



ESG Performance Report for Listed Companies in 2025

ASIA PLUS GROUP HOLDINGS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



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ESG Performance

Company Name : ASIA PLUS GROUP HOLDINGS PUBLIC COMPANY LIMITED Symbol : ASP

Market : SET Industry Group : Financials Sector : Finance & Securities

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity management, Fuel management, Waste management, Greenhouse gas and climate change management

Environmental and Climate Change Policy

Asia Plus Group Holdings Public Company Limited and its subsidiaries ("the Company") recognize their responsibility for environmental protection and climate change, as well as the efficient and sustainable use of resources and energy. Therefore, the Company undertakes various actions to mitigate the impact of climate change that may affect the Company's business opportunities and risks by reducing greenhouse gas emissions from operations and offering products and services that support environmentally friendly businesses or projects. By integrating environmental and energy management systems into operational duties, the Company aims to achieve maximum efficiency in sustainable environmental and energy conservation. The Company has established this Environmental and Climate Change policy to provide guidance for employees in aligning their actions with the Company's strategic objectives, as outlined below:

1. Conduct environmental and climate change management in compliance with applicable laws and regulations, and in alignment with international standards.
2. Set goals and plans to control environmental impacts and reduce greenhouse gas emissions from the Company's business operations, such as reducing resource and energy consumption, minimizing waste generation, and systematically reducing greenhouse gas emissions.
3. Support the development and innovative products that enable entrepreneurs to adopt environmentally responsible business practices and reduce greenhouse gas emissions. These initiatives aim to mitigate impacts and facilitate adaptation to climate change, and shall be implemented in accordance with the Company's criteria and in alignment with national and international standards and best practices.
4. Make environmental and energy conservation a responsibility of all management levels and employees, ensuring cooperation in following established measures, monitoring, inspecting, and reporting to the Environmental and Energy Management Committee. Environmental Conservation and mitigation of climate change impacts are the responsibility of all management levels and every employee, who must comply with the established measures.
5. Provide necessary support, including personnel resources, budget, time, training, and participation in presenting suggestions for environmental and energy improvements.
6. The designated committee shall conduct a review of the policy, including the management, objectives, and action plans, at least once a year or whenever significant events occur. The committee shall submit the policy for approval by the Board of Directors and ensure regular reporting of implementation results to the Board or other relevant authorities.
7. Promote awareness and consciousness of environmental and energy conservation among all employees.

Reference link for environmental policy and guidelines : <https://www.asiaplusgroup.co.th/about-inside.php?id=267&lang=en>

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 : Yes

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

- Strengthening and enhancing the environmental policy to ensure comprehensive coverage across multiple dimensions, including climate change.
- Set a target to reduce greenhouse gas emissions from its operations (Scope 1 and Scope 2) by 4.2% year-on-year, with a medium-term target to achieve carbon neutrality by 2030.

Information on compliance with environmental management principles and standards

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)

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Improve and refine business operation procedures to minimize negative impacts on the environment

Utilize technology to minimize the consumption of office supplies, such as:

1. Transitioning internal meetings and training sessions from on-site to online formats;
2. Storing documents in electronic format
3. Using People Smart system can reduce use of paper in offices, e.g. using e-slips instead of printed salary receipts and making online leave forms instead of printed leave form.
4. Using multifunction printers to improve work efficiency and encourages employees to shift from printing or photocopying documents to scanning and storing them in electronic formats. This initiative aims to minimize printing and photocopying, subsequently reducing carbon dioxide emissions and saving costs concurrently.

Utilize technology to minimize the consumption of resources in serving customers, such as:

1. Enhanced e-Service system to replace paper-based process with electronic platforms, enabling customers to self-service via the Company's website. Services include fund deposit/withdrawal/transfer, securities transfer, suitability tests, personal data updates, KYC reviews, and status confirmation requests.
2. Expanded communication channels via the ASP Connex Line application, providing customers with convenient access to information, knowledge, activities and promotions.
3. Advanced online account opening systems, allowing customers to open all types of accounts and upload documents electronically without physical submission.
4. Disseminated information and knowledge through diverse social media platform, including Line Official, Facebook, YouTube, Telegram, Podcast, Spotify, SoundCloud, Instagram, and TikTok.

Utilize technology to minimize the consumption of resources in serving shareholders, such as:

1. Discontinued printed annual reports, shareholders can conveniently download the annual report via a QR codes provided together with the notice of shareholders meeting, or directly from the Company's website.
2. Transitioning shareholders' meetings from on-site to online formats to minimize transportation and, consequently, greenhouse gas emissions and resource consumption. Moreover, the Company has adopted an e-Proxy Voting system to facilitate proxy appointments and electronic voting for shareholder meetings. This provides shareholders who are unable to attend in person with an additional channel to participate. Through this system, shareholders no longer need to submit paper-based proxy forms and supporting documents, thereby reducing paper usage, enhancing convenience, and promoting environmentally responsible practices.
3. Using QR codes sealer for shareholders to download the invitation letter for shareholders meeting and other supporting documents instead of sending hard copies via postal delivery in order to reduce paper usage and printing. In 2025, the Company can save paper for this activity by 1,077,265 sheets of paper or equating to a reduction of printing by 2,154,530 pages, or can reduce GHG emission 11,322.06 kilogram carbon dioxide equivalent.

Reduce power and water consumption and maximize resource efficiency

1. Company has continued its campaign to reduce paper usage since 2023 by transitioning to electronic channels for distributing meeting materials and training documents via email, as well as encouraging the reuse of paper where appropriate. In 2025, the Company and Asia Plus Securities successfully reduced paper consumption by 14.94% compared with 2024.
2. Installed automatic sensor faucets at handwash sinks to promote water conservation, and communicated to all employees the importance of using water efficiently.
3. Returned used toner cartridges to the manufacturer for proper recycling in accordance with environmental management standards. This practice helps reduce environmental impacts from hazardous waste and prevents improper reuse of cartridges that could cause further environmental harm.

Using more environmentally friendly office equipment and supplies

The Company has upgraded certain photocopying machines to new models specifically designed for life cycle sustainability. These models incorporate recycled plastic in their hardware and feature an energy-saving mode that utilizes only 0.3 W of power. Additionally, they use low-melting-point ink, resulting in reduced power consumption.

Moreover, the Company chooses office equipment with Green Product certificates and electric appliances with Energy Star certificate.

Building knowledge and awareness on environmental sustainability

The Company promotes environmental awareness among its employees and executives. In 2025, the Company organized various activities to enhance understanding and strengthen awareness of sustainability, including:

1. Participation in the ESG DNA Program for Corporate Employees organized by the Stock Exchange of Thailand. This program provides foundational sustainability learning for employees at all levels through a one-year eLearning

format. Participants are required to complete four mandatory courses and pass the assessments prescribed by the Stock Exchange of Thailand. Employees from the Company and its subsidiaries participated in the program and successfully completed the required courses as follows

Course	Total Employees (Company & Subsidiaries) (Person)	Employees Participating (Person)	Participation Rate (%)
Circular Economy Business Practices	653	116	17.76
Sustainability Fundamentals	653	119	18.22
ESG Risk Management	653	117	17.92
Value Chain Analysis	653	116	17.76

2. Organized a training program on organizational carbon footprint assessment for 22 employees and executives from the Company and its subsidiaries who are involved in greenhouse gas data management. The training, held on 19 June 2025, aimed to enhance understanding and ensure accurate and effective application of carbon footprint assessment techniques.

3. Launched the ESG Dee Tor Jai project, aimed at supporting the Company's sustainability initiatives, enhancing awareness of sustainable business practices consistent with ESG principles, and fostering employee engagement in driving sustainability in a tangible manner. The activities under this project were focused on environmental dimensions, including awareness-raising initiatives such as Earth Hour, encouraging employees to switch off lights for one hour, and Earth Day, promoting environmental awareness and resource efficiency. The program also includes sharing sessions for employees to exchange experiences on integrating ESG practices into their daily lives.

4. Participated in a collaborative learning initiative with Chulalongkorn University and private organizations during the Bangkok Climate Action Week (BKKCAW) 2025, under the theme Designing a Planet Full of Life. The initiative aims to promote learning, creativity, and action in addressing future environmental challenges. The event features panel discussions centered on the themes of Cities, Design, and Green Finance. The Company delivered a presentation on Green Finance, providing participants with insights into diverse financial instruments that support environmentally friendly and sustainable projects aligned with urban development. Additionally, the event offered interactive activities to help participants understand the interconnections between the economy, nature, and quality of life, while encouraging them to envision and design their own interpretation of a City of Life that is supportive of biodiversity.

Offering Products that Promote Environmental Management

The Company and its subsidiaries are committed to promoting and offering a diverse range of products to expand customer choices. Environmentally focused products and services are among the key offerings jointly developed to support sustainability and to align with the Company's sustainability policies and objectives.

In 2025, the subsidiary launched investment funds focusing on listed companies recognized for their strong sustainability performance and/or those that disclose greenhouse gas emissions data, climate management plans, and reduction targets, as well as those verified through accredited carbon footprint assessments. The funds also invest in companies with exemplary corporate governance. Examples include: ASP-DEQ ThaiESGX-X68 Asset Plus Dividend Equity Thai Sustainability Special Investment Class ASP-MIX ThaiESGX-LTF Asset Plus Mixed Thai Sustainability Special Investment (Original Class) ASP-MIX ThaiESGX-X68 Asset Plus Mixed Thai Sustainability Special Investment Class.

In addition, the subsidiary supported the issuance and offering of Green Bonds, aimed at raising funds for environmentally beneficial projects. These instruments serve as an attractive investment alternative aligned with sustainable development objectives. In 2025, the subsidiary participated in the distribution of five green bond issuances for three companies, as follows:

Issuer	Issue Size	Use of Proceeds
Sermuang Power Corporation Public Company Limited	800 million baht	To partially refinance bond obligations used for investments in solar power projects in Japan and wind power projects in Thailand, and to invest in solar and wind power plants and/or support the expansion of other renewable energy power plant projects in accordance with the Companys Green Financing Framework.
Xayaburi Power Company Limited	3,000 million baht	To refinance existing bond obligations that were used to invest in the hydropower plant under the Companys Green Bond Framework.
TPI Polene Power Public Company Limited	2,000 million baht	To invest in the Companys 61.226MW solar farm project in Saraburi Province for electricity generation and supply to TPI cement plants and nearby factories.

Encouraging to invest in securities that consider environmental, social, and governance (ESG) factors

The Company integrates environmental, social, and governance (ESG) considerations into its own investment processes. ESG factors are incorporated into investment analysis alongside financial criteria to manage structural risks and support the generation of sustainable longterm returns. The securities selection process evaluates compliance with laws and good corporate governance principles, ESGrelated risks and opportunities that may affect cash flows and cost of capital, as well as the companys ability to adapt to structural changessuch as the energy transition and shifts in supply chains. The Company avoids investing in businesses with high ESG risks that lack clear improvement plans and adopts an engagement approach to encourage tangible enhancements in operating standards.

In 2025, the Companys sustainable investment portfolio accounted for 82% of total equity investments. Its riskadjusted returns were not inferior to those of the overall portfolio over the medium to long term and, during the year, outperformed the benchmark. The Company also conducts monitoring at least once a year to ensure alignment with market conditions and evolving international standards.

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	:	4
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	25.00

Information on energy management

Energy management plan

The company's energy management plan : No

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : No

Information on electricity management

Companys electricity consumption^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	161,064.94	151,163.80	152,250.78

	2023	2024	2025
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	161,064.94	151,163.80	152,250.78
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	225.27	224.95	233.16

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 / m ²)	103.39123904	113.62538241	215.35067971

Electricity Expense (*)

	2023	2024	2025
Total electricity expense (Baht)	1,195,907.22	1,036,893.47	1,056,794.03
Percentage of total electricity expense to total expenses (%) (**)	0.07	0.06	0.06
Percentage of total electricity expense to total revenues (%) (**)	0.05	0.05	0.06
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	1,672.60	1,543.00	1,618.37

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
Diesel (Litres)	2,642.69	2,330.41	2,114.88
Gasoline (Litres)	7,774.51	8,521.78	9,123.56

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	439,358.60	471,726.00	459,631.50
Percentage of total fuel expense to total expenses (%) ^(**)	0.03	0.03	0.03
Percentage of total fuel expense to total revenues (%) ^(**)	0.02	0.02	0.02

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)	N/A	255.42	254.18

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) ^(*)	N/A	0.00012696	0.00013406

	2023	2024	2025
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	N/A	0.19199012	0.35951893

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	:	4
Actual number of disclosure boundaries	:	0
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Details of setting goals for water management

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	4
Actual number of disclosure boundaries	:	0
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan : No

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Details of setting goals for waste management

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Information on waste management

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type : Company
Total number of disclosure boundaries : 4
Actual number of disclosure boundaries : 4
Data disclosure coverage (%) : 100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes
Company's existing targets : Setting carbon neutrality targets

Setting carbon neutrality targets⁽¹⁾

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-2	2025 : Greenhouse gas emissions 926.00 tCO ₂ e	2030	None

Remark: ⁽¹⁾ As of 2025, the Company expanded its carbon neutrality target to include all subsidiaries and their branches, covering 100% of the Company's total operational boundaries. As a result, the base year was adjusted from 2022 to 2025.

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas : Yes
management

The Company distributed notices of the shareholders meeting and related meeting documents in the form of QR Code Sealers, enabling shareholders to conveniently, promptly, and securely access and download the information. Through this initiative, the Company was able to reduce greenhouse gas emissions by 11,322.06 kilograms of carbon dioxide equivalent. In addition, the initiative contributed to a reduction in paper consumption and a decrease in the Company's operating costs. The Company saved a total of 1,077,265 sheets of paper for this activity, equivalent to a reduction of 2,154,530 printed pages.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metric tonne of carbon dioxide equivalents)	112.00	107.00	926.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent) ⁽²⁾	31.00	31.00	261.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent) ⁽³⁾	81.00	76.00	665.00

Remark: ⁽²⁾ Year 2025, the Company expanded the scope of data collection and assessment to cover all subsidiaries and their branches, covering 100% of the Company's total operational boundaries. As a result, the base year was adjusted from 2022 to 2025.

⁽³⁾ Year 2025, the Company expanded the scope of data collection and assessment to cover all subsidiaries and their branches, covering 100% of the Company's total operational boundaries. As a result, the base year was adjusted from 2022 to 2025.

Greenhouse Gas Emissions Intensity⁽⁴⁾

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000051	0.000053	0.000488
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.16	0.16	1.42

	2023	2024	2025
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.07189534	0.08042875	0.11172227

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

Remark: (4) Year 2025, the Company expanded the scope of data collection and assessment to cover all subsidiaries and their branches, covering 100% of the Company's total operational boundaries. As a result, the base year was adjusted from 2022 to 2025.

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

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

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : ECEE Company Limited

Reference link for the greenhouse-gas verifier entity : https://www.asiaplusgroup.co.th/upload/en_file_pdf_20260317_130030.pdf

Reference file for the greenhouse-gas verifier entity. : <https://esgmedia-setlink.setgroup.or.th/report/0137/2025/1773791201444.pdf>

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

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

Absorption and removal of Greenhouse Gas

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

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 : ASIA PLUS GROUP HOLDINGS PUBLIC COMPANY LIMITED Symbol : ASP

Market : SET Industry Group : Financials Sector : Finance & Securities

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

The Company and its subsidiaries comply with human rights requirements and uphold respect for human dignity, labor rights, personal rights, and children's rights, without any form of discrimination or exclusion on the basis of race, color, religion, gender, age, nationality, citizenship, sexual orientation, disability, or any other status. The Company has established and disclosed its Human Rights Policy and conducts Human Rights Due Diligence covering all stakeholder groups, including employees, business partners, customers, and members of the community and society. These disclosures are reviewed annually and publicly available on the Company's website

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

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

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

The Company has enhanced its human rights policy and management framework to comprehensively and effectively address all stakeholder groups across all dimensions. This includes regular monitoring, assessment, and review of the risk management system, along with transparent communication to relevant stakeholders, to ensure full compliance with regulatory requirements and alignment with international standards.

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

- Does the company have an HRDD process : Yes

The processes are as below

1. Policy Commitment
2. Identification and assessment of actual or potential Human Rights Risk (HRRR)
3. Integrating findings into internal management mechanism (HRRR)
4. Track and Communicate
5. Appropriate Remediation

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

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

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

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	4
Actual number of disclosure boundaries	:	4
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, Migrant/foreign labor, Child labor, Safety and occupational health at work

1. The Company is committed to fair employment practices and upholding the principles of human rights and labor rights. The Company respect diversity and ensures that there is no unjustified discrimination in recruitment and employment based on race, ethnicity, nationality, gender, age, religion, disability, and any other irrelevant grounds. The Company strictly prohibits child labor, forced labor, and any form of illegal employment.
2. The Company supports paying wages not less than the minimum wage as required by law and is committed to establishing fair and appropriate wage standards, while motivating and retaining employees through compensation aligned with their qualification, responsibilities, and performance.
3. The Company will not engage in any unfair actions that may affect the work stability of the employees.
4. The Company has established a welfare committee to act as employee representative in discussions with the Company, providing advice and recommendations on various employee welfare matters.
5. The Company has ensured a healthy and safe working environment for employees (such as providing a training course about a possible risk in the workplace or statistics of workplace illness, injuries, and fatalities).
6. The Company has planned training programs, from basic knowledge to professional skills, to improve employee skills and performance.
7. The Company has a channel for employee complaints with clear and fair process. The Company also has a process of action needed to remedy those complaints and a policy to protect the employees who file the complaints and those who are related.

Moreover, the Company and its subsidiaries survey and use the survey results to improve and develop benefits, provide opportunities for executives and employees to show their potential, and offer training and skill enhancement opportunities. This aims to ensure that executives and employees are satisfied and motivated to work to their fullest potential and help the Company achieve its goals. This is part of the plan to develop employee engagement and retention.

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 training hours per person per year	-	2025: Average training 25 hours per person per year
• Promoting employee relations and participation	employee satisfaction survey	-	2025: 70%
• Safety and occupational health at work	Number of employee injuries or workplace accidents (cases)	-	2025: 0 case
• Safety and occupational health at work	Number of employees injured or involved in workplace accidents resulting in lost workdays (persons)	-	2025: 0 person
• Safety and occupational health at work	Occupational illness rate (%)	-	2025: 0%
• Safety and occupational health at work	Lost time injury frequency rate (LTIFR) (person/200,000 manhours)	-	2025: 0.00 person/200,000 manhours
• Child labor	Legal disputes related to labor, forced labor, or child labor	-	2025: 0 Case
• Promoting employee relations and participation	Employee complaints	-	2025: 0 case
• Others : Compliance with labor laws	Violations of labor laws	-	2025: 0 case

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

- **Fair Employment, Prevention of Forced Labor, and Strict Compliance with Labor Laws** : The Company maintains a fair employment policy and respects labor rights by ensuring that no form of forced labor, exploitation, harassment, or intimidation is practiced or supported. This includes prohibiting child labor, illegal labor, involuntary

work through coercion or threats, and any form of punishment-based intimidation. The Company also ensures that it is not involved in modern slavery or human trafficking in any part of its operations. In cases of employment termination, the Company strictly adheres to all procedures required under labor laws and does not engage in unfair dismissal. In 2025, the Company recorded a voluntary turnover rate of 9.09%, an increase from 7.29% in 2024.

● **Fair Treatment of Employees** : The Company regards its employees as highly valuable resources essential to the growth and success of the Company and its subsidiaries. Accordingly, the Company and its subsidiaries are committed to treating all employees equitably, without discrimination, harassment, or bullying, whether physical, verbal, or through any other form of conduct. The Company respects diversity in terms of age, race, and gender, ensuring that every employee is given equal opportunities in compensation and career advancement appropriate to their knowledge, capabilities, responsibilities, and individual performance.

1. Avoid any unfair actions that may negatively affect employees job security.
2. Promote respect for personal rights among supervisors, subordinates, and colleagues. Employees are encouraged not to make unfounded accusations and to foster harmony, unity, and a collaborative working environment.
3. The Company promotes worklife balance by enabling employees to work effectively within legally prescribed working hours. Overtime is voluntary and compensated in accordance with legal requirements. The Company also provides leave and holidays not less than those mandated by law. In 2025, total working hours recorded by employees amounted to 174,090 hours.
4. The Company provides confidential grievancehandling channels, with clear, fair, and transparent procedures to verify facts in line with established criteria and processes.

Case	Target	2025	2024
Human rights violations	0 case	0 case	0 case
Legal disputes related to labor, forced labor, or child labor			
Violations of labor laws			
Employee complaints			

● **Fair Compensation, Welfare, and Occupational Health & Safety for Employees** : The Company provides fair and appropriate compensation, wages, overtime payments, holiday pay, and employee benefits in full compliance with legal requirements, without discrimination and within the specified timeframe. The Company is committed to promoting employees quality of life and continuously ensuring workplace safety to prevent injuries, illnesses, or fatalities arising from work. Key initiatives include:

1. Establishing a Safety, Occupational Health, and Working Environment Committee (OHS Committee) responsible for overseeing workplace safety, occupational health, and environmental management, as well as supporting safe work practices to protect employees lives, physical health, mental wellbeing, and hygiene.
2. Organizing training for the Safety, Occupational Health, and Working Environment Committee, with 21 participants from the Company and its subsidiaries, to strengthen understanding of roles and responsibilities and support the development and improvement of workplace safety plans over a twoday program.
3. Appointing an Employee Welfare Committee to serve as a representative body to consult with management and provide recommendations for enhancing employee welfare.
4. Providing fair and appropriate compensation aligned with employees knowledge, skills, responsibilities, and performance, evaluated through the established Key Performance Indicator (KPI) system.
5. Offering flexibility in work arrangements to support employees worklife balance, including flexible working hours and work from home options, subject to approval by direct supervisors.

6. Providing comprehensive employee benefits, including a provident fund, life insurance, health and accident insurance, medical coverage, annual health check ups, influenza vaccinations, and annual leave and other types of leave that meet or exceed legal requirements.
7. Providing financial assistance to employees affected by flooding.
8. Organizing weekly Zumba dance and yoga classes to help employees relieve stress and reduce physical fatigue from work.
9. Supporting internal and external engagement activities to enhance morale and teamwork, such as team building activities, quizzes, and various company engagement programs.
10. Providing an on-site fitness room to promote employees physical well being, as well as recreational space for relaxation and interaction. The Company also established sports clubs and supports employee participation in external competitions such as table tennis, football, and badminton to foster team spirit and build connections with external organizations.
11. Promoting occupational health and safety awareness through internal communications under the Good Tips Good Health initiative, providing guidance on healthy practices, disease prevention, and ergonomic care. In 2025, the Company also organized health seminars such as Stop Pain Before It's Too Late: Decoding Office Syndrome.
12. Conducting annual fire drill and evacuation training in collaboration with building management to prepare employees for emergency situations such as fire incidents.
13. Reviewing the Crisis Management Plan (CMP), a rapid response plan for emergencies such as fire, floods, riots, power outages, or significant absenteeism, and reviewing the Business Continuity Plan (BCP) to ensure essential functions can continue during crises.
14. Maintaining certain COVID 19 prevention measures, despite the easing of the pandemic, to ensure employee safety. These include installing effective air purifiers throughout the office, providing alcohol dispensers at touchpoints, and performing disinfection when a positive case is identified. A crisis management team remains in place to respond to potential disease outbreaks or other emergencies.

The Company remains committed to a zeroaccident and zerooccupationalillness work environment and to maintaining a safe, clean, orderly, and hygienic workplace that supports employee wellbeing and productivity in full compliance with relevant laws and regulations.

Details	Target	2025 Performance	2024 Performance
Number of employee injuries or workplace accidents (cases)	0	0	0
Number of employees injured or involved in workplace accidents resulting in lost workdays (persons)	0	0	0
Occupational illness rate (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (person/200,000 manhours)	0.00	0.00	0.00

● **Employee knowledge and skill development**

1. The Company has established policies and development plans for employees at all levels across the Company and its subsidiaries. The Company promotes and supports continuous learning by encouraging employees to develop knowledge, skills, and competencies that enhance their job performance and service quality for customers. Training programs are regularly organized for employees at the head office, Bangkok branches, and upcountry branches, covering jobrelated software applications, customer service, innovation, and new technologies. The Company and its subsidiaries jointly assess training needs by position level and maintain a continuous Learning and Development Roadmap to ensure that training is effective and aligned with the Companys strategies and objectives. In addition, the Company has implemented an eLearning platform (Learning Management System: LMS) to support and facilitate employee learning. This enables employees to

access training anytime without being required to attend in-person classroom sessions. The Company and its subsidiaries target a minimum of 25 training hours per employee per year. In 2025, employees and executives participated in a total of 151 internal and external training courses average of 33 training hours per person per year.

Training of employee and executive of Company and Subsidiaries	2025	2024
Number of training courses (internal & external)	161 courses	166 courses
Total training hours	21,669 hours	16,656 hours
Average training hours per person per year	33 hours/person/ year	24 hours/person/ year
Training expenses	5,067,506.96 baht	3,764,207.70 baht

In 2025, in addition to essential competency development courses provided to employees and executives, the Company introduced several learning programs aligned with the organizations strategic direction. These programs aim to equip employees with futureready skills and support the Companys longterm strategic goals. Details are as follows:

Course/Project	Course Objective
Data Analytics Using Generative AI	<ul style="list-style-type: none"> ● Understand the fundamentals of data analytics and the role of Generative AI in data analysis. ● Learn how to apply Generative AI to create predictive models and conduct advanced analytics. ● Apply knowledge to realwork use cases such as customer analytics, sales forecasting, and business strategy enhancement.
Strategic Foresight	<ul style="list-style-type: none"> ● Understand the concepts and principles of Strategic Foresight for short, medium, and longterm business planning. ● Develop and evaluate future scenarios to prepare strategic responses. ● Apply Strategic Foresight tools to link strategic plans with organizational goals. ● Strengthen communication skills for presenting analyses and strategic recommendations to management and teams.
Critical Thinking for Better Thinking	<ul style="list-style-type: none"> ● Apply critical thinking tools and techniques for effective problem-solving and decision-making. ● Analyze and assess information from multiple sources logically and systematically. ● Develop questioning techniques to uncover root causes and validate conclusions effectively. ● Apply critical thinking in practical situations such as meetings, planning, and issue resolution.

2. The Company has implemented Individual Development Plans (IDPs) to support employees growth and enhance their skills in alignment with both organizational goals and their personal career aspirations. Examples of development programs include: Digital & Data Leadership for Business, Client Relationship Building & Networking

3. The Company provides opportunities for employees interested in job rotation, allowing them to take on new roles that match their knowledge, capabilities, and suitability. Job rotation helps employees advance their careers, broaden their skill sets, and contributes to the Companys overall effectiveness and talent development.

- **Employee welfare and benefit negotiation** : The Company has established a welfare committee to serve as an employee representative body responsible for consulting, providing recommendations, and discussing matters related to employee benefits with the Company. The Committee oversees the appropriateness of welfare programs

provided to employees and proposes suggestions and improvements to ensure that employee benefits remain relevant and beneficial.

In 2025, the Company conducted an employee and management satisfaction survey covering the Company and its subsidiaries.

The survey results were as follows:

- Satisfaction level target: 70%
- Satisfaction assessment result: 74%

Key survey findings:

- **Colleagues and Communication:** Employees expressed high satisfaction with the support, collaboration, and teamwork among colleagues.
- **Job Responsibilities:** Most employees were satisfied with job assignments that aligned well with their knowledge, skills, and experience.
- **Employee Benefits:** Some suggestions were raised regarding opportunities to further improve employee benefits. The Company communicated the survey results to all executives and employees of the Company and its subsidiaries through the internal announcement board.

Action plan: The Company will utilize the survey results to improve and enhance employee benefits, workplace facilities, and the overall working environment. The Company will also continue to create opportunities for employees and executives to demonstrate their capabilities, receive training, and strengthen their skills. These initiatives aim to increase employee satisfaction, motivation, and engagement, ultimately supporting talent retention and enabling employees to contribute effectively to achieving the Company's strategic goals.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	715	672	653
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons) ⁽¹⁾	715	672	653
Male employees (persons)	277	270	251
Percentage of male employees (%)	38.74	40.18	38.44

	2023	2024	2025
Female employees (persons)	438	402	402
Percentage of female employees (%)	61.26	59.82	61.56

Remark: ⁽¹⁾ All the number of employees presented includes employees of the Company and its subsidiaries.

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	71	67	74
Percentage of employees under 30 years old (%)	9.93	9.97	11.33
Total number of employees 30-50 years old (Persons)	404	369	350
Percentage of employees 30-50 years old (%)	56.50	54.91	53.60
Total number of employees over 50 years old (Persons)	240	236	229
Percentage of employees over 50 years old (%)	33.57	35.12	35.07

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	29	36	34
Percentage of male employees under 30 years old (%)	10.47	13.33	13.55
Total number of male employees 30-50 years old (Persons)	155	145	136
Percentage of male employees 30-50 years old (%)	55.96	53.70	54.18

	2023	2024	2025
Total number of male employees over 50 years old (Persons)	93	89	81
Percentage of male employees over 50 years old (%)	33.57	32.96	32.27

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	42	31	40
Percentage of female employees under 30 years old (%)	9.59	7.71	9.95
Total number of female employees 30-50 years old (Persons)	249	224	214
Percentage of female employees 30-50 years old (%)	56.85	55.72	53.23
Total number of female employees over 50 years old (Persons)	147	147	148
Percentage of female employees over 50 years old (%)	33.56	36.57	36.82

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	563	521	503
Percentage of employees in operational level (%)	78.74	77.53	77.03
Total number of employees in management level (Persons)	140	141	140

	2023	2024	2025
Percentage of employees in management level (%)	19.58	20.98	21.44
Total number of employees in executive level (Persons)	12	10	10
Percentage of employees in executive level (%)	1.68	1.49	1.53

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	213	205	187
Percentage of male employees in operational level (%)	76.90	75.93	74.50
Total number of male employees in management level (Persons)	55	58	57
Percentage of male employees in management level (%)	19.86	21.48	22.71
Total number of male employees in executive level (Persons)	9	7	7
Percentage of male employees in executive level (%)	3.25	2.59	2.79

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	350	316	316
Percentage of female employees in operational level (%)	79.91	78.61	78.61
Total number of female employees in management level (Persons)	85	83	83

	2023	2024	2025
Percentage of female employees in management level (%)	19.41	20.65	20.65
Total number of female employees in executive level (Persons)	3	3	3
Percentage of female employees in executive level (%)	0.68	0.75	0.75

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)	277	270	251
Bangkok Metropolitan (Person)	237	236	220
Northern (Person)	17	14	13
Central (Person)	1	2	4
Northeastern (Person)	7	6	4
Southern (Person)	7	6	6
Eastern (Person)	8	6	4

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	438	402	402

	2023	2024	2025
Bangkok Metropolitan (Person)	370	345	349
Northern (Person)	24	22	19
Central (Person)	8	7	7
Northeastern (Person)	10	8	8
Southern (Person)	11	9	8
Eastern (Person)	15	11	11

Number of employees working abroad

	2023	2024	2025
Total employees working abroad (Person)	0	0	0
Total male employees working abroad (Person)	0	0	0
Total female employees working abroad (Person)	0	0	0

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	5	5	5
Percentage of disabled workers to total employment (%)	0.70	0.74	0.77
Total number of employees with disabilities (Persons)	0	0	0
Total male employees with disabilities (persons)	0	0	0
Total female employees with disabilities (persons)	0	0	0

	2023	2024	2025
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
Total number of workers who are not employees with disabilities (persons)	5	5	5
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	1,148,728,787.76	980,578,114.26	988,468,259.64
Total male employee remuneration (baht)	606,621,975.97	475,247,391.95	473,807,692.52
Percentage of remuneration for male employees (%)	52.81	48.47	47.93
Total female employee remuneration (baht)	542,106,811.79	505,330,722.31	514,660,567.12
Percentage of remuneration for female employees (%)	47.19	51.53	52.07
Average of remuneration of employees (Baht/persons)	1,606,613.69	1,459,193.62	1,513,733.93
Average of remuneration for male employees (Baht/persons)	2,189,971.03	1,760,175.52	1,887,680.05
Average of remuneration for female employees (Baht/persons)	1,237,686.78	1,257,041.60	1,280,250.17
Rate of average of remuneration between female employees and male employees	0.57	0.71	0.68

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company is aware of the importance of retirement saving for employees, so provident funds are provided to employees. We meticulously select fund management companies that comply with Investment Governance Code (I Code) to ensure provident fund management with responsibility and consider environmental and social factors and good governance practices in order to ensure that the provident funds will a stable and secure growth for the best interest of all provident fund members of the Company in the long term. The Company select provision fund management companies with the following criteria:

1. Appropriate operation systems for provident funds, such as fund management system, member management system, settlement system, information disclosure system, operation control system, and complaint systems.
2. Stability of the fund management companies, which ensure that the fund managers can maintain consistent fund management in any situation.

Overview of methods for determining employee and employer contribution Rates

Provident fund contribution rates

- Employee contribution rate : Employees contribute 415% of their wages to the provident fund.
- Employer contribution rate : The Company contributes 48% of employees wages, depending on each employees length of service.

