



ESG Performance Report for Listed Companies in 2025

ALT TELECOM PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



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ESG Performance

Company Name : ALT TELECOM PUBLIC COMPANY LIMITED

Symbol : ALT

Market : SET

Industry Group : Technology

Sector : Information & Communication Technology

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

The company's environmental policy covers the following issues:

Climate Change

Climate change is a critical global agenda and is likely to have significant impacts on the economy, society, and environment in the future. The company is committed to conducting business responsibly to help mitigate potential problems and impacts, and has therefore established the following guidelines:

- 1) Increase the proportion of clean energy usage by setting it as a long-term goal and promoting low-carbon activities where feasible.
- 2) Promote and build cooperation with customers, key partners, contractors, and business allies to reduce greenhouse gas emissions throughout the supply chain where feasible.
- 3) Improve waste management processes by correctly sorting waste according to the 3 R principles:
 1. R-Reduce: Reduce unnecessary resource consumption and usage.
 2. R-Reuse: Utilize resources most efficiently by reusing them, and
 3. R-Recycle: Choose to use resources that can be recycled to reduce waste volume and minimize the release of waste into the environment.

Water Resource Management

Water is a natural resource essential for all life, directly impacting sustainable living. The company recognizes these issues and risks, and has therefore established guidelines to ensure that business operations can maintain a balance between water usage and the water needs of communities and nature, as follows:

- 1) Promote efficient water usage among employees within the organization.
- 2) Reduce the discharge of wastewater into public water sources.

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 : No
goals over the past year

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

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

Compliance with energy management principles and standards

Energy management principles and standards : Other : Energy management practices and energy efficiency improvement initiatives

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

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

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), Thailand Greenhouse Gas Management Organization (TGO), ISO 14064 - Greenhouse gases, ISO 14064 - Greenhouse gases, ISO 14064 - Greenhouse gases

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Information on Other Environmental Management Aspects

Employee Knowledge Dissemination

The company prioritizes the development of employees' knowledge, understanding, and capabilities in environmental management to ensure operations align with the organization's environmental policies and practices, as well as international sustainability standards and trends.

In 2025, the company continuously promoted knowledge among employees, particularly on the issue of Greenhouse Gas Management, by sending employees to participate in training and capacity building programs related to Carbon Footprint at both the organizational level (Carbon Footprint for Organization: CFO) and the product level (Carbon Footprint of Product: CFP).

The aforementioned training covers key topics such as

- Principles for Calculating and Preparing Carbon Footprints
- Guidelines for Greenhouse Gas Management and Reduction
- Utilizing data to enhance operational efficiency and support sustainability goals

Furthermore, the company applied the knowledge gained from the training to actual operations and disseminated this knowledge within the organization (Internal Knowledge Sharing) to raise awareness and promote employee participation at all levels.

The company continuously monitors and evaluates the capacity building of its employees to ensure that personnel are prepared to support environmental operations and can drive the organization towards long-term sustainable growth.

Quantitative Data and Knowledge Dissemination Details

The company has continuously promoted the development of employees' environmental capabilities, particularly in Greenhouse Gas Management (Carbon Footprint), through participation in relevant training courses at both the organizational and product levels.

In the reporting year, 100% of employees involved in environmental operations participated in training, reflecting the company's commitment to enhancing the knowledge and capabilities of its personnel in line with environmental policies and practices.

The company has continuously applied the acquired knowledge in its operations and disseminated it to internal personnel to support the reduction of environmental impacts and sustainable growth.

Air and Noise Pollution

The company places great importance on its operations to reduce air and noise pollution, considering the health and well-being of employees and surrounding communities. The company has set a target for measurements to be conducted once a year.

Operational Performance

In the year 2025 The results from measuring airborne pollutant emissions were within standard limits, and the measurement of external noise levels was also found to be within the legally prescribed standards. The company remains committed to sustainable development in the environmental dimension by integrating goals to reduce natural resource consumption, reduce greenhouse gas emissions, and mitigate environmental impacts throughout the value chain of product and service development, aiming to enhance the quality of life and environment for everyone.

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	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

The company has an energy management plan that covers renewable energy development, reduction of greenhouse gas emissions from various activities, and improvement of energy efficiency.

1. Develop and expand renewable energy projects

In 2025, the company installed a solar rooftop power generation system at its office building to increase the proportion of renewable energy use, reduce reliance on electricity from the grid, and support the reduction of greenhouse gas emissions. This initiative is part of the company's environmental management guidelines and sustainable business operations. The system has an installed capacity of 86.40 kWp, can generate approximately 97,820.650 kWh of electricity per year, and is expected to reduce greenhouse gas emissions by approximately 55.40 tons of carbon dioxide equivalent per year.

2. Promote Eco-Event initiatives

Reduce energy and resource consumption in organizational activities, such as online meetings, and opt for energy-saving equipment.

3. Energy conservation and reduction of electricity consumption

The company has a policy to promote efficient energy use, such as using LED light bulbs, controlling electricity consumption in production processes, and encouraging employees to turn off lights when not in use. Additionally, measures supporting hybrid work arrangements are in place to reduce commuting, decrease energy consumption in the office, and help reduce greenhouse gas emissions. Employees can work from home under specified conditions, reducing travel by fuel-powered vehicles.

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 : Yes
fuel management

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2023 : purchased electricity for consumption 1,390,831.01 Megawatt-Hours	2025 : Reduced by 1,550,000.00 Megawatt-Hours
Increase of electricity consumption from renewable energy sources	2023 : electricity consumption from renewable sources 93,312.96 Megawatt-Hours	2025 : Increased by 7%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Operational Results

1. Develop and Expand Renewable Energy Projects

• Install Solar Rooftop system in the company's office

In 2025, the company installed a solar rooftop power generation system at its office building to increase the proportion of renewable energy use, reduce reliance on grid electricity, and support greenhouse gas emission reduction, as part of the company's environmental management and sustainable business practices. The system has an installed capacity of 86.40 kWp, can generate approximately 97,820.650 kWh per year, and is expected to reduce greenhouse gas emissions by approximately 55.40 tons of carbon dioxide equivalent per year.

• Solar Rooftop installation projects for customers in government, industrial, and residential sectors and will expand to telecommunication infrastructure Site Facilities in the future.

In 2025, the company successfully installed solar power generation systems for industrial, residential, government, and private sector clients in 15 projects, with a total production capacity of 6.96 MW/year, and contributed to reducing greenhouse gas emissions for the industrial, government, and private sectors by approximately 5,060 tons of CO2e per year.

2. Promote Eco-Event Approach Reduce energy consumption from electrical appliances and opt for energy-efficient equipment.

In 2025, the company promoted electronic and online meetings to reduce travel and environmental impact. This included 7 electronic board meetings, 12 online management meetings, and 3 online investor presentations (Opp Day), totaling 22 instances.

As a result of these operations, the company was able to reduce travel by 22 instances and is expected to reduce greenhouse gas emissions by approximately 1.39 tons of carbon dioxide equivalent (tCO2e) per year, reflecting its commitment to environmentally responsible business practices.

3. Energy Conservation and Electricity Reduction

In 2025, the company installed a solar rooftop power generation system at its office building to increase the proportion of renewable energy use, reduce reliance on grid electricity, and support greenhouse gas emission reduction in line with sustainable business practices.

Following the installation of this system, the company's internal office electricity consumption decreased from 400,424.01 units in 2024 to 360,737.00 units in 2025, a reduction of 39,687.01 units, or 9.91% compared to the previous year. From this reduced electricity consumption, it is estimated that greenhouse gas emissions can be reduced by

approximately 2022 tons of carbon dioxide equivalent per year (calculated from the average electricity emission factor of approximately 0.50.56 kgCO₂e per unit of electricity). This reflects the tangible effectiveness of the project in mitigating environmental impact to support long-term greenhouse gas reduction targets.

Information on electricity management

Company's electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	1,484,143.97	1,697,357.00	1,654,000.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	1,390,831.01	1,598,645.01	1,550,000.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	93,312.96	98,711.99	104,000.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	5,207.52	5,997.73	6,014.55

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)	0.00000000	0.00000000	0.00000000
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Person (employee))	5,207.52000000	5,997.73000000	1,311.77000000

Electricity Expense ^(*)

	2023	2024	2025

	2023	2024	2025
Total electricity expense (Baht)	2,493,974.68	8,865,818.62	1,858,484.96
Percentage of total electricity expense to total expenses (%) ^(**)	0.17	0.72	0.13
Percentage of total electricity expense to total revenues (%) ^(**)	0.17	0.69	0.12
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	8,750.79	31,327.98	6,758.13

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
Jet fuel (Litres)	0.00	0.00	0.00
⁽¹⁾ Diesel (Litres)	49,148.85	44,799.23	42,500.00
⁽²⁾ Gasoline (Litres)	64,527.79	44,988.79	42,700.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	3,161.91	2,164.86	2,050.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Remark: ⁽¹⁾ The company aims to reduce vehicle fuel consumption by no less than 5% through transportation route planning and efficient vehicle utilization.

