or indirectly.
- No single individual shall approve transactions for support.
- Authorized approvers of transactions, according to company regulations, cannot approve transactions related to political assistance.

5. Conflict of Interest

- Perform duties with integrity and act in the best interest of the company.
- Must not engage in any actions that create a conflict of interest.
- Must immediately disclose any relationships or situations that create a conflict of interest with the company.

6. Facilitation Payments

• The company has no policy to pay facilitation payments in any form, whether direct or indirect. It will not engage in any actions nor accept any actions in exchange for facilitating business operations.

Furthermore, the company mandates an annual assessment of corruption-related risks and has a plan for managing these risks. The company's internal audit department is responsible for continuous verification according to established policies and measures. Additionally, measures are in place to protect and maintain the confidentiality of complainants or whistleblowers. There are processes for inspection, monitoring, and control to seriously guard against corruption issues, with transparent, reliable, and fair investigations. Clear and strict penalties are defined for directors, executives, and employees at all levels who commit offenses, and the anti-corruption policy will be strictly and continuously enforced.

In the past year, the company has not found any issues, deficiencies, or misconduct related to corruption.

Training

As the company has been certified as a member of the "Thai Private Sector Collective Action Against Corruption" or CAC, the company is committed to conducting business ethically, upholding social responsibility, and serving all stakeholders in accordance with good corporate governance principles. The company organizes internal training courses titled "Strengthening Ethics and Morality to Combat Corruption within the Organization." On December 22, 2025 to new employees within the year in the form of a working group to ensure all trainees can participate. Total number 50 people Furthermore, communication has been disseminated to publicize related policies and guidelines via email and the Intranet system, ensuring that all directors, executives, and employees are aware and informed. This also includes conducting tests to measure knowledge and understanding, with all test scores meeting the specified criteria.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

The Board of Directors has established a process and channels for receiving all forms of whistleblowing or complaints from all groups of the company's stakeholders through various channels as follows:

1. By mail Send by mail or submit directly to the Audit Committee, Chewathai Public Company Limited, 967 Soi Lat Phrao 71, Saphan Song Subdistrict, Wang Thonglang District, Bangkok 10310.

2. By email auditcommittee@chewathai.com

3. Telephone 1260 press 4

4. Employees have one additional special channel through the project named "Khun Fong Boon Fang".

Following the policy of the management, led by Mr. Boon Choon Kiat, to provide employees within the organization with an opportunity to communicate directly with the company's executives, beyond normal grievance procedures, the company has established a direct communication channel between employees and executives, without going through supervisors or any department within the organization, to maintain confidentiality. In cases where an employee wishing to communicate with executives does not want to disclose their name, Mr. Boon is willing to listen to all matters from employees, whether it be complaints against supervisors, reporting incidents that may cause damage to the organization, information or clues regarding corruption, or even personal matters of employees who wish to communicate directly with executives. This communication channel will be kept confidential, with only the executives being aware of the information provided by employees. Therefore, the company has implemented this additional communication channel under the project: **"Khun Fong Boon Fang"**

All complaints will be treated with utmost confidentiality, and complainants may submit complaints through more than one channel and are not required to disclose their identity. However, if a complainant chooses to disclose their identity, it will enable the company to inform them of the outcome or provide further details regarding the complaint.

Fact-finding process

1. The recipient of the complaint will conduct the investigation and gather facts, or may assign a trusted individual or unit to investigate the facts.

2. The recipient of the complaint or their assignee may invite any employee to provide information or request the submission of any relevant documents for fact-finding.

3. If the investigation confirms the truth, the company will proceed as follows:

- In cases where the complaint involves the company violating laws, regulations, rules, or its business ethics, the matter, along with opinions and correct operational guidelines, shall be submitted to the authorized personnel within the company for consideration and action. In important cases, such as those affecting the company's reputation, image, or financial status, conflicting with the company's business policies, or involving senior executives, the matter shall be submitted to the Audit Committee and the Board of Directors for consideration.
- In cases where the complaint causes damage to any individual, appropriate and fair methods of redress should be offered to the affected party.
- The Internal Audit Department shall report the results and actions taken on complaints to the Independent Directors for their acknowledgment every time.

Protection for whistleblowers or informants

1. Complainants may choose not to disclose their identity if they believe that disclosure could cause them harm, but they must provide sufficient factual details or clear evidence to demonstrate reasonable grounds to believe that an act in violation of laws, regulations, company rules, or the company's business ethics has occurred. However, if the complainant chooses to disclose their identity, it will enable the recipient of the complaint to proceed more quickly.

2. Relevant information will be treated as confidential by the company and disclosed only as necessary, taking into account the safety and potential harm to the complainant, the source of information, or related individuals. All responsible parties at every stage must maintain the highest level of confidentiality for the information they acquire and not disclose it to others. Any violation will be considered a disciplinary offense.

3. If the complainant believes they may be unsafe or suffer harm, they may request the company to implement appropriate protective measures. Alternatively, the company may implement protective measures without the complainant's request if it deems there is a likelihood of harm or unsafety.

4. Employees who treat others unfairly, discriminate inappropriately, or cause harm to individuals due to those individuals having filed complaints, provided information, reported or given clues regarding corruption or non-compliance with laws, regulations, rules, or the company's business ethics, including those who have filed lawsuits, testified, given statements, or cooperated in any way with courts or government agencies, shall be considered to have committed a disciplinary offense subject to punishment. Furthermore, they may be subject to penalties as prescribed by law if such actions constitute a legal offense.