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)	706	668	617
Number of employees joining in PVD (persons)	647	601	575
Number of PVD members / Total employees (%)	90.49	89.43	88.06
Number of PVD members / Total eligible employees (%)	91.64	89.97	93.19

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	37,928,088.00	35,425,356.00	36,285,075.00

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 (%)
ASIA PLUS GROUP HOLDINGS PUBLIC COMPANY LIMITED	Yes	653	617	575	88.06	93.19

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	23.00	24.00	33.00
Total amount spent on employee training and development (Baht)	3,362,618.29	3,764,207.70	5,067,506.96
Percentage of training and development expenses to total expenses (%) ^(*)	0.002002	0.002149	0.002849
Percentage of training and development expenses to total revenue (%) ^(*)	0.001543	0.001871	0.002673

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

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	1,255,129.75	1,167,813.00	1,141,448.50
Total number of hours worked by employees (Hours)	1,255,129.75	1,167,813.00	1,141,448.50

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	0.00	0.00	0.00

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

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

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	81	102	73
Total number of male employee turnover leaving the company voluntarily (persons)	43	44	38
Total number of female employee turnover leaving the company voluntarily (persons)	38	58	35
Proportion of voluntary resignations (%)	11.33	15.18	11.18
Percentage of male employee turnover leaving the Company voluntarily (%)	53.09	43.14	52.05
Percentage of female employee turnover leaving the Company voluntarily (%)	46.91	56.86	47.95

	2023	2024	2025
Evaluation result of employee engagement	-	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
Reference link to consumer data privacy and protection policy and guidelines	:	https://www.asiaplus.co.th/api/image?imageUrl=/uploads/Privacy%20Notice/File/2025/Privacy%20Notice%20for%20Customers-06082025-EN.pdf

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
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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 and its subsidiaries operate with a customer-centric approach, prioritizing the fulfillment of customer needs and offering a diverse range of products, while also providing knowledge and fostering understanding about the Company's products, with the goal of maximizing the value of its services. This strategy is aimed at retaining and expanding the customer base while cultivating strong relationships with customers. Key practices are as follows:

1. Strongly committed to protecting customer privacy and strictly complies with personal data protection laws.

2. Safeguard customers interests with integrity and honesty, and refrain from soliciting any benefits from customers in exchange for performing ones duties.
3. The Company provides customers with complete, accurate, appropriate, and up-to-date information, and disclose all material and relevant information necessary for their investment decisions and ensure that no material facts are omitted or presented in a misleading manner.
4. The Company will offer new diversified products to meet the different demands of customers.
5. The Company will provide services with responsibility towards customers.
6. The Company will develop and adopt new technologies and innovations with our services to maximize customer satisfaction.
7. The Company will develop more channels to disseminate the Companys information and news.
8. The Company will provide training courses or seminars to educate customers about new financial products and services to build their confidence in the products and services.
9. The Company will treat all customers fairly and equally and will not engage in any actions that may violate their rights.

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 's satisfaction	-	2025: The satisfaction level rated at 4 out of 5.

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

- The Company recognizes the significance of personal data protection and, consequently, has established a comprehensive data protection policy covering key aspects such as: 1) the scope of customer's personal data collected by the Company, 2) the objectives of collecting, using, or disclosing personal data, 3) procedures for disclosing or transferring personal data, 4) the transfer of personal data to receivers in other countries, 5) data retention periods, 6) other essential information regarding customer's personal data, 7) Data subject rights, 8) the effective date of the Personal Data Protection Act (PDPA), 9) amendments to the Company's data protection policy, and 10) the Company's contact information. The Company and its subsidiaries have established a Personal Data Protection Department and appointed Data Protection Officers (DPOs) responsible for overseeing customer data protection, addressing customer inquiries, and handling privacyrelated complaints. All practices comply with the Companys Privacy Policy and the PDPA. The policy and contact channels are publicly disclosed on the Companys

website: <https://www.asiaplusgroup.co.th/post-privacy-policy.php> and on all subsidiary websites. Additionally, the Company has developed internal operational guidelines and workflows for handling data subject rights, made available on its intranet to ensure employees understand and follow the required procedures. In 2025, the Company recorded zero customer complaints related to personal data.

- The Company strictly protects customer confidentiality and acts honestly and ethically in safeguarding customers best interests. No employee is permitted to solicit benefits or compensation from customers in exchange for performing their duties. All customers are treated fairly and professionally. The Company has established a customer complaint handling system to ensure timely and impartial resolution of issues. The Company also participates in the arbitration disputes resolution process organized by the Office of the Securities and Exchange Commission (SEC).

- Aligned with the Companys mission to be a center of financial knowledge and emerging financial developments, the Company and its subsidiaries conduct training, seminars, and educational programs to provide customers with uptodate knowledge of financial products, services, investment techniques, and strategies. To ensure accuracy and compliance, only authorized personnel are permitted to communicate product information to customers. In 2025, the Company and its subsidiaries organized various activities through multiple formats to enhance customers understanding of the Companys products and services and to meet the diverse needs of customers. Activities included:

1. Seminar: Strategic Investment Approaches to Navigate Market Volatility A knowledgesharing session designed for High Net Worth investors, focusing on advanced investment perspectives and practical strategies to navigate market uncertainties.
2. Seminar: WEALTH 4.0 Transforming Investment Through Digital Assets A program aimed at introducing investors to digital asset trends, emerging investment opportunities, and strategies to transition confidently and sustainably into the digital era.
3. Seminar: Geopolitics, Wealth & Opportunity When Global Politics Reshape Investment Landscapes This session provided deep insights into geopolitical developments, global economic trends, and key investment opportunities amid worldwide volatility.
4. Seminar: Holistic Investment Solutions An event offering comprehensive investment perspectives across domestic and international markets, along with tailored wealthmanagement strategies designed to align with individual investors goals and lifestyles. The seminar emphasized an integrated approach to wealth planning to support highquality, allround investment decisionmaking.
5. Private Seminar & Afternoon Tea: A personalized knowledgesharing session focusing on tax planning, wealth transfer strategies, international stock taxation mechanisms, and inheritance tax planning. The program helped investors develop effective strategies for preserving and passing on wealth to future generations.
6. Dinner Talk: Financial Investment & Wealth Passion A special event for clients to gain inspiration and exchange views on building wealth through modern financial assets and luxury assetscombining investment insights with lifestyle driven wealth planning.
7. Activity: A Journey into Brain & Mind Balance A unique experience for clients, integrating mental wellness practices with financial wellbeing to promote holistic life balance
8. Participated in the exhibition booth at the event titled Strategies for Investing in Overseas Equities, organized by the Stock Exchange of Thailand, to provide investment knowledge and introduce products to customers and investors interested in initiating investments in international markets.

- The Company and its subsidiaries place great importance on customer care and responsibility by continuously integrating technology to enhance service efficiency. This ensures readiness for new products, compliance with evolving business regulations, and improved convenience across all service areas, in line with the Companys core strategic direction. Key initiatives include:

○ Enhancement of Online Services (eServices) Improved and expanded online service systems to allow customers to perform transactions independently via the Companys website without submitting any paper documents. Services include: fund deposit/withdrawal, securities transfer, risk assessment, personal data updates, KYC review, and account status confirmation. Moreover the Company expanded the scope of online services to cover a wider range of products and transactions, such as foreign securities transfers, etc. Currently, 13 types of services are available through the online service platform.

○ Developed the eAccount system to support all types of account openings via online channels and added new identityverification methods to enhance customer convenience, speed, and security.

○ Upgraded the ASP Smart and DW Scanner mobile applications to provide more comprehensive and userfriendly features for customers.

○ Launched various new products tailored to market conditions and individual customer investment behaviors and ensured customers understand the associated risks, such as with USD Options and other complex products.

○ Enhanced information accessibility and alert notifications through LINE CONNEXT, enabling customers to receive timely and important updates.

○ Introduced additional services to meet diverse customer needs, such as personalized investment allocation planning.

○ The Company improved product presentation formats to make them simpler and more aligned with customers changing behaviors and informational needs. Additional communication channels were expanded to provide timely market insights, investment updates, and educational content through social media platforms such as: Facebook, YouTube, Telegram, Podcast, Spotify, SoundCloud, Instagram, and TikTok. In 2025, Asia Plus Securities conducted a customer satisfaction survey to assess service quality and gather insights to improve customer relationship management. The key findings are as follows:

1. Overall Satisfaction Results : A rating scale of 5.00 was used to measure overall customer satisfaction.

● Target - score: 4.00

● Actual score: 4.16

The result, which exceeds the target, reflects the Companys success in maintaining high service standards and its commitment to delivering the best customer experience.

2. Key Insights from the Survey : Analysis of both qualitative and quantitative data highlighted several success factors valued by customers:

a. Trust and Personnel : Customers expressed strong confidence in the Companys stability and reliability. They also appreciated the professionalism, attentiveness, and courteous service of the Companys personnel, which played a significant role in strengthening customer relationships.

b. Products and Services : Customers valued the wide range of financial products offered. Continuous innovation and product enhancement allowed the Company to meet evolving market conditions and customer needs effectively.

c. Information and Knowledge : A key strength identified was the Companys ability to deliver timely information, market analyses, and investment insights. Customers also responded positively to the Companys seminars and educational activities, which enhanced customers understanding of financial markets.

3. Strategic Directions for Enhancing Customer Satisfaction : To align with the Companys customercentric strategy, several action plans were established to translate survey results into operational improvements:

a. Enhancing Customer Experience : The Company will continue improving the quality of investment advice and enhancing its responsiveness to customer needs, with the goal of delivering superior service experiences.

b. Meeting Investment Objectives : Survey insights will be used to analyze and curate financial products that align with customer investment goals, ensuring suitability and optimal returns tailored to each customer segment.

c. Advancing Platform Innovation : The Company will continue to enhance its investment platforms to ensure greater efficiency, stability, and userfriendliness, enabling seamless digital investment experiences aligned with modern customer lifestyles.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	-	Yes	Yes

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from : Yes
customers/consumers

Telephone : 026801122

Fax : -

Email : sasitorn@asiaplus.co.th

Companys website : www.asiaplusgroup.co.th

Address : Asia Plus Group Holdings Public Company Limited
3/1 Floor, Sathorn City Tower,
175 South Sathorn Road, Thungmahamek,
Sathorn, Bangkok 10120

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

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

The Company and its subsidiaries maintain strong relationships with local communities, ensuring that their operations do not cause disturbance or adverse impacts. The Group is committed to contributing to community and social development through appropriate initiatives. The Company places particular focus on financial literacy, aiming to enhance public understanding of emerging financial developments in alignment with the Company's mission and strategic direction. In addition, the Company supports capacity building within communities, helping create opportunities and improve quality of life, particularly in education and wellbeing, through various initiatives.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : No

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

- **Providing knowledge for the students, organizations, investors, including the general public** : The Company and its subsidiaries recognize the importance of sharing financial knowledge and aligning with the Group's mission to enhance financial literacy. Accordingly, the Company encourages executives and employees with professional expertise to serve as speakers and resource persons for students, institutional personnel, organizations, investors, and the general public. These initiatives help broaden understanding of new financial developments and support knowledge dissemination to wider society. Key activities in 2025 included:

○ The Company participated as a guest lecturer Smart Financial and Investment Strategies for the Future of Healthcare Businesses for the Mini MBA Future Leader for a Medical Hub program at the College of Graduate Study in Management, Khon Kaen University. The session provided participants with knowledge on business management, strategic planning, and brand building. A total of 36 students attended the lecture.

○ The Company served as one of the speakers at a seminar Rising Global Assets Amid the Trump Effect organized by Money & Banking Magazine, offering insights and strategies on international investments for investors and the general public. The event attracted 80 participants.

○ The Company organized a seminar to share knowledge NEW NORMAL, NEW CHALLENGES and perspectives on opportunities and challenges in the Thai hospital business sector. A total of 27 participants attended the session.

○ The Company organized Designing a Planet Full of Life activity under Bangkok Climate Action Week 2025, held for the first time in Thailand and the ASEAN region on 27-28 September 2025 at the Faculty of Architecture, Chulalongkorn University. The activity emphasized hands-on learning through the concept of Learn Create Act, encouraging youth to imagine and design their own City of Life while exploring solutions to future environmental challenges through a blend of knowledge, creativity, art, and cross-sector collaboration, with a total of 135 participants joining.

● **Donation of Equipment, Supplies, and Financial Support** : In 2025, the Company, its subsidiaries, and employees collectively supported educational development for students in remote areas at the Ban Kraikriang Border Patrol Police Learning Center in Kanchanaburi Province. Contributions included monetary donations, learning materials, and essential supplies with a total value of THB 211,600. These donations benefited more than 120 students, helping to enhance their learning opportunities and improve access to essential educational resources in underserved communities.

● **Asia Plus Art Contest Project** : Asia Plus Group Holdings organizes Asia Plus Art Contest to support and encourage Thai artists who have ideas, passion, and skills to create artworks with aesthetic value. The Contest also serves as a space for Thai artists to express themselves and show their talents. It also aims to promote Thai artists and Thai artworks to a wider group of audience. This project is held annually and 2025 marked the 13th consecutive year of the competition. The theme for this year was Dreams, inviting artists to explore their inner thoughts and emotions through deep creative processes. The theme's openness allowed for diverse interpretations across multiple dimensions. This year's competition received a total of 366 submissions from 325 artists across all regions of Thailand—the highest number of entries since the project began. Submissions were received from: Central Region and Bangkok: 248 artworks, Northern Region: 78 artworks, Northeastern Region: 32 artworks, Southern Region: 12 artworks. The winning artworks received cash prizes and certificates of recognition. The selected works, including the award-winning pieces and those chosen for exhibition, will be displayed at the Bangkok Art and Culture Centre, an art museum located in Pathumwan, Bangkok. The exhibition was open for public viewing, and visitors could purchase the displayed artwork. This initiative not only provides financial support to artists but also serves as a means to inspire and motivate them to continue their creative endeavors.

● **ASP Care Blood Donation** : As part of our mission to contribute to the well-being of others, the Company and its subsidiaries have collaborated with the Thai Red Cross Society to conduct a quarterly blood donation activity for the past 9 years. This activity continued to receive participation from executives, employees, and the general public in 2025. Each blood donation can be broken down into separate component parts by a centrifuge, such as platelets, red blood cells, and plasma. These can save more than three lives and can also be reproduced into other blood products to help people who have illnesses. In 2025, the Company received a total of 101,150 cubic centimeters of blood through donation activities, contributed by 289 donors.

Benefit from implementing social development project

Financial benefits

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

	2023	2024	2025
Income (Baht)	0.00	474,200.00	524,200.00

Non-financial benefits

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

	2023	2024	2025
beneficiaries of the company's activities. (Persons)	0.00	14.00	6.00

Expenses from social and environmental development project

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	N/A	2,643,550.34	2,552,944.45
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	N/A	0.150918	0.143512
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	N/A	0.131406	0.134645

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

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 : ASIA PLUS GROUP HOLDINGS PUBLIC COMPANY LIMITED Symbol : ASP

Market : SET Industry Group : Financials Sector : Finance & Securities

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Board of Directors policy and guidelines on corporate governance

Board of Directors of Asia Plus Group Holding Public Company Limited (the Company) realizes the significance of good corporate governance which constitutes a foundation for a policy formulated to oversee the Companys operations. This policy encompasses rights and equal treatments for all shareholders and stakeholders; role, responsibility, and independence of directors; information disclosure and transparency; risk controls and management; business ethics; and policy compliance for the Board, the Management, and all employees.

The policy on good corporate governance has been commenced as follows:

1. The Board must treat and communicate with every shareholder on an equitable basis.
2. The Board must be mindful of the rights of all stakeholders and strive to promote good understanding of and cooperation with the Company.
3. The Board conducts their duties with due regard for the best interests of the Company and stakeholders. The Board also establishes a structure and procedure to clearly define and separate the role and responsibilities for the Board from those of shareholders and the Management.
4. The Board takes due care to ensure that the Management discloses Company reports and information which are accurate, timely, transparent and in compliance with the applicable laws and regulations.
5. The Board is responsible for establishing a structure to evaluate the performance of the Management with reference to management policy and effectiveness of the internal control system.
6. The Board establishes a Code of Business Conduct to provide guidelines for the Management and employees in running the Companys business in conformance with relevant laws as well as the highest standards of business ethics and generally accepted practices for the securities business.

Moreover, the Company has policies covering important issues as follows:

- Anti-Corruption Policy : The Company makes the anti-corruption policy and guideline to ensure that all directors, executives, and employees are committed to conducting business with honesty, integrity, and fairness; performing duties with business ethics and good governance; abiding by responsibility towards every relevant party; expressing the intention to stand against corruption and acceptance and offering of bribery in every form; and conducting business in compliance with the applicable laws. This policy has been approved by the Board of Directors and revised once a year to keep it consistent with the state regulations and the situation. Moreover, the Company and all subsidiaries have been certified as members of the Thai Private Sector Collective Action Against Corruption (CAC). The Company has disclosed the full policy on website www.asiplusgroup.co.th.
- Anti-Money Laundering and Counter-Terrorism and Proliferation of Weapon of Mass Destruction Financing Policy and policies regarding acceptance of clients and risk management related to money laundering and counter-terrorism and proliferation of weapon of mass destruction financing : The Company makes these policies to prevent violators from using the Companys transactions and services to conduct money laundering

and financing of terrorism and proliferation of weapons of mass destruction. The Company also has a tracking system for customers accounts and suspicious transactions.

- Inside Information Protection Policy : The Company has a policy to prevent usage of the Companys inside information for one owns interests, both directly and indirectly. The Company has set regulations for transactions from which potential conflicts of interest may arise. All directors, executives, and employees must strictly comply with the inside information protection policy.
- Conflicts of Interests Policy : The Company has a policy and code of conduct to prevent conflicts of interest as follows: 1) do not conduct any activities that cause conflicts of interest; 2) do not appoint a representative or act as a representative for personal gain; and 3) in case that an issue that potentially causes conflicts of interest arises, immediately report to the directors of the division.
- Personal Data Protection Policy : The Company realizes the importance of privacy, which is a basic human right. An individual is entitled to privacy protection from use of ones personal data without approval or consent for other peoples gain. As a result, the Company makes the personal data protection policy to set operational duties and responsibilities to ensure that management of personal data of employees and outsiders (storage, collection, use, disclosure, and/or transfer to overseas) does not violate the personal data rights and is in compliance with the applicable laws and regulations. All employees, directors, and executives must comply with the personal data protection policy.
- IT Governance and Management and Information Security Policy : The Company makes a policy and guideline for IT governance and management and information security as well as revised the IT and information security policy to keep it up to date, consistent with the fast-changing situation, and in compliance with business conditions and applicable laws and regulations.
- Non-Infringement of Intellectual Property and Copyright Policy : The Company values importance of non-infringement of intellectual property or copyright and computer security and makes a guideline to ensure that all directors and employees comply with applicable laws.
- Customers Confidential Information Non-Disclosure Policy : The Company has a policy to protect customers confidential information. All employees or directors who possess customers confidential information relevant to the Companys internal activities, either from their responsibilities or from the Companys personnel, must not do any activities that may disclose confidential information to the public, both directly and indirectly.

Policy and guidelines related to the board of directors

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

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 adopts formal and transparent procedures for the election of directors. The Nomination Committee is responsible for selecting people who have appropriate skills, abilities, qualifications, and other necessary knowledge for the Companys business, regardless of gender and age. The Nomination Committee also nominates suitable candidates for the election of directors for shareholders approval at Board of Directors meeting. The procedures are

- Independent director

The person who is nominated to be the independent director and/or member of the sub-committee must not only have the qualification according to the SECs notification, the Companys independent director qualifications and charter of each committee but also can express the independent opinions.

The qualifications of the Independent director are

1. Holding shares not exceeding 0.5 percent of the total number of voting rights of the company, its parent company, subsidiary, affiliate major shareholder or controlling person which may have conflicts of interest. This also includes number of shares held by related person of the independent director.
2. Neither being nor having been an executive director, employee, staff, or advisor who receives fixed salary, or a controlling person of the company, its parent company, subsidiary, affiliate, major shareholder or of a controlling person of the company unless the foregoing status has ended no less than two years. Such prohibited characteristic does not include the case that the independent directors having been a civil servant or adviser to government agency who holds a significant stake or is a controlling person of the company.
3. Not being a person related by blood or registration under laws, such as father, mother, spouse, sibling, and child, including spouse of the children, executives, major shareholders, controlling persons of the company, or persons to be nominated as executive or controlling persons of the company or its subsidiary.
4. Not having nor ever having a business relationship with the company, its parent company, subsidiary, affiliate, major shareholder or controlling person of the company, in the manner which may interfere with his independent judgment, and neither being nor having been a major shareholder or controlling person of any person having business relationship with the company, its parent company, subsidiary, affiliate, major shareholder or controlling person of the company unless the foregoing relationship has ended not less than two years.
5. Neither being nor having been an auditor of the company, its parent company, subsidiary, affiliate, major shareholder or controlling person of the company, and not being a major shareholder, controlling person or partner of an audit firm which employs auditors of the company, its parent company, subsidiary, affiliate, major shareholder or controlling person of the company unless the foregoing relationship has ended not less than two years.
6. Neither being nor having been any professional advisor including legal advisor or financial advisor who receives an annual service fee exceeding two million baht from the company, its parent company, subsidiary, affiliate, major shareholder or controlling person of the company, and neither being nor having been a major shareholder, controlling person or partner of the professional advisor unless the foregoing relationship has ended not less than two years.
7. Not being a director who has been appointed as a representative of the companys director, major shareholder, or shareholders who are related to the companys major shareholder.
8. Not operating any business that has the same characteristics or competition with business of the company or the companys subsidiary. And, not being a partner who has a say in any form of partnership, an executive director, an employee, a staff or an advisor who receives fixed salary, or holding shares more than one percent of the total number of voting rights in any other company that has the same characteristics or competition with business of the company or the companys subsidiary.
9. Not having any characteristics which make him/her incapable of expressing independent opinions with regard to the companys business affairs.

• The Company director

Election of directors will be made by shareholders;

1. A shareholder shall have one vote for each share held;
2. In selecting the directors, the voting therefore may be for each of the candidates at a time or for all the candidates forming a group at a time or by any other means as may be deemed appropriate by the meeting of shareholders. But in the voting process, each shareholder shall be entitled to the manner of voting prescribed under 1 above but may not distribute the vote for any particular candidate or for the candidates forming the group;

3. Candidates shall be decided on the basis of the majority of the vote case. In case of a tie of votes, the chairman presiding over the meeting shall have the casting vote.

Election of the replacement director

1. In case of vacancy in the Board of Directors for reasons other than the expiration of the directors term of office, the Board of Directors shall elect a person who has qualifications and who possesses no prohibit attributes pursuant to the relevant provisions of the Public Limited Companies Act as the replacement director at the next meeting of the Board of Directors, unless the remaining term of office of the said director is less than two months.

The replacement director shall hold office for the remaining term of office of the director whom he or she replaces. The resolution of the Board of Directors in electing replacement Director shall be by a vote of not less than three quarters of the number of director remaining.

2. In case the whole Board of Directors vacates office, the terminated Board of directors shall remain in office to conduct the business of the company as necessary until the new Board of Directors takes office, unless the court order state otherwise.

In case of termination by courts order, the terminated Board of Directors shall call a shareholder meeting to elect a new Board of Directors within one month of its date of termination by serving written notice calling a shareholder meeting not less than fourteen days prior to the date of the meeting.

3. In case of vacancies in the Board of Directors resulting in the number of directors being less than the number required for a quorum, the remaining directors may perform any act in the name of the Board of directors only in matters relating to the calling of a shareholder meeting to elect directors to replace all the vacancies. Such a meeting shall be held within one month of the date that the number of directors falls below the number required for a quorum. The replacement directors shall retain office only for the remaining terms of office of the directors whom they replace.

The qualification of the Company s director

1. Directors must not operate any business which has the same nature as and is in competition with the business of the Company or become a partner in an ordinary partnership or become a partner with unlimited liability in a limited partnership or become a director of any juristic person operating business of similar nature as or is in competition with the business of the Company, unless he or she notifies the shareholders meeting prior to the passing of resolution of his or her appointment.

2. Directors shall be possessed of qualifications and not of disqualifications under the Limited Public Company Act, the Securities and Exchange Act, the Derivatives Act, and other relevant acts or the rules of the Securities and Exchange Commission, shall not be possessed of characteristics showing inappropriateness to be entrusted with business management of a publicly held company as provided by the SEC, and shall be possessed of qualifications under the Companys rules and regulations.

3. Directors shall be possessed of knowledge, ability, expertise, and experience that is beneficial to and appropriate to the characteristics of the Companys business, shall run a business with honesty and morality, and shall devote knowledge, competence, and time for the Company.

4. Directors must be able to perform their duties and express opinions independent of the management team and other beneficial groups.

5. An independent director shall be possessed the following qualifications under rules of the Company and regulators.

In 2025, the Company gave the chance to shareholders to nominate a qualified person to be elected as the Company director by posting on the Companys website but there is no nomination for being elected to be the director of the Company.

- Executive director

The Board of Directors is empowered to appoint any number of directors and/or other persons who are officers or employees of the Company to be Executive Committee.

- Top-level executive management

The Board gives precedence to the appointment of the top-level executive management position, so the Board assigns the Chief Executive Officer and Executive Directors to consider or appoint the appropriate person equipped with the knowledge, skill and experience to be top-level executive management.

Determination of director remuneration

Remuneration of directors

Annual remuneration for the Board of Directors was approved by shareholders at the Annual General Shareholders Meeting No.24 on 25 April 2018 at an amount not exceeding 15 million baht. This has taken effect since fiscal year 2018 onwards until the shareholders meeting determines otherwise. The Remuneration Committee considers annual remuneration for members of the Board of Directors within the limit. The rate should be on par with that of the industry and will be attractive enough to retain directors with the desired qualifications. It will also be commensurate with additional assigned duties and responsibilities. Directors who serve as Audit Committee members, Risk Management Committee members, Remuneration Committee members, and Corporate Governance and Social Responsibility members are entitled to additional remuneration due to the extra duties. Directors receive the remuneration in the form of director fees and bonus. Bonus will be only paid to directors who are not employees of the Company.

1) Remuneration in cash

The Company directors received remuneration in the form of director fees and bonus. The bonus will be paid to the director who is not an employee of the Company, the amount of money is based on the Company's performance. The remuneration of the members of the committee will be paid to the members who are not the executives of the Company when attending the meeting.

The remuneration of directors and committees is aligned with the industry, the company's performance and also be based on each person's responsibilities. However, the total amount of director fee is still in line with the approval of the General Meeting of Shareholders No. 24 to pay directors remuneration not exceeding 15,000,000 Baht per annum. The remuneration of directors comprises

1.1) Director fee

- The Board of Directors : The fee will be paid to members of the Board of Directors on monthly basis at the following rate;

Chairman of the Board : 56,500 Baht per month

Other director : 34,000 Baht per month

- The Audit Committee : The fee will be paid to members of the Audit Committee who attend the meeting at the following rate.

Chairman of the Audit Committee : 50,000 Baht per no. of meeting attendance

Member of the Audit Committee : 34,000 Baht per no. of meeting attendance

- The Risk Management Committee : The fee will be paid to the Chairman and members of the Risk Management Committee who attend the meeting at the following rate.

Chairman of the Risk Management Committee : 34,000 Baht per no. of meeting attendance

Member of the Risk Management Committee : 34,000 Baht per no. of meeting attendance

- The Remuneration Committee : The fee will be paid to the Chairman and members of the Remuneration Committee who attend the meeting at the following rate.

Chairman of the Remuneration Committee : 34,000 Baht per no. of meeting attendance

Member of the Remuneration Committee : 34,000 Baht per no. of meeting attendance

- The Corporate Governance and Sustainability Committee : The fee will be paid to the Chairman and members of the Corporate Governance and Sustainability Committee who attend the meeting at the following rate.
Chairman of the Corporate Governance and Sustainability Committee : 34,000 Baht per no. of meeting attendance
Member of the Corporate Governance and Sustainability Committee : 34,000 Baht per no. of meeting attendance
- Other sub-committee : the other sub-committees do not receive any remuneration.

1.2) Bonus

The bonus will be paid to the director, who is not an employee of the company, based on the Company's performance.

1.3) Director fee from the subsidiaries

The fee will be paid to the directors of the Company who serve as directors of such subsidiaries when attending the meeting. Anyway, it depends on each company's policy.

2) Other remuneration

Besides the remuneration mentioned above, the Company did not pay any other remuneration to the directors.

Independence of the board of directors from the management

Chairman of the Board represents the Company's major shareholder and is not the independent director but he efficiently performs his duties as Chairman of the Board. Moreover, there are 5 non-executive directors, more than half of the total number of Board members, in the Board of Directors so it can create the balance of power and ensure transparent and concise management auditing. Besides, Independent directors are independent from any influential sources that may compromise their independence and impartiality, and the number of members is sufficient to create a balance of power in the Board, thereby preventing any director or group of directors from influencing the independent exercise of judgment of the Board and allowing every director to express their opinions freely.

Director development

The Company encourages and facilitates the Company's directors, executives, and company secretary to attend the seminar or the training course, paid for by the Company, in order to continuously develop themselves and enhance their knowledge about their roles and responsibilities as the Company's directors or executive officers. The Company's directors attended not only the Director Accreditation Program (DAP) but also the Director Certification Program (DCP) and Corporate Governance for Capital Market Intermediaries course (CGI). Besides the courses which concerning their roles and responsibilities, the company also provided on-site and off-site courses with equipped with the knowledge about the Company's new financial product to ready them for the changing business environment. The training courses are offered both on-site and off-site.

Board performance evaluation

The Board will conduct an annual self-evaluation to review, monitor, and assess the performance of the Board. Each director will do the assessment and the company secretary will summary and propose the result of the assessment to the Board of Directors.

The self-assessment of the director was conducted by using the form which was revised to align with the CG Code, the guideline practice from the Thai Institute of Directors Association and the responsibilities of the director. The results of the assessments were reported in the Board of Directors Meeting. There are 2 kinds of assessment which are:

1 Board self-assessment : this assessment is to evaluate the performance of the Board as a team under 5 topics which are

- The structure and characteristics of the Board
- The roles and responsibilities of the Board
- The Board meetings
- The Board's performance of duties
- The self-development of directors and executive development

The average score of the Board self-assessment in 2025 was 94.86%.

2 Individual self-assessment as Board or Sub-Committee : this assessment is to evaluate the Board or Sub-Committees performance as individual under 3 topics which are

- The structure and characteristics of the board
- The board meeting
- The roles and responsibilities of the board

The average score of the individual self-assessment in 2025 was 96.31%.

Besides the Board of Directors self-assessment, the Company arranges the self-assessment for the committee and the independent directors too, the details are as below:

Self-evaluation for Sub-Committee

The committees which consist of the number of directors more than one-half of total number of such committees are responsible for conducting an evaluation in order to evaluate the committees performance as a team. The Audit Committee, the Nomination Committee, the Remuneration Committee, the Risk Management Committee, the Corporate Governance and Sustainability Committee and the Executive Committee are responsible for conducting a self-evaluation under the areas of assessment of

- The structure and characteristics of the sub-committee
- The committee meeting
- The roles and responsibilities of such sub-committee

The results of the assessment are reported in the Board of Directors meeting. The average score of every committee in 2025 was 98.78%.

CEO evaluation

In addition, the Remuneration Committee also conducted the annual performance assessment of the CEO for considering appropriate remuneration and other benefits with the following factors:

- Earnings performance of the Company based on specific business indicators
- Earnings performance of other companies in the same industry
- Development and improvement of the performance of each business each year
- Standard remuneration payment rate of the industry
- Sustainability performance targets set by the Company

Self-evaluation for independent director

The independent directors have to do the independent director self-assessment form for certify their independent. This is to ensure that such independent director is still be qualified to be the independent director of the Company and still be independent from the management and have no stake or relationship that can have significant influence on an ability of the independent director to use independent judgement and discretion for the best interest of all shareholders. The results of the assessment are reported in the Board of Directors meeting.

Corporate governance of subsidiaries and associated companies

The Company is a holding company which has 3 subsidiaries and 1 affiliated company so the Company has to provide both direct and indirect measures and mechanisms for the Company to regulate and manage the Subsidiary and Associated Company and to ensure their compliance with the measures and mechanisms as if they are the Companys entities. The Company also intends to assure that the Subsidiary and Associated Company comply with the Companys policies, relevant laws, and notifications, rules, and regulations of the Capital Market Supervisory Board, the SEC, and the SET, in an attempt to protect the Companys interest in such the Subsidiary and Associated Company.

The Subsidiary and Associated Company of the Company cannot undertake a certain transaction that is deemed to have a significant impact on its financial status and earnings performance unless such a transaction is beforehand approved by the Companys Board of Directors Meeting or Shareholders Meeting (as the case may be). In that case, the

Company has to hold a Board of Directors Meeting and/or a Shareholders Meeting to deliberate and approve the transaction before the Subsidiary and/or Associated Company holds its Board of Directors Meeting and/or Shareholders Meeting to approve the transaction and/or before the Subsidiary and Associated Company undertakes the transaction. In doing this, the Company has to disclose information and comply mutatis mutandis with rules, regulations, conditions, and procedure pertaining to the transaction that needs approval as prescribed in the Public Limited Company Act, the Civil and Commercial Code, the Securities and Exchange Act, other relevant laws, and notifications, rules, and regulations of the Capital Market Supervisory Board, the SEC and the SET.

Moreover, the Company has to ensure that the Subsidiary has an internal control system, a risk management system, and a corruption prevention system. In addition, there should be suitable concise and effective measures to monitor the Subsidiary and Associated Companies performance to assure their compliance with the Companies policies, Articles of Association in this Chapter, law and the Principles of Good Corporate Governance for listed Companies, and relevant notifications, rules, and regulations of the Capital Market Supervisory Board, the SEC, and the SET. The Company also has to ensure that the Subsidiary and/or Associated Company disclose information concerning connected transactions, and/or acquisition or disposition of assets, and/or other transactions that will have a significant impact on the Company.

The Compliance and Audit Unit and the corporate support functions are centralized at the Company but the subsidiaries still have autonomy in the internal management such as marketing, issue instrument, etc.

The Company appointed the representatives to be the directors of the subsidiaries in order to monitor the business performance, to provide useful feedback to the subsidiaries, and to attend the meetings as shareholders. These representatives must be approved by the Companies Board of Directors and are qualified in accordance with securities business executive regulations, conditions, and procedures as regulated by Capital Market Supervisory Board.

If the Company has a significant investment, the shareholder agreement will be made in order to enable the companys performance monitoring and participation in the business management. This is to ensure that the Company has sufficient, accurate and timely information for the preparation of its financial statements that conform to relevant standards.

As for investments in the 3 subsidiaries, the Company has mandated representatives as follows:

1. Asset Plus Fund Management Company Limited (Asset Plus Fund Management)

The Company has appointed 3 representatives (1) Mr. Sopon Punyaratabandhu, (2) Mr. Patchara Surajaras, (3) Mr. Pithayain Assavanig, and (4) Mr. Chanitr Charnchainarong to be directors of Asset Plus Fund Management.

2. Asia Plus Advisory Company Limited (Asia Plus Advisory)

The Company has appointed 4 representatives (1) Mr. Kongkiat Opaswongkarn (2) Mrs. Nintira Sophonpanich (3) Mr. Patchara Surajaras and (4) Mr. Pithayain Assavanig to take a position of directors of Asia Plus Advisory.

3. Asia Plus Securities Company Limited (Asia Plus Securities)

The Company has appointed 7 representatives (1) Mr. Chali Sophonpanich (2) Mr. Kongkiat Opaswongkarn (3) Mr. Michael David Roberts (4) Mr. Virach Aphimeteetamrong (5) Mr. Sopon Punyaratabandhu (6) Mrs. Nintira Sophonpanich and (7) Mr. Patchara Surajaras to be directors of the Asia Plus Securities.