⁽²⁾ The company aims to reduce vehicle fuel consumption by no less than 5% through transportation route planning and efficient vehicle utilization.

Company's fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	4,206,035.68	3,402,256.56	3,232,143.73
Percentage of total fuel expense to total expenses (%) ^(**)	0.29	0.28	0.22
Percentage of total fuel expense to total revenues (%) ^(**)	0.28	0.26	0.21

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)	548,663.96	1,690,597.89	1,741,250.00

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.36787779	1.30757266	1.12884072
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.00000000	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / Person (employee))	5.21000000	6.00000000	6.33000000

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

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

Water resources are of paramount importance for both consumption and general use, serving as a fundamental factor for human sustenance. Although the company's operations do not primarily depend on water resources for its production or installation processes, the company profoundly recognizes the significance of water. Consequently, it has implemented water management measures for its offices and business units, aiming to reduce water consumption by 10% compared to the previous year. These measures encompass adjusting the flow rates of water pump systems within the offices, replacing faucets with water-saving devices, and optimizing water usage in sanitary facilities within the buildings. Furthermore, wastewater is managed efficiently.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Increase of recycled water for consumption	2023 : Recycled water for consumption 3,571.00 Cubic meters	2025 : Increased by 14.1% or 3,933.00 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Performance and Water Management Outcomes: There are

In 2025, the company's total water consumption was 3,933 cubic meters, an increase of 486 cubic meters or 14.10 percent compared to 2024, resulting in performance not meeting the organization's water reduction targets.

reasons, namely

1. Building renovation activities

Cancellation of measures for working in a Hybrid Working

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	3,571.00	3,447.00	3,933.00
Water withdrawal by third-party water (cubic meters)	3,571.00	3,447.00	3,933.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	12.53	12.18	14.30
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

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

Water discharge by destinations

	2023	2024	2025
Percentage of treated wastewater (%)	0.00	0.00	0.00
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

	2023	2024	2025
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	3,571.00	3,447.00	3,933.00

Recycled water consumption

	2023	2024	2025
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00239435	0.00266604	0.00254974
Intensity of total water consumption (Cubic meters / Person (employee))	12.53000000	12.18000000	14.30000000

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	64,192.56	78,234.50	76,862.89
Total water withdrawal expense from third-party water (Baht)	64,192.56	78,234.50	76,862.89
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.01	0.01
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.01	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	225.24	276.45	279.50

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type : Business Group
Total number of disclosure boundaries : 6
Actual number of disclosure boundaries : -
Data disclosure coverage (%) : 0.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The company has a waste management policy for waste generated from its operations. It has established improvements to the waste management process by correctly sorting waste according to the 3 R principles (Reduce, Reuse, Recycle). This is coupled with raising awareness and encouraging participation among stakeholders to reduce waste discharge into the environment. The company aims to reduce waste volume by 10% compared to the previous year.

• Waste Management Guidelines based on 3R Principles

1.1 Reduce (Reduction of use) Reduce the use of consumables, such as using electronic documents instead of paper, promote the use of reusable or biodegradable packaging, and reduce the use of single-use plastics in the workplace.

1.2 Reuse (Reusing) Reuse office supplies such as paper, pallets, and packaging materials. Use washable and reusable food containers within the company. Promote the use of refillable ink cartridges instead of replacing new ones.

1.3 Recycle (Recycling) Sort recyclable waste such as paper, plastic, metal, and electronic waste. Provide recycling collection points in the workplace and establish an efficient waste management system. Collaborate with relevant agencies to properly dispose of electronic waste in accordance with environmental principles.

Reference link for company's waste management plan : <https://alt.co.th/en/csr/%e0%b8%99%e0%b9%82%e0%b8%a2%e0%b8%9a%e0%b8%b2%e0%b8%a2%e0%b8%aa%e0%b8%87%e0%b9%81%e0%b8%a7%e0%b8%94%e0%b8%a5%e0%b8%ad%e0%b8%a1/>

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Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
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Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	2023 : non-hazardous waste 963.00 Kilograms	2025 : Reduced by 5% or 955.00 Kilograms	• Reuse

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

In 2025, the company had a total of 355 kilograms of recycled waste, a decrease from the base year's volume of 963 kilograms, representing a 63.14 percent reduction. This reflects the efficiency in material management and valuable resource utilization, as well as improvements in operational processes to reduce waste generation.

Furthermore, in 2025, the company generated no hazardous waste from its operations (0 kilograms), indicating effective process control and appropriate selection of environmentally friendly materials.

Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	963.00	24.00	355.00
Total non-hazardous waste (kilograms)	963.00	0.00	355.00
Non-hazardous waste - Landfilling (Kilograms)	963.00	0.00	0.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste Others (kilograms)	0.00	0.00	355.00

	2023	2024	2025
Total hazardous waste (kilograms)	0.00	24.00	0.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste Others (kilograms)	0.00	24.00	0.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

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

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

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	0.00	982.00	355.00
Reused/Recycled non-hazardous waste (Kilograms)	0.00	982.00	355.00
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	0.00	982.00	355.00

	2023	2024	2025
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	0.00	4,091.67	100.00
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	0.00	N/A	100.00
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	0.00	N/A

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The company has established a Roadmap to achieve Net-Zero Emissions by 2040, divided into three phases: Short-term (2023-2024), Medium-term (2025-2035), and Long-term (2036-2040), with clear objectives and guidelines as follows:

Short-term (2023-2024): Data analysis and establishing stability. The management plan is as follows:

Systematically collect and analyze greenhouse gas emission data across Scopes 1, 2, and 3.

Lay the foundation for greenhouse gas reduction projects and establish operational guidelines.

Initiate projects and emission reduction measures that can be implemented immediately.

Medium-term (2025-2035): Reduce greenhouse gas emissions by 20%. The management plan is as follows:

Reduce greenhouse gas emissions by 20% by 2035.

Expand the use of renewable energy and improve energy efficiency.

Establish an efficient carbon management system.

Long-term (2036-2040): Achieve Net-Zero Emissions target. The management plan is as follows:

Reduce greenhouse gas emissions to zero by 2040.

Utilize 100% renewable energy and clean technology systems.

Implement Carbon Offset measures.

Reference link for company's greenhouse gas management plan : https://drive.google.com/drive/folders/1h2YE4Y25-uWgloJWOwPD3VWdBfXaj_U?usp=sharing

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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 net-zero greenhouse gas emissions targets

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-3	2023 : Greenhouse gas emissions 1,020.00 tCO ₂ e	2027 : Reduced by 20% or 816.00 tCO ₂ e in comparison to the base year	2040 : Reduced by 100% or 1,020.00 tCO ₂ e in comparison to the base year	<ul style="list-style-type: none"> • Thailand Greenhouse Gas Management Organization (TGO) : None • Science-based Targets (SBTi) : None

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

The global climate change situation is continuously intensifying, leading to global warming caused by human activities. Excessive electricity and water consumption, and waste generation from the selection of non-biodegradable materials, are contributing to a greenhouse effect more severe than naturally occurring, resulting in an increase in global surface temperatures, known as global warming. The company recognizes and prioritizes the prevention and reduction of environmental impacts arising from business operations across all processes, from production, installation, and services, as well as developing innovations to continuously mitigate potential impacts, and to support the goal of limiting the increase in global average temperature to well below 1.5 degrees Celsius, in accordance with the Paris Agreement.