5. Those who suffer damage will receive appropriate and fair compensation or remedies.

6. If the complainant's complaint is not acted upon or if they do not receive timely redress from the initial complaint recipient, the complainant may submit a complaint to other complaint recipients without limitation.

Over the past year, the company has had no incidents or received any whistleblowing reports or complaints from stakeholders. The company continues to emphasize compliance with its Whistleblowing Policy by regularly communicating through its website, email, and intranet system, and by continuously reminding employees at all levels to adhere to the company's rules, regulations, policies, and code of ethics.

Number of cases or issues related to whistleblowing

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

The monitoring of compliance with other corporate governance policy and guidelines

During the year 2025 The company has arranged for communication and training for directors, executives, and employees at all levels to ensure they have knowledge and understanding of various important policies and to use them as guidelines for operations consistent with good governance. The key policies include:

1. Corporate Governance Policy (Corporate Governance Policy)
2. Conflict of Interest Prevention Policy (Conflict of Interest Policy)
3. Insider Information Usage and Company Securities Trading Policy (Insider & Securities Trading Policy)
4. Personal Data Protection Policy (Privacy Policy)
5. Human Rights Policy (Human Right Policy)

The knowledge dissemination methods include publication via the company's Intranet, email distribution, and self-learning. Course name: Important Company Policies Training for the year 2025, on Date December 4, 2025 and an electronic test (E-Testing) was conducted after the training, with a total of participants Number 127 people and all test results met the specified criteria.

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. SUPAPORN BURAPAKUSOLSRI (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. CHAIYUT TECHATASSANASOONTORN (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. PHINIJ HARNPHANICH (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

Independent directors are able to give opinions independently and in accordance with the assignment on Board. In 2025, the Audit Committee organized 4 meetings, With all committee members attending every meeting and had special agendas for meeting with internal auditors and the auditors without the managements presence for discussion and inquire of cooperation officer and auditor's independence from the management, that cooperation from the management has accurate disclosure of all material information and independence verification in financial statement of company and subsidiary company. The subject matters can be summarized as follows:

1. Audit of the financial statements of 2025: The Audit Committee considered and audited the quarterly financial statements and the financial statements of 2024 with the internal auditor and the auditor. Independency of performance, the auditors expression of opinions which may affect the financial statements, appropriateness of the accounting record, scope of audit, correct, complete, and sufficient disclosure of information as well as independency of the auditor were discussed to ensure that the financial statements were prepared in accordance with the legal provisions and financial report standards and that the auditor did not express opinions indicating that the Company's financial statements contain important remarks.

In each quarterly meeting, opinions were exchanged and remarks were acknowledged from the auditor. The Company is prepared to support the improved accounting system in timely, reliable and complete manner to endure accurate financial statements.

2. Audit of connected transactions or related transactions or transactions which may cause conflict of interest: The Audit Committee audited connected transactions or related transactions or transactions which may cause conflict of interest of the Company and its subsidiaries to ensure that the Company strictly complied with the rules and regulations of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC), had transparency in operations and reasonably made connected or related transactions or the transactions which may cause conflict of interest as defined by the Stock Exchange of Thailand by considering the stakeholders benefit. The

Audit Committee suggests that the related transactions incurred during the year were normal course of business and made for the benefit of the Company. Also, the information was appropriately disclosed.

3. Audit of the internal control system: The Audit Committee audited the internal control system for the year 2025. The Company appointed Miss Suparat Ngamsuptaweekoon who performed audit on the Companys operations, provided suggestions and followed up the results of performances. Also, the auditor reported the results of internal control system audit to the Audit Committee. According to the results, no weaknesses or faults were found in the internal control system which may significantly affect the Companys business operations. The Audit Committee expressed the opinion that the Company has effective and appropriate internal control system and risk management. The auditor also assessed the internal control system but not any significant weaknesses which may significantly affect the Companys financial statements were found.

4. Audit under the anti-corruption measures: The Audit Committee performed audit on the internal control measures as well as governance, compliance with the anti-corruption measures, and determination of preventive procedures for possible corruption by providing channels for complaints and whistleblowing through the Companys website and email. Training was arranged to communicate anti-corruption measures. The audit results show that no weaknesses or faults were detected in the internal control system in accordance with the significant anti-corruption measures, which the Audit Committee considers that the Company has appropriate internal control system and risk management measures in accordance with the anti-corruption measures as determined by the project of the Collective Action against Corruption.

5. Audit of good corporate governance and compliance with the applicable law and regulations: The Audit Committee performed audit on the Companys compliance with the good corporate governance policy and code of conduct as well as compliance with the rules, regulations and law and found that directors, executives and employees complied with the law, regulations and code of conduct of the Company. Furthermore, the Company provided various channels for misconduct reports via mail and other channels to ensure compliance with the policy on acceptance of complaints and whistleblowing based upon social and environmental responsibilities as well as performance of CG Code 2017 under the principles of sustainability.

6. Performance report to the Board of Directors: The Audit Committee made the report on performance of the Audit Committee and the results of financial statements audit submitted to the Board of Directors once every three months and made the Audit Committees report to be disclosed in the annual report of 2025 as determined by SEC. In the past year, however, the Audit Committee did not find any events or circumstances indicating any transactions or actions which may significantly affect the Companys financial status or operating results.