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 is committed to achieving good business performance, stable growth, and competitiveness, considering current and future risks to increase value and providing appropriate long-term returns to shareholders. The Company operates with honesty, transparency, reliability, and fairness, managing with caution and care. It has effective internal control and risk management systems to prevent self-interest and protect the Company's assets and reputation.

The Company encourages shareholders to exercise their fundamental rights, including the right to provide suggestions and opinions on the Company's business operations as owners. Shareholders also receive up-to-date important information about the Company, which is continuously and regularly published on the Company's website.

Employee

The continuous development of employees at all levels is a core strategy that enables the Company to achieve its objectives. The Company regards its employees as highly valuable assets. Enhancing employee capability and workforce quality is a key driver of the Company's progress and business success. Accordingly, the Company has established policies and practices for employee development and actively supports and encourages employees to enhance their knowledge and skills to strengthen their professionalism from operational staff to senior executives. This ensures that employees are equipped with relevant, up-to-date knowledge and can respond effectively to market and industry changes. Each year, the Company conducts a training needs survey to analyze development requirements and prepare training plans aligned with those needs. The Company also utilizes a Learning Management System (LMS) to facilitate structured and accessible learning management. The system is compatible with multiple devices and platforms, offering eLearning courses and allowing employees to access training videos anytime and from any location, as referenced in Item 7.5.4 Employee Development Policies of the Company and Its Subsidiaries.

The Company treats its employees with courtesy, fairness, and equality and provides appropriate compensation based on each individual's knowledge, capabilities, responsibilities, and performance. To evaluate performance, the Company applies a Key Performance Indicator (KPI) system, and the results are used in determining annual compensation within an agreed performance framework. Performance evaluations are conducted twice a year which are on midyear and yearend. Compensation levels also depend on the Company's operating results and industry benchmarks. In addition to fixed salaries, employees may receive variable bonuses depending on the Company's annual performance.

The Company also provides opportunities for staff interested in job rotation, allowing them to take on new roles that align with their competencies. This policy fosters career advancement and enhances organizational effectiveness. Regarding welfare and benefits, the Company has established a Welfare Committee comprising employee representatives to discuss, advise, and recommend matters concerning employee welfare. The Company provides a range of appropriate benefits, particularly in the area of health, such as life insurance and health insurance for employees and their families, annual health checkups, and annual influenza vaccinations. The Company also provides an onsite fitness room to promote employee wellness, as well as sports clubs such as football, badminton, and table tennis for employees to join based on personal interests. To further enhance employee wellbeing, the Company expanded its welfare programs in 2025, introducing ZUMBA DANCE & YOGA activities to promote physical exercise and stress relief.

Additionally, the Company has established a Safety, Occupational Health, and Workplace Environment Committee to ensure employee safety, promote occupational health, and maintain a safe and hygienic work environment. The Company maintains clean and orderly workplace conditions conducive to employee productivity. As a result, in 2025, there were no work-related accidents or illnesses.

Beyond health-related benefits, the Company also prioritizes long-term employee welfare through the establishment of a provident fund, enabling employees to save for their future. Employees may select investment options that best suit their individual investment preferences.

Customer

The Company and its subsidiaries operate with a customercentric approach, aiming to meet customer needs by offering a diverse range of products and ensuring customers have a clear understanding of the Companys offerings. With a strong commitment to enhancing service quality, retaining customers, and strengthening customer loyalty, the Company and its subsidiaries follow these customerresponsibility practices:

- The Company recognizes the significance of personal data protection and, consequently, has established a comprehensive data protection policy covering key aspects such as: 1) the scope of customer's personal data collected by the Company, 2) the objectives of collecting, using, or disclosing personal data, 3) procedures for disclosing or transferring personal data, 4) the transfer of personal data to receivers in other countries, 5) data retention periods, 6) other essential information regarding customer's personal data, 7) Data subject rights, 8) the effective date of the Personal Data Protection Act (PDPA), 9) amendments to the Company's data protection policy, and 10) the Company's contact information. The Company and its subsidiaries have established a Personal Data Protection Department and appointed Data Protection Officers (DPOs) responsible for overseeing customer data protection, addressing customer inquiries, and handling privacyrelated complaints. All practices comply with the Companys Privacy Policy and the PDPA. The policy and contact channels are publicly disclosed on the Companys website: <https://www.asiaplusgroup.co.th/post-privacy-policy.php> and on all subsidiary websites. Additionally, the Company has developed internal operational guidelines and workflows for handling data subject rights, made available on its intranet to ensure employees understand and follow the required procedures. In 2025, the Company recorded zero customer complaints related to personal data.

- The Company strictly protects customer confidentiality and acts honestly and ethically in safeguarding customers best interests. No employee is permitted to solicit benefits or compensation from customers in exchange for performing their duties. All customers are treated fairly and professionally. The Company has established a customer complaint handling system to ensure timely and impartial resolution of issues. The Company also participates in the arbitration disputeresolution process organized by the Office of the Securities and Exchange Commission (SEC).

- Aligned with the Companys mission to be a center of financial knowledge and emerging financial developments, the Company and its subsidiaries conduct training, seminars, and educational programs to provide customers with uptodate knowledge of financial products, services, investment techniques, and strategies. To ensure accuracy and compliance, only authorized personnel are permitted to communicate product information to customers. In 2025, the Company and its subsidiaries organized various activities through multiple formats to enhance customers understanding of the Companys products and services and to meet the diverse needs of customers. Activities included:

- Seminar: S strategic Investment Approaches to Navigate Market Volatility A knowledgesharing session designed for High Net Worth investors, focusing on advanced investment perspectives and practical strategies to navigate market uncertainties.

- Seminar: WEALTH 4.0 Transforming Investment Through Digital Assets A program aimed at introducing investors to digital asset trends, emerging investment opportunities, and strategies to transition confidently and sustainably into the digital era.

- Seminar: Geopolitics, Wealth & Opportunity When Global Politics Reshape Investment Landscapes This session provided deep insights into geopolitical developments, global economic trends, and key investment opportunities amid worldwide volatility.

- Seminar: Holistic Investment Solutions An event offering comprehensive investment perspectives across domestic and international markets, along with tailored wealthmanagement strategies designed to align with individual investors goals and lifestyles. The seminar emphasized an integrated approach to wealth planning to support highquality, allround investment decisionmaking.

- Private Seminar & Afternoon Tea: A personalized knowledgesharing session focusing on tax planning, wealth transfer strategies, international stock taxation mechanisms, and inheritance tax planning. The program helped investors develop effective strategies for preserving and passing on wealth to future generations.

- Dinner Talk: Financial Investment & Wealth Passion A special event for clients to gain inspiration and exchange views on building wealth through modern financial assets and luxury assets combining investment insights with lifestyle driven wealth planning.

- Activity: A Journey into Brain & Mind Balance A unique experience for clients, integrating mental wellness practices with financial wellbeing to promote holistic life balance

- Participated in the exhibition booth at the event titled Strategies for Investing in Overseas Equities, organized by the Stock Exchange of Thailand, to provide investment knowledge and introduce products to customers and investors interested in initiating investments in international markets.

● The Company and its subsidiaries place great importance on customer care and responsibility by continuously integrating technology to enhance service efficiency. This ensures readiness for new products, compliance with evolving business regulations, and improved convenience across all service areas, in line with the Companys core strategic direction. Key initiatives include:

○ Enhancement of Online Services (eServices) Improved and expanded online service systems to allow customers to perform transactions independently via the Companys website without submitting any paper documents. Services include: fund deposit/withdrawal, securities transfer, risk assessment, personal data updates, KYC review, and account status confirmation. Moreover the Company expanded the scope of online services to cover a wider range of products and transactions, such as foreign securities transfers, etc. Currently, 13 types of services are available through the online service platform.

○ Developed the eAccount system to support all types of account openings via online channels and added new identity verification methods to enhance customer convenience, speed, and security.

○ Upgraded the ASP Smart and DW Scanner mobile applications to provide more comprehensive and userfriendly features for customers.

○ Launched various new products tailored to market conditions and individual customer investment behaviors and ensured customers understand the associated risks, such as with USD Options and other complex products.

○ Enhanced information accessibility and alert notifications through LINE CONNEXT, enabling customers to receive timely and important updates.

○ Introduced additional services to meet diverse customer needs, such as personalized investment allocation planning.

○ The Company improved product presentation formats to make them simpler and more aligned with customers changing behaviors and informational needs. Additional communication channels were expanded to provide timely market insights, investment updates, and educational content through social media platforms such as: Facebook, YouTube, Telegram, Podcast, Spotify, SoundCloud, Instagram, and TikTok. In 2025, Asia Plus Securities conducted a customer satisfaction survey to assess service quality and gather insights to improve customer relationship management. The key findings are as follows:

1. Overall Satisfaction Results

A rating scale of 5.00 was used to measure overall customer satisfaction.

- Target score: 4.00
- Actual score: 4.16

The result, which exceeds the target, reflects the Companys success in maintaining high service standards and its commitment to delivering the best customer experience.

2. Key Insights from the Survey Analysis of both qualitative and quantitative data highlighted several success factors valued by customers:

- **Trust and Personnel** : Customers expressed strong confidence in the Company's stability and reliability. They also appreciated the professionalism, attentiveness, and courteous service of the Company's personnel, which played a significant role in strengthening customer relationships.
- **Products and Services** : Customers valued the wide range of financial products offered. Continuous innovation and product enhancement allowed the Company to meet evolving market conditions and customer needs effectively.
- **Information and Knowledge** : A key strength identified was the Company's ability to deliver timely information, market analyses, and investment insights. Customers also responded positively to the Company's seminars and educational activities, which enhanced customers' understanding of financial markets.

3. Strategic Directions for Enhancing Customer Satisfaction

To align with the Company's customer-centric strategy, several action plans were established to translate survey results into operational improvements:

- **Enhancing Customer Experience** : The Company will continue improving the quality of investment advice and enhancing its responsiveness to customer needs, with the goal of delivering superior service experiences.
- **Meeting Investment Objectives** : Survey insights will be used to analyze and curate financial products that align with customer investment goals, ensuring suitability and optimal returns tailored to each customer segment.
- **Advancing Platform Innovation** : The Company will continue to enhance its investment platforms to ensure greater efficiency, stability, and user-friendliness, enabling seamless digital investment experiences aligned with modern customer lifestyles.

Business competitor

The Company has its policy and practices regarding fair competition. The Company shall not make any agreement with competitors or any person that will reduce or limit trade competition and shall not attack or slander competitors without proof. In addition, the Company ensures that business conduct is in compliance with applicable laws and regulations. In case of doubt or uncertainty in operations, the Company will consult with the Legal or Compliance and Audit Department before proceeding. The Company adheres strictly to industry or regulatory competition rules and maintains standards of fair competition practices. It does not seek confidential information from competitors, nor does it solicit, receive, or offer benefits dishonestly. The Company does not attempt to damage competitors' reputations through false accusations. In 2025, the Company had no disputes related to competitors.

Business partner

The Company places great importance on its business partners, who are considered business allies for mutual growth. The Company has a process for selecting suitable partners who not only have the potential for business growth alongside the Company but also have a good reputation, professionalism, and conduct business fairly, adhering to mutual benefits. Any business dealings with partners must not tarnish the company's reputation or violate any laws. Additionally, the Company has a policy to expand relationships with credible partners to collaborate on diversifying and expanding product offerings. In 2025, the Company adhered to the terms and conditions set forth in contracts and did not solicit or offer any dishonest benefits to its partners.

Besides business partners, the Company also has suppliers for purchasing goods. In this regard, the Company has clear policies and procedures for selecting suppliers, which are communicated to all executives and employees. The selection process is based on equal information and fairness, handled by the purchasing department, and follows the Company's established procedures. The Company requires at least 3 vendors to submit proposals, and there must be a comparison of prices and specifications that meet the Company's requirements. All approvals must be considered by authorized person. In 2025, the Company did not engage in any practices that deviated from the agreed terms and conditions with its partners.

Creditor

The Company strictly adheres to the terms and conditions set forth in contracts with creditors. In the event of a default, the Company will promptly notify the creditors to agree on a resolution method as soon as possible. In 2025, the Company never defaulted on any payments, made payments on time, and fully complied with all terms and conditions agreed upon with creditors.

Government agencies

The Company ensures that its operations comply strictly with all applicable laws, rules, regulations, and relevant requirements to guarantee that no actions are taken in violation of legal or regulatory provisions. To this end, the Company has undertaken the following key measures:

Non-Infringement of Intellectual Property and Copyright

The Company places great importance on preventing intellectual property and copyright infringement, as well as ensuring computer and information security. Accordingly, the Company has established clear guidelines for employees to ensure compliance with applicable laws.

- Employees are prohibited from reproducing, modifying, publicly distributing, renting, or copying any copyrighted work, including original works, computer software, audiovisual materials, films, sound recordings, advertisements, or any copyrighted materials that belong to the Company without the Company's authorization.
- Employees are strictly prohibited from using or installing any software or copyrighted materials belonging to third parties without proper authorization. All software installations on Company computers must comply with the Company's approved software standards. In cases where installation of software outside the approved list is required, employees must obtain approval from the system administrator responsible for such software. Any employee who installs unauthorized or illegal software will be held responsible for the violation.

The Company has clearly defined policies and practices to ensure consistent compliance across the Company and its subsidiaries and to prevent violations under the Copyright Act and the Computer Crime Act.

IT Governance and Management and Information Security

The Company places great importance on IT governance and management and information security. The Board of Directors has assigned Mr. Kongkiat Opaswongkarn, Chief Executive Officer, as the representative of the Board of Directors to oversee the IT governance and management and information technology security. Moreover, Mr. Nattapong Wanakamon, Head of the Information Technology Division, is directly responsible for overseeing the information technology security of the Company and its subsidiaries. The Company regularly reviews, updates, and revises its IT governance and management policies, as well as its information security policies, to ensure that they remain current and aligned with evolving technological environments, business requirements, laws, and applicable regulations. These policies continue to cover key areas including : IT risk management, IT resource allocation and management, corporate IT governance and management controls, information security operations, compliance controls, IT security structure, personnel information security, information asset management, data and system access controls, data encryption controls, physical and environmental security, information system operation security, information communication security over computer networks, IT system procurement, development, and maintenance, IT service provider management, incident management affecting information security, and business continuity management in information security. All employees are required to understand and adhere to these policies. In addition, the Company has issued specific guidelines and procedures, such as: BringYourOwnDevice (BYOD) usage guidelines, IT asset and system usage agreements, Procedures for managing privileged user accounts, Processes for handling information security incidents, Secure practices for IT system development. These guidelines ensure that all personnel within the Company and its subsidiaries follow consistent baseline practices. The goal is to ensure that IT usage supports the Company's business objectives effectively, with appropriate resource utilization and robust risk management aligned with good corporate governance.

The Company also conducts regular security testing, including penetration tests covering critical applications and network systems connected to public networks. The Company performs annual drills for information security incident response plans and records cybersecurity incident statistics. In 2025, the Company did not experience any cybersecurity attacks or impacts.

Throughout 2025, the Company continued to provide information and updates on IT security practices and safe system usage through email communications to all directors, executives, and employees. The Company also conducted several training programs to enhance understanding of information security policies and best practices, including:

- "AI Gateway: Digital Companion for Modern Employees course via eLearning system from August to 31 December 2025
- IT Policy Updated per SEC Guidelines course which is a mandatory eLearning course for all employees and executives, conducted from May to June 2025
- Information Security Awareness Training course via eLearning system conducted from 18 August to 31 December 2025, requiring all employees to pass with a score of at least 80%

Anti-Corruption and Bribery

The Company and its subsidiaries place great importance on safeguarding their reputation and maintaining the trust of customers, shareholders, business partners, employees, government agencies, and the general public. The Company is committed to conducting its business ethically and in accordance with good corporate governance principles, upholding responsibility toward all stakeholders, and expressing a clear commitment to combating all forms of corruption and bribery.

The Company has established an AntiCorruption and AntiBribery Policy, as well as detailed guidelines for anticorruption practices and whistleblowing procedures. The Company has consistently implemented these policies to align with the guidelines of the Thai Private Sector Collective Action Coalition Against Corruption (CAC). These policies are communicated internally to all directors, executives, and employees to ensure strict compliance across the Company and its subsidiaries. They are also publicly disclosed to business partners, stakeholders, and external parties via the Companys website : www.asiaplusgroup.co.th and the websites of its subsidiaries. The policy covers various matters, including: facilitation payments, engagement of government officials, conflict of interest, political contributions, charitable donations, sponsorships, gifts and hospitality, bribery, relationships with third parties, financial and accounting reporting, and human resource management. The whistleblowing policy also includes protections for whistleblowers and specifies disciplinary actions for noncompliance. The Company regularly disseminates and communicates this information to employees and the public, while monitoring adherence to these policies. The Audit Committee reviews the AntiCorruption and AntiBribery Policy and related guidelines at least once a year to ensure alignment with current regulatory requirements and emerging situations. Any amendments must be approved by the Board of Directors before implementation. Revisions, once approved, are communicated to all directors, executives, and employees via email and disclosed on the Companys website: <http://www.asiaplusgroup.co.th/about-us.php>. Furthermore, the Company conducts annual corruption risk assessments, covering business partners, internal processes, and new business alliances. Clear procedures are established for addressing highrisk findings. Assessment results are reported to the Risk Management Committee, and the Compliance and Internal Audit functions review implementation and report to the Audit Committee at least annually. Urgent or material corruptionrelated issues must be escalated immediately to the relevant committees and/or executive directors.

All companies within the Group have been certified as members of the Collective Action Coalition Against Corruption (CAC) since 16 January 2015 and 10 July 2015, with continuous renewal of certification. The Group received its 2nd renewal on 31 March 2021 and the 3rd renewal on 31 March 2024. Key anticorruption initiatives undertaken include:

- The Company and its subsidiaries participated in various seminars and activities related to anti-corruption organized by external institutions, with the aim of strengthening knowledge, understanding, and reinforcing the Groups stance against fraud and corruption. Key activities included:
 - Participation in the 2025 Anti-Corruption Day under the theme Is it true that corruption doesnt affect us? organized by the Anti-Corruption Organization of Thailand (ACT), held online on 6 September 2025.
 - Participation in the Kao Tha Jai 10K Thailand Championship 2025, a health-focused run/walk event held at Sanam Luang on 15 June 2025. The activity aimed to promote employee well-being while reinforcing the Groups commitment to good governance, integrity, and responsible business conduct. The Company integrated its anti-corruption values into the event through the campaign Walk with Integrity: Transparency in Every Step, fostering ethical awareness at both individual and organizational levels.
 - Attendance by senior executives in the Risk Management Program for Corporate Leaders (RCL), Class 41/2025, organized by the Thai Institute of Directors Association (IOD) during 6 7 November 2025.
- The Company conducted an e-Learning training program titled Anti-Corruption and Anti-Bribery Policy and Whistleblowing Guidelines for employees and executives of the Company and its subsidiaries. The program was made available from 29 September to 30 December 2025 to reinforce awareness of the Companys anti-corruption and anti-bribery policies. Participants were required to complete an assessment to ensure their understanding of the policy definitions and correct application in practice. A total of 485 employees and executives out of 653, representing 74.27%, successfully completed the training
- The Company conducts an annual review and audit of compliance with its Anti-Corruption and Anti-Bribery Policy. Based on the 2025 audit results, no incidents of fraud, corruption, or bribery were identified. Furthermore, the Company made no political contributions or financial support to any political parties during the year.

Personal Data Protection

The Company set up the DPO Committee and appointed the Data Protection Officer (DPO) to take care to oversee and provide guidance on personal data protection across the Group, ensuring effective implementation in compliance with the Personal Data Protection Act B.E. 2562 (2019). The committee and the DPO also serve as mechanisms for responding to inquiries, handling complaints, and coordinating matters related to personal data. The Company has developed and implemented a Personal Data Protection Policy to establish clear guidelines on the management of personal data belonging to employees and external individuals, covering the collection, use, disclosure, and/or crossborder transfer of personal data. The purpose is to ensure that personal data is appropriately safeguarded, that privacy rights recognized as fundamental rights are not infringed, and that practices comply with all relevant laws and regulations. The most recent version of the policy has been effective since 6 August 2025. The policy covers these matters; 1) Personal data and sensitive personal data, 2) Collection of personal data of minors, quasiincompetent persons, and incompetent persons, 3) Data subject rights, 4) Key principles of personal data protection, 5) Collection, use, disclosure, and/or crossborder transfer of personal data, 6) Data retention, 7) Procedures in the event of a data breach, 8) Relevant units and responsibilities, 9) Governance and monitoring, 10) Penalties for noncompliance, 11) Operational procedures. In addition, the Company has established a Personal Data Retention Policy to ensure proper management of personal data and documents containing personal data that are necessary for the business operations of the Company and its subsidiaries. This policy covers the following areas: 1) Roles and responsibilities under the Personal Data Retention Policy, 2) Compliance with the Personal Data Retention Policy, 3) Data retention in accordance with legal requirements, 4) Data retention based on business requirements, 5) Overlapping categories of documents, 6) Retention of documents beyond the prescribed period, 7) Retention processes (for both physical and electronic documents), 8) Access restrictions, 9) Document destruction procedures, 10) Processes for anonymizing personal data, 11) Procedures for policy amendments. The policy is communicated to all employees and executives to ensure full understanding and is published on the Companys intranet. Furthermore, the Company has prepared Privacy Notices for customers, shareholders, bondholders, and directors. These notices are disclosed on the Companys website at: <https://www.asiaplusgroup.co.th/post-privacy-policy.php>. The Privacy Notices cover the following matters: 1) Categories of

personal data collected by the Company, 2) Purposes for which the Company collects, uses, or discloses personal data, 3) Methods by which the Company may disclose personal data, 4) Crossborder transfers of personal data to overseas recipients, 5) Personal data retention periods, 6) Other key information relating to personal data, 7) Data subject rights, 8) Effective date of the governing law, 9) Amendments to the Privacy Notice, 10) Company contact information

The Company requires the Data Protection Officer (DPO) to strictly monitor compliance with the aforementioned policies. In the event of any data leakage or violation of the policies and procedures, the DPO will report the incident and corrective measures to the Executive Committee. Customers who wish to file a complaint may do so with the competent authority. In 2025, the Company did not receive any complaints regarding customers personal data.

In addition, in 2025, the Company enhanced awareness by organizing the PDPA Awareness Training 2025 for all executives and employees of the Company and its subsidiaries. The training was conducted through the eLearning system from 1 July to 15 December 2025, with a requirement that participants achieve a minimum passing score of 80 percent. A total of 527 executives and employees of the Company and its subsidiaries completed the training and passed the assessment, out of 624 personnel, representing a participation rate of 84.46%.

Anti-Money Laundering and Counter-Terrorism Financing and Proliferation financing of Weapon of Mass Destruction

The Company and its subsidiaries are committed to preventing money laundering, terrorism financing, and the proliferation financing of weapons of mass destruction. The Company places strong emphasis on complying with all relevant laws relating to antimoney laundering and the prevention and suppression of terrorism financing and proliferation financing. Key measures undertaken by the Company include:

- The Company has appointed a Subcommittee on AntiMoney Laundering, CounterTerrorism Financing, and the Prevention of the Proliferation of Weapons of Mass Destruction. This Subcommittee is responsible for establishing policies, regulations, operational procedures, and risk management frameworks to prevent offenders from using the Companys or its subsidiaries services or transactions as a channel for money laundering, terrorism financing, or Weapons of Mass Destruction proliferation. The Subcommittee also provides guidance on screening rules, suspicious behavioral indicators, and reviews transactions that may fall within the definition of suspicious transactions, as proposed by responsible AML/CTF officers. Penalties for noncompliance with policies and procedures are also defined and updated to reflect the current regulatory environment.
- The Company has issued policies, rules, and procedures covering customer onboarding, ongoing risk management, and prevention of the use of the Companys or subsidiaries securities transactions or services as a means to facilitate money laundering, terrorism financing, or Weapons of Mass Destruction proliferation. The Company has systems in place to monitor customer accounts and identify transactions that may be suspicious, as well as to report suspicious transactions to the AntiMoney Laundering Office (AMLO).
- The Company connects to AMLOs Person Screening System (APS) to efficiently verify highrisk individuals and designated persons. This ensures thorough customer due diligence and compliance with AML and CTF regulations.
- The Company applies internationalstandard, riskbased measures to assess the potential risk of money laundering, terrorism financing, and WMD proliferation. These measures ensure effective prevention and mitigation of risks associated with misuse of the Companys services for unlawful purposes.
- The Company has established internal guidelines requiring a risk assessment of potential AML/CTF/WMD risks before the introduction of any new products, services, or technologies. This complies with AMLOs regulations on preventive measures prior to launching new services, products, or technology.
- The Company provides regular training on AML/CTF/WMD regulations and supervisory requirements to executives and employees involved in preparing or overseeing transaction reporting. The training aims to enhance understanding of relevant legal requirements and ensure compliance across the Group. Training includes:
 - New employees (2 January 30 December 2025): Required to complete AML/CTF/WMD training via the Companys eLearning system within 30 days of employment.
 - Existing employees: Required to complete refresher training via Microsoft Teams on 30 October 2025, as well as through the eLearning platform.

Community and society

The Company and subsidiaries have given importance to social responsibility for the society as whole and the society near offices of the Company or subsidiaries. The Company engages in developing and strengthening society, in accordance with the Company's business operation, as follows.

- 1) The executives and analysts of the Company and the subsidiaries serve as guest speakers, giving lectures on the capital market at various institutions such as the SET and universities.
- 2) The executives of the Company and the subsidiaries serve as committee members at various associations and clubs, providing opinions and assisting in setting up rules and regulations governing the securities business.
- 3) The Company provides training to develop investment knowledge and skill to create new potential investors into the capital market.
- 4) The Company stages blood donation for the Thai Red Cross Society under the campaign ASP Care.
- 5) The Company and the subsidiaries donate money and humanitarian aid to the unfortunate, charitable organizations, and those affected by disasters.
- 6) The Company holds a painting competition by acrylic painting, oil painting or freeform painting on canvas with an objective to revive popularity of art in Thailand and encourage Thai artists, especially the new generation, to become widely known.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Codes of Practices and Codes of Ethics

1. Standard of operation
2. Operation guidelines

Standard of operation

All employees of Asia Plus Group Holdings Public Company Limited and affiliates (hereinafter referred to as the Company) shall work with honesty and treat all customers fairly and equally, to uphold the Company's image and build the confidence of investors and customers without discrimination.

The employees are obliged to work with integrity and fairness, adhere strictly to rules, regulations, and applicable laws, and comply with the anti-corruption and bribery policy.

Another important standard of operation is to disclose the Company's information that is accurate and reliable to the public and to give honest opinions and recommendations based on facts.

Operation guidelines

1. Honesty to customers

The employees shall work with integrity, providing services and accurate information to all investors equitably. Honesty to customers is the key principle that all the employees shall adhere to, to build customer trust towards the Company. The employees are also obliged to provide convenient services and accurate and timely investment information to all customers equally, whether they are high net worth customers or general customers.

2. Recommendations and information disclosure

Information about businesses in which the customers are investing is important for their decision making. Therefore, recommendations and information provided by the employees must be accurate and trustworthy. The Company has established a procedure for recommendations and information disclosure as follows:

2.1 Investment consultants shall provide accurate and sufficient information for customers to use in their decision making.

2.2 Investment consultants shall provide recommendations based on facts to customers immediately when the customers place a trading order that may result in an investment loss.

2.3 Investment consultants shall not exaggerate any information without basing on facts.

2.4 Investment consultants shall not answer a customers question with an assumption or estimate but shall ask for information from the securities research team. Moreover, the answer shall be based on existing information only.

2.5 Investment consultants shall not engage in any actions, whether verbally or textually, that can be considered as assuring against risk from investment in a security or a group of securities. Moreover, investment consultants or employees shall not promise to act on behalf of a customer in exchange for a payment.

2.6 Investment consultants shall not induce customers to trade securities or futures based on groundless information. Moreover, investment consultants shall not spread groundless or false information themselves.

3. Compliance with rules, regulations, and applicable laws

In the securities business operation, there are many related rules, regulations, and laws. All the employees shall have a solid understanding of the rules, regulations, and laws that are relevant to their roles of responsibility, which can help improve the efficiency of their service.

3.1 The employees shall not act on behalf of a customer in a securities business or other businesses or in the capital raising of any companies, whether it is an individual or joint investment, unless there is written approval from the Board of Directors.

3.2 The employees shall strictly not receive trading orders for a customers account from a third person.

3.3 In the event that an employee becomes a litigant in a civil or criminal case, that employee shall notify their direct supervisor, the head of the department, and the legal department immediately. This includes the event that the employee has to answer questions or be interrogated according to the rules of the securities business or other relevant regulations.

4. Conflicts of interests

A relationship between an employee and a customer in some cases may cause a conflict of interests. In some other cases, there may be unfair treatment toward some groups of customers. To ensure the fairness and equity of services, the Company has established the practice guidelines for the employees as follows:

4.1 The employees shall not engage in any actions that may conflict with the customers interests. The employees shall consider the interests of customers as the first priority, above the interests of the Company, the interests of the department, and their own interests. The employees shall not receive any gain or benefit from customers. The Company may establish a policy for employees about receiving gifts from customers or outsiders, such as to refrain from accepting gifts or other kinds of benefits with high value.

4.2 The employees shall not be appointed or act as a representative of a customer to deliver or receive securities, receive money or make payment, engage in trading of securities of customers, deposit money into a customers account, endorse a cheque for a customers account, borrow money, seize securities of customers, or lend money or securities to customers for their own interest.

4.3 The employees shall keep in mind that not only can conflicts of interests happen between customers and their department, but they can also happen between customers of different departments or between customers of one department and another department of the Company. Therefore, the employees shall also look out for conflicts of interests with other related departments.

4.4 When finding an issue that may cause a conflict of interest within the department, the employees shall notify the head of the department immediately. In the event that a conflict of interest happens between departments, the head of the department shall notify the executives for consideration.

4.5 The employees shall notify customers about a potential conflict of interest, unless such notification will breach an agreement with other customers or organizations. In that case, the Company shall try to solve that conflict of

interest. In the event that the conflict of interest cannot be solved, the Company should consider canceling the transaction.

5. Protection of customer information

The employees are obliged to protect the confidential information of customers that is related to the Company's internal businesses, which they have had knowledge of because of their role of responsibility or from others, and will not engage, either directly or indirectly, in any actions that can lead to the leakage of such information to outsiders. Confidential information means inside information of the Company or customers, which includes both physical documents and electronic data.

Customer information means information about transactions of the Company, the Parent Company, and associates that is not yet disclosed to the public, information about the businesses of customers and counterparties, information about the accounts or transactions of customers and counterparties, and any information the employees have obtained from their role of responsibility that is not yet disclosed to the public and which the disclosure may cause a negative effect on the customers and the Company. Practices are

5.1. The employees shall protect confidential information and not disclose inside information they have obtained from their role of responsibility to others. In an inevitable event that there has to be a discussion about that topic in public, the employees shall avoid referring to important details about the name and transactions of the customers.

5.2. The employees are prohibited from using inside information for their own interests or the interests of others. Moreover, the employees are obliged to always protect the confidential information of the customers and the Company, even after resigning from the Company.

5.3. For certain transactions that are highly confidential, the responsible departments shall

5.3.1 limit the number of people who have the right to know or get access to the information;

5.3.2 keep the physical documents or electronic data about the transactions in a secure place such as a safe or a strong room and/or set a password to prevent unauthorized access to that information.

5.4. In case of violation, the Company will consider imposing penalties as deemed appropriate.

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, Money laundering prevention, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Information and IT system security, Safety and occupational health at work

Prevention of Conflicts of Interest

A relationship between an employee and a customer in some cases may cause a conflict of interests. In some other cases, there may be unfair treatment toward some groups of customers. To ensure the fairness and equity of services, the Company has established the practice guidelines for the employees as follows:

1 The employees shall not engage in any actions that may conflict with the customers interests. The employees shall consider the interests of customers as the first priority, above the interests of the Company, the interests of the department, and their own interests. The employees shall not receive any gain or benefit from customers. The Company may establish a policy for employees about receiving gifts from customers or outsiders, such as to refrain from accepting gifts or other kinds of benefits with high value.

2 The employees shall not be appointed or act as a representative of a customer to deliver or receive securities, receive money or make payment, engage in trading of securities of customers, deposit money into a customers account, endorse a cheque for a customers account, borrow money, seize securities of customers, or lend money or securities to customers for their own interest.

3 The employees shall keep in mind that not only can conflicts of interests happen between customers and their department, but they can also happen between customers of different departments or between customers of one department and another department of the Company. Therefore, the employees shall also look out for conflicts of interests with other related departments.

4 When finding an issue that may cause a conflict of interest within the department, the employees shall notify the head of the department immediately. In the event that a conflict of interest happens between departments, the head of the department shall notify the executives for consideration.

5 The employees shall notify customers about a potential conflict of interest, unless such notification will breach an agreement with other customers or organizations. In that case, the Company shall try to solve that conflict of interest. In the event that the conflict of interest cannot be solved, the Company should consider canceling the transaction.

Anti-corruption

Anti-Corruption and Bribery

The Company and its subsidiaries place great importance on safeguarding their reputation and maintaining the trust of customers, shareholders, business partners, employees, government agencies, and the general public. The Company is committed to conducting its business ethically and in accordance with good corporate governance principles, upholding responsibility toward all stakeholders, and expressing a clear commitment to combating all forms of corruption and bribery.

The Company has established an AntiCorruption and AntiBribery Policy, as well as detailed guidelines for anticorruption practices and whistleblowing procedures. The Company has consistently implemented these policies to align with the guidelines of the Thai Private Sector Collective Action Coalition Against Corruption (CAC). These policies are communicated internally to all directors, executives, and employees to ensure strict compliance across the Company and its subsidiaries. They are also publicly disclosed to business partners, stakeholders, and external parties via the Companys website : www.asiaplusgroup.co.th and the websites of its subsidiaries. The policy covers various matters, including: facilitation payments, engagement of government officials, conflict of interest, political contributions, charitable donations, sponsorships, gifts and hospitality, bribery, relationships with third parties, financial and accounting reporting, and human resource management. The whistleblowing policy also includes protections for whistleblowers and specifies disciplinary actions for noncompliance. The Company regularly disseminates and communicates this information to employees and the public, while monitoring adherence to these policies. The Audit Committee reviews the AntiCorruption and AntiBribery Policy and related guidelines at least once a year to ensure alignment with current regulatory requirements and emerging situations. Any amendments must be approved by the Board of Directors before implementation. Revisions, once approved, are communicated to all directors, executives, and employees via email and disclosed on the Companys website: <http://www.asiaplusgroup.co.th/about-us.php>. Furthermore, the Company conducts annual corruption risk assessments, covering business partners, internal processes, and new business alliances. Clear procedures are established for addressing highrisk findings. Assessment results are reported to the Risk Management Committee, and the Compliance and Internal Audit functions review implementation and report to the Audit Committee at least annually. Urgent or material corruptionrelated issues must be escalated immediately to the relevant committees and/or executive directors.