The company prioritizes management to reduce greenhouse gas issues. It has been identified that the business activities with the highest greenhouse gas emissions are electricity consumption from the company's operations, particularly in providing infrastructure (Site Facilities) and electricity use within offices, as well as the use of company vehicles and other transportation for travel activities. To address this issue, the company has implemented the following energy reduction measures:

- Regular maintenance of air conditioners and electrical equipment.
- Transition to 100% renewable energy and utilize clean technologies such as Energy Storage systems.
- Promote the use of electric vehicles (EVs) to reduce reliance on fossil fuels.

to support energy consumption during various periods by 2040. In 2025, the company's total greenhouse gas emissions amounted to 1,647.53 tons of carbon dioxide equivalent (tCO₂e), an increase from 1,048.00 tCO₂e in 2024, representing an approximate increase of 57.2%. This change was primarily due to an increase in greenhouse gas emissions in Scope 2 (electricity consumption), which rose from 795.00 tCO₂e in 2024 to 1,616.92 tCO₂e in 2025. Meanwhile, greenhouse gas emissions in Scope 1 (direct emissions from organizational activities) decreased from 253.00 tCO₂e in 2024 to 14.76 tCO₂e in 2025. For Scope 3 (other indirect emissions), the amount was 15.84 tCO₂e in 2025, whereas no emissions were reported in this scope for 2024. It should be noted that the greenhouse gas emission data for 2025 is currently undergoing a verification process, and the figures may be adjusted based on the verification results.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	1,020.00	1,048.00	1,647.52
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	324.00	253.00	14.76
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	696.00	795.00	1,616.92
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	15.84

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000684	0.000811	0.001068
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	3.58	3.70	5.99
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Person (employee))	3.57000000	3.70000000	5.99000000

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

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

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

Verification of the company's greenhouse gas : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	29,074.47	779.26	0.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	29,074.47	779.26	0.00
Care the Whale Project (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
Care the Wild Project (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 : ALT TELECOM PUBLIC COMPANY LIMITED Symbol : ALT

Market : SET Industry Group : Technology Sector : Information & Communication Technology

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, Non-discrimination

Social Policy

The company is committed to conducting its business with social responsibility through the organization of highly efficient and effective activities to promote harmonious coexistence in society, alongside creating added value (Value Creation) for the business and all stakeholders. This aims to enhance the quality of life for everyone involved.

Operational Guidelines

1. Employee Care and Potential Development

The company prioritizes employee welfare and personnel development by promoting continuous learning and development to prepare employees to effectively support the company's strategies in various aspects.

2. Raising Awareness of Sustainable Management

The company is committed to educating and fostering understanding among stakeholders regarding sustainable management policies, including practical guidelines, to ensure all sectors collaborate in developing and promoting sustainability.

3. Safety and Occupational Health in the Workplace

The company emphasizes the development of employee potential, along with ensuring safety and occupational health in the workplace, to create a safe and health-friendly working environment for all employees.

4. Adherence to Human Rights Principles, Equality, and Equity

The company operates according to human rights principles, promotes equality, and emphasizes non-discriminatory equity to foster fairness and acceptance of diversity within the organization and society as a whole.

Human Rights Policy

The company has established a human rights management policy (details available on the company's website alt.co.th) by adhering to the ideology of conducting business ethically, committed to social responsibility and all stakeholder groups in accordance with good corporate governance principles and ethics. In terms of human rights protection, the company emphasizes promoting and safeguarding human rights and all stakeholder groups by strictly supporting and complying with national and international laws and regulations concerning human rights, especially supporting and adhering to the United Nations Universal Declaration of Human Rights (UNDHR) and The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. This ensures that the company's business operations do not violate human rights in all business activities, including its supply chain and business partners, and prioritizes fair, equal, and non-discriminatory labor practices and respect for human rights.

This includes employment, compensation, promotion, training, and employee development, without discrimination based on gender, age, educational institution, race, or religion. It also supports employment for disadvantaged groups, including persons with disabilities, the elderly, and ex-offenders, to create opportunities, stable careers, and income, and to contribute to achieving the Sustainable Development Goals (SDGs) of the nation and the world.

Reference link for social and human rights policy and guidelines : https://alt.co.th/wp-content/uploads/2025/03/S-Policy4_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%

B8%B2%E0%B8%A2-%E0%B8%94%E0%B9%89%E0%B8%
B2%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%97%
E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%
B8%B8%E0%B8%A9%E0%B8%8A%E0%B8%99-R.01_23-02-
2565-EN.pdf

Page number of the reference link : 1

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, : Yes
guidelines, and/or goals over the past year

Changes in social and human rights policies, : Child Labor
guidelines, and/or goals

Child labor in the year 2025 the company did not amend the policy

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

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

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The company operates in technology and communication systems, involving employees, business partners, and subcontractors in both public and private sector projects. The company recognizes potential human rights risks and has established appropriate mechanisms for receiving complaints and providing remedies.

1. Complaint Reception Mechanism (Grievance Mechanism)

The company provides accessible, transparent, and anonymous complaint channels for employees, business partners, contractors, and other stakeholders, including:

- Notification through Human Resources Department
- Notification through direct supervisor
- Email channel / Company's online form
- Ethics Complaint Channels

The company guarantees that complainants will not be harassed or discriminated against for exercising their right to complain.

2. Complaint Consideration and Management Process

Upon receiving a complaint, the company will proceed as follows:

1. Fair and impartial fact-finding
2. Consider the severity and human rights impact
3. Establish corrective and preventive measures to avoid recurrence
4. Inform the complainant of the outcome (As permitted by law)

3. Remedial Guidelines

If a human rights violation is found, the company will provide appropriate remedies on a case-by-case basis, such as:

- Rectification of working conditions
- Compensation or restoration of entitled benefits
- Disciplinary action against offenders
- Improvement of policies, processes, or contracts with business partners

4. Monitoring and Improvement

The company continuously monitors the results of corrective actions and utilizes information from complaints to:

- Improve human rights policies
- Develop risk management systems
- Enhance awareness among employees and business partners

5. Operational Status

During the past reporting period, the company did not find any human rights violations.

However, the company has prepared such mechanisms and remedial guidelines to accommodate potential future incidents and to align with the principles of UN Guiding Principles on Business and Human Rights (UNGPs)

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

	2023	2024	2025
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	:	Business Group
Total number of disclosure boundaries	:	6
Data disclosure coverage (%)	:	0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Employee training and development, Promoting employee relations and participation

Employee training and development

The company has an employee management plan.

Career Path Development Planning (Career Path Development) Develop development plans for each job position, encouraging employees to develop necessary skills for promotion.

Organize off-site seminars (Company Outing) At least once a year, to utilize activities that promote teamwork and foster bonding and mutual empathy.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	Yes
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Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Promoting employee relations and participation	-	2023: -	2025: -
• Employee training and development	-	2023: -	2025: -
• Employee training and development	-	2023: -	2025: -

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Others : -	-	2023: -	2025: -

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : No
management

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	285	283	275
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	285	283	275
Male employees (persons)	151	151	150
Percentage of male employees (%)	52.98	53.36	54.55
Female employees (persons)	134	132	125
Percentage of female employees (%)	47.02	46.64	45.45
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0

	2023	2024	2025
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	53	53	51
Percentage of employees under 30 years old (%)	18.60	18.73	18.55
Total number of employees 30-50 years old (Persons)	194	189	184
Percentage of employees 30-50 years old (%)	68.07	66.78	66.91
Total number of employees over 50 years old (Persons)	38	41	40
Percentage of employees over 50 years old (%)	13.33	14.49	14.55

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	22	22	23
Percentage of male employees under 30 years old (%)	14.57	14.57	15.33
Total number of male employees 30-50 years old (Persons)	105	103	102

	2023	2024	2025
Percentage of male employees 30-50 years old (%)	69.54	68.21	68.00
Total number of male employees over 50 years old (Persons)	24	26	25
Percentage of male employees over 50 years old (%)	15.89	17.22	16.67

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	31	31	28
Percentage of female employees under 30 years old (%)	23.13	23.48	22.40
Total number of female employees 30-50 years old (Persons)	89	86	82
Percentage of female employees 30-50 years old (%)	66.42	65.15	65.60
Total number of female employees over 50 years old (Persons)	14	15	15
Percentage of female employees over 50 years old (%)	10.45	11.36	12.00

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	237	231	224
Percentage of employees in operational level (%)	83.16	81.63	81.45

	2023	2024	2025
Total number of employees in management level (Persons)	43	41	39
Percentage of employees in management level (%)	15.09	14.49	14.18
Total number of employees in executive level (Persons)	5	11	12
Percentage of employees in executive level (%)	1.75	3.89	4.36

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	122	116	117
Percentage of male employees in operational level (%)	80.79	76.82	78.00
Total number of male employees in management level (Persons)	27	28	25
Percentage of male employees in management level (%)	17.88	18.54	16.67
Total number of male employees in executive level (Persons)	2	7	8
Percentage of male employees in executive level (%)	1.32	4.64	5.33

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	115	115	107
Percentage of female employees in operational level (%)	85.82	87.12	85.60

	2023	2024	2025
Total number of female employees in management level (Persons)	16	13	14
Percentage of female employees in management level (%)	11.94	9.85	11.20
Total number of female employees in executive level (Persons)	3	4	4
Percentage of female employees in executive level (%)	2.24	3.03	3.20

Significant changes in the number of employees

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

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	0.00	0.00	0.00
Total number of employees with disabilities (Persons)	0	0	0
Total male employees with disabilities (persons)	0	0	0
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00