7. Charter and self-evaluation of the Audit Committee: The Audit Committee reviewed the Audit Committee Charter on annual basis and conducted self-assessment in accordance with the good practices defined by the Stock Exchange of Thailand by conducting self-, group and individual evaluation. The results suggest that the Audit Committee performed their duties carefully and independently in accordance with the good practices and the Audit Committee Charter. The results of the Audit Committee performance shall be reported quarterly to be implemented as the guidelines of performance development.

8. Selection of the auditor and consideration of the auditors remuneration: The Audit Committee considered the operating results in the past year of the certified public accountant and proposed for nomination of the certified public accountant from EY Company Limited as the Companys auditor for the year 2025 as well as proposing the auditors remuneration for the year 2025 to the Board of Directors prior to presentation to the shareholders meeting for approval of the auditor appointment and remuneration determination.

The Audit Committee has found that the company has prepared financial reports correctly, in accordance with generally accepted accounting standards. There is adequate disclosure of related party transactions or transactions that may cause conflicts of interest. Risk management is adequate, and the company has appropriate and effective internal control and internal audit systems. The company complies fully with laws, stock exchange regulations, and relevant legal requirements. Additionally, there is ongoing development to support sustainable corporate governance.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. CHARTCHAI PANICHEWA (The chairman of the executive committee)	12	/	12	12/12 (100.00%)
2 Mrs. SOMHATAI PANICHEWA (Member of the executive committee)	12	/	12	12/12 (100.00%)
3 Mr. Boon Choon Kiat (Member of the executive committee)	12	/	12	12/12 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Executive Committee

The Executive Committee of Chewathai Public Company Limited is responsible for planning and proposing policies, strategies, and annual business plans to the Board of Directors to ensure alignment with economic conditions and market competition. In addition, the Executive Committee is responsible for establishing business plans, annual budgets, and approval authorities for submission to the Board of Directors, as well as overseeing the Company's operations to ensure they are carried out in accordance with the approved policies, strategies, plans, and budgets. The Executive Committee also has the authority to approve expenditures for investments, procurement, borrowing, and other operational activities within the specified limits. Furthermore, it has the authority to consider and approve regulations, orders, rules, and criteria related to operations, control, and management. The Executive Committee is responsible for approving routine business transactions in accordance with the approved investment budget and reporting significant matters to the Board of Directors, such as fraud incidents, legal violations, and other matters deemed appropriate by the Board. Additionally, the Executive Committee performs other duties as assigned by the Board of Directors and has the authority to delegate powers and responsibilities to the Chairman of the Executive Committee, senior executives, or other persons as deemed appropriate, provided that no conflict of interest arises. The Committee is also responsible for reviewing the approval authority matrix annually for submission to the Board of Directors.

In 2025, the Executive Committee fully performed these duties.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times) : 2

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. SUPAPORN BURAPAKUSOLSRI (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. CHAIYUT TECHATASSANASOONTORN (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. PHINIJ HARNPHANICH (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Nomination and Remuneration Committee

The Nomination and Remuneration Committee has performed its duties as assigned by the Board of Directors, as stipulated in the Committees Charter. Its responsibilities include nominating and determining the remuneration of directors and senior executives through a careful, thorough, and prudent consideration process to ensure that qualified individuals are selected.

During 2025, the Committee held a total of 2 meetings, with full attendance from all members at every meeting. The Committee continuously reported meeting results, together with opinions and recommendations, to the Board of Directors. The key activities can be summarized as follows:

1. Reviewed and approved the Nomination and Remuneration Committee Charter for submission to the Board of Directors for approval.
2. Proposed to the 2025 Annual General Meeting of Shareholders the re-election of directors who retired by rotation for another term.
3. Considered and determined the directors remuneration for 2025 based on the Companys performance and benchmarking against remuneration surveys of companies in similar industries and of comparable size, and proposed it to the Board of Directors for approval and further submission to the shareholders meeting for consideration.
4. Considered criteria to enhance shareholder participation in significant corporate decisions, including allowing minority shareholders to propose additional agenda items in advance of the shareholders meeting, nominate candidates for directorship, and submit questions prior to the 2025 Annual General Meeting. These criteria were disclosed on the Companys website.
5. Considered guidelines for performance evaluation of the Board of Directors, subcommittees, and the Chief Executive Officer, including both collective and individual self-assessments.
6. Considered succession planning for directors and executives to ensure continuity of operations.
7. Considered criteria for annual salary adjustments and employee benefits for 2025 in collaboration with the Human Capital Department and the Executive Committee, ensuring alignment with the Companys performance to motivate and retain high-performing employees.

In 2025, the Nomination and Remuneration Committee fully performed its duties as assigned by the Board of Directors with due care, prudence, independence, and to the best of its ability, for the overall benefit of the Company and its shareholders.