All companies within the Group have been certified as members of the Collective Action Coalition Against Corruption (CAC) since 16 January 2015 and 10 July 2015, with continuous renewal of certification. The Group received its 2nd renewal on 31 March 2021 and the 3rd renewal on 31 March 2024. Key anticorruption initiatives undertaken include:

- The Company and its subsidiaries participated in various seminars and activities related to anti-corruption organized by external institutions, with the aim of strengthening knowledge, understanding, and reinforcing the Groups stance against fraud and corruption. Key activities included:
 - Participation in the 2025 Anti-Corruption Day under the theme Is it true that corruption doesnt affect us? organized by the Anti-Corruption Organization of Thailand (ACT), held online on 6 September 2025.
 - Participation in the Kao Tha Jai 10K Thailand Championship 2025, a health-focused run/walk event held at Sanam Luang on 15 June 2025. The activity aimed to promote employee well-being while reinforcing the Groups commitment to good governance, integrity, and responsible business conduct. The Company integrated its anti-corruption values into the event through the campaign Walk with Integrity: Transparency in Every Step, fostering ethical awareness at both individual and organizational levels.
 - Attendance by senior executives in the Risk Management Program for Corporate Leaders (RCL), Class 41/2025, organized by the Thai Institute of Directors Association (IOD) during 6 7 November 2025.
- The Company conducted an e-Learning training program titled Anti-Corruption and Anti-Bribery Policy and Whistleblowing Guidelines for employees and executives of the Company and its subsidiaries. The program was made available from 29 September to 30 December 2025 to reinforce awareness of the Companys anti-corruption and anti-bribery policies. Participants were required to complete an assessment to ensure their understanding of the policy definitions and correct application in practice. A total of 485 employees and executives out of 653, representing 74.27%, successfully completed the training
- The Company conducts an annual review and audit of compliance with its Anti-Corruption and Anti-Bribery Policy. Based on the 2025 audit results, no incidents of fraud, corruption, or bribery were identified. Furthermore, the Company made no political contributions or financial support to any political parties during the year.

Number of corruption and bribery cases identified	Target	2025	2024
	0 case	0 case	0 case

Reference link for Anti-corruption : https://www.asiaplusgroup.co.th/upload/file2_20260306_100653.pdf

Whistleblowing and Protection of Whistleblowers

The Company and its subsidiaries place great importance on adherence to good corporate governance principles, anticorruption practices, proper performance of duties, and compliance with all applicable laws, regulations, rules, codes of conduct, and ethical business practices. This includes preventing improper use of Company resources, corruption, bribery, conflicts of interest, and any matters involving human rights violations. Accordingly, the Company and its subsidiaries have established whistleblowing policies, channels, and procedures as mechanisms for preventing and detecting fraud or corruption.

Whistleblowing channels are made available to all stakeholders, and are communicated to employees, customers, shareholders, business partners, counterparties, government agencies, and the general public through the Companys website, employee handbook, and other communication channels. Reports may be submitted through:

- A sealed envelope marked Confidential, addressed to the Chairman of the Audit Committee, Asia Plus Group Holdings Public Company Limited, 175, 3/1 Floor, Sathorn City Tower, South Sathorn Road, Thungmahamek, Sathorn, Bangkok 10120
- Email directly to the Head of Compliance and Audit, with a copy to the Chairman of the Audit Committee
- Suggestion/Comment/Complaint boxes
- Telephone at 0 2680 1120 or 0 2680 1122, during office hours (08:30:17:00)

Once the Chairman of the Audit Committee receives a whistleblowing report, an acknowledgement is sent to the whistleblower within seven (7) business days from the date of receipt.

The Chairman of the Audit Committee has delegated the Head of Compliance and Audit to receive complaints or whistleblowing reports from employees, external parties, or business partners. All reports must be submitted to the

Audit Committee, which will assess the appropriate course of action and instruct the Compliance and Audit function to conduct a factfinding investigation promptly. In certain cases, it may be necessary to allocate a budget for engaging external advisors or auditors who are free from conflicts of interest with the reported individuals. After the Audit Committee reviews the investigation results, recommendations are submitted to the Executive Committee and subsequently to the Board of Directors for appropriate corrective action. If wrongdoing is found, disciplinary action will be imposed in accordance with Company regulations, and legal action may be taken where applicable. The Company also has a formal Whistleblower Protection Policy, and all evidence and documents relating to whistleblowing reports and investigation findings are treated as confidential. Details of the whistleblowing policy and procedures are published on the Companys website at www.asiaplusgroup.co.th. The Company has assigned the Compliance and Audit function to monitor and ensure compliance with laws, regulations, and the Companys Code of Business Ethics. Any noncompliance with the Code will be handled in accordance with the established procedures.

In addition, the Company provides a channel for stakeholders to express opinions, suggestions, or other complaints through public_relations@asiaplus.co.th or via the Companys website at www.asiaplusgroup.co.th.

For any enquiries or complaints relating to personal data, stakeholders may contact the Companys Data Protection Officer at 0 2680 1567 or by email at dpo@asiaplus.co.th.

In 2025, the Company received no complaints or incidents of noncompliance with laws, regulations, rules, or the Code of Business Ethics. The Company also did not receive any whistleblowing reports or complaints, including those relating to personal data under the Personal Data Protection Act.

To prevent recurrence of complaints, the Company has established corrective and preventive measures. If the complaint arises from Company systems or operational processes, the Company will investigate the cause, impact, and any damage incurred, and convene a meeting of relevant executives to determine corrective and preventive measures to avoid recurrence. If the complaint arises from employee conduct, the Company will investigate and identify the root cause. Relevant personnel will be called to discuss corrective and preventive measures. Disciplinary actions may be applied in accordance with Company regulations to enhance awareness and accountability. Furthermore, the Company conducted refresher training for directors on ethics, the Code of Conduct, prevention of conflicts of interest, the use of inside information, anticorruption and antibribery policies, and whistleblowing practices on 13 November 2025. Additional training was provided to employees and executives through the eLearning platform from 15 September to 15 December 2025, to reinforce awareness and help prevent issues that could lead to complaints or whistleblowing. The Company also conducted training on the Personal Data Retention Policy for all executives and employees to ensure proper compliance with the Companys policies and guidelines.

Reference link for Whistleblowing and Protection of Whistleblowers : https://www.asiaplusgroup.co.th/upload/en_file3_20250203_100524.pdf

Prevention of Misuse of Inside Information

Preventive measures for misuse of inside information for personal or improper benefit

To ensure strict compliance with good corporate governance principles, the Company has established written rules and procedures governing the use of inside information. These rules are communicated clearly to all directors, executives, employees, and other persons involved in the operations of the Company and its subsidiaries, who are required to comply strictly. Key measures include:

- Business units possessing non-public information must operate independently, with clear segregation in reporting lines, work areas, and office equipment. Employee within such units are required to safeguard the information under their responsibility properly and appropriately, preventing leakage to unrelated departments and preventing unauthorized persons from accessing such non-public information. Such information must not be disclosed to any internal or external party without authorization.
- Responsible officers and personnel in each department must safeguard the information under their responsibility to prevent unauthorized disclosure to unrelated functions and must prevent access by unauthorized persons to non-public information.

- Personnel in all departments are prohibited from disclosing material inside information that is not publicly available, either internally or externally. Where disclosure is necessary, only the minimum necessary information may be disclosed, and only to persons who have a legitimate need to know. Any such disclosure requires a formal written request submitted to the Executive Committee for approval.
- Responsible officers and personnel are prohibited from using inside information or information obtained in the course of business of the Company or its subsidiaries for their own benefit or for the benefit of others.
- Officers in all departments must store information, reports, and related documentation securely and in appropriate locations to prevent leakage of information.
- All personnel are required to strictly comply with these rules. If the Company or its subsidiaries find that any action is taken in violation of these rules, disciplinary action will be taken as deemed appropriate.
- The Company assigns the Compliance and Audit Department to maintain and oversee the Watch List for futures and digital token transactions requiring trading surveillance, and the Restricted List for securities, futures, and digital tokens for which trading is restricted. The department is also responsible for disseminating the Watch List and Restricted List to relevant personnel.

The Compliance and Audit Department is responsible for monitoring and reviewing compliance with the above rules and prohibitions, as well as providing training to all new employees regarding the Company's policies on the use of inside information. In cases of noncompliance or misuse of inside information for personal benefit, the Company will take disciplinary action in accordance with internal regulations, which may include written warnings, probation, suspension, or termination of employment as appropriate. In 2025, there were no cases involving directors, executives, employees, or related persons engaging in misconduct related to the use of inside information or any misconduct involving conflicts of interest.

In addition, in 2025, the Company conducted refresher training for directors, executives, and employees on the prevention of insider trading, conflict of interest management, and other key governance topics under the theme Essential Knowledge on Good Corporate Governance (CG). The training covered the following areas: 1) business ethics, 2) code of conduct, 3) prevention of conflicts of interest arising from the use of inside information, anticorruption, 4) antibribery policies and 5) practices, whistleblowing practices. Directors, executives, and employees participated in the training as detailed below:

Participants	Training day	Total persons	Total number of Participants	Participation Rate (%)
Directors	13 Nov. 2025 (before the board meeting start)	9 persons	9 persons	100.00%
Executives and Employees	15 Sep. - 15 Dec. 2025 (via e-Learning system)	99 persons	80 persons	80.81%

The Company notified all directors and executives of the blackout period during which they are prohibited from trading the Company's securities, at least 30 days prior to the public disclosure of the Company's financial statements. All directors and executives strictly complied with this requirement. Moreover, the Company has implemented a system that technically prevents directors and executives from trading the Company's securities during the blackout period. As a result, there were no violations of, or non-compliance with, insider trading regulations, securities trading rules prescribed by the Stock Exchange of Thailand and the Securities and Exchange Commission, or the Company's conflict of interest policy during the year. In addition, directors and executives are required to report their holdings of the Company's securities, including those of their spouses and minor children, upon their initial appointment, upon any change in holdings, and every six months even if there is no change. These reports are submitted to the Company and presented to the Board of Directors for acknowledgment on each occasion. In 2025, no directors engaged in trading of the Company's securities. In 2025, at the Board of Directors meeting held on 28 January 2026, the Company reported

the securities holdings of all directors and executives as of 31 December 2025, despite there being no changes in their securities holdings.

Money laundering prevention

Anti-Money Laundering and Counter-Terrorism Financing and Proliferation financing of Weapon of Mass Destruction

The Company and its subsidiaries are committed to preventing money laundering, terrorism financing, and the proliferation financing of weapons of mass destruction. The Company places strong emphasis on complying with all relevant laws relating to antimoney laundering and the prevention and suppression of terrorism financing and proliferation financing. Key measures undertaken by the Company include:

- The Company has appointed a Subcommittee on AntiMoney Laundering, CounterTerrorism Financing, and the Prevention of the Proliferation of Weapons of Mass Destruction. This Subcommittee is responsible for establishing policies, regulations, operational procedures, and risk management frameworks to prevent offenders from using the Companys or its subsidiaries services or transactions as a channel for money laundering, terrorism financing, or Weapons of Mass Destruction proliferation. The Subcommittee also provides guidance on screening rules, suspicious behavioral indicators, and reviews transactions that may fall within the definition of suspicious transactions, as proposed by responsible AML/CTF officers. Penalties for noncompliance with policies and procedures are also defined and updated to reflect the current regulatory environment.
- The Company has issued policies, rules, and procedures covering customer onboarding, ongoing risk management, and prevention of the use of the Companys or subsidiaries securities transactions or services as a means to facilitate money laundering, terrorism financing, or Weapons of Mass Destruction proliferation. The Company has systems in place to monitor customer accounts and identify transactions that may be suspicious, as well as to report suspicious transactions to the AntiMoney Laundering Office (AMLO).
- The Company connects to AMLOs Person Screening System (APS) to efficiently verify highrisk individuals and designated persons. This ensures thorough customer due diligence and compliance with AML and CTF regulations.
- The Company applies internationalstandard, riskbased measures to assess the potential risk of money laundering, terrorism financing, and WMD proliferation. These measures ensure effective prevention and mitigation of risks associated with misuse of the Companys services for unlawful purposes.
- The Company has established internal guidelines requiring a risk assessment of potential AML/CTF/WMD risks before the introduction of any new products, services, or technologies. This complies with AMLOs regulations on preventive measures prior to launching new services, products, or technology.
- The Company provides regular training on AML/CTF/WMD regulations and supervisory requirements to executives and employees involved in preparing or overseeing transaction reporting. The training aims to enhance understanding of relevant legal requirements and ensure compliance across the Group. Training includes:
 - New employees (2 January 30 December 2025): Required to complete AML/CTF/WMD training via the Companys eLearning system within 30 days of employment.
 - Existing employees: Required to complete refresher training via Microsoft Teams on 30 October 2025, as well as through the eLearning platform.

Gift giving or receiving, entertainment, or business hospitality

The company does not permit employees to accept gifts or other benefits from customers, except for gifts received during festivals or on special occasions such as New Year, birthdays, promotions, etc. Employees may accept gifts with a value not exceeding 5,000 THB. However, if the value of the gift exceeds 5,000 THB, employees must report this to their supervisor for approval. Supervisors are responsible for strictly scrutinizing such approval requests. The acceptance of gifts must not have any hidden motives or expectations of improper business benefits. Therefore, the company does not have a policy to allow the acceptance of gifts if it believes such actions may lead to corruption.

For entertainment expenses, they must be disbursed according to the company's guidelines and must not have any hidden motives or expectations of improper business benefits.

Guidelines

1. The company does not permit employees to accept gifts or other benefits from customers, except for gifts received during festivals or on special occasions such as New Year, birthdays, promotions, etc. Employees may accept gifts with a value not exceeding 5,000 THB. However, if the value of the gift exceeds 5,000 THB, employees must complete a form to seek approval from their supervisor each time.
2. Before giving or receiving gifts, it must be ensured that the actions comply with the company's policies. Supervisors are responsible for strictly scrutinizing such approval requests. The giving or receiving of gifts must not have any hidden motives or expectations of improper business benefits. Therefore, the company does not have a policy to allow the acceptance of gifts if it believes such actions may lead to corruption.
3. Do not accept gifts in the form of cash, bonds, diamonds, gold, stocks, or similar items.
4. In cases where employees assist external agencies, if possible, employees should decline such gifts. If it is necessary to accept the gift, it must be reported to the supervisor immediately for further consideration.
5. Entertainment expenses must be disbursed according to the company's guidelines and must not have any hidden motives or expectations of improper business benefits. There must be verifiable evidence of payment, including details of who was entertained and for what reason. The entertainment must not be excessive.
6. Disbursements for various expenses, including gifts or entertainment for customers or government officials, must be strictly scrutinized on a case-by-case basis. Approval from a supervisor is required, and receipts must be provided as evidence for reimbursement consideration.

Reference link for Gift giving or receiving, entertainment, or business hospitality : https://www.asiaplusgroup.co.th/upload/en_file1_20250228_024817.pdf

Compliance with laws, regulations, and rules

The Company and subsidiaries are committed to conducting its business in compliance with all applicable laws and rules and regulations and the ethical standards, operating with honesty, integrity, and fairness with no regard to other benefit from misconduct to confirm credibility to relevant entities and stakeholders. The Company has appointed the Internal Audit Department to monitor operation in accordance with relevant laws and regulations. The Internal Audit Department shall immediately report any suspicious acts of violation of such laws to the Audit and Compliance Department.

The Company has practice guidelines as follows:

- The Company complies with all industry competition rules and regulatory frameworks, refraining from any conduct that impedes fair competition. The Company upholds ethical competitive practices, does not seek confidential information from competitors through improper or dishonest means, and does not engage in activities that damage the reputation of competitors. These standards are incorporated into the Company's Employee Handbook to ensure that executives and employees adhere to appropriate business conduct.
- The Company ensures full compliance with applicable laws, regulations, and internal rules, safeguarding against any actions that may constitute legal or regulatory violations. The Compliance and Internal Audit functions enhance employees knowledge and understanding of relevant requirements through training sessions and internal electronic newsletters to ensure lawful and proper business operations.
- The Company has established policies and procedures to prevent conflicts of interest. Directors, executives, and employees with vested interests are prohibited from participating in the consideration or approval of transactions that may give rise to conflicts of interest. The Company also maintains a formal approval process for related party transactions and ensures complete and transparent disclosure of such information.
- The Company places significant importance on respecting intellectual property and copyright. Guidelines have been established to ensure employees comply with all applicable laws

Case	Target for	Performance	
	2025	2025	2024
Cases of disputes involving competitors	0 Case	0 case	0 case
Case of Violations of laws, rules, and regulations related to business operations			
Cases of intellectual property or copyright infringement			
Cases of noncompliance with policies or procedures related to conflict of interest prevention and related party transactions			

Information and assets usage and protection

The Company set the guidelines and Framework for the Use and Protection of Company Information and Assets

1. Users must not connect any tools or devices to the company's network for personal business purposes.
2. Users must not use, access, copy, or delete other people's files unless it is in compliance with the law or ordered by regulatory or legal authorities.
3. Users must not copy or duplicate files with usage rights without prior authorization.
4. Users are responsible for the company's assets entrusted to them as if they were their own.
5. Users must handle company-owned computers with care and compensate for any damage or loss according to the value of the asset if the damage is caused intentionally or negligently.
6. Do not remove or relocate installed equipment without notifying the responsible system administrator in advance.
7. Do not modify the system settings initially installed, as it may cause damage to the computer's operating system.

Data Management Practices

1. All information within the company's assets and systems is considered company property. Do not publish, alter, duplicate, or destroy it without authorization from a supervisor.
2. Users must protect and maintain the confidentiality, integrity, and availability of the information.
3. To ensure the security of data on storage media, users are responsible for maintaining the information according to the company's data classification policy.

Information and IT system security

IT Governance and Management and Information Security

The Company places great importance on IT governance and management and information security. The Board of Directors has assigned Mr. Kongkiat Opaswongkarn, Chief Executive Officer, as the representative of the Board of Directors to oversee the IT governance and management and information technology security. Moreover, Mr. Nattapong Wanakamon, Head of the Information Technology Division, is directly responsible for overseeing the information technology security of the Company and its subsidiaries. The Company regularly reviews, updates, and revises its IT governance and management policies, as well as its information security policies, to ensure that they remain current and aligned with evolving technological environments, business requirements, laws, and applicable regulations. These policies continue to cover key areas including : IT risk management, IT resource allocation and management, corporate IT governance and management controls, information security operations, compliance controls, IT security structure, personnel information security, information asset management, data and system access controls, data encryption controls, physical and environmental security, information system operation security, information communication security over computer networks, IT system procurement, development, and maintenance, IT service provider management, incident management affecting information security, and business continuity management in information security. All employees are required to understand and adhere to these policies. In addition, the Company has issued specific guidelines and procedures, such as: BringYourOwnDevice (BYOD) usage guidelines, IT asset and system usage agreements, Procedures for managing privileged user accounts, Processes for handling information security incidents,

Secure practices for IT system development. These guidelines ensure that all personnel within the Company and its subsidiaries follow consistent baseline practices. The goal is to ensure that IT usage supports the Company's business objectives effectively, with appropriate resource utilization and robust risk management aligned with good corporate governance.

The Company also conducts regular security testing, including penetration tests covering critical applications and network systems connected to public networks. The Company performs annual drills for information security incident response plans and records cybersecurity incident statistics. In 2025, the Company did not experience any cybersecurity attacks or impacts.

Throughout 2025, the Company continued to provide information and updates on IT security practices and safe system usage through email communications to all directors, executives, and employees. The Company also conducted several training programs to enhance understanding of information security policies and best practices, including:

- AI Gateway: Digital Companion for Modern Employees course via eLearning system from August to 31 December 2025
- IT Policy Updated per SEC Guidelines course which is a mandatory eLearning course for all employees and executives, conducted from May to June 2025
- Information Security Awareness Training course via eLearning system conducted from 18 August to 31 December 2025, requiring all employees to pass with a score of at least 80%

Safety and occupational health at work

The Company remains committed to a zero-accident and zero-occupational illness work environment and to maintaining a safe, clean, orderly, and hygienic workplace that supports employee wellbeing and productivity in full compliance with relevant laws and regulations.

Details	Target	2025 Performance	2024 Performance
Number of employee injuries or workplace accidents (cases)	0	0	0
Number of employees injured or involved in workplace accidents resulting in lost workdays (persons)	0	0	0
Occupational illness rate (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (person/200,000 manhours)	0.00	0.00	0.00

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 is fully committed to upholding ethical business practices and complying with all relevant laws, regulations, and professional standards. The Company's Code of Conduct covers various areas, including customer integrity, responsible disclosure of information, regulatory compliance, conflict of interest prevention, and customer confidentiality. The Company ensures that directors, executives, and employees are made aware of and strictly adhere to the Code of Conduct. All new employees receive Code of Conduct training during onboarding. The Company strictly enforces disciplinary actions against employees who violate or permit violations of the Code of Ethics. Depending on the severity of the violation, disciplinary actions may include verbal warnings, written warnings, monetary penalties, reporting to regulatory authorities, suspension, demotion, or termination of employment, in line with the Company's

disciplinary guidelines. In addition, the Company assigns the Compliance and Audit Unit to monitor compliance with laws, regulations, and the Code of Conduct. Noncompliance cases are reported to the Audit Committee or the Board of Directors when necessary. In 2025, there were no incidents of non-compliance with laws, regulations, or the Company's Code of Business Ethics.

Participation in anti-corruption networks

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

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

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

Significant changes and development in policies, practices, and corporate governance

The Board of Directors places great importance on consistent and continuous compliance with good corporate governance principles. As a result, in the 2025 Corporate Governance Report of Thai Listed Companies (CGR), assessed by the Thai Institute of Directors Association (IOD) in collaboration with the Stock Exchange of Thailand, the Company maintained its rating of Excellent (5 stars) with a total score of 100 points. The Company has achieved the Excellent rating for six consecutive years. In addition, in 2025, the Company once again received a perfect score of 100 points in the Annual General Meeting (AGM) Quality Assessment conducted by the Thai Investors Association (TIA), marking the eighth consecutive year of receiving a full score. These results reaffirm the Company's strong commitment to good corporate governance and its continuous development in this area.

- The Board of Directors reviewed the Board Charter at its meeting on 19 December 2025 as part of the annual review process to ensure that the Charter remains up to date, aligned with good corporate governance principles, and supportive of the Board's effective performance in accordance with the Company's strategic direction.
- All Committees reviewed their respective charters to ensure completeness, consistency with best practices and regulatory requirements, and to support the effective execution of their duties.

- The Corporate Governance and Sustainability Committee reviewed the policies and practices relating to corporate governance, as well as social and Environmental and climate change policies, to ensure alignment with current circumstances and the Company's operating context.
- The Board assessed the adequacy of the Company's internal control system, in accordance with the assessment framework prescribed by the Office of the Securities and Exchange Commission (SEC).
- The Board of Directors conducted performance evaluations, both as a whole and on an individual basis. All Committees also carried out their respective evaluations. The Company Secretary reported the evaluation results to the Board for acknowledgment and for use in enhancing the effectiveness of the Board and its committees.
- The Company established a Workplace Safety Committee to oversee occupational safety practices, ensuring a safe and hygienic working environment for employees and promoting workplace safety to prevent harm to employees' lives, physical well-being, and mental well-being.

Implementation of the CG Code for listed companies

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

The Board of Directors considered, reviewed, and adopted the 2017 Corporate Governance Code (CG Code) of the Securities and Exchange Commission (SEC). For practices that have not yet been adopted, the company recorded the reasons as part of the resolutions of the Board meeting No. 1/2025, with the following details:

Code/Good Practice	Explanation
<p>Chairman of the Board of the Directors shall be an independent director. In case that the Chairman of the Board is not an independent director, more than half of the Board members shall be independent directors or the Board shall appoint an independent director to participate in setting the Board Meetings agendas.</p>	<p>The Chairman of the Board is not the independent director. Nevertheless, the current Board structure maintains an appropriate check and balance system because a majority of Board members are non-executive directors. Moreover, the Company has an internal control system and the operating mechanisms to achieve a balance of power, transparency and taking into account the overall benefits of all stakeholders. Chairman of the Board of Directors and Chief Executive Officer of the Company are not the same person and the Company has clearly determined authorities, duties, and responsibilities of each position, as shown on 56-1 One report in topic 7.2. Board of Directors in 7.2.2.2. Authorities and Duties of Chairman of the Board of Directors and 7.4. Executives in 7.4.1. Authorities and Duties of Chief Executive Officer to counterbalance the powers of the Board of Directors and the management team. Chairman of the Board of Directors is responsible for setting the Companys policies, encouraging Board members to discuss issues, ask questions, and give opinions during the meeting, and ensuring effective operations of the Companys directors. Chief Executive Officer is a leader in management to put the Boards policy into practice.</p> <p>However, one of the independent directors participates in setting the meetings agendas, but every director can freely propose an issue to be the meetings agendas.</p>
<p>A term of an independent director shall not exceed nine consecutive years since the appointment date.</p>	<p>The business of the Company is complex and unique, so the Company needs independent directors who have knowledge, specific expertise and experiences, and thorough understanding in business operations, which requires a long time to learn and fully understand. Although the independent directors of the Company have terms of office exceeding 9 years in total from the first day of service, all independent directors still possess all qualifications of being the independent director as required by the SEC and the Company. Moreover, all independent directors have to do independent director self-assessment in order to certify their qualifications and independence from the management. With the long-time experience of being independent director, it makes the Companys independent directors understand business operations of the Company well, so they can give beneficial recommendations in business operations. Hence, the Company has not set the policy about the consecutive directorship terms of independent directors. In the case that the Board re-elects an independent director who has over 9 years of consecutive service for another term, the Board shall explicitly explain the rationales for the nomination to the shareholders.</p>
<p>The company should appoint an external consultant to assist in setting guidelines and providing recommendations for a board assessment at least once every three years. This information should be disclosed in the annual report.</p>	<p>The Company had not appointed an external advisor to assist for the Board of Directors performance evaluation because the Company had already revised the assessment form to be aligned with the form of the Thai Institute of Directors Association and the Boards charter. The board is of opinion that the assessment form and process are adequacy and clear and all directors conduct this assessment every year and use the results to further develop the effectiveness in duties.</p>

Other corporate governance performance and outcomes

Section 1 Rights of shareholders and equal treatment for shareholders

The Board of Directors recognizes and places great importance on the fundamental rights of shareholders, including all legal rights such as the right to purchase, sell, or transfer shares; the right to receive an equitable share of the Company's profits/dividends; and the right to receive adequate and timely information through easily accessible channels. Shareholders are also entitled to attend meetings and exercise their voting rights at the Annual General Meeting of Shareholders (AGM) in matters relating to the appointment or removal of directors, the appointment of auditors, and other matters that may have significant implications for the Company, such as dividend payments, amendments to the Articles of Association or Memorandum of Association, capital increases or reductions, and the approval of special transactions. The Board also ensures that no action is taken that would violate or deprive shareholders of their rights. Furthermore, the Company further encourages shareholders to fully exercise their rights and does not impose any restrictions on communication among shareholders. Shareholders may freely communicate with one another without limitation. In addition, the Company has implemented various measures to facilitate and support shareholders in exercising their rights effectively.

The Board of Directors oversees and ensures that all shareholders receive fair and equal treatment, whether they are major or minority shareholders, institutional or retail investors, or foreign shareholders. This commitment aims to strengthen investor confidence in the Company. Accordingly, the Company has established clear guidelines and adheres to practices that ensure equitable treatment for all shareholders.

Section 2 Roles of stakeholders and business sustainability development

The Company recognizes that its success and long-term sustainability do not depend solely on its own operations but also on effective management and the strong relationships it maintains with its stakeholders. These stakeholders include shareholders, customers, employees, business partners, creditors, competitors, the broader community and society, and relevant government agencies. Accordingly, the Company is committed to promoting alignment of interests among stakeholder groups and to treating each stakeholder fairly, with due regard to their rights as prescribed by law or as agreed with the Company. The Company also encourages the development of innovations that generate value for the Company while simultaneously creating benefits for its various stakeholders. This approach forms a core component of the Company's strategy, ensuring that its business operations are aligned with its corporate vision while safeguarding and upholding the legitimate rights of all stakeholder groups in accordance with applicable laws and contractual obligations. The Company will not undertake any action that infringes upon the rights of its stakeholders.

Section 3 Information disclosure and transparency

In 2025, the Company ensured the full disclosure of financial and non-financial information was accurate, complete, timely, and transparent in accordance with the information disclosure rules and regulations stipulated by the SEC Office, the Capital Market Supervisory Board, and the SET. The Company establishes a broad spectrum of dissemination channels to ensure easy access to the information including SET's communication channels, and Form 56-1 One report in both Thai and English versions is also available on the Company's website www.asiaplusgroup.co.th, which is updated on a regular basis.

Section 4 Responsibilities of the Board of Directors

1) Structure and composition of the Board

As at 31 December 2025, the Board of Directors comprised 9 directors, the number of directors is suitable for the size of the Company. The Board of Directors is composed of people who have diverse ages, genders, educational backgrounds, experience, skills, knowledge, expertise, and vision to help effectively manage the Company's business operations. A director must devote sufficient time and effort to carry out duties to ensure that the Company has a good, transparent, and verifiable management in order to strengthen the confidence

and trust of shareholders, investors, stakeholders, and other concerned parties. Most of the directors were non-executive, reflected in the balance of power in the Board of Directors. The duties and responsibilities of the Board have been clearly defined under 7.2 Information on the Board of Directors and the skills of the Board of Directors are shown in 56-1 One report at 7.2.1.1 The Board of Directors of the Company.

The Company has 4 independent directors, more than that advised in best practices issued by the SET. They all possess qualifications defined by the Capital Market Supervisory Board and the Company, as entailed in 8.1.1. Procedure for Nomination of Directors and High-Level Executives. Independent directors must be independent from any influential sources that may compromise their independence and impartiality, and the number of members is sufficient to create a balance of power in the Board, thereby preventing any director or group of directors from influencing the independent exercise of judgment of the Board and allowing every director to express their opinions freely. The Board appointed Mr. Virach Aphimeteetamong, independent director with knowledge and expertise in accounting and finance, as the Chairman of the Audit Committee.

The Company also appointed Mr. Sutthirak Hotakasapkul, Executive Vice President of the Office of Board Secretarial Department, as the company secretary. He has all qualifications with experiences as Board secretary and company secretary and has attended required training programs regarding Company Secretary, good governance, and duties and responsibilities of Company Secretary. The responsibilities of the company secretary appear in attachment 1: Details of directors, executives, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the company secretary.

2) Independence of the Board from the management

Chairman of the Board represents the Company's major shareholder, holding 18.53% of the paid-up capital. Even though Chairman of the Board is not the independent director, he efficiently performs his duties as Chairman of the Board. Moreover, there are 5 non-executive directors, more than half of the total number of Board members, in the Board of Directors so it can create the balance of power and ensure transparent and concise management auditing.

3) Segregation of the Chairman and the CEO positions

The Company's Chairman of the Board and the Chief Executive Officer are not the same person. The Company has clearly defined the separate roles, authority, and scope of responsibilities of both positions to create a balance of power. Chairman of the Board is responsible for setting the Company's overall policies while the Chief Executive Officer is responsible for leading the management team to achieve the policy implementation. Detail about duties and responsibilities of the Chairman is shown in 56-1 One report under 7.2. Board of Directors in 7.2.2.2. Authorities and Duties of Chairman of the Board of Directors and 7.4. Executives in 7.4.1. Authorities and Duties of Chief Executive Officer.

4) Serving as directors of other companies

Directors are forbidden to be a partner in an ordinary partnership or be a director of a business of the same nature as and in competition with that of the Company, whether for their own or others' benefit, unless the Meeting of Shareholders had been notified prior to the appointment thereto. In the Board of Directors meeting no. 1/2022 which was held on 14 January 2022, the Board agreed to revise the Charter of the Board of Director by setting the limitation of the number of listed company in which each director can sit must not exceed 5 companies in order to take into account the potential time commitment of attending the Company's board meetings to keep abreast of the Company's business operations and to perform the duties as the Company's Director efficiently. As at 31 December 2025, there is no director sitting in the Board of Directors of the listed companies more than 5 companies. Furthermore, all directors are required to disclose their directorship of the other companies which is not an affiliate or subsidiary of the Company to the Company every 6 months even if

there is no change. Qualifications and directorship of each director are shown in Attachment 1 Details of directors, executives, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the company secretary.

Chief Executive Officer and all Executive Directors will oversee daily operations and work full-time. They do not hold any directorship positions in any listed company to ensure they have sufficient time to manage the Company's business in accordance with the set objectives, aiming to maximize the Company's value for shareholders.

5) Transparency in election of directors

The Company adopts formal and transparent procedures for the election of directors. The Nomination Committee is responsible for selecting people who have appropriate skills, abilities, qualifications, and other necessary knowledge for the Company's business, regardless of gender and age. The Nomination Committee also nominates suitable candidates for the election of directors for shareholders approval at Board of Directors meeting. The procedures are shown 56-1 one report topic under 8.1.1. Nomination, development and evaluation of duty performance of the Board of Directors in topic 1) Nomination.

6) Directors terms on the Board

The Company has clearly defined the directors terms on the Board. At every annual general meeting, one-third of the directors must retire from office. If the number is not a multiple of three, the number nearest to one-third must retire. For directors who must retire in their first and second year after the Company's registration, the Company will draw lots to determine the name of retiree. For the subsequent year, the director who has served the longest term in that position shall retire. A retiring director is eligible for re-election.

7) Efficiency of Board of Directors

The Board of Directors fully recognizes its role and responsibilities as the leadership of the organization, ensuring that the Company is wellmanaged, adaptable to changes, competitive, and able to deliver strong performance while considering social and environmental impacts to create sustainable value for the Company and all stakeholders. The Board is responsible for providing approval and participating in the formulation of the Company's vision, short and longterm strategies, objectives, business plans, and budgets proposed by management. The Board reviews and approves the Company's strategies, objectives, business plans, and budgets annually to ensure alignment across all units in the organization and to support the achievement of the Company's goals. All strategies and plans are developed through comprehensive analysis of factors that may affect the achievement of the Company's objectives. Furthermore, the Board oversees, monitors, and reviews managements implementation of the approved business plans to ensure efficient and effective execution in line with current circumstances. Each Board meeting includes a standing agenda item on the review of the Company's operating performance. The Board of Directors has also established various committees with clearly defined roles, duties, and responsibilities. These roles and responsibilities are communicated to management and employees to ensure a common understanding throughout the organization. In addition, the Company's executives actively collaborate with regulatory authorities and the Association of Securities Companies, providing input and recommendations on regulatory developments and changes, as well as on matters related to business competition and market environment.