	2023	2024	2025
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
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)	169,287,925.00	163,080,762.00	144,655,085.90
Total male employee remuneration (baht)	109,401,559.00	103,174,365.00	95,284,733.00
Percentage of remuneration for male employees (%)	64.62	63.27	65.87
Total female employee remuneration (baht)	59,886,366.00	59,906,397.00	49,370,352.90
Percentage of remuneration for female employees (%)	35.38	36.73	34.13
Average of remuneration of employees (Baht/persons)	593,992.72	576,257.11	526,018.49
Average of remuneration for male employees (Baht/persons)	724,513.64	683,273.94	635,231.55
Average of remuneration for female employees (Baht/persons)	446,913.18	453,836.34	394,962.82
Rate of average of remuneration between female employees and male employees	0.62	0.66	0.62

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company established a provident fund on May 1, 2015, with One Asset Management Co., Ltd., a company that discloses information in accordance with the Investment Governance Code (I Code). The objective is to boost employee morale and encourage employees to work with the Company in the long term. Currently, 108 employees have joined the provident fund out of a total of 196 eligible employees, representing 95.92 percent. The Company supports the selection of fund managers who adhere to the I Code (Investment Governance Code: I Code) and/or manage investments responsibly, taking into account Environmental, Social, and Governance ("ESG") factors. Adherence to investment governance principles is well-maintained, as this approach to investment leads to the best long-term benefits for fund members, who are the Company's employees.

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : No

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)	198	283	196
Number of employees joining in PVD (persons)	205	203	188
Number of PVD members / Total employees (%)	71.93	71.73	68.36
Number of PVD members / Total eligible employees (%)	103.54	71.73	95.92

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	3,423,455.11	3,284,312.00	3,373,925.38

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 (%)
ALT TELECOM PUBLIC COMPANY LIMITED	Yes	275	196	188	68.36	95.92

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

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

Providing education or information on selecting appropriate investment policies

In 2025, the company continuously organized training sessions for its employees on financial literacy, savings, investment, and retirement preparedness. These sessions were conducted both online and onsite within the organization, with knowledge imparted by financial advisors. The objective was to enhance employees' understanding of personal financial planning, long-term savings, and the selection of investment strategies appropriate for their age groups and financial goals.

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)	20.56	21.38	12.00
Total amount spent on employee training and development (Baht)	1,114,155.62	1,099,594.93	967,042.30
Percentage of training and development expenses to total expenses (%) ^(*)	0.000771	0.000896	0.000671

	2023	2024	2025
Percentage of training and development expenses to total revenue (%) ^(*)	0.000747	0.000850	0.000627

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)	552,536.00	305,476.00	N/A
Total number of hours worked by employees (Hours)	552,536.00	305,476.00	N/A

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	N/A

	2023	2024	2025
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	N/A

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

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

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	61	26	13
Total number of male employee turnover leaving the company voluntarily (persons)	28	12	9
Total number of female employee turnover leaving the company voluntarily (persons)	33	14	4
Proportion of voluntary resignations (%)	21.40	9.19	4.73
Percentage of male employee turnover leaving the Company voluntarily (%)	45.90	46.15	69.23
Percentage of female employee turnover leaving the Company voluntarily (%)	54.10	53.85	30.77

	2023	2024	2025
Evaluation result of employee engagement ⁽¹⁾	Yes	Yes	Yes

Remark: ⁽¹⁾ The 2025 Engagement Index maintains a stable engagement level of 91%.

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee, Others : Safety, Occupational Health, and Working Environment Committee (SHE Committee)

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

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

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : Yes
- Responsible sales and marketing guidelines : Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts
- Reference link for responsible sales and marketing policy and guidelines : <https://alt.co.th/wp-content/uploads/2025/03/56-1-EN.pdf>
- Page number of the reference link : 84

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

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Appropriate marketing communications through digital channels
- Reference link to policy and guidelines on communicating the impact of products and services to customers / consumers : <https://alt.co.th/wp-content/uploads/2025/03/56-1-EN.pdf>
- Page number of the reference link : 84

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

Responsibility to Customers

The company is committed to continuously creating innovations to deliver products and services that meet the true needs of customers in terms of both quality and fair pricing, and to foster sustainable growth by employing operational excellence strategies. This ensures customers' utmost confidence and satisfaction. A dedicated unit has been established to provide consultation on problem-solving methods, after-sales services, and to receive complaints when issues arise, in order to incorporate feedback into action plans for improving operational efficiency. ALT also maintains a robust customer relationship management process, conducting annual customer satisfaction surveys across each business group to measure customer expectations and satisfaction, and to leverage deep customer insights for developing new innovations.

Data Privacy Protection

The company recognizes the importance of protecting customers' personal data that has been collected, used, disclosed, and transferred for the purpose of receiving services and purchasing products. The company manages the use of personal data with the aim of presenting products and services that meet specific needs and suitability. The company is committed to being responsible for and protecting the personal data of all stakeholders, including shareholders, employees, customers, trading partners, business partners, creditors, and guarantors. Therefore, the company has published its privacy policy on its website. alt.co.th A Data Protection Officer (DPO) is responsible for overseeing the protection of customer personal data. The operational framework aligns with the Personal Data Protection Act (PDPA), covering details such as: types of data, purposes of collection, use, and disclosure of data, entities or individuals to whom the company may disclose data, duration of personal data retention, data security, cookie policy, rights of personal data owners, and channels for contacting regarding personal data rights.

In 2025, the company received no complaints regarding customer personal data.

Consumer protection and liability for damages caused by unsafe products.

Consumer Protection Act The Consumer Protection Act B.E. 2522 (1979) (including amendments) ("Consumer Protection Act") aims to define consumer rights and the duties of manufacturers or service providers to ensure fairness for consumers. Under the Consumer Protection Act, principles have been established to protect consumer rights, such as:

- Consumer protection in advertising: Advertisements must not use unfair statements towards consumers, such as exaggerated claims or statements that mislead consumers about the essential characteristics of products or services.
- Consumer protection regarding labels: This involves specifying the characteristics of labels for controlled products, which must use truthful statements and contain no information that could mislead consumers about the essential characteristics of the product. This also includes stating the name of the manufacturer or importer, the place of production or import business, text indicating the product type, price, quantity, usage instructions, recommendations, and other necessary information.

Guidelines for product/service development and operations/projects that demonstrate an emphasis on safety and health for

Customers/Consumers

Innovation Performance

The company continuously promotes and supports research and development of safety technology innovations to enhance the quality of life and build confidence for the public and tourists. These innovations not only add value to the company's products and services but also serve as a crucial mechanism for driving the economy and society at both local and national levels sustainably. In 2025, the company allocated a total budget of 29,671,100 Baht for research and development of innovations, with notable innovations as follows:

Smart Safety Innovation for Livable Cities (Smart CCTV Intelligence)

The system can accurately identify the installation location and operational status of cameras via a digital map system (GIS). It supports high-performance live view and playback. Furthermore, it comes with AI Analytics technology capable of detecting and classifying vehicles (cars and motorcycles), as well as analyzing in-depth details such as speed, color, brand, and license plates accurately.

Furthermore, the system features an Intelligent Tracking function that enables officers to track the routes of target groups (e.g., VIPs or Blacklist) by searching vehicle registration numbers. This enhances the efficiency of surveillance and operational speed and accuracy for officers, leading to greater security for lives and property, reducing crime rates and road accidents. It also plays a significant role in promoting the tourism image, building confidence among tourists, which will lead to long-term income generation and economic opportunities for local communities. Concurrently, the company can achieve business growth by being a leader in advanced safety solutions that address the real-world needs of the digital society.

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	Enhance customer satisfaction	2023: Achieve customer satisfaction exceeding 90 percent	2025: Achieve customer satisfaction exceeding 90 percent

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

The company prioritizes utilizing the Voice of Customer as crucial data for continuously developing and improving products, services, and business processes to enhance customer experience and achieve maximum satisfaction.

In 2025, the company conducted a customer satisfaction survey via electronic channels, with the overall satisfaction assessment result being 93.39 percent. which is higher than the target of 90 percent, and no significant customer complaints were found.

From these assessment results, the company utilized analytical data to identify further improvement opportunities, even with high satisfaction levels. The focus is on enhancing quality in key areas such as increasing service efficiency, speed in responding to customer needs, and developing more convenient and accessible communication channels.

In this regard, the company has improved service processes by integrating digital technology to support operations, such as developing online service and communication channels with customers, streamlining service procedures for greater conciseness and speed, and enhancing the capabilities of service personnel to effectively meet customer needs.