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 2

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. SUPAPORN BURAPAKUSOLSRI (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. CHAIYUT TECHATASSANASOONTORN (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. Boon Choon Kiat (Member of the subcommittee)	2	/	2	2/2 (100.00%)
4 Mr. PHINIJ HARNPHANICH (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Risk Management Committee

In 2025, the Risk Management Committee held a total of 2 meetings, with all members attending every meeting. The Committee performed its duties within the scope and responsibilities as defined in its Charter and as assigned by the Board of Directors, as summarized below:

- Appointed the Risk Management Working Team for 2025, consisting of 18 members.
- Considered enterprise risk management in accordance with the COSO-ERM 2017 framework, including Governance & Culture, Strategy & Objective-Setting, Performance, Review & Revision, Information, Communication & Reporting, and Anti-Corruption Risk. Risk control measures were established to reduce the likelihood and impact of potential risks.
- Reviewed risk management plans based on risk assessments conducted by the Risk Management Working Team, including risk prioritization and the determination of appropriate risk treatment measures to ensure risks remain within acceptable levels or to reduce their likelihood.
- Monitored and reviewed the implementation of risk management plans under the COSO-ERM 2017 framework to ensure that the Company maintains continuous, systematic, and effective risk management practices.
- Reviewed and improved the Companys risk management policy to align with business operations and conducted anti-corruption risk assessments as part of the Companys anti-corruption policy.
- Reviewed and updated the Risk Management Committee Charter annually to ensure compliance with changing rules, regulations, and legal requirements.
- Conducted annual self-assessments of the Committees performance, both collectively and individually, and used the results to enhance operational effectiveness.

The Risk Management Committee has carried out its duties and responsibilities in accordance with its Charter, applying its knowledge, expertise, experience, and prudence. The Committee has also provided constructive opinions and

recommendations for the utmost benefit of the Company, its shareholders, and stakeholders. It remains committed to continuously improving governance and risk management practices in alignment with good corporate governance principles, to support the Company in achieving its objectives and sustainable growth.

Meeting attendance of Corporate Governance and Sustainability Committee

Meeting Corporate Governance and Sustainability Committee (times) : 2

List of Directors	Meeting attendance of Corporate Governance and Sustainability Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. CHAIYUT TECHATASSANASOONTORN (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mrs. SUPAPORN BURAPAKUSOLSRI (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. Boon Choon Kiat (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Corporate Governance and Sustainability Committee

In 2025, the Corporate Governance and Sustainability Committee held a total of 2 meetings, with full attendance from all members at every meeting. The Committee performed its duties in accordance with its Charter, as approved by the Board of Directors. The key matters are summarized as follows:

1. Review and proposal of corporate governance policies

The Committee reviewed and improved the Company's corporate governance policy and Code of Conduct to ensure alignment with good corporate governance principles and the Thai listed companies governance guidelines issued by the Thai Institute of Directors Association (IOD), and proposed them to the Board of Directors for approval as a framework for management's operations and business development.

2. Communication and dissemination of good corporate governance principles

The Committee ensured that the Company disclosed and communicated key aspects of its corporate governance policy and fair treatment of stakeholders to directors, executives, employees, shareholders, creditors, debtors, business partners, customers, and other stakeholders. The Company also prepared and distributed the Code of Conduct, requiring all recipients to acknowledge receipt.

3. Disclosure for corporate governance assessment

The Committee oversaw the Company's disclosure of complete and transparent information to external organizations for surveys, evaluations, and rankings of corporate governance practices. The results were used as a framework to promote responsible business operations toward society and the environment, and to create sustainable value. The Company participated in key assessments, including:

- Corporate Governance Report of Thai Listed Companies 2025 (CGR) by the Thai Institute of Directors Association (IOD)
- Annual General Meeting Quality Assessment 2025 by the Thai Investors Association (TIA)
- Corporate Governance Code for Listed Companies 2017 by the Securities and Exchange Commission (SEC) 4.

Participation in anti-corruption initiatives

The Committee established governance frameworks for anti-corruption practices in alignment with the Companys continued certification under Thailand's Private Sector Collective Action Coalition Against Corruption (CAC). **5. Review**

of the Committee Charter

The Committee reviewed and updated its Charter in 2025 to align with anti-corruption initiatives and proposed it to the Board of Directors for approval. **6. Oversight of operations**

The Committee ensured that operations were conducted in accordance with corporate governance policies and principles. Subcommittees were required to report their performance to the Board of Directors, and progress of governance-related initiatives was monitored. The Committee also promoted shareholder participation by allowing minority shareholders to propose agenda items, nominate directors, and submit questions in advance of shareholder meetings, with criteria disclosed on the Companys website.

Regarding sustainability, the Committee ensured that management integrated sustainability issues into strategic planning, annual business plans, and key performance indicators, and monitored related performance outcomes.

7. Performance evaluation

The Committee ensured annual performance evaluations of the Board, subcommittees, individual directors, and the Company Secretary, using the results and recommendations to improve effectiveness.

8. Review of corporate governance reporting

The Committee reviewed the Companys corporate governance disclosures in the annual report to ensure compliance with the requirements of the Securities and Exchange Commission and the Stock Exchange of Thailand.

Overall Summary for 2025

The Corporate Governance and Sustainability Committee effectively fulfilled its duties as assigned by the Board of Directors. Notable achievements include:

- The Company received an Excellent (5-star) rating in the Corporate Governance Report of Thai Listed Companies (CGR) 2025 by the IOD.
- The 2025 Annual General Meeting of Shareholders, held on 28 March 2025, received a full score of 100 from the Thai Investors Association, reflecting strong standards and continuous improvement.
- The Company received the SET Awards 2025 (Business Excellence category) for Outstanding Investor Relations (Outstanding IR Awards) among listed companies on the mai with a market capitalization not exceeding THB 1,500 million.