The Board assigns the Chief Executive Officer (CEO) and Executive Directors to arrange and maintain an efficient internal control system in the areas of finance, operations, and compliance with the laws and regulations. The Company also has an audit mechanism and efficient balance system to protect and manage shareholders investment capital and the Company's assets. An independent team takes responsibility for monitoring all transactions and reporting internal control assessment results to the Audit Committee in parallel with the Executive Committee.

To ensure that the Compliance and Audit Department can perform duties independently and efficiently

maintain a balance of power, this Department reports directly to the Audit Committee.

The Audit Committee has appointed Mrs. Sasitorn Uthaiwat, Executive Vice President of Compliance and Audit Department, as Head of Compliance, effective from 31 December 2023. The Audit Committee has considered that her educational background and experience are suitable and meet the qualification and experience as specified in notification of the Capital Market Supervisory Board. The details of the educational background and experience of Mrs. Sasitorn Uthaiwat are shown in Attachment 3 Details of the Head of Internal Audit and Head of Compliance.

Additionally, the Company has established a Risk Management Division, headed by Mr. Natachai Boonyaprapatsara, Senior Executive Vice President of the Risk Management Division. He will oversee the risk management operations of the Company and its subsidiaries.

8) Committees

In order to achieve the Company's target, the Board of Directors has set up various committees, which are the Executive Committee, the Audit Committee, the Nomination Committee, the Remuneration Committee, and the Risk Management, to support and alleviate burden of the Board in studying the details of each business and to perform their duties as clearly set forth. Members and responsibilities of each committee are shown in 56-1 one report topic 7.3. Information on committees.

9) Meeting of Board of Directors and committees

Board of Directors

The Board of Directors holds a meeting every month which is scheduled in advance for the entire year. The schedule of Board of Directors meetings for next year, 2026, is agreed and informed at the Board of Directors meeting No. 10/2025 on 29 October 2025. The Board also holds extraordinary meetings as deemed necessary.

For each Board of Directors meeting, the Company set the policy that there should be no less than one-half of directors present to form a quorum at the Board of Directors meeting and two-thirds of the Board should be required to commence a vote. To set agendas for a Board meeting, Chairman of the Executive Committee and the Executive Directors will discuss to set agendas to ensure that important matters are included and each director are allowed to propose the inclusion of relevant items on the meeting agenda. One of the regular meetings agenda is the Company's operating results. The meetings allow for submission of the issue by each director and free consideration and discussions of the issues. If there is any director who has any interest in a particular matter, such director will not vote on such a matter. Moreover, the Executives who are involved in any agenda of the Board meeting will be invited to join and give the details of that matter to the Board. The notice of the Board of Directors meeting will be sent to the directors at least 7 days in advance.

Executive Committee

The Executive Committee schedules meetings every month in order to approve the expenditures, oversee and evaluate the operation and business direction of the Company, and also review the policies and operational plans in order to make the Company operation be effectiveness.

Audit Committee

The Audit Committee schedules meeting at least 4 times a year:

- The Audit Committee has meetings with the company's auditors to review the company's quarterly, half-year, and annual financial statements and other related financial reports and propose the audited/reviewed financial statements to the Board of Directors for approval.
- The Audit Committee has meetings with departments that are responsible for monitoring operation, internal control, and internal audit to consider their monitoring plans and acknowledge the results of assessments of the adequacy of internal control system as well as the applicable laws and regulations.

Moreover, the Audit Committee holds an extraordinary meeting to consider other matters when necessary or other significant matters. On 12 November 2025, the Audit Committee held the meeting with the external auditors in the absence of the management.

Risk Management Committee

The Risk Management Committee schedules at least four meetings a year. Chairman of the Risk Management Committee will set agendas for the meeting, which will be approved by the committee, and the management who are related to the agenda may be invited to the meeting.

Nomination Committee

The Nomination Committee schedules two meetings a year.

Remuneration Committee

The Remuneration Committee schedules at least two meetings a year and the Executive Committee member or management may be invited to the meeting.

Corporate Governance and Sustainability Committee

The Corporate Governance and Sustainability Committee schedules at least one meeting a year and the management may be invited to the meeting.

Non-Executive Directors

Non-Executive Directors hold a special meeting among themselves on 28 January 2026 to discuss issues related to the management that are in the Interest in absence of the management. The meeting results were informed to the Chief Executive Officer.

The meeting attendances of each director in 2025 are shown in 56-1 one report on topic 8.1.2 Meeting attendance and remuneration payment to each board member and the meeting attendance of each sub-committee is shown in 56-1 One report on topic 7.3.1 The Companys committee.

10) Self-assessment for Board of Directors, Committee, and Independence Evaluation of Independent Directors

- Board Self-assessment

The Board conducts an annual self-evaluation to review, monitor, and evaluate the performance of the Board in order to develop good corporate governance. Each director will do the assessment and the company secretary will summarize and present the results of the assessment to the Board of Directors. There are two types of assessment which are 1) Board self-assessment as a team and 2) Individual self-assessment as Board member or Committee member.

- Committee self-assessment

All committees assigned by the Board of Directors, including the Audit Committee, the Nomination Committee, the Executive Committee, the Remuneration Committee, the Risk Management Committee, and the Corporate Governance and Sustainability Committee, which consist of the number of the Companys directors more than one-half of total number of committee members, are responsible for conducting a self-assessment as a team and individual.

- Independence assessment of independent directors

Each independent director is responsible for conducting an independence assessment to ensure that he/she is still qualified to be the independent director of the Company and independent from the management and has no other interest or relationship that may have significant influence on the independent directors ability to use independent judgement and discretion for the best interest of all shareholders. The results of the assessment are reported in the Board of Directors meeting.

All results of assessment of directors and committees and independence assessment of independent directors are reported at the Board of Directors meeting. Details of the directors self-assessment are shown in 8.1.1. Nomination, development and evaluation of duty performance of the Board of Directors in topic 3) Directors self-assessment

11) Remuneration of directors and executives

Annual remuneration for the Board of Directors was approved by shareholders at the Annual General Shareholders Meeting No.24 on 25 April 2018 at an amount not exceeding 15 million baht. This has taken effect since fiscal year 2018 onwards until the shareholders meeting determines otherwise. The Remuneration Committee considers annual remuneration for members of the Board of Directors within the limit. The rate should be on par with that of the industry and will be attractive enough to retain directors with the desired qualifications. It will also be commensurate with additional assigned duties and responsibilities. Directors who serve as Audit Committee members, Risk Management Committee members, Remuneration Committee members, and Corporate Governance and Social Responsibility members are entitled to additional remuneration due to the extra duties. Directors receive the remuneration in the form of director fees and bonus. Bonus will be only paid to directors who are not employees of the Company.

Remuneration of the Executives corresponds to the Company's operating results and the performance of each management executive. The amount of remuneration is considered by the Remuneration Committee. Details of directors and management remuneration as of 31 December 2025 are shown in 8.1.2. Meeting attendance and remuneration payment to each board member in the topic of The remuneration of directors and the remuneration of executive shown in 7.4.4 Remuneration of executive directors and executives.

12) Succession Plan

The Company realizes the importance of succession plan for top executives, so the Company sets succession policies for top executives to ensure continuity of important works.

13) New director orientations

The Board of Directors realize importance of orientation program for newly appointed directors to ensure their understanding in the Company's business overview and directions and help them prepare for their duties. The Company provides new directors essential documents and information for operation, which include the Company's general information, regulations, Articles of Association, the Charter of the Board of Directors, Charter of the committees which the directors are responsible for, and the Company policies such as anti-corruption and bribery, conflict of interest, disclosure of information, etc. In 2025, no orientation for directors was held because there was no new director.

14) Development of directors and executives

The Company encourages and facilitates directors, executives and company secretary to attend training courses, seminars or activities, paid for by the Company, in order to consistently develop their operation performances and enhance their knowledge about their roles and responsibilities as the Company's directors or executive officers.

In addition to knowledge about operations, the Company also holds on-site and off-site training courses to provide knowledge about the Company's new products to help them prepare for a fast-changing business environment. Details of the development of directors and executives are shown in 56-1 one report in 8.1.1. Nomination, development and evaluation of duty performance of the Board of directors in 2) Self-development of directors and executives.

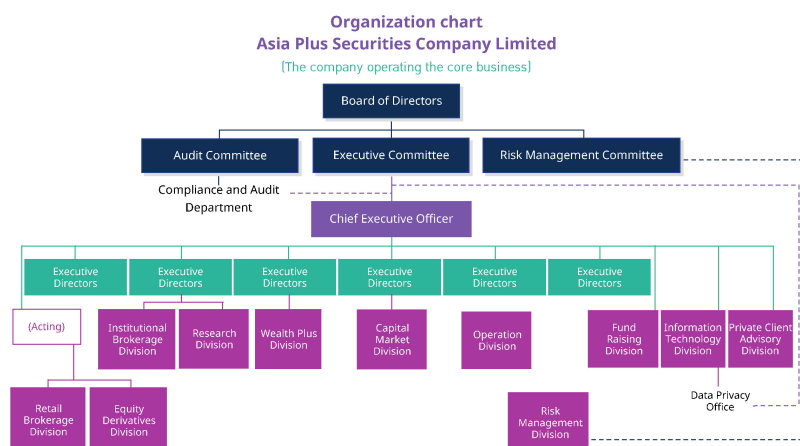
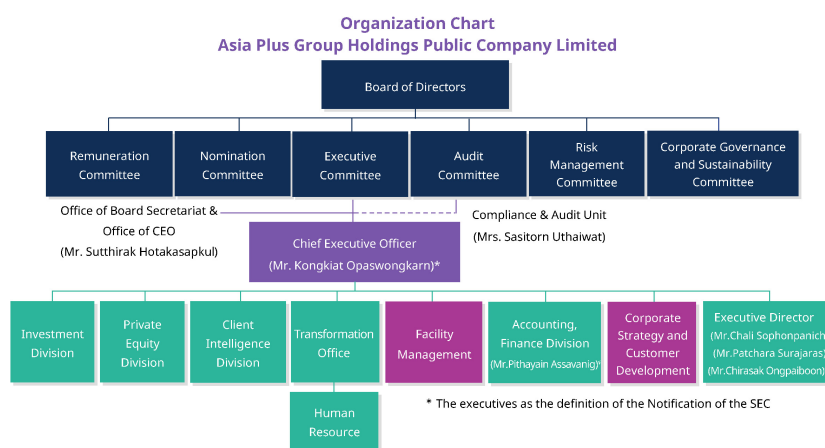
Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

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	9		9		9	
	8	1	8	1	8	1
Executive directors	4		4		4	
	4	0	4	0	4	0
Non-executive directors	5		5		5	
	4	1	4	1	4	1
Independent directors	4		4		4	
	4	0	4	0	4	0
Non-executive directors who have no position in independent directors	1		1		1	
	0	1	0	1	0	1

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	88.89	11.11	88.89	11.11	88.89	11.11
Executive directors	44.44		44.44		44.44	
	44.44	0.00	44.44	0.00	44.44	0.00
Non-executive directors	55.56		55.56		55.56	
	44.44	11.11	44.44	11.11	44.44	11.11
Independent directors	44.44		44.44		44.44	
	44.44	0.00	44.44	0.00	44.44	0.00
Non-executive directors who have no position in independent directors	11.11		11.11		11.11	
	0.00	11.11	0.00	11.11	0.00	11.11

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	65		66		67	
	66	58	67	59	68	60

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. CHALI SOPHONPANICH Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 32,515,791 Shares (1.544212 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Chairman of the board of directors (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>17 Mar 1995</p>	<p>Finance, Finance & Securities, Strategic Management, Business Administration, Budgeting</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mrs. NINTIRA SOPHONPANICH Gender: Female Age : 60 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 759,902 Shares (0.036089 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 26,624,328 Shares (1.264420 %) <p><u>Indirect shareholding details</u></p> <p>Shareholding held by spouse</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>19 Apr 1994</p>	<p>Finance & Securities, Governance/ Compliance, Finance, Banking, Sustainability</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. SOPON PUNYARATABANDHU Gender: Male Age : 63 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 : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 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>	20 May 1999	Risk Management, Finance & Securities, Accounting, Law, Information & Communication Technology

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. PATCHARA SURAJARAS Gender: Male Age : 67 years Highest level of education : Doctoral degree Study field of the highest level of education : Financial Economic 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 : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>1 Mar 2001</p>	<p>Risk Management, Finance & Securities, Digital Marketing, IT Management, Accounting</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. KONGKIAT OPASWONGKARN Gender: Male Age : 69 years Highest level of education : Doctoral degree Study field of the highest level of education : Operations Research 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 : 13,815,281 Shares (0.656103 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>27 May 2004</p>	<p>Strategic Management, Finance & Securities, Law, Information & Communication Technology, Corporate Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. VIRACH APHIMETEETAMRONG Gender: Male Age : 82 years Highest level of education : Doctoral degree Study field of the highest level of education : Finance 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 : 203,112 Shares (0.009646 %) 	<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>	29 Jun 2004	Internal Control, Accounting, Finance & Securities, Sustainability, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. MICHAEL DAVID ROBERTS Gender: Male Age : 78 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration 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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 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>	29 Apr 2010	Finance & Securities, Risk Management, Accounting, Law, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. PITHAYAIN ASSAVANIG Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>19 Apr 2017</p>	<p>Budgeting, Finance, Accounting, Finance & Securities, Data Analysis</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. CHANITR CHARNCHAINARONG Gender: Male Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 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 : Continuing director (Full term of directorship and being re-appointed as a director)</p>	23 Sep 2020	Finance & Securities, Risk Management, Governance/ Compliance, Internal Control, Audit

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. CHALI SOPHONPANICH	Chairman of the board of directors	✓				✓
2. Mrs. NINTIRA SOPHONPANICH	Director		✓		✓	
3. Mr. SOPON PUNYARATABANDHU	Director		✓	✓		
4. Mr. PATCHARA SURAJARAS	Director	✓				✓
5. Mr. KONGKIAT OPASWONGKARN	Director	✓				✓
6. Mr. VIRACH APHIMETEETAMRONG	Director		✓	✓		
7. Mr. MICHAEL DAVID ROBERTS	Director		✓	✓		
8. Mr. PITHAYAIN ASSAVANIG	Director	✓				✓
9. Mr. CHANITR CHARNCHAINARONG	Director		✓	✓		
Total (persons)		4	5	4	1	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)

Skills and expertise	Number (persons)	Percent (%)
1. Banking	1	11.11
2. Finance & Securities	9	100.00
3. Information & Communication Technology	2	22.22
4. Law	3	33.33
5. Accounting	5	55.56
6. Finance	3	33.33
7. Sustainability	2	22.22
8. IT Management	1	11.11
9. Data Analysis	1	11.11
10. Digital Marketing	1	11.11
11. Corporate Management	1	11.11
12. Strategic Management	3	33.33
13. Risk Management	4	44.44
14. Audit	1	11.11
15. Internal Control	2	22.22
16. Budgeting	2	22.22
17. Governance/ Compliance	3	33.33
18. Business Administration	1	11.11

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

	2023	2024	2025
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	Yes	Yes

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors meeting

The Chairman of the Board is not the independent director. Nevertheless, the current Board structure maintains an appropriate check and balance system because a majority of Board members are non-executive directors. Moreover, the Company has an internal control system and the operating mechanisms to achieve a balance of power, transparency and taking into account the overall benefits of all stakeholders. Chairman of the Board of Directors and Chief Executive Officer of the Company are not the same person and the Company has clearly determined authorities, duties, and responsibilities of each position, as shown on 56-1 One report in topic 7.2. Board of Directors in 7.2.2.2. Authorities and Duties of Chairman of the Board of Directors and 7.4. Executives in 7.4.1. Authorities and Duties of Chief Executive Officer to counterbalance the powers of the Board of Directors and the management team. Chairman of the Board of Directors is responsible for setting the Companys policies, encouraging Board members to discuss issues, ask questions, and give opinions during the meeting, and ensuring effective operations of the Companys directors. Chief Executive Officer is a leader in management to put the Boards policy into practice.

However, one of the independent directors participates in setting the meetings agendas, but every director can freely propose an issue to be the meetings agendas too.

Information on the roles and duties of the board of directors

Board charter : Have

1. To perform duties with knowledge and competency, using discretion independently with responsibility, caution, and honesty and conducting the Company's business in accordance with the laws, the Company's objectives and regulations, the resolution of the Board of Directors Meeting, and the resolution of the Shareholders Meeting.
2. To determine the visions, objectives, policies, goals, and strategies of the Company, approve practical operational plans and annual budgets and suitable resource and technology allocation, be responsible for managing risks that could affect all stakeholders, and ensure efficient and effective operations of the management and compliance with the Company's policies, operational plans, and budgets, as well as ensure regular reviews of the operational plans, strategies, and business goals.
3. To consider and monitor the transactions that may cause conflict of interests, the significant transactions of the acquisition and disposition of assets, the related transactions, including the raised funding of the Company by taking the suitability and the compliance with rules and regulations of regulators into account and to prevent an inappropriate use of corporate assets, information, and opportunities, including preventing inappropriate transactions with related parties.
4. To consider and monitor the raised fund spending to comply with its objectives and also consider, review, examine, and approve business expansion and investment plans suggested by the management team for the best interest of the Company and for the fairness of all stakeholders.
5. To make approval on issues that are beyond the authority of the Executive Committee.
6. To consider and amend the name(s) of authorized director(s) binding the Company in any legal acts on behalf of the Company.
7. To ensure that the Company and subsidiaries have proper accounting system, financial reporting, audit, risk management, internal control, and effective, adequate, appropriate and reliable internal audit and to regularly follow up on, monitor, and evaluate the risk management, internal control, and internal audit systems for the best efficiency and effectiveness.
8. To ensure that the management regularly monitors, evaluates, and reports on the Company's financial status. If the Company faces potential or actual financial difficulties, the Board is obliged to ensure that the Company determines financial solution plans for the survival of the Company or the benefit of all stakeholders.
9. To determine measures and mechanisms, both in a direct and/or indirect way, to enable the Company to control and manage business operations of subsidiaries and affiliates to ensure their full compliance with the Company's policies, measures, and mechanisms, applicable laws, and notifications, rules, and regulations of regulators in order to protect investment benefit of the Company in those subsidiaries and affiliates.
10. To monitor and evaluate the performance of the management regularly, determine the remuneration structure, and review the succession plan.
11. To ensure effective human resource management and development to assure that the Company has adequate staffing and appropriately knowledgeable, skilled, and experienced employees and staff who receive fair treatment.
12. To establish a clear anti-corruption policy and practice guidelines, including communication and staffing training, and strive to extend the anti-corruption efforts to all stakeholders.
13. To operate the business for the benefit of shareholders, ensure that the shareholders meetings are conducted properly, with transparency and efficiency, and ensure inclusive and equitable treatment of all shareholders and their ability to exercise their rights.
14. To inform the Company with no delay upon any conflicts of interest in the contract performed with the Company or an increase or decrease of share or debenture holding of the Company or affiliates.
15. To ensure the integrity of the Company's financial reporting system and that timely and accurate disclosure of all material information regarding the Company is made consistent with applicable requirements.
16. To develop corporate culture of compliance and ethical conduct and lead by example.
17. To nurture innovation and promote innovation and the use of technology to enhance competitiveness, respond to stakeholder concerns and expectations, and meet social and environmental responsibilities.

18. To appoint a Company Secretary who has the necessary qualifications, knowledge, skills, and experience to support the Board in performing its duties, including providing advice on corporate governance and legal, regulatory, and administrative requirements.
19. To oversee, monitor and ensure that the Company carries out with good governance and encourage to create the corporate culture of good governance.
20. To oversee the management of sustainability, encompassing both risks and opportunities across the dimensions of environment, social, governance, and climate change
21. To ensure that the sustainability development matters are included in the Company's strategies.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Others
- Setting vision, objectives, policies, goals, and strategies, along with operational plans and annual budgets, to align with the Company's core objectives and goals

Scope of authorities, role, and duties

1. To perform duties with knowledge and competency, using discretion independently with responsibility, caution, and honesty and conducting the Company's business in accordance with the laws, the Company's objectives and regulations, the resolution of the Board of Directors Meeting, and the resolution of the Shareholders Meeting.
2. To determine the visions, objectives, policies, goals, and strategies of the Company, approve practical operational plans and annual budgets and suitable resource and technology allocation, be responsible for managing risks that could affect all stakeholders, and ensure efficient and effective operations of the management and compliance with the Company's policies, operational plans, and budgets, as well as ensure regular reviews of the operational plans, strategies, and business goals.
3. To consider and monitor the transactions that may cause conflict of interests, the significant transactions of the acquisition and disposition of assets, the related transactions, including the raised funding of the Company by taking the suitability and the compliance with rules and regulations of regulators into account and to prevent an inappropriate use of corporate assets, information, and opportunities, including preventing inappropriate transactions with related parties.
4. To consider and monitor the raised fund spending to comply with its objectives and also consider, review, examine, and approve business expansion and investment plans suggested by the management team for the best interest of the Company and for the fairness of all stakeholders.
5. To make approval on issues that are beyond the authority of the Executive Committee.
6. To consider and amend the name(s) of authorized director(s) binding the Company in any legal acts on behalf of the Company.
7. To ensure that the Company and subsidiaries have proper accounting system, financial reporting, audit, risk

management, internal control, and effective, adequate, appropriate and reliable internal audit and to regularly follow up on, monitor, and evaluate the risk management, internal control, and internal audit systems for the best efficiency and effectiveness.

8. To ensure that the management regularly monitors, evaluates, and reports on the Company's financial status. If the Company faces potential or actual financial difficulties, the Board is obliged to ensure that the Company determines financial solution plans for the survival of the Company or the benefit of all stakeholders.

9. To determine measures and mechanisms, both in a direct and/or indirect way, to enable the Company to control and manage business operations of subsidiaries and affiliates to ensure their full compliance with the Company's policies, measures, and mechanisms, applicable laws, and notifications, rules, and regulations of regulators in order to protect investment benefit of the Company in those subsidiaries and affiliates.

10. To monitor and evaluate the performance of the management regularly, determine the remuneration structure, and review the succession plan.

11. To ensure effective human resource management and development to assure that the Company has adequate staffing and appropriately knowledgeable, skilled, and experienced employees and staff who receive fair treatment.

12. To establish a clear anti-corruption policy and practice guidelines, including communication and staffing training, and strive to extend the anti-corruption efforts to all stakeholders.

13. To operate the business for the benefit of shareholders, ensure that the shareholders meetings are conducted properly, with transparency and efficiency, and ensure inclusive and equitable treatment of all shareholders and their ability to exercise their rights.

14. To inform the Company with no delay upon any conflicts of interest in the contract performed with the Company or an increase or decrease of share or debenture holding of the Company or affiliates.

15. To ensure the integrity of the Company's financial reporting system and that timely and accurate disclosure of all material information regarding the Company is made consistent with applicable requirements.

16. To develop corporate culture of compliance and ethical conduct and lead by example.

17. To nurture innovation and promote innovation and the use of technology to enhance competitiveness, respond to stakeholder concerns and expectations, and meet social and environmental responsibilities.

18. To appoint a Company Secretary who has the necessary qualifications, knowledge, skills, and experience to support the Board in performing its duties, including providing advice on corporate governance and legal, regulatory, and administrative requirements.

19. To oversee, monitor and ensure that the Company carries out with good governance and encourage to create the corporate culture of good governance.

20. To oversee the management of sustainability, encompassing both risks and opportunities across the dimensions of environment, social, governance, and climate change

21. To ensure that the sustainability development matters are included in the Company's strategies.

Reference link for the charter

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Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

1. Review the interim and annual financial statements whether they present fairly, in all material aspects, the financial position and the results of operations in compliance with generally accepted accounting principles.
2. Consider the connected transactions or the transactions that may cause conflicts of interests, making them in line with the laws and SETs regulations. This is to ensure such transactions are reasonable and for the highest

benefit of the company.

3. Review the adequacy of the internal control systems and effectiveness of the internal audit function including consider and approve the audit plans of the Compliance and Audit Department by considering the risk and affect in every aspect and contemplate the results of assessment of the adequacy of internal control systems and the compliance with regulatory requirements.
4. Consider the independence of Compliance and Audit Department and give consent on the appointment, replacement, or dismissal of the head of Compliance and Audit Department or other departments responsible for such function.
5. Consider and select the external auditor with having the independence or terminate the external auditor and recommend the Board of Directors to propose to the shareholders meeting to appoint or terminate the external auditor, including approve the auditing fee of the external auditor of the Company.
6. Review whether internal control recommendations, as made by the internal and external auditors, have been implemented by management.
7. Ensure that the Company maintains appropriate procedures to monitor the compliance with laws and regulations.
8. Review and assess the adequacy of risk management procedures and computer security system.
9. Review the Anti-Corruption and Bribery Policy and the Whistleblowing Policy and Practices, to review the Self-Evaluation Tool for Anti-Corruption and Bribery of the Company and subsidiaries, and to review the operations to ensure compliance with the abovementioned.
10. Review the policies on anti-money laundering, counter-terrorism and proliferation of weapons of mass destruction financing and the customer on-boarding and risk management in money laundering, counter-terrorism and proliferation of weapon of mass destruction financing.
11. Review and give opinion about the good governance process and risk management in order to comply with the good governance principle and business sustainability development.
12. Review the raised funding of the Company whether it is spent as the objectives including review the disclosure of the report of money spending to the shareholders as the set by the government agency and/or the regulators.
13. Consider complaints and whistleblowing from employees and clients.
14. In case of finding any directors or managements misconduct, the Audit Committee will assign the Compliance and Audit Department to investigate without delay and report the result to the government agencies and/or the regulators including inform to the external auditor according to the guidelines that the government agencies and/or the regulators set Moreover, the Audit Committee will assign the Compliance and Audit Department to review the measurement of the internal control of the Company in order to prevent and protect the misconduct which will be occurred in the future.
15. In case of finding the irregularity in the financial statement or the external auditor cannot obtain a evidence or explanation or being limited on scope of audit, the Audit Committee will ask the cause from the external auditor or the Chief Financial Officer directly.
16. Regularly Communicate with the Chief Financial Officer in order to acknowledge and find out the guidelines to deal with significant issues or any changes effected to the financial situation or the operation of the Company.
17. Participated as members of risk management committee of the Company.
18. Report on the significant issues from the Audit Committee meeting to the Board of Directors.
19. Carry out any other assignments as specified by government agency and/or the regulators or assigned by the Board of Directors.
20. Publish the Audit Committees report, signed by the Audit Committees Chairman, in the Companys annual report.
21. Review the Audit Committees charter on a timely basis or any change in the charter.

Reference link for the charter

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Executive Committee

Role

- Others
- Governance and driving the organization to achieve the goals set by the Board of Directors

Scope of authorities, role, and duties

1. To determine, propose, and review policies, operational plans, business directions, and operating budgets for approval of the Board of Directors.
2. To approve expenditures in the part that exceeds the authority of executive directors and determine the expenditure budget for executive director. An expense in the value of exceeding shall require approval from the Executive Committee.
3. To oversee, monitor, and evaluate the performance of the Company and all affiliates to ensure their compliance with the policies, objectives, operational plans, and budgets approved by the Board of Directors.
4. To oversee the management of human resources, finance, money, general operations, and other relevant items of the Company and affiliates under the scope of the authority provided by the Board of Directors.
5. To approve the appointment of an authorized signatory for the Company's checks and payments as well as an authorized signatory for contracts, accounting documents, financial documents, and general documents of the Company.
6. To seek and assess the opportunity for new investments.
7. To consider and comment on issues that require approval from the Board of Directors, except for the issues that the Board of Directors have entrusted to other relevant committees.
8. To perform any other duties entrusted by the Board of Directors.

Reference link for the charter

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Remuneration Committee

Role

- Remuneration

Scope of authorities, role, and duties

1. To consider the form of remuneration of directors and the Chief Executive Officer.
2. To determine the annual remuneration packages for directors and the Chief Executive Officer.
3. To set the policy of remuneration package and other benefit payment to the executives and employees.
4. To report on the performance of duties to the Board of Directors at least 1 time a year.

Reference link for the charter

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Nomination Committee

Role

- Director and executive nomination

Scope of authorities, role, and duties

1. To set up selection criteria and appointment procedures for Board members.
2. To determine the qualification of directorial candidates as well as select and nominate the qualified candidates for the Boards consideration, whether for new directors or re-appointment of existing directors.
3. To select and propose qualified candidates to be nominated as independent directors based on the criteria for independent directors as prescribed by the Company to the Board.
4. To consider and review qualifications and performance of directors who retire by rotation and recommend to the Shareholders Meeting on re-election of the directors retiring by rotation.
5. The Nomination Committee may seek expert advice on certain matters to enable them to fulfill their duties more efficiently.
6. To report on their performance of duties to the Board of Directors.

Reference link for the charter

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Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

1. To endorse the risk management framework, policy, rules, and guidelines for significant risks that cover all areas of risk. This includes strategic risk, credit risk, client conduct risk, market risk, operational risk, liquidity risk, reputational risk, IT/cyber risk, anti-corruption and bribery risk, personal data protection risk, and anti-money laundering/counter-terrorism financing (AML/CTPF) risk as well as risks and opportunities pertaining to the ESG area including climate change, which are embedded in various kinds of risks. With the authority delegated by the Board of Directors, the Risk Management Committee (RMC) oversees, reviews, and provides recommendations to the BoD, and any parties related to the Group's risk management process, in alignment with the Group's vision, strategy, organizational structure, and resources.
2. Ensure the appropriate level of risk appetite and make a decision to approve risk limits and corrective measures if breach the risk limits.
3. Assessing capital adequacy and funding sufficiency for the business operation of the Group. On a quarterly basis, reviewing capital structure, capital, liquidity, funding and steps the management has taken to manage capital, liquidity and funding, taking into account any specific regulatory requirements.
4. Oversee risk management analysis of new products or new services that have significant risks.
5. To endorse the revision of the Group's Business Continuity Management Policy, which encompasses a high-risk area. And providing the Business Continuity Plan to handle the event in case of an emergency that shall at least annually reviewed, and report to the BoD.
6. Oversight and consider the high-risk of the Group's overall risks, to ensure that the risk management process for the group's companies is a standardized, appropriate, and continuous.
7. Establish the person responsible for managing the risk in the risk management process.
8. Reviewing the independence and authority of the Risk Management function, establishing Sub-Committees or appointing third party experts to assist it in specific tasks including requested the Key management or staffs to attend the meeting or take an action to manage the risks as the RMC deems appropriate.
9. Receiving information from the Risk Management Division, Compliance and Internal Audit Department, Chief Financial Officer, other management, independent auditors, regulators, and outside experts as appropriate regarding matters related to risk management.
10. Evaluating and reviewing the performance the Head of Risk Management Division.

Other Responsibilities

1. Reporting the risk management reports to the Board at least annually.
2. Reviewing and assessing the adequacy of this Charter on a timely basis and recommending any proposed changes to the Board.
3. Sharing information with the Audit Committee as deemed appropriate to improve the Groups overall internal control in an effective.
4. Performing other activities as requested by the Board and related to this charter.
5. Submission of a report pertaining to the risks to the relevant authorities as and when required.

Reference link for the charter

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Corporate Governance and Sustainability Committee

Role

- Corporate governance
- Sustainability development
- Climate-related risks and opportunities governance

Scope of authorities, role, and duties

Good corporate governance

1. To consider and advise to Board of Directors on scope of good corporate governance in accordance with the Company and subsidiaries' operation structure and in line with international practices or advices of relevant entities.
2. To determine, propose, and review policies related to the Company and subsidiaries' good corporate governance and code of conduct and revise relevant policies in accordance with international standards or regulators' standards of good corporate governance for approval of the Board of Directors.
3. To consider and advise on good corporate governance to the Board of Directors, executives, and employees.
4. To ensure communication that directors, executives, and employees understand and engage in practices of good corporate governance.
5. To ensure and monitor that the Company's operations are in compliance with good corporate governance practices of the Company or regulators. And also encourage to create the good governance culture in the Company.
6. To consider and advise on assessment of the Board of Directors, both as whole and individually, and subcommittees as well as conclude the assessment result, and submit the result to the Board of Directors.
7. To review the Company's good corporate governance practices, together with the management team, and disclose the practices in the annual report. In case of non-compliance with the practices, such non-compliance and the reason must be submitted.
8. To perform any other duties entrusted by the Board of Directors.

Sustainability

1. To give the Board of Directors and the management team useful advices and suggestions on sustainability development in the Company and subsidiaries.
2. To propose, determine, and review policies related to the Company and subsidiaries' sustainability development standard to ensure sustainable growth for approval of the Board of Directors.
3. To ensure the Company's practices on sustainable development for society and environment.
4. To ensure that the sustainability development matters are included in the Company's strategies.

5. To give the advices and suggestions on sustainability development report and propose to the Board of Directors before disclosing in the annual report.