Furthermore, the company has established continuous monitoring and evaluation to ensure that these improvements tangibly enhance customer satisfaction and sustainably maintain high service standards.

This operation reflects the company's commitment to continuous improvement, being customer-centric, and building long-term customer trust.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : +66 2863 8999

Fax : -

Email : info@alt.co.th

Company's website : <https://alt.co.th/>

Address : No. 52/1 Moo 5, Bangkruay-Sainoi Road, Bangsi thong ,
Bangkruay , Nonthaburi 11130

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

- Community development and engagement policies : Yes
- Reference link for community development and engagement policies : https://alt.co.th/wp-content/uploads/2025/03/ESG-Policy-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99-Rev.2_25-02-25_EN.pdf
- Page number of the reference link : 4

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 implemented by the company over the past year : Occupational health, safety, health, and quality of life, Reducing inequality

The company holds an ideology of conducting business with responsibility towards the community and society, particularly concerning climate change, which is caused by electricity generation, product manufacturing, deforestation, transportation, energy consumption in buildings and households, and excessive consumption. Therefore, the company is committed to developing renewable energy businesses and has a policy to encourage industrial operators, households, government agencies, and private sectors to adopt alternative energy (Renewable Energy). This aims to reduce the use of electricity that causes pollution, switching to clean energy to decrease greenhouse gas emissions that contribute to global warming. Furthermore, the company strives to develop products or services that can respond to the community and society to help improve the quality of life, ensuring convenience and safety for the public. It also promotes efficient resource utilization by encouraging shared use of telecommunications infrastructure, reducing redundant investments, and eliminating the clutter of communication cables resulting from the traditional approach of operators, where each developed their own network.

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 : Yes

Details of community and social management goal setting

Target(s)	Indicators(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> Occupational health, safety, health, and quality of life 	Promote and develop digital literacy in the community through at least one project.	2023: Installation of Smart Poles under one innovative project.	2025: Project for the Installation of Pulley-Lifting Light Poles equipped with LED Street Lights, Integrated Batteries, and Solar Power Systems. <ol style="list-style-type: none"> Homsin Subdistrict Administrative Organization, Chachoengsao Province Don Raet Subdistrict Administrative Organization, Surin Province Ra-ngaeng Subdistrict Administrative Organization, Surin Province
<ul style="list-style-type: none"> Others : Enhance the quality of life 	Promote the use of renewable energy.	2022: Promote the use of more than 50 MW of renewable energy.	2025: Promote the use of more than 50 MW of renewable energy.

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

Responsibility towards Community and Society

The company also conducts business with responsibility towards the community and society, emphasizing the reduction of environmental impacts and avoiding operations that may negatively affect the quality of life of communities around its establishments.

In 2025, no complaints were received from communities regarding social or environmental issues, reflecting the commitment to ethical and responsible operations.

Furthermore, in 2025, the company and its group of businesses also participated in improving the quality of life and promoting community and social engagement through the following projects:

The company prioritizes conducting business alongside social responsibility, focusing on creating shared value with communities and stakeholders in its operational areas through activities that promote education, youth development, and assistance for vulnerable groups in society, as follows:

1) National Children's Day Activities

In January 2025, the company supported National Children's Day activities for schools in areas near its offices and operational sites, namely:

- Wat Ruak Bang Si Thong School and Wat Bang Si Mueang School, Nonthaburi Province.
- Ban Bakan To Tid School, La-ngu District, Satun Province, which is an area near the company's submarine cable station.

The company provided budget support for the purchase of gifts, educational supplies, and child development equipment, with employees participating in the activities. The objective of these activities is to promote child and youth development, strengthen good relations between the organization and the community, and support the organization's local engagement role.

2) Donation Project

In December 2025, the company implemented a donation project to the Nonthaburi Homeless Protection Center and Pak Kret Babies' Home, providing financial support and offering employees the opportunity to participate in donating essential consumer goods. The objectives of this project are to:

- Support the agency's mission in caring for vulnerable groups in society.
- Alleviate hardship and improve the quality of life for the underprivileged.
- Promote an organizational culture of giving and sharing
- Enhance the organization's image as a socially and communally responsible entity, committed to sustainability.

Guideline for developing communities to be self-reliant sustainably or solving social problems

In 2025, the company implemented a smart pole project installed at Chalerm Phrakiat 72 Pansa Maharachini Park, Thalang Road, Phuket Province. The company established criteria for selecting target communities and implementing the project based on the principles of Good Corporate Governance, coupled with sustainable development guidelines (ESG), while considering the dimensions of safety, economy, society, and human rights of stakeholders in a balanced manner, as follows:

1. Criteria for selecting target communities

The company considers and selects project implementation areas based on empirical data and the involvement of relevant sectors, covering key issues, including:

Safety dimension and strategic points of the area

Prioritize areas with safety risks, such as areas with high crime rates, blind spots, or frequent accidents, focusing on utilizing technology for prevention and enhancing community safety, within the framework of respecting individual rights and not violating privacy.

Economic dimension and area potential

Consider areas with economic roles, such as commercial centers, markets, or tourist attractions, to support building confidence among entrepreneurs, tourists, and local residents, thereby stimulating the local economy.

Level of community strength and participation

Emphasis should be placed on communities with capable leaders or community organizations that can act as intermediaries to communicate information accurately and transparently, and to build mutual understanding between the company and the public.

Infrastructure readiness and community impact

Consider the suitability of local infrastructure to ensure efficient system installation and operation, while minimizing environmental impact, visual impact, and the quality of life for residents.

2. Project Implementation Guidelines

The company implements projects based on the principles of transparency, accountability, and stakeholder engagement throughout the process, as follows:

2.1 Preparation and Transparent Information Disclosure

The company produces easy-to-understand public relations materials, such as infographics and video media, to explain the working principles of AI technology systems, and clearly discloses personal data management guidelines,

covering data access rights, storage periods, and system usage objectives, strictly adhering to personal data protection principles according to relevant laws.

2.2 Stakeholder Engagement

The company organizes public consultation forums and focus group meetings with community leaders and public representatives to provide opportunities for stakeholders to participate in designing and defining project implementation guidelines, including determining equipment installation points in the area, while considering appropriateness and potential impacts on public privacy.

2.3 Governance and Operational Transparency

The company establishes a Memorandum of Understanding (MOU) with community representatives to clearly define data usage scope, roles, responsibilities of each party, and to set measures for system usage governance, as well as to provide a systematic channel for receiving complaints or suggestions from the public.

2.4 Monitoring, Evaluation, and Information Disclosure

The company conducts follow-up and evaluation after system installation within 36 months, using tools such as satisfaction surveys and assessments of public safety perception in the area. Evident results, such as changes in accident or crime statistics and stakeholder satisfaction levels, are also disclosed.

The company continuously uses the results of these evaluations to improve and develop its operations (Feedback Loop) to enhance project efficiency and create sustainable value for the community and society as a whole.

The project received positive feedback from local stakeholders, reflected in increased public satisfaction, higher safety confidence, and positive suggestions from community leaders and relevant agencies, demonstrating the project's effectiveness and the tangible creation of shared value between the company and the community.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	194,850.00	114,400.00	0.00

	2023	2024	2025
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.013492	0.009318	0.000000
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.013065	0.008848	0.000000

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 : ALT TELECOM PUBLIC COMPANY LIMITED

Symbol : ALT

Market : SET

Industry Group : Technology

Sector : Information & Communication Technology

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Overview of Corporate Governance Policies and Practices

The Board of Directors recognizes and emphasizes the importance of good corporate governance policies, believing that good corporate governance will enhance the efficiency, transparency, and accountability of the management system. It helps strengthen competitiveness, increase value, and promote sustainable growth, thereby building confidence among shareholders, investors, stakeholders, and all related parties.

The Nomination, Remuneration, and Corporate Governance Committee has been assigned by the Board of Directors to oversee corporate governance, establish policies and practices for monitoring and evaluating the performance of the Board of Directors, as well as to review.

Policies and practices are reviewed annually to ensure their suitability for business operations, and are included as an agenda item in Board of Directors' meetings.

The Company has continuously adhered to and complied with good corporate governance principles, adopting the good corporate governance principles for listed companies from the Securities and Exchange Commission in 2017. and of the Stock Exchange of Thailand, including the criteria under the Corporate Governance Report of Thai Listed Companies project by the Thai Institute of Directors Association. as a guideline, and has disseminated its good corporate governance policy and business ethics to executives, employees, shareholders, and the general public via the Company's website under the topic "Sustainable Development," with the following practices:

1. Board of Directors

The Board of Directors has appointed four sub-committees: the Audit Committee, the Risk Management Committee, the Nomination, Remuneration, and Corporate Governance Committee, and the Executive Committee. The Chairman of the Board will not serve as chairman or a member of any sub-committee.