The Corporate Governance and Sustainability Committee will continue to perform its duties to the best of its ability, while continuously improving and enhancing operational effectiveness. The Committee remains committed to conducting business with integrity and transparency, supporting the Company in achieving its objectives and sustainable growth efficiently and effectively.

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Chewathai Public Company Limited and its affiliated companies (the Company) operate a real estate development business with the objective of delivering products and services that exceed customer satisfaction and maximizing wealth for shareholders.

The Company conducts its business with emphasis on Corporate Social Responsibility (CSR) and Sustainable Development (SD), operating responsibly under the ESG (Environmental, Social, Governance) framework. It focuses on creating balanced development across all dimensions, recognizing that businesses face various challenges and must continuously evolve to achieve stable and sustainable growth.

The Company aims to establish a sustainable development process that ensures balance across four key dimensions as follows:

Economic Dimension

To develop diverse products that respond to customer needs, enhance competitiveness, and achieve sustainable growth.

Social Dimension

To improve the quality of living within society and promote greater well-being and positive mental health.

Environmental Dimension

To utilize resources efficiently and responsibly while minimizing environmental impacts to the greatest extent possible.

Governance Dimension

To establish an effective corporate governance structure and system, including oversight, monitoring, and evaluation processes, ensuring that all parties operate in alignment and in the same strategic direction.

Sustainability management goals

Does the company set sustainability management : Yes
goals

Chewathai Public Company Limited has established a five-year sustainability roadmap (2024-2028) to align with its business strategy, the Sustainable Development Goals (SDGs), and to effectively respond to stakeholder expectations.

Better Environment

Creating a better environment by supporting environmental initiatives and establishing operational standards to control construction quality. The Company emphasizes the selection of environmentally friendly construction materials and systematic management of construction waste to ensure proper processing and minimize waste generation.

Key targets include:

- Reducing greenhouse gas emissions in line with the Company's Net Zero target within the specified timeframe
- Increasing the proportion of renewable energy used in production processes
- Reducing waste generation and water consumption in production processes

Better Society

Creating a better society by being attentive, listening to, and equitably responding to the needs of all stakeholders.

Key initiatives include:

- Supporting workforce skill development and promoting fair employment opportunities

- Enhancing employee health and workplace safety
- Implementing community development projects to improve quality of life

Better Governance

Building a stronger organization by instilling ethical values across the Company and conducting business with transparency, fairness, and accountability in all dimensions.

Key commitments include:

- Ensuring 100% of employees receive training on anti-corruption and unfair competition practices
- Zero cases of violations of the Company's Code of Conduct, policies, and regulations
- Implementing supplier assessments covering business ethics, code of conduct, and anti-corruption policies
- Conducting corruption risk assessments covering 100% of relevant operations
- Zero legal violations related to unfair competition

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 11 Sustainable Cities and Communities, Goal 13 Climate Action, Goal 17 Partnerships for the Goals

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

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

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

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

The Board of Directors Meeting No. 6/2025, held on 13 November 2025, passed a resolution approving the review of the Company's Sustainability Policy. The key points are summarized as follows:

1. Environmental Aspect:

The Company is committed to minimizing environmental impacts across all operational processes. It aims to develop environmentally friendly real estate projects, with emphasis on efficient energy use, water resource management, waste and waste reduction, and biodiversity conservation to promote long-term environmental sustainability.

2. Social Aspect:

The Company places importance on respecting human rights, providing a safe working environment, engaging with communities, maintaining strong relationships with stakeholders, selecting ethical business partners, and being responsible to customers in order to enhance quality of life and social well-being.

3. Corporate Governance Aspect:

The Company adheres to good corporate governance principles by conducting business with transparency, accountability, ethical standards, and responsibility toward all stakeholders, in order to build trust and ensure sustainable growth of the organization.

Information on impacts on stakeholder management in business value chain

Business value chain

Managing impacts on stakeholders throughout the value chain is a crucial mechanism for systematic ESG implementation. Organizations must identify, assess, and manage risks from upstream to downstream, along with setting clear KPIs and monitoring systems. Such actions help reduce strategic risks, build confidence, and enhance long-term sustainable competitiveness.

The company operates a real estate development business with the following key value chain:

1. Land Acquisition

- Consider suitable locations, not within conservation or protected areas
- Assess environmental and legal risks

2. Design

- Design according to Green Concept principles
- Select environmentally friendly materials
- Consider reducing energy consumption and greenhouse gas emissions

3. Procurement

- Utilize the CHEWA PROCUREMENT system for transparency
- Control costs and manage partners fairly
- Promote partners with ESG approaches

4. Construction

- Control PM10 dust to meet standard criteria (100%)
- No environmental law violations
- Efficiently manage waste, water, and energy

5. Sales and Transfer

- Utilize the CHEWA CONNECT system for customer management

6. After-Sales Service and Community Management

- Customer satisfaction 80%
- No environmental complaints
- No human rights and labor complaints
- Promote good relationships with communities