6. To perform any other duties entrusted by the Board of Directors.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. VIRACH APHIMETEETAMRONG^(*) Gender: Male Age : 82 years Highest level of education : Doctoral degree Study field of the highest level of education : Finance 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 : Continuing director (Full term of directorship and being re-appointed as a director)</p>	29 Jun 2004	Internal Control, Accounting, Finance & Securities, Sustainability, Governance/ Compliance
<p>2. Mr. SOPON PUNYARATABANDHU^(*) Gender: Male Age : 63 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>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	20 May 1999	Risk Management, Finance & Securities, Accounting, Law, Information & Communication Technology

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Mr. CHANITR CHARNCHAINARONG Gender: Male Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	23 Sep 2020	Finance & Securities, Risk Management, Governance/ Compliance, Internal Control, Audit

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. KONGKIAT OPASWONGKARN Gender: Male Age : 69 years Highest level of education : Doctoral degree Study field of the highest level of education : Operations Research Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	27 May 2004

List of committee members	Position	Appointment date of executive committee member
<p>2. Mr. CHALI SOPHONPANICH</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	29 Sep 2011
<p>3. Mr. PATCHARA SURAJARAS</p> <p>Gender: Male</p> <p>Age : 67 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Financial Economic</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	29 Mar 2001
<p>4. Mr. PITHAYAIN ASSAVANIG</p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	19 Apr 2017
<p>5. Mr. CHIRASAK ONGPAIBOOL</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	1 Jan 2024

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

Other Subcommittees

Subcommittee name	Name list	Position
Remuneration Committee	Mr. MICHAEL DAVID ROBERTS	The chairman of the subcommittee (Independent director)
	Mr. SOPON PUNYARATABANDHU	Member of the subcommittee (Independent director)
Nomination Committee	Mr. VIRACH APHIMETEETAMRONG	The chairman of the subcommittee (Independent director)
	Mr. CHALI SOPHONPANICH	Member of the subcommittee
	Mr. KONGKIAT OPASWONGKARN	Member of the subcommittee
	Mr. SOPON PUNYARATABANDHU	Member of the subcommittee (Independent director)
	Mr. CHANITR CHARNCHAINARONG	Member of the subcommittee (Independent director)
Risk Management Committee	Mr. SOPON PUNYARATABANDHU	The chairman of the subcommittee (Independent director)
	Mr. MICHAEL DAVID ROBERTS	Member of the subcommittee (Independent director)
	Mr. VIRACH APHIMETEETAMRONG	Member of the subcommittee (Independent director)
	Mr. CHANITR CHARNCHAINARONG	Member of the subcommittee (Independent director)
	Mr. PATCHARA SURAJARAS	Member of the subcommittee
	Mr. CHIRASAK ONGPAIBOOL	Member of the subcommittee
Corporate Governance and Sustainability Committee	Mr. VIRACH APHIMETEETAMRONG	The chairman of the subcommittee (Independent director)
	Mr. SOPON PUNYARATABANDHU	Member of the subcommittee (Independent director)
	Mr. CHANITR CHARNCHAINARONG	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
	Mrs. NINTIRA SOPHONPANICH	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. PATCHARA SURAJARAS Gender: Male Age : 67 years Highest level of education : Doctoral degree Study field of the highest level of education : Financial Economic Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Director	29 Mar 2001	Risk Management, Finance & Securities, Digital Marketing, IT Management, Accounting

List of executives	Position	First appointment date	Skills and expertise
<p>2. Mr. KONGKIAT OPASWONGKARN Gender: Male Age : 69 years Highest level of education : Doctoral degree Study field of the highest level of education : Operations Research Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Chief Executive Officer (The highest-ranking executive)</p>	<p>27 May 2004</p>	<p>Strategic Management, Finance & Securities, Law, Information & Communication Technology, Corporate Management</p>
<p>3. Mr. CHALI SOPHONPANICH Gender: Male Age : 64 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 : No Accounting supervisor : No</p>	<p>Executive Director</p>	<p>29 Sep 2011</p>	<p>Finance, Finance & Securities, Strategic Management, Business Administration, Budgeting</p>

List of executives	Position	First appointment date	Skills and expertise
4. Mr. CHIRASAK ONGPAIBOOL Gender: Male Age : 57 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	Executive Director	1 May 2015	Business Administration, Finance & Securities, Audit, Internal Control
5. Mr. PITHAYAIN ASSAVANIG ^{(*)(**)} Gender: Male Age : 56 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 : Yes Accounting supervisor : Yes	Executive Director, Chief Financial Officer	19 Apr 2017	Budgeting, Finance, Accounting, Finance & Securities, Data Analysis

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

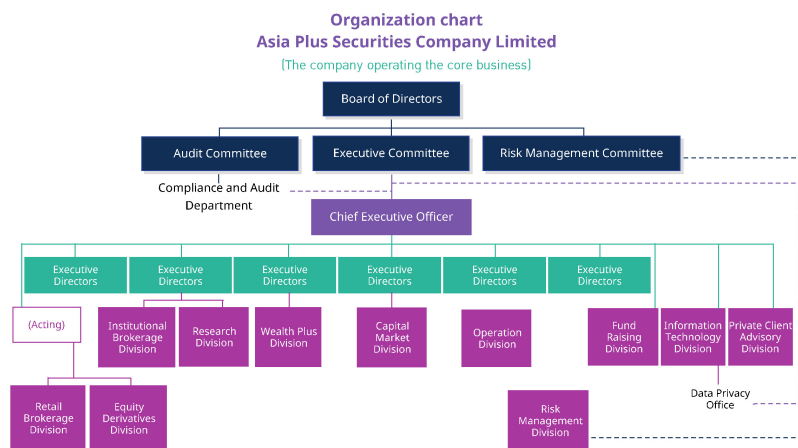
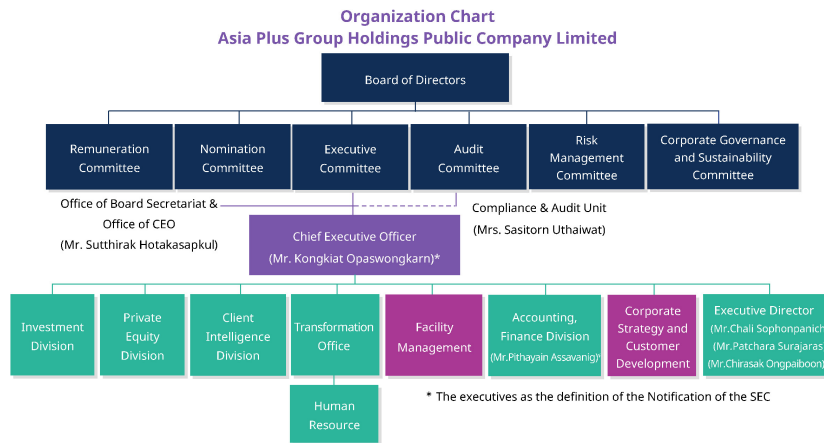
*(**) Accounting supervisor*

*(***) 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 of the highest-ranking : 31 Dec 2025
executive and the next four executives as of date

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 Board of Directors has set appropriate and reasonable remuneration rates for high-level executives based on their responsibilities and performance as expected by stakeholders and the applicable laws and regulations. A Key Performance Indicator (KPI) system is used in the consideration of the remuneration, together with the following factors:

- Earnings performance of the Company based on specific business indicators
- Earnings performance of other companies in the same industry
- Development and improvement of the performance of each business each year
- Standard remuneration payment rate of the industry
- Sustainability performance targets set by the company

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	117,284,256.00	102,040,999.00	98,823,240.00
Total remuneration of executives (baht)	117,284,256.00	102,040,999.00	98,823,240.00

As of 31 December 2025, the Company had a Chief Executive Officer and executive directors, totally 5 persons (as defined in the Capital Market Supervisory Board's announcement). They received remuneration in the form of salaries, bonuses, and social security funds (company's contribution) for the year 2025, totaling 98,823,240 baht.

The executives of the Company who hold the position of executive in the subsidiaries will not receive any remuneration from such subsidiaries.

Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	4,694,364.00	4,453,218.00	4,477,452.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

The Company has established a provident fund for all employees. In the year 2025, the Company contributed a total of 4,477,452 baht to the provident fund (on behalf of the company) for the Chief Executive Officer, Executive Directors, and Executives, totaling 5 persons (as defined in the announcement by the Securities and Exchange Commission).

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. PITHAYAIN ASSAVANIG	pithayain@asiaplus.co.th	026801108

List of the company secretary

General information	Email	Telephone number
1. Mr. SUTTHIRAK HOTAKASAPKUL	sutthirak@asiaplus.co.th	026801705

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mrs. SASITORN UTHAIWAT	sasitorn@asiaplus.co.th	026801122

List of the head of the compliance unit

General information	Email	Telephone number
1. Mrs. SASITORN UTHAIWAT	sasitorn@asiaplus.co.th	026801122

Head of investor relations

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

List of the head of investor relations

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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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	1,469,000.00	-	1. Ms. SUMANA PUNPONGSANON Email: EY.Thailand@th.ey. com License number: 5872 2. Ms. PIMJAI MANITKAJOHNKIT Email: EY.Thailand@th.ey. com License number: 4521 3. Ms. NARAYA SRISUKH Email: EY.Thailand@th.ey. com License number: 9188 4. Ms. ROSAPORN DECHARKOM Email: EY.Thailand@th.ey. com License number: 5659

Details of the auditors of the subsidiaries

Audit fee (Baht)	Other service fees		
3,101,000.00	-		

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 Board of Directors fully recognizes its leadership role and responsibilities in guiding the Company. The Board is responsible for approving and participating in the formulation of the Company's vision, mission, and both short-term and long-term corporate strategies, as well as the annual goals, business plans, and budgets proposed by management. This ensures that the Company can achieve its strategic objectives. All strategies and plans are developed based on an analysis of factors that may affect the achievement of the Company's goals. In addition, the Board oversees, monitors, reviews, and ensures that management executes the business plans effectively and efficiently, remaining responsive to current circumstances and maintaining competitiveness. Each Board meeting includes a standing agenda item to monitor the Company's performance and progress against the approved plans. The Board also ensures that the Company maintains an adequate internal control system and enterprise risk management framework. The Compliance and Internal Audit functions are responsible for supervising and evaluating the effectiveness of internal controls, while the Enterprise Risk Management function oversees and manages risks across the organization.

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. KONGKIAT OPASWONGKARN	Director	27 May 2004	Strategic Management, Finance & Securities, Law, Information & Communication Technology, Corporate Management
Mr. VIRACH APHIMETEETAMRONG	Director	29 Jun 2004	Internal Control, Accounting, Finance & Securities, Sustainability, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
Mr. CHANITR CHARNCHAINARONG	Director	23 Sep 2020	Finance & Securities, Risk Management, Governance/ Compliance, Internal Control, Audit

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 Nomination Committee which consists of 3 independent members out of 5 members is responsible for nominating the directors and the top-level executive management who is Chief Executive Officer by considering, selecting, and screening individuals with appropriate qualifications, knowledge and experience according to the Company's rules, the regulations of the SEC, Capital Market Supervisory Board, and the SET. Once the selection process is complete, the Board of Directors will consider the approval or give consent and proceed to present to the shareholders meeting for approval of appointment based on regulations and procedures as follows:

Independent director

The person who is nominated to be the independent director and/or member of the sub-committee must not only have the qualification according to the SEC's notification, the Company's independent director qualifications and charter of each committee but also can express the independent opinions.

The qualifications of the Independent director

1. Holding shares not exceeding 0.5 percent of the total number of voting rights of the company, its parent company, subsidiary, affiliate major shareholder or controlling person which may have conflicts of interest. This also includes number of shares held by related person of the independent director.
2. Neither being nor having been an executive director, employee, staff, or advisor who receives fixed salary, or a controlling person of the company, its parent company, subsidiary, affiliate, major shareholder or of a controlling person of the company unless the foregoing status has ended no less than two years. Such prohibited characteristic does not include the case that the independent directors having been a civil servant or adviser to government agency who holds a significant stake or is a controlling person of the company.
3. Not being a person related by blood or registration under laws, such as father, mother, spouse, sibling, and child, including spouse of the children, executives, major shareholders, controlling persons of the company, or persons to be nominated as executive or controlling persons of the company or its subsidiary.
4. Not having nor ever having a business relationship with the company, its parent company, subsidiary, affiliate, major shareholder or controlling person of the company, in the manner which may interfere with his independent judgment, and neither being nor having been a major shareholder or controlling person of any person having business

relationship with the company, its parent company, subsidiary, affiliate, major shareholder or controlling person of the company unless the foregoing relationship has ended not less than two years.

5. Neither being nor having been an auditor of the company, its parent company, subsidiary, affiliate, major shareholder or controlling person of the company, and not being a major shareholder, controlling person or partner of an audit firm which employs auditors of the company, its parent company, subsidiary, affiliate, major shareholder or controlling person of the company unless the foregoing relationship has ended not less than two years.

6. Neither being nor having been any professional advisor including legal advisor or financial advisor who receives an annual service fee exceeding two million baht from the company, its parent company, subsidiary, affiliate, major shareholder or controlling person of the company, and neither being nor having been a major shareholder, controlling person or partner of the professional advisor unless the foregoing relationship has ended not less than two years.

7. Not being a director who has been appointed as a representative of the company's director, major shareholder, or shareholders who are related to the company's major shareholder.

8. Not operating any business that has the same characteristics or competition with business of the company or the company's subsidiary. And, not being a partner who has a say in any form of partnership, an executive director, an employee, a staff or an advisor who receives fixed salary, or holding shares more than one percent of the total number of voting rights in any other company that has the same characteristics or competition with business of the company or the company's subsidiary.

9. Not having any characteristics which make him/her incapable of expressing independent opinions with regard to the company's business affairs.

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

Number of directors from each group of major shareholders over the past year (persons) : 3

Rights of minority shareholders on director appointment

The Company gave the chance for shareholders to propose a 2026 meeting agenda prior to the meeting and nominate a qualified candidate who would be considered for a position in the Board of Directors in accordance with the Companys principles from 1 October to 30 December 2025, 3 months prior to the end of the fiscal year. The shareholders who wish to propose an agenda for the 2026 Annual General Shareholder Meeting or nominate a qualified candidate for Company directorship must be the shareholder of the Company, which can be either one shareholder or combined shareholders with holding minimum shares from 5% of total voting rights of the Company and have to hold those shares on the date of proposing the agenda or nominating the qualified candidate for being the Company directorship. The Companys principles is shown on the Companys website www.asiaplusgroup.co.th and the SET. On 30 December 2025, there was neither proposal on a meeting agenda nor any nomination for the director of the Company.

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

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. CHALI SOPHONPANICH (Chairman of the board of directors)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none">• 2005: Director Accreditation Program (DAP) Other <ul style="list-style-type: none">• 2025: Cybersecurity Awareness for Board of Directors• 2024: Cybersecurity Awareness for Board of Directors• 2015: Corporate Governance for Capital Market Intermediaries (CGI)

List of directors	Participation in training in the past financial year	History of training participation
<p>2. Mrs. NINTIRA SOPHONPANICH (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2005: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Cybersecurity Awareness for Board of Directors • 2024: Cybersecurity Awareness for Board of Directors
<p>3. Mr. SOPON PUNYARATABANDHU (Director, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2023: Ethical Leadership Program (ELP) • 2023: The Boards Role in Mergers and Acquisitions (BMA) • 2002: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Cybersecurity Awareness for Board of Directors • 2025: ESG Risks Mitigation • 2024: Cyber Security Leadership Certificate Program for Business (CLCP) • 2024: Cybersecurity Awareness for Board of Directors • 2020: IT Governance and Cyber Resilience Program (ITG) • 2015: Corporate Governance for Capital Market Intermediaries (CGI) • 2007: Role of the Compensation Committee

List of directors	Participation in training in the past financial year	History of training participation
<p>4. Mr. PATCHARA SURAJARAS (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2003: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Board Cyber Forum 2025: Defense with AI and Innovation Strategies • 2025: Cybersecurity Awareness for Board of Directors • 2025: Data Analytics Using Generative AI • 2025: Strategic Foresight • 2024: Cybersecurity Awareness for Board of Directors • 2015: Corporate Governance for Capital Market Intermediaries (CGI)
<p>5. Mr. KONGKIAT OPASWONGKARN (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2005: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Cybersecurity Awareness for Board of Directors • 2024: Cybersecurity Awareness for Board of Directors • 2015: Corporate Governance for Capital Market Intermediaries (CGI)

List of directors	Participation in training in the past financial year	History of training participation
6. Mr. VIRACH APHIMETEETAMRONG (Director, Independent director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2003: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2025: Cybersecurity Awareness for Board of Directors • 2024: Cybersecurity Awareness for Board of Directors • 2015: Corporate Governance for Capital Market Intermediaries (CGI)
7. Mr. MICHAEL DAVID ROBERTS (Director, Independent director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2009: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2025: Cybersecurity Awareness for Board of Directors • 2024: Cybersecurity Awareness for Board of Directors • 2015: Corporate Governance for Capital Market Intermediaries (CGI)

List of directors	Participation in training in the past financial year	History of training participation
8. Mr. PITHAYAIN ASSAVANIG (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2014: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2025: Climate Related Risk Financial Reporting Standards • 2025: Cybersecurity Awareness for Board of Directors • 2025: Economic Update for CFO • 2025: Strategic Foresight • 2025: TFRS 69 and Future TFRS • 2025: Tax Regulations Related to Sales Promotion • 2024: Cybersecurity Awareness for Board of Directors • 2024: Top Executives Course • 2016: CFO Certification Program
9. Mr. CHANITR CHARNCHAINARONG (Director, Independent director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2004: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2025: Cybersecurity Awareness for Board of Directors • 2024: Cybersecurity Awareness for Board of Directors • 2013: Advanced Management Program (AMP) • 2006: Capital Market Academy Leadership Program

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board will conduct an annual self-evaluation to review, monitor, and assess the performance of the Board. Each director will do the assessment and the company secretary will summary and propose the result of the assessment to the Board of Directors.

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

The self-assessment of the director was conducted by using the form which was revised to align with the CG Code, the guideline practice from the Thai Institute of Directors Association and the responsibilities of the director. The results of the assessments were reported in the Board of Directors Meeting. There are 2 kinds of assessment which are:

1 Board self-assessment : this assessment is to evaluate the performance of the Board as a team under 5 topics which are

- The structure and characteristics of the Board
- The roles and responsibilities of the Board
- The Board meetings
- The Boards performance of duties
- The self-development of directors and executive development

The average score of the Board self-assessment in 2025 was 94.86%.

2 Individual self-assessment as Board or Sub-Committee : this assessment is to evaluate the Board or Sub-Committees performance as individual under 3 topics which are

- The structure and characteristics of the board
- The board meeting
- The roles and responsibilities of the board

The average score of the individual self-assessment in 2025 was 96.31%.

Besides the Board of Directors self-assessment, the Company arranges the self-assessment for the committee and the independent directors too, the details are as below:

Self-evaluation for Sub-Committee

The committees which consist of the number of directors more than one-half of total number of such committees are responsible for conducting an evaluation in order to evaluate the committees performance as a team. The Audit Committee, the Nomination Committee, the Remuneration Committee, the Risk Management Committee, the Corporate Governance and Sustainability Committee and the Executive Committee are responsible for conducting a self-evaluation under the areas of assessment of

- The structure and characteristics of the sub-committee
- The committee meeting
- The roles and responsibilities of such sub-committee

The results of the assessment are reported in the Board of Directors meeting. The average score of every committee in 2025 was 98.78%.

Self-evaluation for independent director

The independent directors have to do the independent director self-assessment form for certify their independent. This is to ensure that such independent director is still be qualified to be the independent director of the Company and still be independent from the management and have no stake or relationship that can have significant influence on an ability of the independent director to use independent judgement and discretion for the best interest of all shareholders. The results of the assessment are reported in the Board of Directors meeting.

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	3.79	4.00
	Self-assessment	3.85	4.00
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	4.00	4.00
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nomination Committee	Group assessment	3.79	4.00
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Remuneration Committee	Group assessment	4.00	4.00
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	3.97	4.00
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Corporate Governance and Sustainability Committee	Group assessment	4.00	4.00
	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 Remuneration Committee also conducted the annual performance assessment of the CEO for considering appropriate remuneration and other benefits with the following factors:

- Earnings performance of the Company based on specific business indicators
- Earnings performance of other companies in the same industry
- Development and improvement of the performance of each business each year
- Standard remuneration payment rate of the industry
- Sustainability performance targets set by the Company

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 : 12
past year (times)

Date of AGM meeting : 30 Apr 2025

EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)

1. Mr. CHALI SOPHONPANICH (Chairman of the board of directors)	11	/	12	1	/	1		/	
2. Mrs. NINTIRA SOPHONPANICH (Director)	12	/	12	1	/	1		/	
3. Mr. SOPON PUNYARATABANDHU (Director, Independent director)	12	/	12	1	/	1		/	
4. Mr. PATCHARA SURAJARAS (Director)	12	/	12	1	/	1		/	
5. Mr. KONGKIAT OPASWONGKARN (Director)	11	/	12	1	/	1		/	
6. Mr. VIRACH APHIMETEETAMRONG (Director, Independent director)	12	/	12	1	/	1		/	
7. Mr. MICHAEL DAVID ROBERTS (Director, Independent director)	12	/	12	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)
8. Mr. PITHAYAIN ASSAVANIG (Director)	12	/	12	1	/	1		/	
9. Mr. CHANITR CHARNCHAINARONG (Director, Independent director)	11	/	12	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. CHALI SOPHONPANICH (Chairman of the board of directors)	11/12 (91.67%)	1/1 (100.00%)	N/A
2. Mrs. NINTIRA SOPHONPANICH (Director)	12/12 (100.00%)	1/1 (100.00%)	N/A
3. Mr. SOPON PUNYARATABANDHU (Director)	12/12 (100.00%)	1/1 (100.00%)	N/A
4. Mr. PATCHARA SURAJARAS (Director)	12/12 (100.00%)	1/1 (100.00%)	N/A
5. Mr. KONGKIAT OPASWONGKARN (Director)	11/12 (91.67%)	1/1 (100.00%)	N/A
6. Mr. VIRACH APHIMETEETAMRONG (Director)	12/12 (100.00%)	1/1 (100.00%)	N/A
7. Mr. MICHAEL DAVID ROBERTS (Director)	12/12 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
8. Mr. PITHAYAIN ASSAVANIG (Director)	12/12 (100.00%)	1/1 (100.00%)	N/A
9. Mr. CHANITR CHARNCHAINARONG (Director)	11/12 (91.67%)	1/1 (100.00%)	N/A
Average meeting attendance rate	97.22%	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 remuneration of directors was approved by the General Meeting of Shareholders No.24 which was held on 25 April 2018 to pay for the directors remuneration not exceeding 15,000,000 Baht per annum effective from 2018 fiscal year onward. The Remuneration Committee will consider the amount of the director fee in order to be aligned with the industry, the Company's performance and also be based on each person's responsibilities. However, the total amount of director fee is still in line with the approval of the General Meeting of Shareholders No. 24 to pay directors remuneration not exceeding 15,000,000 Baht per annum. The audit committee members, the risk management committee members, the remuneration committee members, and the corporate governance and Sustainability Committee members will receive the remuneration when attending the meeting. The Company directors will receive remuneration in the form of director fees and bonus. The bonus will be paid to the director who is not an employee of the Company.

Remuneration in cash

The Company directors received remuneration in the form of director fees and bonus. The bonus will be paid to the director who is not an employee of the Company, the amount of money is based on the Company's performance.

The remuneration of the members of the committee will be paid to the members who are not the executives of the Company when attending the meeting.

The remuneration of directors and committees is aligned with the industry, the company's performance and also be based on each person's responsibilities. However, the total amount of director fee is still in line with the approval of the General Meeting of Shareholders No. 24 to pay directors remuneration not exceeding 15,000,000 Baht per annum.

Bonus

The bonus will be paid to the director, who is not an employee of the company, based on the Company's performance.

Director fee from the subsidiaries

The fee will be paid to the directors of the Company who serve as directors of such subsidiaries when attending the meeting. Anyway, it depends on each company's policy.

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. CHALI SOPHONPANICH (Chairman of the board of directors)			678,000.00		0.00
Board of Directors (Chairman of the board of directors)	678,000.00	0.00	678,000.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Nomination Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
2. Mrs. NINTIRA SOPHONPANICH (Director)			408,000.00		0.00
Board of Directors (Director)	408,000.00	0.00	408,000.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
3. Mr. SOPON PUNYARATABANDHU (Director, Independent director)			1,152,000.00		506,000.00

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)	408,000.00	200,000.00	608,000.00	No	
Audit Committee (Member of the audit committee)	272,000.00	0.00	272,000.00	No	
Risk Management Committee (The chairman of the subcommittee)	170,000.00	0.00	170,000.00	No	
Remuneration Committee (Member of the subcommittee)	68,000.00	0.00	68,000.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	34,000.00	0.00	34,000.00	No	
Nomination Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
4. Mr. PATCHARA SURAJARAS (Director)			408,000.00		102,000.00
Board of Directors (Director)	408,000.00	0.00	408,000.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
5. Mr. KONGKIAT OPASWONGKARN (Director)			408,000.00		0.00
Board of Directors (Director)	408,000.00	0.00	408,000.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
Nomination Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
6. Mr. VIRACH APHIMETEETAMRONG (Director, Independent director)			1,232,000.00		0.00
Board of Directors (Director)	408,000.00	220,000.00	628,000.00	No	
Audit Committee (Chairman of the audit committee)	400,000.00	0.00	400,000.00	No	
Nomination Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Corporate Governance and Sustainability Committee (The chairman of the subcommittee)	34,000.00	0.00	34,000.00	No	
Risk Management Committee (Member of the subcommittee)	170,000.00	0.00	170,000.00	No	
7. Mr. MICHAEL DAVID ROBERTS (Director, Independent director)			846,000.00		0.00
Board of Directors (Director)	408,000.00	200,000.00	608,000.00	No	
Remuneration Committee (The chairman of the subcommittee)	68,000.00	0.00	68,000.00	No	
Risk Management Committee (Member of the subcommittee)	170,000.00	0.00	170,000.00	No	
8. Mr. PITHAYAIN ASSAVANIG (Director)			408,000.00		204,000.00
Board of Directors (Director)	408,000.00	0.00	408,000.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
9. Mr. CHANITR CHARNCHAINARONG (Director, Independent director)			1,084,000.00		245,000.00
Board of Directors (Director)	408,000.00	200,000.00	608,000.00	No	
Audit Committee (Member of the audit committee)	272,000.00	0.00	272,000.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	34,000.00	0.00	34,000.00	No	
Risk Management Committee (Member of the subcommittee)	170,000.00	0.00	170,000.00	No	
Nomination Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
10. Mr. CHIRASAK ONGPAIBOOL (Member of the executive committee)			0.00		0.00
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	3,942,000.00	820,000.00	4,762,000.00
2. Audit Committee	944,000.00	0.00	944,000.00
3. Executive Committee	0.00	0.00	0.00
4. Remuneration Committee	136,000.00	0.00	136,000.00
5. Nomination Committee	0.00	0.00	0.00
6. Risk Management Committee	680,000.00	0.00	680,000.00
7. Corporate Governance and Sustainability Committee	102,000.00	0.00	102,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	5,651,700.00	5,657,700.00	5,804,000.00
Other monetary remuneration (Baht)	1,110,000.00	940,000.00	820,000.00

	2023	2024	2025
Total (Baht)	6,761,700.00	6,597,700.00	6,624,000.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

Mechanism for overseeing subsidiaries and : Yes
associated companies

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

The Company is a holding company which has 3 subsidiaries and 1 affiliated company so the Company has to provide both direct and indirect measures and mechanisms for the Company to regulate and manage the Subsidiary and Associated Company and to ensure their compliance with the measures and mechanisms as if they are the Companys entities. The Company also intends to assure that the Subsidiary and Associated Company comply with the Companys policies, relevant laws, and notifications, rules, and regulations of the Capital Market Supervisory Board, the SEC, and the SET, in an attempt to protect the Companys interest in such the Subsidiary and Associated Company.

The Subsidiary and Associated Company of the Company cannot undertake a certain transaction that is deemed to have a significant impact on its financial status and earnings performance unless such a transaction is beforehand approved by the Companys Board of Directors Meeting or Shareholders Meeting (as the case may be). In that case, the Company has to hold a Board of Directors Meeting and/or a Shareholders Meeting to deliberate and approve the transaction before the Subsidiary and/or Associated Company holds its Board of Directors Meeting and/or Shareholders Meeting to approve the transaction and/or before the Subsidiary and Associated Company undertakes the transaction. In doing this, the Company has to disclose information and comply mutatis mutandis with rules, regulations, conditions,

and procedure pertaining to the transaction that needs approval as prescribed in the Public Limited Company Act, the Civil and Commercial Code, the Securities and Exchange Act, other relevant laws, and notifications, rules, and regulations of the Capital Market Supervisory Board, the SEC and the SET.

Moreover, the Company has to ensure that the Subsidiary has an internal control system, a risk management system, and a corruption prevention system. In addition, there should be suitable concise and effective measures to monitor the Subsidiary and Associated Companies performance to assure their compliance with the Companies policies, Articles of Association in this Chapter, law and the Principles of Good Corporate Governance for listed Companies, and relevant notifications, rules, and regulations of the Capital Market Supervisory Board, the SEC, and the SET. The Company also has to ensure that the Subsidiary and/or Associated Company disclose information concerning connected transactions, and/or acquisition or disposition of assets, and/or other transactions that will have a significant impact on the Company.

The Compliance and Audit Unit and the corporate support functions are centralized at the Company but the subsidiaries still have autonomy in the internal management such as marketing, issue instrument, etc.

The Company appointed the representatives to be the directors of the subsidiaries in order to monitor the business performance, to provide useful feedback to the subsidiaries, and to attend the meetings as shareholders. These representatives must be approved by the Companies Board of Directors and are qualified in accordance with securities business executive regulations, conditions, and procedures as regulated by Capital Market Supervisory Board.

If the Company has a significant investment, the shareholder agreement will be made in order to enable the companys performance monitoring and participation in the business management. This is to ensure that the Company has sufficient, accurate and timely information for the preparation of its financial statements that conform to relevant standards.

For its three subsidiaries, the Company has appointed representatives to serve as directors as follows:

1. Asset Plus Fund Management Company Limited (Asset Plus Fund Management)

The Company has appointed 4 representatives (1) Mr. Sapon Punyaratabandhu, (2) Mr. Patchara Surajaras, (3) Mr. Pithayain Assavanig and (4) Mr. Chanitr Charnchainarong to be directors of Asset Plus Fund Management.

2. Asia Plus Advisory Company Limited (Asia Plus Advisory)

The Company has appointed 4 representatives (1) Mr. Kongkiat Opaswongkarn (2) Mrs. Nintira Sophonpanich (3) Mr. Patchara Surajaras and (4) Mr. Pithayain Assavanig to take a position of directors of Asia Plus Advisory.

3. Asia Plus Securities Company Limited (Asia Plus Securities)

The Company has appointed 7 representatives (1) Mr. Chali Sophonpanich (2) Mr. Kongkiat Opaswongkarn (3) Mr. Michael David Roberts (4) Mr. Virach Aphimeteetamrong (5) Mr. Sapon Punyaratabandhu (6) Mrs. Nintira Sophonpanich and (7) Mr. Patchara Surajaras to be directors of the Asia Plus Securities.

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

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

The monitoring of compliance with corporate governance policy and guidelines

Operations for conflict of interest prevention over the past year

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

The Company has established policies and control measures to prevent the misuse of inside information for personal benefit or for the benefit of others, whether directly or indirectly. The Company has also issued clear procedures to prevent insider trading, prevent conflicts of interest, and manage related party transactions, as follows:

- The Board of Directors has approved the principles for entering into transactions between the Company or its subsidiaries and directors, executives, or related persons for transactions that are part of normal business operations or support normal operations, conducted under general commercial terms equivalent to those applied to third parties. Other types of transactions must comply with the rules prescribed by the Stock Exchange of Thailand and the Capital Market Supervisory Board. The Audit Committee reviews the reasonableness of such transactions quarterly. Details of related party transactions are disclosed in Item 9.2 Related Party Transactions.
- The Company has established guidelines to prevent the exchange of non public information between internal departments. Key units maintain clear segregation of duties, reporting lines, and physical workspaces.
- The Company has formal written policies governing trading of securities, derivatives, and other investment products by directors, executives, and employees. These policies are communicated to all personnel and strictly enforced to prevent misuse of inside information and avoid conflicts of interest.
- Directors, executives, and employees are prohibited from trading securities, derivatives, or other investment products listed on the Watch List or Restricted List. They must not buy, sell, transfer, or receive transfers of such instruments, either for themselves or for others, based on material non public information that may affect market prices, or any information obtained due to their position.
- Directors, executives, employees, and persons involved in Company operations are prohibited from disclosing inside information obtained through their duties to any unauthorized persons.
- The Company requires directors and executives to disclose their interests and those of related persons every six months. This information is used to monitor their compliance with fiduciary duties requiring due care, honesty, and avoidance of transactions that may lead to conflicts of interest or improper transfer of benefits from the Company or its subsidiaries. Directors and executives with a conflict of interest in any transaction must not participate in its consideration, discussion, or decision making.
- The Company maintains a clear and transparent shareholding structure, with no cross shareholdings within the group or with major shareholders, and no pyramid shareholding. This helps prevent conflicts of interest. The Companys shareholding structure is disclosed on its website and in the One Report (Form 56 1 One Report), Item 1.3 Group Shareholding Structure.

In 2025, the Company required all directors and executives to disclose their interests and those of related persons twice a year, at the end of June and December, or every six months. Throughout 2025, no transactions or matters arose that could lead to conflicts of interest or improper transfer of benefits between the Company and its subsidiaries.

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

Prevention measures for misuse of inside information for personal or improper benefit

To ensure proper control and use of inside information in accordance with good corporate governance principles, the Company has established written policies and guidelines. These rules apply strictly to all Directors, Executives, Employees, and any persons involved in the Companies or subsidiaries operations. The key requirements are clearly set out as follows:

- Departments that have access to confidential or nonpublic information must operate independently, with clear separation in reporting lines, work areas, and office equipment. Personnel within these units are required to maintain strict confidentiality and ensure that such information does not leak to unrelated units. Unauthorized access, whether internal or external, must be prevented, and material nonpublic information must not be disclosed under any circumstances.
- Employees responsible for handling sensitive information must safeguard such information appropriately, preventing disclosure to any unrelated parties and restricting access to authorized personnel only.
- Employees are prohibited from disclosing material nonpublic information both inside and outside the organization. If disclosure is deemed necessary, information may only be shared on a needtoknow basis and to the minimum extent required. Any request for access must be submitted in writing and approved by the Executive Committee.
- Directors, Executives, Employees, and relevant persons must not use any insider information or information obtained through the Companies or subsidiaries operations for personal gain or for the benefit of others.
- Responsible personnel must securely retain related documents, records, and evidence to prevent unauthorized access or leakage of confidential information.
- All employees must comply with these rules. Any violation may result in disciplinary action, including written warnings, probation, suspension, or termination, depending on the severity of the breach.
- The Compliance and Internal Audit Department is responsible for preparing and maintaining: Watch List securities, derivatives, and digital tokens requiring transaction monitoring and Restricted List securities, derivatives, and digital tokens on which transactions are prohibited. These lists are communicated to relevant personnel as needed.

The Company has informed Directors and Executives of their legal obligations to report their own, their spouses, and their minor childrens securities holdings and any changes thereto to the SEC in accordance with Section 59 and penalties under Section 275 of the Securities and Exchange Act B.E. 2535.