This is to segregate duties to ensure independence in corporate governance and transparent management. Furthermore, the Board of Directors clearly delineates the roles and responsibilities between the Board and management. Details of the Board of Directors and sub-committees appear in. Part 2, Section 7 Section: Corporate Governance Structure and Key Information on the Board of Directors, Sub-Committees. executives, employees, and others.

2. Nomination and Appointment of Directors and Senior Executives

Currently, the Company has 7 directors, comprising 4 independent directors and 3 executive directors. The Board of Directors will elect an independent director to serve as Chairman of the Board and Chairman of the Audit Committee to ensure that the Board can dedicate sufficient time to its duties for the Company. Therefore, the Board has stipulated that each director should not hold directorships in more than 5 listed companies on the Stock Exchange of Thailand. Furthermore, in 2025, no executive directors of the Company's Board held directorships in other listed companies.

3. Internal Control

The Board of Directors ensures that the Company has a comprehensive internal control system covering all financial and operational aspects, in compliance with relevant laws, regulations, and rules. It also establishes effective checks and balances mechanisms to always protect the Company's assets. A hierarchy of approval authorities is in place, and responsibilities are segregated among executives and employees to ensure checks and balances. Written operational

procedures are established, and an independent internal audit unit is maintained by engaging professional external auditors to regularly review, evaluate, and monitor performance. These auditors report directly to the Audit Committee quarterly, thereby ensuring that the Company has a reliable internal control system in accordance with international standards.

4. Oversight of Operations of Subsidiaries, Joint Ventures, and Joint Operations

In cases where the Company invests in subsidiaries, the Company will oversee them by appointing its representatives as directors and managing directors in the subsidiaries, with the number of representative directors in the subsidiaries proportionate to the Company's shareholding. Such directors and managing directors in the subsidiaries must be approved for appointment by the Company's Board of Directors. The scope of authority, duties, and responsibilities of the directors and executives representing the Company must adhere to the policy framework set by the Company, such as approving annual budgets and investment project budgets of subsidiaries, capital increases, and capital reductions. Furthermore, the Company has stipulated that its representative directors have the duty to oversee connected transactions, the acquisition or disposal of assets, or any other significant transactions of such companies to ensure completeness and accuracy, and to apply disclosure principles similar to those of the Company, as well as to oversee the collection of data and accounting records of subsidiaries to enable the Company to audit and compile consolidated financial statements in a timely manner.

For joint ventures, the Company sends its representatives to serve as directors in those companies according to the Company's shareholding proportion. For joint operations, sending representatives to control and manage will depend on the agreement made with the counterparty. Regarding the investment policy in subsidiaries.

For future joint ventures or joint operations, the Company will consider investing in businesses that support and benefit the Company's operations, or businesses in industries with growth potential, or businesses in which the Company has expertise and proficiency. Furthermore, the return on investment will be a significant consideration.

5. Compliance with Good Corporate Governance Principles for Listed Companies

The Company mandates an annual review of its policies and practices in accordance with good corporate governance principles. Additionally, the Board of Directors regularly reviews and implements suggestions as appropriate for the Company's normal business operations, to align with changing circumstances and the guidelines of the Stock Exchange of Thailand. Details are available on the Company's website at alt.co.th Under the topic "Sustainable Development," sub-topic "Good Corporate Governance Policy."

Principles of Good Corporate Governance Divided into 5 sections as follows:

Section 1 Shareholder Rights

The Company respects fundamental rights and treats all shareholders equally, whether they are retail shareholders, investors, or.

Major shareholders as follows:

- Right to an equal share of the company's profits.
- Right to receive sufficient information about the company.
- Right to attend shareholder meetings, offer opinions and suggestions to the Board of Directors, and participate in decisions on important matters such as connected transactions, acquisition or disposal of assets, etc.

In addition to various fundamental rights, the Board of Directors also considers shareholders' rights both under law and in various actions that promote and facilitate the exercise of shareholders' rights, without violating or diminishing them, such as:

- Use the Record Date criterion for the Annual General Meeting of Shareholders to allow shareholders more time to review the notice of meeting and various information before the meeting.
- Dissemination of information regarding shareholder meetings: The Company will ensure that its shareholders are informed of the date, time, venue, agenda, Board's opinions, and supporting documents for the agenda, along with related documents such as guidelines for attending shareholder meetings via electronic media (E-AGM). All information regarding shareholder meetings will be sent to all shareholders at least seven days in advance to allow shareholders to review the information prior to the meeting. Additionally, the Company will publish all such information on its website

and advertise the notice of shareholder meeting in newspapers for three consecutive days to enhance shareholders' access to information. In 2025, the Company held its Annual General Meeting of Shareholders on April 25, 2025, and published the notice of meeting, supporting documents, and proxy forms in both Thai and English on the Company's website at alt.co.th 30 days before the meeting (from March 26, 2025) for the notice of meeting and original meeting documents, which were dispatched to shareholders 23 days before the meeting (dispatched on April 2, 2025).

For the Annual General Meeting of Shareholders 2025, the Company distributed meeting-related documents in electronic format to reduce resource consumption. The full notice of the Annual General Meeting of Shareholders and the annual report were provided as E-documents with QR codes for shareholders to download, instead of sending paper documents. However, if any shareholder requests, paper documents will be sent again.

- Support shareholders' participation in decision-making on important issues and voting on various matters, as well as providing opportunities for shareholders to ask relevant questions at the shareholder meeting to ensure clarity and transparency in conducting the meeting and voting.

- Right to vote at shareholder meetings for the appointment or removal of directors, appointment of auditors, and matters affecting the Company, such as dividend allocation, establishment or amendment of articles of association and memorandum, capital reduction or increase, and approval of special transactions.

- Provide opportunities for shareholders to submit questions in advance that they wish the Company to clarify regarding the proposed agenda items of the Annual General Meeting of Shareholders. before the shareholder meeting via email. ir@alt.co.th Telephone or by mail to the Company's address. In 2025, the Company held its Annual General Meeting of Shareholders on April 25, 2025, and shareholders could submit questions in advance from March 26, 2025, to April 24, 2024.

- Facilitate shareholders on the day of the shareholder meeting as follows:

- 1.) In 2025, the Company will hold its meeting solely via electronic media (E-AGM). The electronic meeting system chosen by the Company is provided by OJ International Co., Ltd. via Zoom, which is an E-Meeting system certified by the Electronic Transactions Development Agency (ETDA). Furthermore, OJ International Co., Ltd.'s E-Meeting system is a standardized system. in accordance with the Emergency Decree on Electronic Meetings B.E. 2563 (2020) A. self-assessment of compliance according to ETDA criteria. and the Ministry of Digital Economy and Society's announcement on standards for securing electronic meetings. including other relevant laws and regulations. By utilizing a shareholder meeting management program for registration, vote counting, and submitting questions, to ensure the meeting proceeds conveniently, efficiently, and transparently.

- 2.) Provide system administrators to offer advice, answer questions, and resolve issues related to registration and identity verification for participating in electronic meetings.

- 3.) Arrange for external legal advisors to observe the meeting to ensure that it is conducted transparently and in accordance with laws and the Company's articles of association, as well as to oversee and verify vote counting throughout the meeting.

- 4.) The Company records meetings in video format and records voting, and has published them on the Company's website. Operating under PDPA principles. To facilitate shareholders and external parties interested in observing the shareholder meeting. Promote transparency and widespread access to information.

- 5.) Prepare stamp duty in cases where shareholders submit proxies, without incurring any cost.

- Before the meeting, the meeting facilitator will explain the voting procedures and vote counting for each agenda item, considering matters in the order specified in the notice of meeting sent to shareholders in advance, without changing the order of said agenda items and without requesting the meeting to consider other matters beyond those specified in the notice of shareholder meeting. The Company has clearly defined each agenda item for shareholder meetings and seeks approval for each matter separately.

- During the meeting, provide equal opportunities for shareholders to express opinions and ask questions, and record important questions and comments in the meeting minutes.

- After the meeting, resolutions and voting results for each agenda item are disseminated via newsletter to the Stock Exchange of Thailand and the Company's website on the evening of the meeting day.

- Publish meeting minutes through the channels of the Stock Exchange of Thailand and the Company's website.