The company sets KPIs for environmental, social, and governance aspects and continuously monitors performance.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> - Job security - Fair and appropriate compensation and benefits - Continuous development and training - Safe working environment - Fair treatment and non-discrimination 	<ul style="list-style-type: none"> - 100% of employees completed business ethics training - Average training hours: 10.76 hours per person (exceeding the target of 5 hours) - Employee engagement level: 78.61% - No labor or human rights complaints reported 	<ul style="list-style-type: none"> • Online Communication • Internal Meeting • Complaint Reception • Employee Engagement Survey • Training / Seminar
<ul style="list-style-type: none"> • Board of director 	<ul style="list-style-type: none"> - Conducting business in accordance with good corporate governance principles - Effective risk management - Sustainable growth 	<ul style="list-style-type: none"> - Established ESG policies and Net Zero 2055 target - 100% anti-corruption training completion - No cases of unfair competition reported 	<ul style="list-style-type: none"> • Internal Meeting • Others <ul style="list-style-type: none"> • Annual performance report • Sustainability report
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> - Project quality and safety - Fast and transparent service - After-sales service and support 	<ul style="list-style-type: none"> - Customer satisfaction: 80% (exceeding the 75% target) - Use of CHEWA CONNECT customer relationship management system - No personal data complaints reported 	<ul style="list-style-type: none"> • Online Communication • Complaint Reception • Satisfaction Survey

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Suppliers • Contractors 	<ul style="list-style-type: none"> - Fairness and transparency in procurement and purchasing - Timely payment - Long-term cooperation 	<ul style="list-style-type: none"> - Use of the CHEWA PROCUREMENT system to enhance transparency - No commercial disputes reported - Promotion of ESG-aligned suppliers and business partners 	<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • Online procurement system • Supplier meeting • Contracts and official documents
<ul style="list-style-type: none"> • Government agencies and Regulators 	<ul style="list-style-type: none"> - Compliance with laws and regulations - Data transparency 	<ul style="list-style-type: none"> - No legal violations reported - Information disclosed through the Annual Report and One Report - Baseline year 2025 Carbon Footprint assessment conducted 	<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • Reports submitted in compliance with government requirements • Legal compliance audit • Submission of the One Report
<ul style="list-style-type: none"> • Community • Society 	<ul style="list-style-type: none"> - No environmental impact generated - Participation in community development - Transparency in project implementation 	<ul style="list-style-type: none"> - 100% control of PM10 dust emissions - No environmental complaints reported - No environmental law violations reported 	<ul style="list-style-type: none"> • Social Event • Complaint Reception • Others <ul style="list-style-type: none"> • Pre-construction briefing meeting

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes
materiality topics

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

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Supply chain integration to foster collaboration throughout the entire supply chain.	<ul style="list-style-type: none"> • Sustainability Risk Management • Sustainable Supply Chain Management
Environmental management	<ul style="list-style-type: none"> • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management
Corporate Governance	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Good Governance

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data
 Reference link for corporate sustainability report : <https://investor.chewathai.com/storage/download/sd-report/20250225-chewa-sdr2025-en.pdf>

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : GRI Standards
 standards or guidelines

Information on risk management policy and plan

Risk management policy and plan

Chewathai Public Company Limited recognizes that risk management is an integral part of good corporate governance and a fundamental foundation for achieving the Companys objectives. The identification and management of risks support better decision-making and help mitigate impacts to an acceptable level, taking into consideration both internal and external factors. The Company requires regular and comprehensive risk assessments covering:

1. Strategic risks
2. Operational risks
3. Financial and reporting risks, and
4. Compliance risks relating to laws and regulations of governmental authorities.

Risk consideration includes assessing the likelihood of occurrence and the severity of potential impacts, establishing preventive and mitigation measures, assigning responsible persons, and implementing reporting and monitoring mechanisms for evaluation purposes.

1. The Company conducts its business within an acceptable level of risk in order to achieve its objectives and meet stakeholders expectations. Risk management is embedded in daily management and decision-making processes, including project management activities.
2. All executives and employees share responsibility for complying with the Companys risk management systems and processes. They are required to identify and assess risks within their areas of responsibility and implement appropriate risk mitigation measures.
3. The Company ensures that its risk management processes align with best practices, enabling effective and consistent risk management across the organization.
4. Training programs, communication, and dissemination of information related to risk management are regularly provided to promote awareness, knowledge, and understanding among employees and relevant parties.
5. All risks that may affect the achievement of the Companys objectives must be managed as follows:
 - Timely identification of risks
 - Assessment of the likelihood and potential impact of such risks
 - Implementation of risk management measures in accordance with established policies, taking into account associated costs and expected benefits
 - Continuous monitoring to ensure that risks are appropriately managed
 - Risks that may significantly impact the Companys business plans and strategies, particularly those classified as high and very high risks, must be reported to the Executive Committee, the Audit Committee, and the Board of Directors on a regular basis, at least twice per year.
 - The Company establishes preventive and mitigation measures to minimize potential damage or loss arising from its operations and conducts ongoing monitoring and evaluation of its risk management effectiveness.
 - Modern information technology systems are integrated into the Companys risk management processes. Employees at all levels are supported in accessing risk management information comprehensively, and efficient risk reporting systems are maintained to ensure effective communication with management.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risks related to land acquisition for future real estate development projects.