Additionally, the Company has established written guidelines governing securities trading by Directors, Executives, and Employees (last updated on 19 April 2021). These guidelines aim to prevent insider trading and conflicts of interest. Key principles include:

- Directors and employees may trade securities only through Asia Plus Securities, and such accounts must be designated as employee accounts. Trade orders must be submitted through the designated officer responsible for handling employee orders, with signed trade forms submitted no later than the next business day. A minimum onebusinessday holding period is required before selling purchased securities or derivatives.
- Directors, Executives, and relevant personnel who may have access to insider information, particularly securities in the Watch List or Restricted List, are prohibited from buying, selling, transferring, or receiving such securities or derivatives.
- Executives, employees, and related persons are strictly prohibited from disclosing inside information obtained in the course of their duties to unauthorized persons.

The Compliance and Internal Audit Department monitors adherence to these rules and provides training for new employees regarding Company policies. Any breach or misuse of inside information may result in disciplinary actions ranging from written warnings to termination. In 2025, no violations relating to insider trading or misuse of confidential information were detected.

During the year, the Company notified directors and executives of the Blackout Period prohibiting trading of Company securities prior to financial disclosures. The Company has implemented systems that prevent trading during such periods. All directors and executives complied strictly, and no violations occurred. Directors and executives also report their securities holdings including those of spouses and minor children upon appointment, upon any change, and every six months even if there is no change. These reports are presented to the Board for acknowledgment. In the Board meeting held on 28 January 2026, the Company reported the securities holdings of all directors and executives as of 31 December 2025, confirming that no changes and no transactions executed by any Director.

Additionally, in 2025 the Company provided training for directors, executives, and employees on prevention of insider trading, conflicts of interest, and related corporate governance matters under the topic Interesting thing to know about corporate governance. The program covered: 1) Business ethics, 2) Code of conduct, 3) Prevention of conflicts of interest arising from misuse of inside information, 4) Anticorruption and antibribery policies and practices, and 5) Whistleblowing procedures

All directors, executives, and employees participated in the training

Participants	Training day	Total persons	Total number of Participants	Participation Rate (%)
Directors	13 Nov. 2025 (before the board meeting start)	9 persons	9 persons	100.00%
Executives and Employees	15 Sep. - 15 Dec. 2025 (via e-Learning system)	99 persons	80 persons	80.81%

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 the past year : Yes

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 and its subsidiaries place great importance on safeguarding their reputation and maintaining the trust of customers, shareholders, business partners, employees, government agencies, and the general public. The Company is committed to conducting its business ethically and in accordance with good corporate governance principles, upholding responsibility toward all stakeholders, and expressing a clear commitment to combating all forms of corruption and bribery.

The Company has established an AntiCorruption and AntiBribery Policy, as well as detailed guidelines for anticorruption practices and whistleblowing procedures. The Company has consistently implemented these policies to align with the guidelines of the Thai Private Sector Collective Action Coalition Against Corruption (CAC). These policies are communicated internally to all directors, executives, and employees to ensure strict compliance across the Company and its subsidiaries. They are also publicly disclosed to business partners, stakeholders, and external parties via the Companys website : www.asiaplusgroup.co.th and the websites of its subsidiaries. The policy covers various matters, including: facilitation payments, engagement of government officials, conflict of interest, political contributions, charitable donations, sponsorships, gifts and hospitality, bribery, relationships with third parties, financial and accounting reporting, and human resource management. The whistleblowing policy also includes protections for whistleblowers and specifies disciplinary actions for noncompliance. The Company regularly disseminates and communicates this information to employees and the public, while monitoring adherence to these policies. The Audit Committee reviews the AntiCorruption and AntiBribery Policy and related guidelines at least once a year to ensure alignment with current regulatory requirements and emerging situations. Any amendments must be approved by the Board of Directors before implementation. Revisions, once approved, are communicated to all directors, executives, and employees via email and disclosed on the Companys website: <http://www.asiaplusgroup.co.th/about-us.php>. Furthermore, the Company

conducts annual corruption risk assessments, covering business partners, internal processes, and new business alliances. Clear procedures are established for addressing highrisk findings. Assessment results are reported to the Risk Management Committee, and the Compliance and Internal Audit functions review implementation and report to the Audit Committee at least annually. Urgent or material corruptionrelated issues must be escalated immediately to the relevant committees and/or executive directors.

All companies within the Group have been certified as members of the Collective Action Coalition Against Corruption (CAC) since 16 January 2015 and 10 July 2015, with continuous renewal of certification. The Group received its 2nd renewal on 31 March 2021 and the 3rd renewal on 31 March 2024. Key anticorruption initiatives undertaken include:

- The Company and its subsidiaries participated in various seminars and activities related to anti-corruption organized by external institutions, with the aim of strengthening knowledge, understanding, and reinforcing the Groups stance against fraud and corruption. Key activities included:
 - Participation in the 2025 Anti-Corruption Day under the theme Is it true that corruption doesnt affect us? organized by the Anti-Corruption Organization of Thailand (ACT), held online on 6 September 2025.
 - Participation in the Kao Tha Jai 10K Thailand Championship 2025, a health-focused run/walk event held at Sanam Luang on 15 June 2025. The activity aimed to promote employee well-being while reinforcing the Groups commitment to good governance, integrity, and responsible business conduct. The Company integrated its anti-corruption values into the event through the campaign Walk with Integrity: Transparency in Every Step, fostering ethical awareness at both individual and organizational levels.
 - Attendance by senior executives in the Risk Management Program for Corporate Leaders (RCL), Class 41/2025, organized by the Thai Institute of Directors Association (IOD) during 6 7 November 2025.
- The Company conducted an e-Learning training program titled Anti-Corruption and Anti-Bribery Policy and Whistleblowing Guidelines for employees and executives of the Company and its subsidiaries. The program was made available from 29 September to 30 December 2025 to reinforce awareness of the Companys anti-corruption and anti-bribery policies. Participants were required to complete an assessment to ensure their understanding of the policy definitions and correct application in practice. A total of 485 employees and executives out of 653, representing 74.27%, successfully completed the training.
- The Company conducts an annual review and audit of compliance with its Anti-Corruption and Anti-Bribery Policy. Based on the 2025 audit results, no incidents of fraud, corruption, or bribery were identified. Furthermore, the Company made no political contributions or financial support to any political parties during the year.

Number of corruption and bribery cases identified	Target	2025	2024
	0 case	0 case	0 case

Number of cases or issues related to corruption

	2023	2024	2025

	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 Company and its subsidiaries place great importance on adherence to good corporate governance principles, anticorruption practices, proper performance of duties, and compliance with all applicable laws, regulations, rules, codes of conduct, and ethical business practices. This includes preventing improper use of Company resources, corruption, bribery, conflicts of interest, and any matters involving human rights violations. Accordingly, the Company and its subsidiaries have established whistleblowing policies, channels, and procedures as mechanisms for preventing and detecting fraud or corruption.

Whistleblowing channels are made available to all stakeholders, and are communicated to employees, customers, shareholders, business partners, counterparties, government agencies, and the general public through the Companys website, employee handbook, and other communication channels. Reports may be submitted through:

- A sealed envelope marked Confidential, addressed to the Chairman of the Audit Committee, Asia Plus Group Holdings Public Company Limited, 175, 3/1 Floor, Sathorn City Tower, South Sathorn Road, Thungmahamek, Sathorn, Bangkok 10120
- Email directly to the Head of Compliance and Audit, with a copy to the Chairman of the Audit Committee
- Suggestion/Comment/Complaint boxes
- Telephone at 0 2680 1120 or 0 2680 1122, during office hours (08:3017:00)

Once the Chairman of the Audit Committee receives a whistleblowing report, an acknowledgement is sent to the whistleblower within seven (7) business days from the date of receipt.

The Chairman of the Audit Committee has delegated the Head of Compliance and Audit to receive complaints or whistleblowing reports from employees, external parties, or business partners. All reports must be submitted to the Audit Committee, which will assess the appropriate course of action and instruct the Compliance and Audit function to conduct a factfinding investigation promptly. In certain cases, it may be necessary to allocate a budget for engaging external advisors or auditors who are free from conflicts of interest with the reported individuals. After the Audit Committee reviews the investigation results, recommendations are submitted to the Executive Committee and subsequently to the Board of Directors for appropriate corrective action. If wrongdoing is found, disciplinary action will be imposed in accordance with Company regulations, and legal action may be taken where applicable. The Company also has a formal Whistleblower Protection Policy, and all evidence and documents relating to whistleblowing reports and investigation findings are treated as confidential. Details of the whistleblowing policy and procedures are published on the Companys website at www.asiaplusgroup.co.th. The Company has assigned the Compliance and Audit function to monitor and ensure compliance with laws, regulations, and the Companys Code of Business Ethics. Any noncompliance with the Code will be handled in accordance with the established procedures.

In addition, the Company provides a channel for stakeholders to express opinions, suggestions, or other complaints through public_relations@asiaplus.co.th or via the Companys website at www.asiaplusgroup.co.th.

For any enquiries or complaints relating to personal data, stakeholders may contact the Companys Data Protection Officer at 0 2680 1567 or by email at dpo@asiaplus.co.th.

In 2025, the Company received no complaints or incidents of noncompliance with laws, regulations, rules, or the Code of Business Ethics. The Company also did not receive any whistleblowing reports or complaints, including those relating to personal data under the Personal Data Protection Act.

To prevent recurrence of complaints, the Company has established corrective and preventive measures. If the complaint arises from Company systems or operational processes, the Company will investigate the cause, impact, and any damage incurred, and convene a meeting of relevant executives to determine corrective and preventive measures to avoid recurrence. If the complaint arises from employee conduct, the Company will investigate and identify the root cause. Relevant personnel will be called to discuss corrective and preventive measures. Disciplinary actions may be applied in accordance with Company regulations to enhance awareness and accountability. Furthermore, the Company conducted refresher training for directors on ethics, the Code of Conduct, prevention of conflicts of interest, the use of inside information, anticorruption and antibribery policies, and whistleblowing practices on 13 November 2025. Additional training was provided to employees and executives through the eLearning platform from 15 September to 15 December 2025, to reinforce awareness and help prevent issues that could lead to complaints or whistleblowing. The Company also conducted training on the Personal Data Retention Policy for all executives and employees to ensure proper compliance with the Companys policies and guidelines.

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

The Company is fully committed to upholding ethical business practices and complying with all relevant laws, regulations, and professional standards. The Companys Code of Conduct covers various areas, including customer integrity, responsible disclosure of information, regulatory compliance, conflict of interest prevention, and customer confidentiality. The Company ensures that directors, executives, and employees are made aware of and strictly adhere to the Code of Conduct. All new employees receive CodeofConduct training during onboarding. The Company strictly enforces disciplinary actions against employees who violate or permit violations of the Code of Ethics. Depending on the severity of the violation, disciplinary actions may include verbal warnings, written warnings, monetary penalties, reporting to regulatory authorities, suspension, demotion, or termination of employment, in line with the Companys disciplinary guidelines. In addition, the Company assigns the Compliance and Audit Unit to monitor compliance with laws, regulations, and the Code of Conduct. Noncompliance cases are reported to the Audit Committee or the Board of Directors when necessary. In 2025, there were no incidents of non-compliance with laws, regulations, or the Companys Code of Business Ethics.

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) : 8

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. VIRACH APHIMETEETAMRONG (Chairman of the audit committee)	8	/	8	8/8 (100.00%)
2 Mr. SOPON PUNYARATABANDHU (Member of the audit committee)	8	/	8	8/8 (100.00%)
3 Mr. CHANITR CHARNCHAINARONG (Member of the audit committee)	8	/	8	8/8 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

Report of the Audit Committee

For the year ended 31 December 2025

Appointed by the Board of Directors, the Audit Committee comprises independent directors possessing knowledge and experiences in finance, accounting and business management, whose qualifications match all requirements stipulated by the Stock Exchange of Thailand and the Securities Exchange Commission (Thailand). In 2025, Dr. Virach Aphimeteetamrong chaired the committee and the remaining members included Mr. Sophon Punyaratabandhu and Mr. Chanitr Charnchainarong. The audit committee performed its duties in accordance with the scope of duties and responsibilities as delegated by the Board of Directors and as set in its audit committee charter. In 2025 the committee held 8 meetings with the external auditors, the management, and the audit and compliance department. Among these, there was 1 meeting with the external auditors in absence of the management. Matter considered in the meetings included as follows;

1. Reviewed the quarterly, half-year and annual financial statements and related financial reports. The committee agreed with the external auditors opinions that the financial statements present fairly, in all material aspects, the financial position and the results of operations in compliance with generally accepted accounting principles, including the accounting laws, and regulations of the SEC and the SET, and is reliable with sufficient disclosure. The committee also reviewed related party transactions for arms-length and adequate disclosure.
2. Considered and approved operation plans of the Compliance and Audit Department, and acknowledged the results of assessment of the adequacy of internal control systems and the compliance with regulatory requirements. Additionally, reported significant matters to the Board of Directors for acknowledgement or approval.
3. Reviewed and gave opinion on the adequacy of internal control systems about the overseeing of the Company's investing, including digital asset investment.

4. Reviewed the policies and practices on Anti-Money Laundering and Combating the Financing of Terrorism and proliferation of weapons of mass destruction, the policy on risk management and mitigation, and all policies that are related to Money Laundering and Financing of Terrorism and proliferation of weapons of mass destruction.
5. Reviewed the policies and practices on Anti-bribery and Corruption, and Whistle-blowing.
6. Considered customer complaints and whistleblowing.
7. Participated as members of risk management committee.
8. Considered performance and independent of the external auditor, and the audit fee, and recommended the Board of Directors to propose to the shareholders to appoint the EY Office Limited as the external auditors for the year 2025.

The committee is of an opinion that management observe good corporate governance, the financial statements present fairly, in all material aspects, the financial position and the results of operations in compliance with generally accepted accounting principles with sufficient disclosure on related party transactions, and the company has established adequate internal control systems and risk management and has complied with regulatory requirements concerned.

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. KONGKIAT OPASWONGKARN (The chairman of the executive committee)	9	/	12	9/12 (75.00%)
2 Mr. CHALI SOPHONPANICH (Member of the executive committee)	0	/	12	0/12 (0.00%)
3 Mr. PATCHARA SURAJARAS (Member of the executive committee)	10	/	12	10/12 (83.33%)
4 Mr. PITHAYAIN ASSAVANIG (Member of the executive committee)	12	/	12	12/12 (100.00%)

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
5 Mr. CHIRASAK ONGPAIBOOL (Member of the executive committee)	12	/	12	12/12 (100.00%)
Average meeting attendance rate				(71.67%)

The results of duty performance of Executive Committee

Report from the Executive Committee

For the year ended 31 December 2025

The Executive Committee, appointed by the Board of Directors of Asia Plus Group Holdings Public Company Limited, consists of five members, 1) Mr. Kongkiat Opaswongkarn, Chairman of the Committee, 2) Mr. Chali Sophonpanich, 3) Mr. Patchara Surajaras, 4) Mr. Pithayain Assavanig, 5) Mr. Chirasak Ongpaibool and an advisor, Mrs. Nintira Sophonpanich

In 2025, the Executive Committee held 12 meetings to perform its duties within the scope and responsibilities assigned by the Board of Directors and as specified in the Executive Committee Charter as follows:

1. Formulating and proposing policies, business plans, directions and budget for 2026 to the Board of Directors for approval.
2. Supervising, monitoring, and evaluating the operational performance of the Company and its subsidiaries to ensure alignment with policies, targets, plans and budget as approved by the Board of Directors.
3. Approving expenses exceeding the approval limit of the Executive Directors but not exceeding 30 million baht.
4. Reviewing and approving policies related to operations, including the revision of the Personal Data Protection Policy, and acknowledge updates to policies, practices, and procedures related to personal data protection.
5. Considering and providing comments on the draft Group Risk Management Policy for submission to the Risk Management Committee
6. Reviewing the Executive Committee Charter to ensure it is up to date and still consistent with the scope and responsibilities as assigned by the Board of Directors.
7. Considering and approving the criteria for attending external training programs.
8. Considering the appointment of the Safety Committee.
9. Acknowledging the Personal Data Protection Acts status and Plan.
10. Overseeing the efficient management of human resources for the company and its subsidiaries.
11. Considering and giving opinions on issues that need approval from the Board of Directors, except issues delegated to other relevant committees by the Board of Directors.

Meeting attendance of Remuneration Committee

Meeting Remuneration Committee (times) : 2

List of Directors	Meeting attendance of Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. MICHAEL DAVID ROBERTS (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. SOPON PUNYARATABANDHU (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Remuneration Committee

Report from the Remuneration Committee

For the year ended 31 December 2025

The Board of Directors of Asia Plus Group Holdings Public Company Limited appointed the Remuneration Committee which consists of two independent directors, 1) Mr. Michael David Robers, Chairman of this Committee and 2) Mr. Sopon Punyaratabandhu, member of this Committee.

In 2025, the Remuneration Committee held a total of two meetings, with all committee members in attendance. The purpose of the meeting was to fulfill the duties and responsibilities assigned by the Board of Directors and as stated in the Remuneration Committee Charter. The summaries are as follows:"

1. Considering the annual remuneration of Chief Executive Officer (CEO), which is based on the performance of Chief Executive Officer and linked to the Companys performance and the business environment.
2. Considering the remunerations of the Companys directors and sub-committees as determined at the shareholders meetings, based on reference and comparison within the same industry, and consistent with duties and responsibilities of the directors and sub-committees.
3. Meeting with top executives to consider and determine the remunerations of managements and employees of the Company.
4. Reviewing the Charter of the Remuneration Committee to keep it up to date and consistent with the scope and responsibility as appointed by the Board of Directors.

The remuneration calculation takes into account the inflation rate and the gross domestic product (GDP) growth rate as well as changes in remuneration rates in the same industry in order to have appropriate remuneration rates that are competitive in the industry. The remuneration Committee sees that the remunerations of directors and sub-committees are appropriate, consistent with duties and responsibilities, according to the Companys policies and regulations, and sufficient to retain quality directors, executives and employees in the Company.

Meeting attendance of Nomination Committee

Meeting Nomination Committee (times) : 2

List of Directors	Meeting attendance of Nomination Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. VIRACH APHIMETEETAMRONG (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. CHALI SOPHONPANICH (Member of the subcommittee)	2	/	2	2/2 (100.00%)
3 Mr. KONGKIAT OPASWONGKARN (Member of the subcommittee)	2	/	2	2/2 (100.00%)
4 Mr. SOPON PUNYARATABANDHU (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
5 Mr. CHANITR CHARNCHAINARONG (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 Committee

Report from the Nomination Committee

For the year ended 31 December 2025

The Nomination Committee of Asia Plus Group Holdings Public Company Limited consists of five directors, including three independent directors, 1) Mr. Virach Aphimeteetamrong, Chairman of Nomination Committee, 2) Mr. Sapon Punyaratabandhu, and 3) Mr. Chanitr Charnchainarong, and two executive directors, 1) Mr. Chali Sophonpanich and 2) Mr. Kongkiat Opaswongkarn.

In 2025, the Nomination Committee held two meetings with all committee members in attendance. The purpose of the meeting was to fulfill the duties and responsibilities assigned by the Board of Directors and as stated in the Nomination Committee Charter. The summaries are as follows:

1. Considering the qualification of the directors who retired by rotation at the annual general meeting of shareholders in 2025 before proposing to the Board of Directors to consider and propose to the shareholders meeting to re-elect the retired directors as directors of the Company for another term. The Nomination Committee meticulously and carefully considered that the qualifications, knowledge, and skills of such directors are suitable for the business and as required by laws and regulations of relevant authorities, moreover, also considered their past performance as directors of the Company. In case of independent directors, the Nomination Committee will consider their independence too. However, the Nomination directors who retired by rotation, which are considered as stakeholders, cannot consider and vote on this issue.

The Board of Directors gave the chance to shareholders to nominate suitable candidates to be elected to be director during the period from 1 October to 30 December 2024, in accordance with the Company's criteria and guidelines. At the end of the nomination period, no shareholder nominated any person to be elected as director at the 2025 annual general meeting of shareholders.

2. Considering the criteria and guidelines on the rights of shareholders to nominate a qualified candidate for company directorship for the 2026 annual general meeting of shareholders during the period from 1 October to 30 December 2025. At the end of the nomination period, no shareholder nominated any person to be elected as director at the annual general meeting of shareholders.

3. Reviewing the Charter of the Nomination Committee to keep it up to date and consistent with the scope and responsibility as appointed by the Board of Directors.

The Nomination Committee had thoroughly, meticulously, transparently, and independently performed the duties, especially consideration for appropriateness of nominees for directors, to ensure that the nominees have knowledge, skills, and experiences that are beneficial to the Company's operations and the best interest for the Company and stakeholders.

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 5

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SOPON PUNYARATABANDHU (The chairman of the subcommittee, Independent director)	5	/	5	5/5 (100.00%)
2 Mr. MICHAEL DAVID ROBERTS (Member of the subcommittee, Independent director)	5	/	5	5/5 (100.00%)
3 Mr. VIRACH APHIMETEETAMRONG (Member of the subcommittee, Independent director)	5	/	5	5/5 (100.00%)
4 Mr. CHANITR CHARNCHAINARONG (Member of the subcommittee, Independent director)	5	/	5	5/5 (100.00%)
5 Mr. PATCHARA SURAJARAS (Member of the subcommittee)	5	/	5	5/5 (100.00%)
6 Mr. CHIRASAK ONGPAIBOOL (Member of the subcommittee)	5	/	5	5/5 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Risk Management Committee

Report from the Risk Management Committee

For the year ended 31 December 2025

The Board of Directors established the Risk Management Committee to oversee risk management issues and to ensure that the Asia Plus Group maintains a robust risk management framework and policy, including adequate and appropriate control measures. The Committee comprises 6 members: 4 Independent Directors and 2 Executive Directors, with the Head of the Risk Management Division serving as Secretary.

In 2025, the Risk Management Committee held five meetings with all committee members attending every meeting to review, discuss, and oversee all aspects of risk management, ensuring the consistency and continuity of the Asia Plus Groups risk management processes.

Key matters considered included:

1. Risk assessment and management tailored to the specific business needs, covering money laundering, terrorist financing and the proliferation of weapons of mass destruction (AML/CTPF Risk Assessment), corruption and bribery risk assessment, and personal data risk.
2. Updating the organization's risk management policy to cover environmental, social, and governance (ESG) risks so that stakeholders, including shareholders, business partners, customers, employees, and society, understand the company's ESG risk management approach.
3. Assessment of key transaction risks, including the securities company's self-assessment (Risk-Based Approach (SAQ-RBA)) and the information technology risk assessment (SAQ-RLA) of two subsidiaries, Asia Plus Securities Co., Ltd. and Asset Plus Fund Management Co., Ltd., in accordance with the guidelines of the Securities and Exchange Commission of Thailand (SEC).
4. Review of the Information Technology Governance and Information Technology Security Policy and the results of IT risk management, as well as IT security measures, covering the following key issues: (a) IT risk management and related activities; (b) compliance with government and internal regulations; (c) key IT operations and performance; and (d) IT security.
5. Consideration of the adequacy of capital requirements of regulatory agencies, by reviewing the results of participation in stress tests with regulatory agencies and the development of a liquidity and capital crisis management plan for all subsidiaries. Asia Plus Securities Co., Ltd. and Asset Plus Fund Management Co., Ltd.

The Risk Management Committee has fully performed its duties as prescribed in its Charter. The Committee has driven the development and refinement of the ERM policy and measures to maximise efficiency and regulatory compliance. Furthermore, the Committee monitored the performance of the Risk Management Division and the Head of Risk Management to ensure that the Asia Plus Groups risk management operations remained appropriate and aligned with the established framework throughout 2025.

Meeting attendance of Corporate Governance and Sustainability Committee

Meeting Corporate Governance and Sustainability Committee (times) : 1

List of Directors	Meeting attendance of Corporate Governance and Sustainability Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of Corporate Governance and Sustainability Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. VIRACH APHIMETEETAMRONG (The chairman of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
2 Mr. SOPON PUNYARATABANDHU (Member of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
3 Mr. CHANITR CHARNCHAINARONG (Member of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
4 Mrs. NINTIRA SOPHONPANICH (Member of the subcommittee)	1	/	1	1/1 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Corporate Governance and Sustainability

Committee

Report from the Corporate Governance and Sustainability Committee

For the year ended 31 December 2025

The Corporate Governance and Sustainability Committee of Asia Plus Group Holdings Public Company Limited consists of four directors, which include three independent directors and one non-executive director. The Chairman of the Corporate Governance and Sustainability Committee is an independent director, Mr. Virach Aphimeteetamrong, and the other three directors are 1) Mr. Sapon Punyaratabandhu, 2) Mrs. Nintira Sophonpanich, and 3) Mr. Chanitr Charnchainarong.

In 2025, the Corporate Governance and Sustainability Committee held one meeting, with all committee members in attendance. The purpose of the meeting was to fulfill the duties and responsibilities assigned by the Board of Directors and as stated in the charter of the Corporate Governance and Sustainability Committee. The key matters considered and actions taken are summarized as follows:

1. Reviewing the Corporate Governance and Sustainability Committee Charter to ensure compliance with regulatory guidelines and to keep it up to date, under the authority delegated by the Board of Directors.
2. Reviewing and revising the policies and guidelines related to social matters, environmental and climate change matters, and good corporate governance.
3. Reviewing the Company's good corporate governance practices report, including disclosure of such report in the Form 56-1 One report.
4. Reviewing and providing opinions on the Company's sustainability development report for submission to the Board of Directors prior to disclosure in Form 56-1 One Report.
5. Acknowledged various operational reports on social and environmental matters throughout 2025 from the Corporate Governance and Sustainability Working Group.
6. Considered and provided opinions on operational plans related to sustainability development in social and environmental dimensions for 2026.

7. Acknowledged the Companys SET ESG Ratings for 2025, which achieved an AA rating with a total score of 85 points.
8. Acknowledgement the results of the Companys Corporate Governance for Listed Companies for 2025, marking the sixth consecutive year the Company achieved an Excellent rating with a perfect score of 100 points, reflecting continuous improvement and development.
9. Acknowledgement of the results of the 2025 Annual General Meeting quality assessment project by the Thai Investors Association, which the Company receiving a full score of 100 points for the eighth consecutive year.

The Corporate Governance and Sustainability Committee places great importance on corporate governance and sustainable development. The Company adheres to corporate governance and sustainability policies and practices based on transparency, integrity, and responsible business conduct toward society and all stakeholders.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company places continuous emphasis on environmental stewardship, recognizing the importance of efficient resource utilization in all operations. Initiatives include reducing office resource consumption and adopting technologies that support environmentally friendly practices. In addition, the company fosters environmental awareness among employees through internal communications and campaigns that encourage participation at all levels. This helps build a corporate culture driven by responsibility and awareness toward the planet. The Company and its subsidiaries continue to expand existing initiatives while introducing new measures to further minimize environmental impacts in operational processes. Employees are consistently engaged through training and awareness programs delivered via Company communication channels, reinforcing collective responsibility for environmental sustainability.

Environmental and climate change policy

Asia Plus Group Holdings Public Company Limited and its subsidiaries ("the Company") recognize their responsibility for environmental protection and climate change, as well as the efficient and sustainable use of resources and energy. Therefore, the Company undertakes various actions to mitigate the impact of climate change that may affect the Company's business opportunities and risks by reducing greenhouse gas emissions from operations and offering products and services that support environmentally friendly businesses or projects. By integrating environmental and energy management systems into operational duties, the Company aims to achieve maximum efficiency in sustainable environmental and energy conservation. The Company has established this Environmental and Climate Change policy to provide guidance for employees in aligning their actions with the Company's strategic objectives, as outlined below:

1. Conduct environmental and climate change management in compliance with applicable laws and regulations, and in alignment with international standards.
2. Set goals and plans to control environmental impacts and reduce greenhouse gas emissions from the Company's business operations, such as reducing resource and energy consumption, minimizing waste generation, and systematically reducing greenhouse gas emissions.
3. Support the development and innovative products that enable entrepreneurs to adopt environmentally responsible business practices and reduce greenhouse gas emissions, these initiatives aim to mitigate impacts and facilitate adaptation to climate change, and shall be implemented in accordance with the Company's criteria and in alignment with national and international standards and best practices.
4. Make environmental and energy conservation a responsibility of all management levels and employees, ensuring cooperation in following established measures, monitoring, inspecting, and reporting to the Environmental and Energy Management Committee. Environmental Conservation and mitigation of climate change impacts are the responsibility of all management levels and every employee, who must comply with the established measures.
5. Provide necessary support, including personnel resources, budget, time, training, and participation in presenting suggestions for environmental and energy improvements.
6. The designated committee shall conduct a review of the policy, including the management, objectives, and action plans, at least once a year or whenever significant events occur. The committee shall submit the policy for approval by the Board of Directors and ensure regular reporting of implementation results to the Board or other relevant authorities.
7. Promote awareness and consciousness of environmental and energy conservation among all employees.

Social policies and practices

The Company is committed to growing the business with fair operation and honesty, complying with terms and conditions of business agreements while fostering stakeholders benefits and promoting economic, social, and environmental interests.

Social practices

- Employees

1. The Company is committed to fair employment practices and upholding the principles of human rights and labor rights. The Company respect diversity and ensures that there is no unjustified discrimination in recruitment and employment based on race, ethnicity, nationality, gender, age, religion, disability, and any other irrelevant grounds. The Company strictly prohibits child labor, forced labor, and any form of illegal employment.
2. The Company supports paying wages not less than the minimum wage as required by law and is committed to establishing fair and appropriate wage standards, while motivating and retaining employees through compensation aligned with their qualification, responsibilities, and performance.
3. The Company will not engage in any unfair actions that may affect the work stability of the employees.
4. The Company has established a welfare committee to act as employee representative in discussions with the Company, providing advice and recommendations on various employee welfare matters.
5. The Company has ensured a healthy and safe working environment for employees (such as providing a training course about a possible risk in the workplace or statistics of workplace illness, injuries, and fatalities).
6. The Company has planned training programs, from basic knowledge to professional skills, to improve employee skills and performance.
7. The Company has a channel for employee complaints with clear and fair process. The Company also has a process of action needed to remedy those complaints and a policy to protect the employees who file the complaints and those who are related.

- Customers

1. The Company is strongly committed to protecting customer privacy and strictly complies with personal data protection laws.
2. The Company safeguard customers interests with integrity and honesty, and refrain from soliciting any benefits from customers in exchange for performing ones duties.
3. The Company provides customers with complete, accurate, appropriate, and up-to-date information, and disclose all material and relevant information necessary for their investment decisions and ensure that no material facts are omitted or presented in a misleading manner.
4. The Company will offer new diversified products to meet the different demands of customers.
5. The Company will provide services with responsibility towards customers.
6. The Company will develop and adopt new technologies and innovations with our services to maximize customer satisfaction.
7. The Company will develop more channels to disseminate the Companys information and news.
8. The Company will provide training courses or seminars to educate customers about new financial products and services to build their confidence in the products and services.
9. The Company will treat all customers fairly and equally and will not engage in any actions that may violate their rights.

- Creditors

1. The Company has strictly complied with all terms and conditions prescribed in the agreements.

- Supplier

- Supplier

1. The Company has strictly complied with all terms and conditions prescribed in the agreements.

- 2. The Company will run the business with fairness and equity, with due regard to the common interests of the Company and the partners.
- 3. The Company will select business partners that do not damage the Company's reputation and are not against the laws.
- 4. The Company will not engage in any actions that may result in an unethical gain or benefit from business partners.

- Regulators

- 1. The Company will not engage in any actions that are against the applicable laws or regulatory rules.

- Community and Society

- 1. The Company will support various initiatives aimed at developing, innovating, and strengthening society in ways that are appropriate to the Company's business operations, with a particular focus on enhancing financial literacy and fostering understanding of emerging financial developments, in alignment with the Company's mission and strategic direction.

Sustainability management goals

Does the company set sustainability management goals : Yes

The Company set the target for the ESG as follow:

Aspect	Key Performance Indicator	2026	2025	Medium-Term Goal
Environment	Reduction of cumulative greenhouse gas emissions from organizational operations (Scope 1 and 2)	4.20% reduction from 2025	4.20% reduction from 2024	Carbon neutrality by 2030
Social	Average training hours per employee across the Group	25 hours /person/year	25 hours /person/year	
	Human rights risk assessment covering all core business activities	100% coverage	-	
Governance and Economic	Score of the Corporate Governance Report of Thai Listed Companies (CGR)	5 Star	5 Star	
	Compliance with laws, regulations, and supervisory requirements	No significant non-compliance events	-	
	Cybersecurity: incidents causing severe data loss or business disruption	No severe cybersecurity incidents	-	

United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9

Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions

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

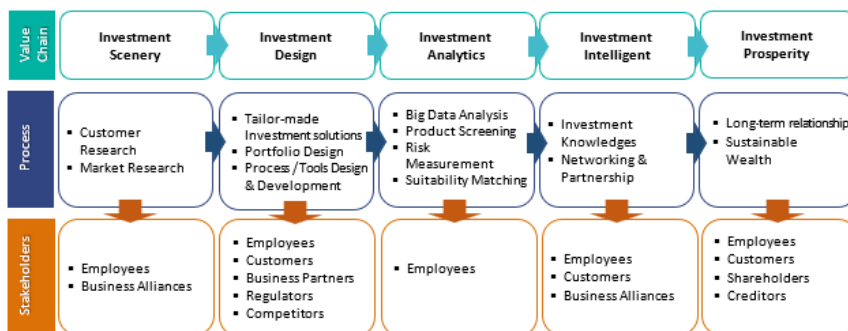
In 2025, Asia Plus Group Holdings Public Company Limited and its subsidiaries (the Company) recognized their responsibilities toward environmental stewardship and climate change, including the efficient use of resources and energy. Accordingly, the Company enhanced its Environmental and Climate Change Policy, as well as its Social Policy, to explicitly address climate change issues and to comprehensively cover all dimensions of environmental, social, and governance (ESG) considerations.

Information on impacts on stakeholder management in business value chain

Business value chain

The Company and subsidiaries strive to create growth and mutual benefits for all stakeholder groups in the business value chain. To revise business strategies, the Company takes into consideration fast-changing technology, consumer behavior, regulations, and social context in order to ensure sustainable benefit for important stakeholders as well as satisfaction and products and services with value beyond wealth for customers.