Section 2 Equal Treatment of Shareholders

The Board of Directors has established a policy on equal treatment of shareholders in its Good Corporate Governance Policy, Section 2, beyond what is legally required. The Company fully complies with all principles of corporate governance of the Stock Exchange of Thailand and is committed to treating all shareholders equally and fairly, including executive and non-executive shareholders, Thai and foreign shareholders, major and minority shareholders. This is to build confidence among all shareholder groups that the Board and management ensure all shareholders receive information equally, and will promote shareholders' exercise of their rights without infringement or deprivation, including fundamental rights, receiving appropriate, sufficient, and timely information, as well as participating in meetings, voting, and expressing opinions fully, as follows:

2.1 Shareholder Meeting Attendance

Shareholder meetings are a crucial part of communication with shareholders. Therefore, the Company holds one Annual General Meeting of Shareholders within four months from the end of the Company's fiscal year and may call extraordinary general meetings of shareholders as needed, particularly if there is an urgent need to propose special agenda items that affect shareholders' interests or relate to legal requirements. The Company will send the notice of meeting along with meeting documents no less than the legally prescribed period before the meeting date and will disclose them on the Company's website.

The Company also encourages all shareholders to attend shareholder meetings and provides opportunities for shareholders to appoint independent directors or any other individuals to attend on their behalf. After the meeting, the Company requires the shareholder meeting minutes to be completed within 14 days and disseminated through the Stock Exchange of Thailand's news system (SET LINK) and published on the Company's website.

2.2 Care for Minority Shareholders

1.) Appoint independent directors to oversee minority shareholders. Minority shareholders can express opinions, make suggestions, or submit complaints to independent directors. The independent directors will consider and act appropriately on each matter. If it is a complaint, the independent directors will investigate the facts and find appropriate solutions. If it is a suggestion, the independent directors will consider the suggestion and express their opinion. If the independent directors deem it an important matter affecting overall stakeholders or the Company's business operations, they will propose the matter to the Board of Directors for consideration as an agenda item for the next shareholder meeting.

2.) Provide opportunities for shareholders to exercise their right to appoint directors individually. The Company grants shareholders the right to nominate suitable individuals for election as directors, which is announced on the Company's website and the Stock Exchange of Thailand's website.

3.) Ensure that executive shareholders do not unnecessarily add unannounced agenda items, especially those requiring shareholders to study information before making a decision.

4.) Provide opportunities and support for shareholders to propose agenda items for the meeting and nominate directors with appropriate qualifications for election in advance from August 9, 2024, to November 30, 2024.

Shareholders proposing agenda items and nominating directors should possess the following qualifications:

4.1) Be a shareholder of the Company, either as a single shareholder or multiple shareholders combined.

4.2) Hold not less than 5% of the total voting rights of the Company as of the date the agenda item is proposed.

In addition to the above, the Company will comply with all existing laws, regulations, rules, and requirements. In the event of any amendment, change, or addition to any requirements, regulations, or criteria related to the principles and practices in announcements, orders, or by any other means of regulatory authorities, the Company will comply with the requirements of such amended laws in the future.

In the Annual General Meeting of Shareholders 2025, no shareholder proposed any agenda items for the meeting or nominated individuals for election as directors, including the Company. No instances of adding other unannounced agenda items at the shareholder meeting / There were no instances of violation/non-

compliance with criteria regarding share repurchases / preventing shareholders from communicating with each other / non-disclosure of agreements between shareholders.

2.3 Prevention of Insider Trading

The Board of Directors oversees the use of inside information in compliance with laws and good corporate governance principles. Policies and practices have been established in the good corporate governance policy and business ethics to prevent the use of information for trading the Company's securities or for undue personal gain, with key details as follows:

- Educate directors and executives about their duty to report their own, their spouses', and their minor children's securities holdings to the Securities and Exchange Commission (SEC) under Section 59 and the penalties under Section 275 of the Securities and Exchange Act B.E. 2535 (including any amendments), as well as reporting the acquisition or disposal of their own, their spouses', and their minor children's securities to the SEC under Section 246 and the penalties under Section 298 of the Securities and Exchange Act B.E. 2535 (including any amendments).
- Require directors and executives of the Company, including their spouses and minor children, to prepare and disclose reports on their securities holdings and reports on changes in the Company's securities holdings to the Securities and Exchange Commission (SEC) under Section 59 and the penalties under Section 275 of the Securities and Exchange Act B.E. 2535 (including any amendments) within 3 business days, and to submit a copy of this report to the Company on the same day the report is submitted to the SEC.
- Directors and senior executives of the Company must report to the Board of Directors regarding the trading of the Company's securities at least one day in advance of the transaction. In case of policy violation, management is required to immediately notify the Audit Committee upon detection.
- The Managing Director and the first four executives of the Company must report to the Company Secretary regarding the trading of the Company's securities at least one day in advance of the transaction.
- Directors, executives, employees, and staff of the Company and its subsidiaries who possess material inside information that could affect the Company's stock price are prohibited from trading the Company's securities during the 30-day period before the financial statements or such inside information is disclosed to the public, and for 24 hours after the Company's inside information has been disclosed to the public. To ensure compliance, the Company has communicated and fostered understanding among directors, executives, and employees. In 2025, the Company Secretary's office communicated via email to these individuals regarding the policy and practices for preventing insider trading, reminding relevant parties to be aware and cautious in maintaining confidentiality during the specified periods. Directors, executives, employees, and staff of the Company are prohibited from using the Company's inside information, which has or may have an impact on the Company's stock price and has not yet been disclosed to the public, and which they have acquired through their position or status, for buying or selling, or offering to buy or sell, or soliciting others to buy or sell, or offer to buy or sell shares or other securities (if any) of the Company, whether directly or indirectly, and whether such actions are for their own benefit or for the benefit of others, or by disclosing such facts to enable others to do so, regardless of whether they receive any compensation.

In 2025, the Company found no misconduct or received any tips or complaints regarding the use of inside information that contravenes regulatory criteria and the group's good corporate governance principles. Furthermore, no directors or senior executives of the group were found to have traded securities during the said period. Including that over the past 10 years, there have been no instances where the Company, its directors, or executives were fined or penalized, accused, or subjected to civil action by regulatory bodies such as the SEC or SET, in cases of unfair practices or exploiting investors using inside information by the Company's directors or executives.

2.4 Prevention of Conflicts of Interest

The Board of Directors places importance on conflicts between personal interests and the Company's interests. It has established policies and practices within its good corporate governance policy and business ethics, and ensures regular reviews to maintain a standardized, transparent control system that aligns with the Company's good corporate governance principles. Key points are summarized as follows:

1. Establish a policy requiring directors and executives to disclose changes in their interests in various businesses, in accordance with guidelines for reporting interests and conflicts of interest for themselves and related persons, which are interests related to the management of the Company or its subsidiaries, upon first assuming their positions, and to report every time there is a change in interest information using the form approved by the Board of Directors to the Board of Directors and submit the report to the Company Secretary every time there is a change in information.
2. Directors, executives, and employees of the Company must promptly disclose to the Company any potential conflicts of interest, at least before the consideration of the relevant agenda item, and such disclosure must be recorded in the minutes of the Board of Directors' meeting. This is in accordance with the rules and guidelines of the Securities and Exchange Commission and the Stock Exchange of Thailand, as well as the Company's policies.
3. Directors with a significant interest in the consideration of any agenda item, in a manner that may prevent such director from providing independent opinions, should refrain from participating in the meeting for that agenda item and must abstain from voting on that agenda item.

In addition to the above, the Company will comply with all existing laws, regulations, rules, and requirements. In the event of any amendment, change, or addition to any requirements, regulations, or criteria related to the principles and practices in announcements, orders, or by any other means of regulatory authorities, the Company will comply with the requirements of such amended laws in the future.

In the past year, the Company found no misconduct or received any tips or complaints regarding conflicts of interest and violations of the conflict of interest policy that contravene regulatory criteria and good corporate governance principles.

Section 3 Role of Stakeholders

The Board of Directors has established a policy regarding the Company's role towards stakeholders in its Good Corporate Governance Policy, and the Company fully complies with all principles of good corporate governance of the Stock Exchange of Thailand.

The Company adheres to the general principle of equal treatment for all stakeholders, including shareholders, customers, employees, business partners, creditors, and competitors, as well as the general public and society as a whole, to ensure fairness and transparency. Therefore, the Company has established policies for treating each stakeholder group, considering their rights both under law and according to agreements with the Company, as follows:

3.1 Shareholders

The Company aims to be a good representative of its shareholders to generate returns for them, considering the Company's sustainable growth and operating transparently, as well as disclosing information accurately, completely, and consistently.

3.2 Customers

The Company is committed to achieving maximum customer satisfaction by producing quality products and services at appropriate and fair prices, as well as ensuring satisfaction with after-sales service according to high standards and maintaining customer confidentiality.