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates

Operational Risk

- Delays in the development of future projects

ESG risk factors : No

Risk characteristics

Land acquisition is a key factor influencing the success of real estate development projects. The company places importance on convenient locations, such as areas near mass transit systems or within communities that provide easy access to the city center, in order to meet the needs of target customers. The company also maintains a policy of acquiring sufficient land to support its short-term business plan (35 years), while avoiding holding undeveloped land without a clear development plan, in order to reduce costs and liquidity risks.

Risk-related consequences

Rising land prices in central business districts and intense competition may increase costs and adversely affect the company's financial position. As a result, the company may be unable to proceed with land acquisition for project development as planned.

Risk management measures

In considering each land acquisition, the company conducts thorough feasibility studies for project development, including careful analysis of the needs of target customers in the surrounding area. Emphasis is placed on ensuring that land prices are aligned with the project feasibility study. Only then does the company proceed with the acquisition for development.

It can be seen that the land currently under development consists of high-potential sites that can support real estate projects in line with the company's business plan. In addition to the risk management policies mentioned above, establishing strong partnerships with land brokers also helps mitigate risks related to accessing high-potential land sources. Therefore, the company is confident in its ability to continuously manage land acquisition for real estate development projects that generate strong returns in the future.

Risk 2 Risks arising from the current rising interest rate environment and the Bank of Thailand's implementation of LTV (Loan-to-Value) measures, which impose conditions on mortgage lending limits.

Related risk factors :

Compliance Risk

- Change in laws and regulations

ESG risk factors : Yes

Risk characteristics

As a result of the current situation of rising interest rates and the implementation of LTV measures by banks, customers may face limitations in their credit approval amounts, experience reductions in approved loan limits, or have their loan applications rejected.

Risk-related consequences

This leads to an increase in the number of customers whose loan applications are rejected by banks. More customers also cancel their contracts due to concerns over higher installment payment burdens, which in turn affects the company's sales plans and revenue recognition.

Risk management measures

Preparing customers for financial planning to support bank loan approval, providing training and education to sales staff so they can act as advisors to customers regarding loan applications, as well as formulating appropriate marketing and sales strategies for each project in order to attract sufficiently qualified potential customers.

Risk 3 Risks arising from an increase in non-performing loans (NPLs) due to customers failing to make installment payments to banks, which may negatively affect the company's image and the level of confidence that banks have in the company.

Related risk factors : Strategic Risk
• Behavior or needs of customers / consumers

Financial Risk
• Default on payment or exchange of goods

ESG risk factors : Yes

Risk characteristics

The trend of non-performing loans from customers who have completed property transfers but fail to make installment payments to banks is increasing, due to economic problems as well as customers' personal habits or financial discipline.

Risk-related consequences

This may cause banks to lose confidence in the company and downgrade project ratings with the bank. It may also lead to changes in previously granted terms, such as credit limits and interest rates. In addition, banks have become more stringent in assessing borrowers' creditworthiness and applying stricter evaluation criteria.

Risk management measures

Preparing customers for financial planning to support bank loan approval, training sales staff to equip them with the knowledge to act as advisors to customers regarding loan applications, as well as defining appropriate marketing and sales strategies for each project in order to attract sufficiently qualified potential customers.

Risk 4 Risks related to environmental impacts.

Related risk factors : Strategic Risk
• ESG risk

ESG risk factors : Yes

Risk characteristics

Real estate development operators face a wide range of environmental risks, from the construction phase through to building management. These include the excessive use of natural resources, air, water, and noise pollution, improper waste and hazardous material management, impacts on biodiversity, and inefficient energy use. Such risks may lead to remediation costs, legal actions, reputational damage, and loss of trust from customers, business partners, and investors. They may also have long-term negative impacts on surrounding communities and the environment.

Risk-related consequences

The impacts of environmental risks may be broad in scope, causing harm to both the environment and the organization. Natural disasters, pollution, and climate change all affect an organizations operations, assets, and supply chain. They also cause damage to ecosystems, human health, and biodiversity. These consequences can lead to legal risks, reputational damage, and loss of trust from stakeholders, as well as economic impacts such as remediation costs, revenue losses, and wasted investments.

Risk management measures

Operational guidelines and monitoring of environmental management are as follows:

- Assign independent external agencies to strictly monitor and audit compliance with established standards.
- Establish a team to regularly engage with surrounding communities and neighboring households from the start of the project until construction is completed.
- Continuously report progress and identified issues to management to prevent potential future problems.
- Promote awareness among all employees on the importance of conducting business with environmental responsibility, and encourage efficient use of resources while reducing environmental impact.
- Implement continuous monitoring of environmental impacts. In the past year, the companys inspection results have met all legal requirements.
- Apply technology to support sustainable living in line with modern lifestyles, such as electric vehicle charging stations and the use of solar energy.

Risk 5 Risks from technological advancements affecting traditional business operations.

Related risk factors : Strategic Risk
• Changes in technologies
 ESG risk factors : Yes

Risk characteristics

Currently, digital technology is developing at a rapid pace. In addition, the lifestyles and behaviors of younger generations are driving leading companies to seek and adopt new technologies to enhance operational flexibility. Due to increasing competition, modern business development increasingly relies on advanced technologies and greater connectivity of data across devices and organizational functions via the internet.

This is essential for building competitiveness, creating business differentiation, generating new business opportunities, and delivering memorable customer experiences. Moreover, technological advancements are transforming or replacing traditional business models, construction processes, working methods, and service delivery formats.