Business value chain diagram



Business value chain and stakeholders in business value chain

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> • Fair compensation and benefits • Ability and capability development • Good working environment • Work, life and balance • Fair and equal treatment • Career progression opportunities • Participation and engagement • Strict compliance to labor laws 	<ul style="list-style-type: none"> • Having policies and practices that promote development of employees ability and capacity and making training plans. To ensure employees understanding, the Company sets training hours for employees and arranges quizzes after courses. • Providing training and learning systems that are easy to access. • Arranging training courses that develop a wide range of employees skills to ensure efficient performance and career progression • Calculating employee remuneration in accordance with 	<ul style="list-style-type: none"> • Internal Meeting • Complaint Reception • Employee Engagement Survey • Training / Seminar • Others <ul style="list-style-type: none"> •• Standard performance assessment system •• Employee Benefits Committee meeting

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>the Company's earnings results and on par with the industry in order to ensure fair payment and motivate employees.</p> <ul style="list-style-type: none"> • Ensure a safe working environment. • Establish a welfare committee for being a channel for employees to make suggestions regarding various welfare benefits. • Providing appropriate employee benefits on par with the industry such as life insurance, health insurance, annual physical checkup, and annual influenza vaccination • Having a gym room and sport clubs to promote good 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>health among employees</p> <ul style="list-style-type: none"> • Providing health knowledge to employees via online channels and training courses • Treat all employees with fair and equal treatment 	
External stakeholders			
<ul style="list-style-type: none"> • Shareholders 	<ul style="list-style-type: none"> • Strong performance and stable growth • Consistent dividend payout • Investment and growth strategies • Good corporate governance and social and environmental responsibility • Disclosure of precise and up-to-date news and earnings report of the Company 	<ul style="list-style-type: none"> • Regularly reviewing business strategies and plans in line with fast-changing situation • Analyzing and monitoring performance and revising strategies every month • Manage business growth under the good governance principles and effective risk management. • Innovating new businesses to in line 	<ul style="list-style-type: none"> • Visit • Press Release • Online Communication • Annual General Meeting (AGM) • Complaint Reception • Others <ul style="list-style-type: none"> • Annual report

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<ul style="list-style-type: none"> • Efficient, appropriate, and adequate risk control and internal control systems 	<p>with fast-changing situation</p> <ul style="list-style-type: none"> • Appropriate dividend payment • Taking into consideration shareholders opinions for improvement • Regularly holding Opportunity Day activities every quarter to report operation results and answer investors questions • Disclosing comprehensive, adequate, transparent and up-to-date information via media such as The Companys website or SET website • Encouraging shareholders to participate in meetings and exercise their rights, ask questions, express opinions, and 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>give recommendations at meetings as well as nominate director candidates and propose agendas at general shareholder meeting.</p>	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> • Easy and convenient service • Service quality • A variety of products satisfying needs of all customers • Profit / return on investment • Comprehensive information of products and services sufficient for decision making • Personal data protection • Operate with ethics and transparency • Maintain a sound and adequate system of risk management, risk management and internal control 	<ul style="list-style-type: none"> • Applying digital technology in services • Offering a variety of products • Expanding service channels • Arranging activities and seminars to provide information of the Companys products and service, both online and offline • Making investment plans for customers • Having policies and practices on non-disclosure of customers confidential information 	<ul style="list-style-type: none"> • Online Communication • Complaint Reception • Satisfaction Survey • Training / Seminar • Others <ul style="list-style-type: none"> • Application

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Suppliers 	<ul style="list-style-type: none"> • Fair and equal business conducts, taking mutual benefits into consideration • Compliance with trade conditions and agreements in accordance with contracts • Business conduct in compliance with applicable laws • Anti-corruption and anti-bribery • Business collaboration • Protection of business confidentiality and proprietary information • Selecting the business partner with transparency and fairness • Transparency procurement 	<ul style="list-style-type: none"> • Conducting business with fairness, honesty, and transparency • Having policies and procedures to fairly select suitable business partners • Strictly complying with trade conditions and agreements • Being aware of social and environmental responsibility • Being a member of the Thai Private Sector Collective Action Against Corruption (CAC) 	<ul style="list-style-type: none"> • Online Communication • External Meeting

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Creditor 	<ul style="list-style-type: none"> • Strictly complying with relevant terms and conditions • Repaying debt in time 	<ul style="list-style-type: none"> • Complying with contracts and conditions • In case of failure to comply with the contract, the Company will arrange a meeting to seek a solution. • Repaying debt in accordance with due date and credit terms. <p>In case of failure to comply with the contract, the Company will directly report to the creditor.</p>	<ul style="list-style-type: none"> • Online Communication • External Meeting • Others <ul style="list-style-type: none"> • Telephone , e-mail
<ul style="list-style-type: none"> • Government agencies and Regulators 	<ul style="list-style-type: none"> • Compliance with applicable laws, rules and regulation • Anti-corruption and anti-bribery • Compliance with good corporate governance • Cooperation and support • Communiting to 	<ul style="list-style-type: none"> • Establish a supervisory unit to coordinate between regulatory authorities and internal department. • Strictly complying with applicable laws, rules, and regulations • Operate under principles of good corporate governance, 	<ul style="list-style-type: none"> • Online Communication • Others <ul style="list-style-type: none"> • Reporting and disclosing information / Meeting/discussion / Seminar and opinions / Network with government organizations / Public hearing / E-mail

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>employees of relevant laws and principles.</p>	<p>support by and effective risk management and internal control system.</p> <ul style="list-style-type: none"> • Being a member of the Thai Private Sector Collective Action Against Corruption (CAC) • Arranging training courses to provide knowledge of anti-corruption practices • Participation in activities, seminars, and training courses to provide knowledges and showing the Companys standpoint regarding anti-corruption practices • Monitoring business conduct of anti-corruption and anti-bribery policies • Applying good corporate governance in 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>Company operation and reporting in annual report and Company website</p> <ul style="list-style-type: none"> • Supporting government organizations in applying digital technology to enhance performance • Giving government organizations and regulators opinions to help them set laws and regulations related to business conducts. 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Community • Society 	<ul style="list-style-type: none"> • Participating in social and community activities • Creating economic opportunities such as employment and support for local business • Conducting business responsibly toward society and the environment 	<ul style="list-style-type: none"> • Arranging training courses and lectures to provide knowledge of financial securities • Collaborating with civil society organizations and government agencies in social development initiatives • Providing internship opportunities to students • Holding painting contests to support young generations of artists • Arranging social projects 	<ul style="list-style-type: none"> • Press Release • Social Event • Online Communication

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 : No
sustainability materiality topics

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Privacy Protection and Data Security	<ul style="list-style-type: none"> • Good Governance
Business Ethics and Anti-Corruption	<ul style="list-style-type: none"> • Good Governance
Risk and Crisis Management	<ul style="list-style-type: none"> • Good Governance • Sustainability Risk Management
Customer Relationship Management	<ul style="list-style-type: none"> • Customer / Consumer Responsibility
Corporate Governance	<ul style="list-style-type: none"> • Good Governance
Responsible Finance	<ul style="list-style-type: none"> • Customer / Consumer Responsibility
Human Capital Development	<ul style="list-style-type: none"> • Fair Labor Practices

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Asia Plus Group Holdings Public Company Limited (Company) and its subsidiaries; Asia Plus Securities Company Limited (Asia Plus Securities), Asset Plus Fund Management Company Limited (Asset Plus Fund Management), and Asia Plus Advisory Company Limited (Asia Plus Advisory) (altogether referred to as the Group), have an adequate and appropriate risk management structure under the risk management framework which are the policy and procedure of risk management for managing the important risk factors, the Board of Directors of the Company set up the Risk Management Committee to take the responsibility for these matters. The Risk Management Committee consists of four independent directors and two executive directors, one of whom is directly responsible for overseeing the risk management division.

The Risk Management Committee is required to meet at least 4 times a year. Each meeting includes a regular agenda item for reviewing and overseeing that Asia Plus Securities and Asset Plus Fund Management maintain sufficient liquidity and capital funds as required by regulatory authorities. The Company and its subsidiaries must have adequate working capital for various business operations. Additionally, the committee manages other significant risk issues according to the enterprise risk management framework, including market risk, credit risk, operational risk, liquidity risk, reputational risk, information technology/cyber risk, personal data protection risk, anti-corruption risk, and anti-money laundering and counter-terrorism financing (AML/CTPF) risk, etc.

The Executive Committee has approved the enterprise risk management policy, which had been endorsed by the Risk Management Committee. The risk management activities of the group cover several key risk areas as follows:

1. Liquidity risk
2. Credit risk
3. Operational risk
4. Market risk
5. Reputational risk
6. Information technology / cyber risk
7. Personal data protection risk
8. Anti-corruption risk
9. Anti-money laundering / counter-terrorism and proliferation of weapon of mass destruction financing (AML/CTPF) risk

The enterprise risk management policy designates the risk management division as the primary unit responsible for implementing the Enterprise Risk Management (ERM) process according to COSO guidelines. A Risk and Control Self-Assessment (RCSA) questionnaire is distributed to all business units within the Group to assess both the likelihood and potential impact of various risk events. The results are consolidated to create a Risk Map, which is then reported to the Risk Management Committee.

Additionally, Asia Plus Securities and Asset Plus Fund Management must undergo risk assessments related to their business operations, including risk control procedures, in accordance with the Risk-Based Approach (RBA) guidelines set by the Securities and Exchange Commission (SEC).

The SEC has developed the RBA framework to ensure that clients and stakeholders have confidence and trust in the mechanisms of securities companies and fund management companies. These companies must provide services and operations that meet standards, have effective fund management operations, and robust internal control systems to ensure that clients receive good and fair services based on fiduciary duties and duty of care.

Risk Management Approach under the Enterprise Risk Management Policy

Under the Enterprise Risk Management Policy, risk prevention is structured into three levels (Three Lines of Defense):

- First Line of Defense: Business units or committees directly involved in day-to-day operations.
- Second Line of Defense: Units or committees responsible for establishing risk prevention guidelines, frameworks, and regulatory compliance measures.
- Third Line of Defense: Independent units or committees tasked with overseeing and ensuring the effectiveness of the first and second lines of defense.

The operational steps are

Step 1: Strategic and Objective Setting

The company should define objectives aligned with strategic goals and the level of risk the organization is willing to accept.

Step 2: Risk Identification

Risk identification can be approached through:

- (1) Internal factors: Business characteristics, internal control systems, staff readiness, adequacy of resources, and operational systems.
- (2) External factors: Information technology, economic conditions, social and political environments, and legal frameworks.
- (3) Data Tracking: Historical data as a source for forecasting potential future events.
- (4) Process Analysis: Mapping operational processes to understand relationships among inputs, tasks, outputs, and responsibilities, thereby enabling risk identification and evaluation against company objectives.

Step 3: Risk Assessment

The purpose of risk assessment is to evaluate severity and prioritize identified risks using:

- (1) Key Risk Indicators (KRIs)
- (2) Risk Matrix

Step 4: Risk Response (Risk Control and Risk Mitigation)

Once risks are identified and their impacts assessed, the board, units, or employees may consider one or a combination of the following responses, based on cost-effectiveness and benefits, to reduce risks to an acceptable level (Risk Appetite):

- (1) Risk Acceptance (Take)
- (2) Risk Mitigation/Reduction (Treat)
- (3) Risk Transfer/Sharing (Transfer)
- (4) Risk Avoidance (Terminate)

The company should recognize that tools used to reduce or transfer risks may introduce new risks, such as legal, contractual, or IT-related risks. Therefore, adaptive risk management measures should be in place.

Step 5: Risk Control

To maintain risks within acceptable levels, the company enforces risk control measures under its risk management policy. This includes establishing risk management committees or units, setting risk tolerance thresholds for each risk category, and defining processes aligned with regulatory requirements and sound internal controls.

Step 6: Risk Monitoring and Reporting

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

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

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Business risk

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation
- Competition risk
- Economic risk
- ESG risk

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects
- Property lease agreement execution
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Corruption
- System disruption risk

- Pandemic risk

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance
- Legal risk

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment
- Liquidity risk
- Income volatility

ESG risk factors : No

Risk characteristics

Business risk

Any business operation inherently involves risks, and each type of business has its own unique risks and sources of risk. Additionally, various forms of risk can change over time. The faster the surrounding conditions change, the quicker the risk landscape of each organization may also change. The Company and its subsidiaries have forecasted several business risks for the years 2025-2027 as follows:

- Strategic Risk Strategic risk refers to the potential adverse effects arising from ineffective or misaligned business strategy planning and execution in relation to changing internal factors and external environments. This can impact on the Company's revenue, capital funds, and overall stability. An example of strategic risk includes the decline in both the trading volume on the stock exchange and the prices of listed securities, which can affect the operations and decision-making of the Group. The Company may need to adjust its strategic plans to cope with changing circumstances, such as cost reduction, organizational restructuring, or seeking new revenue streams to maintain competitiveness. The group has established regular financial performance reporting on a quarterly basis and corporate performance reporting (Corporate Scorecard) on a monthly basis. Additionally, management is tasked with identifying and addressing issues that prevent the achievement of goals.

Risk-related consequences

This can impact the Company's revenue, capital funds, and overall stability.

Risk management measures

The Group requires regular financial performance reporting on a quarterly basis, together with monthly reporting of organizational performance via the Corporate Scorecard. These reports support management in identifying key concerns, determining corrective actions, and addressing obstacles that may hinder the achievement of targets.

Risk 2 Credit risk

Related risk factors	: <u>Strategic Risk</u>
	• Other : Risk from the margin loan business
ESG risk factors	: No

Risk characteristics

Credit Risk from Margin Lending

As of 31 December 2025, Asia Plus Securities had margin loans totaling 1,899.67 million baht extended to 225 clients, secured by 505 securities in credit balance accounts. The overall portfolio position stood at 73% (MM). In 2025, the company set aside an allowance for doubtful accounts amounting to 35.23 million baht. Asia Plus Securities maintains a policy of fully recognizing expected credit losses.

Credit Risk from Brokerage Business

The brokerage business is exposed to shortterm credit risk arising from clients in cash accounts who may fail to settle their securities purchases within T+2. Regulations also require clients to place initial collateral of at least 20% before buying securities, creating additional settlementrelated risks.

As of 31 December 2025, Asia Plus Securities recorded 340.17 million baht in receivables from cash account securities purchases

Credit Risk from Futures Brokerage Business

In conducting its futures brokerage business, Asia Plus Securities is exposed to the risk that clients may incur losses on futures positions exceeding the margin deposited. In such cases, the posted collateral may be insufficient to meet the clearing house obligations.

Credit Risk from Investments

As of 31 December 2025, the Company and Asia Plus Securities held investments exposed to credit risk totaling 241.60 million baht, comprising: 146.49 million baht in domestic corporate bonds; and 95.11 million baht in foreign corporate bonds. These instruments are subject to risks of impairment, issuer default, and deterioration in the creditworthiness of the issuer. Oversight of these risks falls under the Investment SubCommittee, which supervises investment policies in all dimensions.

Risk-related consequences

This can impact the Company's revenue, capital funds, and overall stability.

Risk management measures

Risk Management Approach from Margin Lending

Asia Plus Securities has established operational guidelines to manage risks arising from margin lending. Credit lines granted to clients are assessed based on their financial standing and repayment capability. Credit limits are reviewed regularly to ensure alignment with clients current financial conditions and trading behavior. Asia Plus Securities also imposes regulatorycompliant limits on credit exposure to individual clients and on the aggregate loan amount for all clients. Asia Plus Securities sets its maximum aggregate credit limit at no more than 50% of the regulatory threshold. To manage collateral quality, Asia Plus Securities prescribes a list of eligible securities for margin trading and assigns appropriate margin rates for each security based on fundamental factors, market liquidity, and concentration limits, ensuring no excessive exposure to any single security.

These measures are reviewed regularly by the Credit Committee, at least once a month. The Company also enforces strict procedures for collateral placement, margin calls, and collateral liquidation, ensuring compliance with regulatory requirements and minimizing potential losses for both clients and the Company. Furthermore, the Credit Committee meets weekly to review issues related to credit and risks associated with margin lending.

To mitigate baddebt risk, Asia Plus Securities conducts credit assessments when accounts are opened and reviews credit limits periodically. The Credit Committee meets weekly to evaluate credit risks relating to both clients and securities and has clearly defined approval authorities for credit lines.

Risk Management Approach from Brokerage Business

To mitigate these risks, the Credit Committee of Asia Plus Securities has established measures to ensure that clients selected for cash accounts possess adequate investment knowledge and experience, in line with Company criteria. Loan limits are determined based on the clients financial position and repayment capacity, with regular reviews and close monitoring of trading activities. The adequacy and type of collateral are strictly controlled in accordance with regulatory requirements under the supervision of the Credit Committee.

Furthermore, since late 2024, regulatory authorities have introduced additional risk prevention measures. These require collateral exceeding 20% for cash account securities purchases, with special risk weightings applied to securities outside the SET50 Index. The Credit Committee may also exercise discretion to exclude certain securities from being accepted as collateral in cash accounts.

Risk Management Approach from Futures Brokerage Business

To mitigate this risk, Asia Plus Securities implements strict risk control measures, including selecting clients with adequate knowledge and experience in futures trading, evaluating credit limits based on clients financial standing and repayment capacity, reviewing credit limits regularly, and closely monitoring clients trading activities. Asia Plus Securities also enforces strict margin adequacy requirements to minimize the likelihood of significant client losses. Positions may be forceclosed if clients fail to deposit additional collateral as required.

Risk 3 Market Risk

Related risk factors :

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

ESG risk factors : No

Risk characteristics

Market risk refers to the risk arising from uncertainties and fluctuations in economic variables that affect the value of assets held by the Company and Asia Plus Securities. These include common stock prices, interest rates, foreign exchange rates, commodity prices, and digital asset prices.

Equity Price Volatility Risk

As of 31 December 2025, the Company and Asia Plus Securities held net marketvalue investments in domestic and international equities and other financial instruments exposed to equity price volatility totaling 1,689.33 million baht, comprising 906.41 million baht in foreign investments and 782.92 million baht in domestic investments.

To manage investment risks for proprietary trading, the Companys Investment Committee oversees investment policies, strategic directions, and risk management for the proprietary investment portfolio. The Company applies both shortterm and longterm diversification measures alongside other riskmitigation tools.

Asia Plus Securities operates business units responsible for managing liquidity for derivative warrants (Market Maker Portfolio) and the derivatives position and hedging portfolio. These businesses often involve offsetting positions, resulting in a unique risk profile compared to conventional investment activities. Asia Plus Securities Derivatives Committee supervises the risk exposure of derivative warrants and other derivative positions, supported by hedging through equity holdings and futures positions.

As of 31 December 2025, Asia Plus Securities had outstanding derivativelinked notes of 230.85 million baht and domestic equity holdings of 129.85 million baht for hedging purposes.

Interest Rate Risk

As of 31 December 2025, the Company and Asia Plus Securities held net investments exposed to interest rate volatility totaling 241.60 million baht, consisting of 146.49 million baht in domestic corporate bonds and 95.11 million

baht in foreign corporate bonds. These investments are subject to risks of impairment due to changes in market interest rates and the financial condition of bond issuers. All fixed income investments are managed in accordance with the Company's investment policies and risk controls.

Foreign Exchange Risk

The Company and Asia Plus Securities invest in foreign securities and foreign-linked investment funds, including offshore funds established abroad and Foreign Investment Funds (FIFs) established and managed by local asset management companies.

For direct investments in foreign securities, the Investment Committee evaluates and determines whether to fully or partially hedge foreign exchange risk at appropriate times. For foreign investment through domestic mutual funds, the asset management company manages foreign exchange risk according to each fund's prospectus, and reports net asset value (NAV) in Thai Baht to unit holders.

Digital Asset Price Volatility Risk

Asia Plus Securities holds a small amount of digital assets as an initial step toward entering digital asset-related service businesses. These investments are in investment tokens, and due to their relatively small size, the risk exposure to digital asset price volatility remains limited. As of 31 December 2025, Asia Plus Securities had no outstanding investments in digital assets.

Risk-related consequences

Affecting the prices of various assets in which the Company and Asia Plus Securities have invested

Risk management measures

Risk Management Approach

To mitigate these risks, the Company and Asia Plus Securities have established the Investment Committee and the Derivatives Committee to setting investment policies and guidelines for the Investment Division and Derivatives Division of Asia Plus Securities. These committees ensure that risk exposures in securities or derivatives positions are appropriate and primarily based on fundamental analysis. The Company has implemented investment diversification strategies across short-term and long-term horizons, covering various asset classes such as equities, corporate bonds, and gold. In addition, the Company maintains comprehensive controls to prevent concentration risk and impairment of investments in any single asset class. The Risk Management division is responsible for monitoring and controlling market risk exposures across all business units to ensure alignment with the policies established by the Investment Committee and the Derivatives Committee.

Risk 4 Liquidity Risk

Related risk factors :

Financial Risk

- Liquidity risk

ESG risk factors : No

Risk characteristics

Liquidity risk can be considered from two perspectives: 1) Trading Liquidity Risk – the risk that assets cannot be liquidated promptly when cash is required, or that assets must be sold at a loss due to insufficient market liquidity. 2) Funding Liquidity Risk – the risk that the Company is unable to meet its obligations when due because it cannot convert assets to cash, source funding, or secure financing at acceptable cost levels. Such situations may impact both current and future profitability.

Trading Liquidity Risk

The Company, Asia Plus Securities, and Asset Plus Fund Management hold investment positions for both trading and hedging across various asset classes. The Group recognizes the liquidity risks associated with these positions and

therefore incorporates liquidity risk controls into each business units investment policies. Regular monitoring and reporting mechanisms are in place to assess liquidity exposure across different types of assets.

Funding Liquidity Risk

Asia Plus Securities manages its funding liquidity risk through compliance with Net Capital (NC) requirements, which mandate that securities companies and futures brokers maintain: 1) A minimum capital amount of 1 million baht, 15 million baht, or 25 million baht, depending on business type; and 2) a Net Capital Ratio (NCR) of at least 7%, as prescribed by SEC Notification SorThor. 64/2563.

Risk-related consequences

Potentially impacting current and future revenue

Risk management measures

Risk Management Approach

The Board of Directors has established a policy requiring the Risk Management Division to continuously monitor and control the maintenance of the Net Capital Liquidity Ratio. In addition, the Division oversees the scale of securities trading transactions on the Stock Exchange of Thailand to ensure that Asia Plus Securities consistently maintains adequate liquidity and capital. This approach enables the Company to remain resilient and to contribute effectively to the strength and stability of the capital market mechanism.

Throughout the year, from the beginning of 2025 until the end of quarter 4, Asia Plus Securities consistently maintained its Net Capital Ratio (NCR) at levels well above the thresholds prescribed by the Securities and Exchange Commission (SEC). As of 31 December 2025, the company reported net capital liquidity of 3,984.02 million baht, equivalent to an NCR of 93.25% against general liabilities.

For Asset Plus Fund Management, Funding Liquidity Risk is managed through compliance with capital maintenance requirements for mutual fund management companies, as stipulated under SEC Notification No. SorThor. 12/2561. As of 31 December 2025, Asset Plus Fund Management maintained capital of 261.01 million baht, significantly above the SECs required minimum of 43.87 million baht.

Risk 5 2.2.2 Environmental, Social, and Governance Risk (ESG Risk)

Related risk factors : Strategic Risk
• ESG risk

ESG risk factors : Yes

Risk characteristics

Environmental Risk

Climate change can create both risks and opportunities for the Group and its entire value chain, from supply chain management to business operations, strategy formulation, and client services. These impacts may manifest financially through both costs and revenue outcomes. Climate-related risks can be categorized into two primary types:

- **Physical Risk** refers to risks arising from climate-related natural disasters such as extreme heat leading to wildfires, storms, and flooding. These events may damage assets, disrupt business operations, and increase costs associated with prevention, mitigation, and postevent recovery. Physical risks are further categorized into two types:
 - Acute Physical Risks: Sudden and severe events such as droughts, floods, and storms.
 - Chronic Physical Risks: Longterm shifts including rising global temperatures, changing weather patterns, and rising sea levels.
- **Transition risks** arise from changes in policies, regulations, and market conditions as economies shift toward lowcarbon and environmentally friendly technologies. These changes may affect asset values or increase operating costs in certain business sectors. Transition risks are commonly classified into four categories:

- Regulatory Risk: This risk arises from increasingly stringent environmental laws and regulations, such as the implementation of carbon pricing mechanisms to support Thailand's greenhouse gas reduction targets. The introduction of a carbon tax may increase operating costs for clients and the Company, ultimately affecting the Company's expenses and revenues.
- Market Risk: If the Company fails to adapt to evolving environmental expectations, changes in consumer behavior, particularly among environmentally conscious stakeholders, may result in reduced support for businesses perceived as unsustainable.
- Technology Risk: Advancements in low-carbon and green technologies may require significant investment, potentially affecting the financial position of clients and influencing the Company's business activities.
- Reputation Risk: Investments in environmentally unfriendly businesses may expose the Company to pressure from customers, investors, and regulators, undermining confidence in the Company and potentially affecting long-term revenue.

Social Risk

Key social issues that financial institutions should prioritize include human rights and fair labor practices; environmental and community impacts; diversity, equity, and inclusion in both employment and service delivery; financial accessibility for vulnerable groups; transparency and accountability in business operations; and stakeholder engagement.

Governance Risk

Governance risk is a critical concern for financial institutions as it forms the foundation of organizational stability, credibility, and operational effectiveness. Governance risks may arise from various factors, including board independence, weaknesses in internal control systems, insufficient review and monitoring, inadequate or inaccurate disclosure, failure to communicate material information to stakeholders in a timely manner, unclear communication channels, improper identification and management of conflicts of interest, and lack of organizational culture and values that support strong governance.

Risk-related consequences

It can create both risks and opportunities for the Group and its entire value chain, from supply chain management to business operations, strategy formulation, and client services. These impacts may manifest financially through both costs and revenue outcomes.

Risk management measures

Risk Management Approach for environmental risk

The Group places strong emphasis on governance, maintaining a robust governance structure to effectively manage climate-related risks and enhance competitive advantage. Key initiatives include: 1) Developing products and services that support the transition to sustainability, such as participating in the offering or investment in sustainability-linked bonds or green financial instruments. 2) Assessing the greenhouse gas emissions of investment portfolios to support strategic planning and establish future pathways for emissions reduction. 3) Conducting climate-related scenario analysis to evaluate potential risks, opportunities, and impacts under various climate assumptions, enabling the Group to prepare for a range of uncertainty-driven future outcomes.

Risk Management Approach for social risk

The Company places strong emphasis on social considerations and has issued several relevant policies, including the Supplier Code of Conduct and the Human Rights Policy. The Company conducts Human Rights Due Diligence across its value chain to identify, prevent, and mitigate potential human rights risks. In the event of any violation, the Company undertakes monitoring, investigation, and appropriate remediation.

Additionally, the Company is committed to developing innovations that address the evolving needs of customers and to adopting more flexible domestic investment strategies to respond to changing market conditions.

The Company also prioritizes personal data protection risk management by establishing a dedicated Personal Data Protection Department. This department provides consultation, coordination, and oversight to business and support functions to ensure that appropriate data protection measures are implemented, in line with both internal policies and external regulatory requirements.

Risk Management Approach for governance risk

The Company is a participant in the Thai Private Sector Collective Action Against Corruption (CAC) and the Group has established stringent operational guidelines, particularly regarding Know Your Customer (KYC) procedures, Customer Due Diligence (CDD), as well as internal control measures, and internal audits, to ensure that the Group is not involved in any form of corruption.

In addition, the Company has implemented various governance-related policies, including: Anti-Money Laundering and Counter-Terrorism Financing and Proliferation Financing (AML/CTPF) Policy, Customer Acceptance and AML/CTPF Risk Management Policy, Insider Trading Prevention Policy, Conflict of Interest Prevention Policy, Intellectual Property and Copyright Protection Policy, Customer Confidentiality Policy, Codes of Conduct for Investment Consultants and Investment Analysts

Risk 6 Emerging Risk

Related risk factors : Strategic Risk

- Changes in technologies
- Pandemic risk

Operational Risk

- Impact from population structure

ESG risk factors : Yes

Risk characteristics

Artificial Intelligence (AI) Risk

The rapid development of Artificial Intelligence (AI) and Machine Learning (ML) technologies may give rise to ethical and operational risks. Examples of ethical risks include:

- **Erroneous decision-making:** For instance, in 2012, Knight Capital used an automated algorithmic trading system that malfunctioned, resulting in losses of USD 440 million within just 45 minutes. This incident highlights the substantial risks of using AI for critical financial decisions without adequate oversight and control mechanisms.
- **Fairness and discrimination:** AI and ML systems may generate biased or discriminatory outcomes if the training data contains inherent biases or is incomplete. For example, certain AI recruitment tools have historically disadvantaged female applicants in engineering roles due to gender-biased training data.
- **Lack of transparency:** AI and ML systems often operate as black boxes, making it difficult to assess or explain how decisions are made, which poses challenges for oversight and accountability.
- **Privacy Violations:** The use of personal data to train AI and ML systems may lead to privacy violations. AI can collect and analyze personal information such as online behavior or biometric data without explicit consent, raising significant concerns regarding data privacy and stakeholder confidence.
- **Cybersecurity vulnerabilities:** AI advancements contribute to increasingly sophisticated cyber risks, including phishing attacks, ransomware incidents, and data breaches.
- **Operational Non-Transparency:** When AI and ML tools are used in critical functions such as investment advisory services or risk management, they may reduce transparency in operations.
- **Ineffective third-party management:** Relying on external service providers for AI and ML development may introduce risks if the providers lack capability or fail to meet required standards.

Emerging Diseases Risk

Emerging diseases refer to infectious diseases that have newly appeared within the past two decades, diseases that may reemerge, or those with significantly increasing transmission rates. These include infections caused by drug-resistant pathogens or diseases expected to become more prevalent in the near future. Examples include avian influenza, SARS, and the COVID19 pandemic. Although the COVID19 situation has eased and the economy has begun to recover following its classification as an endemic disease, new COVID19 outbreaks continue to occur due to ongoing viral mutations. Influenza viruses also mutate continuously, resulting in new and evolving strains that may affect public health and business operations.

Geopolitical and Macroeconomic Risk

Geopolitical and macroeconomic risks arise from various factors, including political and economic instability across countries, conflicts in the Middle East, wars, and political transitions.

These risks may result in changes to trade policies, economic sanctions stemming from international disputes, adjustments in monetary policies by central banks, and modifications to financial regulations. Such developments may affect interest rates, exchange rates, and inflation levels, all of which represent key macroeconomic risks. These geopolitical and macroeconomic uncertainties may impact the Company's profitability, business operations, and investment activities.

Demographic Changes Risk

Demographic risk refers to the potential impacts arising from changes in a society's population structure. One significant example is the shift toward an aging society. An increasing proportion of elderly individuals will alter investment behaviors and preferences, thereby affecting the Group's business operations. The Company must adapt promptly to avoid losing opportunities to meet evolving customer needs.

Additionally, as the elderly population grows while birth rates decline, the working-age population is expected to shrink. This may reduce social security contributions over time. At the same time, longer life expectancies will increase social security benefit payouts. Thailand's Social Security Fund currently holds accumulated assets of approximately THB 2.3 trillion, covering healthcare benefits and long-term pension sustainability. If a substantial number of contributors request refunds or withdraw from the system, this could impact the stock and bond markets and, subsequently, the mutual fund industry.

Risk-related consequences

Effect to the business operation

Risk management measures

Risk Management Approach Artificial Intelligence (AI) Risk

The Group continues to learn and adapt to the impacts of AI as it becomes more embedded within the financial services industry. Preparation is also required to address potential ethical and legal implications, including concerns related to privacy policies, technological bias, and accountability for AI-driven decisions. To mitigate these risks, the Group plans to establish a Generative AI Application Policy to ensure appropriate governance and control over the use of AI technologies within the organization.

Risk Management Approach for Emerging Diseases Risk

The Group provides annual influenza vaccinations to employees and their families to help prevent infection and reduce disease severity. Vaccines are selected based on strains projected to be prevalent in the upcoming season. In addition to preventive measures, the Risk Management Division actively monitors news and developments related to

emerging infectious diseases with high transmission rates that could potentially impact the Groups operations. Relevant information is promptly reported to management, together with recommendations for preventive actions, ensuring timely and effective responses

Risk Management Approach for Demographic Changes Risk

The Group prioritizes customer data analysis to better understand client needs and enhance operational efficiency. Preparations are underway to address demographic shifts by developing products and services that align with evolving customer preferences and market demand particularly solutions related to healthcare, retirement planning, and services tailored for senior individuals.

The Group also focuses on innovation to meet changing customer needs and continues to enhance flexibility in domestic investment strategies to effectively navigate these demographic changes.

Risk 7 Operational risk

Related risk factors :

Operational Risk

- Reliance on employees in key positions

ESG risk factors : Yes

Risk characteristics

Operational risk refers to risks arising from errors or inadequacies in internal control processes, personnel, information technology systems, legal issues, or negative impacts from external events. Effective operational risk management ensures smooth business operations and helps reduce operating costs. Key operational risks include:

Risks from Crisis Events

The Company and its subsidiaries may face risks from crises such as pandemics, accidents, natural disasters, or civil unrest, which could disrupt services or transactions. Such disruptions may lead to customer complaints or claims for compensation.

Risks Related to Personnel

Knowledgeable, experienced, and skilled personnel are critical to the success of the company and its subsidiaries. In today's highly competitive environment, talent acquisition is common. The loss of experienced staff, particularly Investment Consultants (ICs) at Asia Plus Securities, could affect revenue. Recognizing the importance of personnel for business stability and continuity, the company and its subsidiaries continuously develop and train staff across functions and levels. Clear compensation policies are maintained, aligned with market conditions, competitive practices, and the requirements of the Stock Exchange of Thailand.

Risk-related consequences

Effect to business operations and helps reduce operating costs

Risk management measures

Risk Management Approach from Crisis Events

The Company has implemented measures to mitigate these risks by establishing a Business Continuity Risk Management Policy, approved by the Board of Directors, in line with guidelines set by the SEC and other regulators. This policy requires each unit to assess risks in the event of disruptions to critical operations and to conduct business impact analyses. Plans are regularly updated and tested to ensure effective risk management in emergency situations.

Risk Management Approach from Risks Related to Personnel

The Company has established processes to identify key personnel whose loss would significantly impact operations and has implemented succession planning for critical positions.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The Company established a Business Continuity Risk Management Policy, approved by the Board of Directors, in line with guidelines set by the SEC and other regulators. This policy requires each unit to assess risks in the event of disruptions to critical operations and to conduct business impact analyses. Plans are regularly updated and tested to ensure effective risk management in emergency situations.

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 : No
policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : No
plan

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : Yes
criteria with new suppliers?

	2023	2024	2025
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	N/A	44.10	N/A

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes
Reference link to supplier code of conduct : <https://www.asiaplusgroup.co.th/about-inside.php?id=262>

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	41.60	N/A

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 : Yes

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

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

The company integrates innovation into the company's vision and strategy to ensure that driving innovation remains at the core of its business operations.

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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