Risk-related consequences

1. Being replaced by new business models
2. Rapid changes in consumer behavior
3. Increasing competitive costs
4. Cybersecurity risks

Risk management measures

Establish guidelines for seeking opportunities and learning new technologies in order to create opportunities for entering new businesses and to support long-term growth. The company also promotes access to and learning of new technologies, as well as technologies that support its sustainability goals, in order to maintain and enhance its competitiveness in the current business environment.

A dedicated task force has been established to study and adopt artificial intelligence (AI) technologies, develop and integrate them within the company to add value to existing products and services, and apply them to internal processes to reduce steps and shorten working time.

Digital technologies are also being adopted to improve operational efficiency and to support new business models in the future, with an emphasis on creating new business opportunities or transforming existing business models to better respond to changing consumer behavior.

Risk 6 Cybersecurity risks

Related risk factors :

Operational Risk

- Information security and cyber-attack

ESG risk factors : Yes

Risk characteristics

Cybersecurity threats are an important risk that can significantly impact the company's operations, particularly its critical systems such as network systems, financial and accounting systems, and internal management and human resources systems. These systems also contain personal data that the company holds.

Risk-related consequences

If problems occur in the company's information technology systems, unauthorized access to personal data held by the company may affect its operations and reputation. For example, network attacks, data destruction by unauthorized individuals, or misuse of data can all negatively impact the company's business or reputation.

Risk management measures

The company recognizes that cybersecurity threats are increasingly diverse and are having more severe impacts in the present day. Therefore, it has implemented various measures to reduce the impact and likelihood of its network being compromised by malicious actors. The contingency plans are as follows:

- Establishing policies on information technology and communication security, along with emergency backup plans for IT systems.
- Implementing strict security control measures, such as computer security systems.
- Planning regular audits and reviews of access rights to company data.
- Performing data backup and recovery in the event of system failures or unexpected disasters.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The company has established an emergency response plan to ensure effective Business Continuity Management. The plan covers four key risk areas: technical failures, natural disasters, civil unrest, and incidents arising from human factors or service providers.

1. **Technical failures**, such as computer viruses, intrusions, network outages, or damaged data storage devices. The company has defined procedures for rapid incident investigation, system isolation or shutdown of affected systems, immediate notification of relevant personnel, remediation of issues, closure of security vulnerabilities, and data recovery from backup systems to ensure prompt restoration of operations.
2. **Natural disasters**, such as fire and earthquakes, where the primary focus is on personnel safety. Employees are required to evacuate the premises safely, and backup data is relocated when possible. The company also coordinates with relevant authorities and accelerates the restoration of equipment and systems to resume operations as quickly as possible.
3. **Civil unrest situations**, such as terrorism or protests, where the company enables remote access to monitor systems. After the situation stabilizes, damage assessments are conducted, and repairs or replacement of equipment are carried out in coordination with relevant service providers.

4. **Human-related and service provider incidents**, such as theft, staff shortages, Cloud Service disruptions, or ransomware attacks. The company ensures immediate incident reporting, network isolation of affected systems, investigation of root causes, vulnerability remediation, and data restoration from backups, as well as arranging alternative resources to ensure uninterrupted operations.

In addition, responsibilities are clearly assigned: senior management and the HR department are responsible for policy formulation, oversight, and control; the IT department is responsible for system operations and security; and the procurement and accounting departments are responsible for asset inspection and verification. This ensures that emergency management is systematic, timely, and minimizes impacts on business operations.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

The company places great importance on sustainable supply chain management, considering economic, social, and environmental impacts. This ensures that all processes within the supply chain operate efficiently, transparently, and responsibly toward all stakeholders. The company follows these key guidelines:

1. Sustainable Supplier Selection and Management

- Select suppliers based on clear, transparent, and fair criteria.
- Encourage suppliers to comply with environmental, labor, and business ethics standards.
- Establish fair agreements and contracts for all parties.
- Implement a system for continuous evaluation and monitoring of suppliers' performance.

2. Reducing Environmental Impact in the Supply Chain

- Support the use of environmentally friendly raw materials and energy.
- Utilize recyclable materials and minimize the use of pollutants.

3. Supply Chain Risk Management

- Assess supplier risks in economic, social, and environmental aspects.
- Implement measures to prevent fraud and unethical practices in procurement processes.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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 : Yes
acknowledge compliance with the supplier code of
conduct?

	2023	2024	2025
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	N/A	100.00	100.00

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

	2023	2024	2025
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

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

1. Innovation Policies Supporting Business and Social Development

1.1 Measuring the Impact of Construction Projects Implementing systems to assess and minimize environmental and social impacts during construction.

1.2 Energy Management and Environmental Preservation Developing strategies for efficient energy consumption and sustainability practices.

1.3 Product Design and Material Selection Utilizing high-quality, energy-efficient, and eco-friendly materials to reduce energy consumption and environmental impact.

2. Implementation of Innovations in Projects

2.1 Home Automation Smart home technology that enables residents to control electrical systems and security features remotely via smartphones, enhancing convenience and energy efficiency.

2.2 EV Charger Installation Supporting the growing adoption of electric vehicles in Thailand, promoting sustainability by reducing carbon emissions, lowering fossil fuel consumption, and minimizing noise pollution.

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

Remarks - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.