3.3 Employees

Employees are considered valuable resources of the organization and are crucial for the Company's growth. Therefore, the Company has always maintained policies on quality, occupational health, and working environment for employees to adhere to, as well as clear policies for managing safety, occupational hygiene, and working environment at the workplace, as follows:

- 1) Develop a safety, occupational health, and working environment management system that is consistent with laws and appropriate international standards. The Company adheres to and recognizes the importance of the safety of all

employees. The Company has a professional Safety Officer (Jor Por Wichacheep) whose duty is to oversee and prevent work-related accidents and ensure compliance with legal requirements.

- 2) Control, improve, and prevent hazards from the Company's operations that affect employees and Company assets.
- 3) Continuously improve safety performance in all aspects.
- 4) Promote and support employee participation, as well as collaborative monitoring of the workplace, such as turning off air conditioning and lights when not in use.
- 5) Providing knowledge and developing employees through safety training, fire extinguishing training, basic first aid, etc.
- 6) Provide appropriate support for various resources in implementing the safety, occupational health, and working environment management system.

In 2025, the employee accident rate from work was 0% of all employees (details appear in Part 1, Section 3.4.2 Social Performance). The Company places the highest importance on health and safety, as well as on developing the skills, knowledge, abilities, and potential of its employees, which can be divided into 3 topics:

- Knowledge and Skill Development: The Company provides training and coaching for employees. Details are presented in Part 2, Section 7. Corporate Governance Structure and Key Information on the Board of Directors, Sub-Committees, Executives, Employees, and Others, Sub-section 7.5 Employee Information: Personnel Development and Potential Enhancement.
- Capability Development: The Company has encouraged employees to create new visions and prepare for adapting to new, more efficient working methods.
- Attitude Development: The Company has instilled in employees a sense of self-worth and importance to the organization. It provides incentives for personnel in the form of salaries, wages, welfare benefits, and career advancement opportunities. Performance is systematically evaluated using KPIs, alongside the Company's operational results, to align with the Company's normal business operations. Additionally, training is provided to foster a sense of organizational loyalty among employees to reduce staff turnover.

3.4 Business Partners, Joint Venture Partners

The Company focuses on building clear and sustainable relationships with its business partners and joint venture partners, based on mutual trust, and treats them fairly. The Company's procurement process adheres to the ISO 9001: 2015 quality management system, which is the Company's standard for quality management systems. Additionally, it has developed a manual of procedures for procurement systems and strictly complies with contractual terms. The Company has policies and practices for the partner selection process as follows:

- Business partners must have a credible financial history and the potential to grow with the Company in the long term.
- Business partners must be manufacturers or distributors of quality products that meet requirements and whose quality can be verified.
- Business partners must support and promote after-sales services.
- Business partners must comply with intellectual property laws by not selling any copyrighted or trademark-infringing products.

3.5 Creditors, including guarantors and landowners.

The Company has policies and practices regarding creditors, placing great importance on guarantee conditions, capital management, and cases of default, with the following principles:

- In disclosing information to creditors, the Company emphasizes completeness and accuracy.
- The Company strictly adheres to contracts and various obligations made to creditors and guarantors.
- In cases where any of the conditions cannot be met, the Company will promptly inform creditors to jointly consider solutions.
- The Company has established a capital management strategy, emphasizing liquidity management to ensure its readiness to repay its creditors on time.

3.6 Competitors

The Company promotes a policy of treating its competitors within a framework of fair and ethical competition, and conducts business with the goal of market development and progress, strictly within the framework of the law.

In 2025, the Company had no disputes with competitors.

3.7 Community and Society

The Company is aware of, attentive to, and places importance on society, the environment, and the quality of life of people involved in the Company's operations. It participates in various activities that create and preserve the environment and society, as well as promoting the culture of the countries in which the Company operates. Details can be found under the topic "Driving Business for Sustainability."

3.8 Government Agencies Regulating the Operations of the Group of Companies

The Company recognizes the laws and regulations issued by government agencies and is committed to strictly complying with the spirit of these laws and regulations issued by government agencies that oversee the operations of the group of companies.

3.9 Non-infringement of Human Rights and Intellectual Property or Copyrights

The Company has a clear policy not to violate or commit any acts that infringe upon human rights, nor to infringe upon or support the infringement of intellectual property or copyrights in various forms, whether directly or indirectly, with the following practices:

1. The Company supports and encourages employees to utilize their knowledge and skills in research and development to invent and innovate new, modern tools, equipment, and innovations that meet international standards and are practical, without infringing upon the intellectual property of others.
2. Comply with laws related to intellectual property and copyrights, such as laws concerning trademarks, patents, copyrights, or other relevant laws.
3. The Company inspects the use of software and hardware systems in office tools or equipment to prevent the use of copyrighted software and/or hardware or those unrelated to work.
4. Upon termination of employment, employees must return all intellectual property, including all works, to the Company, regardless of the format in which the information is stored.

Whistleblowing or Complaint Channels

The Board of Directors has established measures for whistleblowing or reporting complaints regarding illegal acts, ethical violations, or behaviors that may indicate corruption or misconduct by individuals within the organization, including employees and other stakeholders, as well as inaccurate financial reports or deficient internal control systems. Regardless of the reporting method, the Company has mechanisms in place to protect whistleblowers and those against whom complaints are made, and prioritizes keeping whistleblowing information confidential. The Board of Directors has assigned the Audit Committee to consider and receive whistleblowing complaints regarding actions that may raise suspicion of direct or indirect corruption within the Company, by.

Complainants can submit their concerns via the following channels:

- Ordinary mail to the Chairman of the Audit Committee / Audit Committee Member / Secretary of the Audit Committee.

ALT Telecom Public Company Limited, 52/1 Moo 5, Bang Kruai - Sai Noi Road, Bang Si Thong Subdistrict, Bang Kruai District, Nonthaburi Province 11130.

Telephone 02-863-8999

- Electronic mail. auditcommittee@alt.co.th

- Company contact channels.

Board of Directors Tel. 02-863-8997 E-mail: directors@alt.co.th

Company Secretary Tel. 02-863-8997 E-mail: tanyaporn_m@alt.co.th

Investor Relations Tel. 02-863-8999 E-mail: ir@alt.co.th

In 2025, the Company did not receive any complaints or inquiries, nor did it find any actions constituting a violation or non-compliance with corporate governance, ethics, and business conduct, relevant laws, or the rules of the SEC and SET.

Section 4 Information Disclosure and Transparency

The Company prioritizes the accurate, complete, transparent, and standardized disclosure of information as required by the Stock Exchange of Thailand, encompassing both financial and non-financial information, as well as critical information that affects the Company's stock price and impacts the decision-making process of investors and stakeholders. Therefore, the Company has the following information disclosure policy:

1. Principles of Information Disclosure: The Company is committed to disclosing important information about the Company to shareholders and investors accurately, transparently, and in a timely manner. The Company recognizes its responsibility for financial reports that contain accurate, complete, factual, and reasonable information.
2. The Company will disclose information about each director, their meeting attendance, as well as the roles and responsibilities of the Board of Directors and sub-committees in the Company's annual report.
3. The Company places importance on financial reports to accurately reflect the Company's financial position and operating results, based on correct, complete, and sufficient accounting information in accordance with generally accepted accounting standards. The Company will ensure the disclosure of.
Audit fees and other services provided by the auditor.
4. The Company will disclose the remuneration of directors and senior executives in its annual report and will disclose the policy for paying remuneration to directors and senior executives that reflects each individual's duties and responsibilities, as well as the form or nature of.
remuneration as well.
5. The Company recognizes the importance of its relationship with shareholders and investors. Therefore, the Company has established an Investor Relations department to communicate with analysts, investors, shareholders, including institutional investors and retail shareholders who require financial information, operational results, the Company's financial position, and transactions affecting the Company. Regular meetings will be held to analyze operational performance.

In the past year, the Company has not been publicly reprimanded by regulatory authorities for violating or neglecting to comply with laws, regulations, rules, announcements, orders, Board resolutions, or securities listing agreements with the Stock Exchange, as well as circulars issued by the Stock Exchange. Furthermore, there have been no instances where the Company was subject to an alert by regulatory bodies such as the SEC, SET, BOT, or OIC, etc., regarding the following matters:

1. Cases where the Company ceases business operations without necessary and reasonable cause.
2. Cases of absolute receivership orders.
3. Cases of misuse of funds.
4. Cases of embezzlement of assets.
5. Cases of being investigated or prosecuted due to disqualification or violation of laws related to business operations.
6. Cases of unreasonable capital increase or a general mandate capital increase without clear objectives for fund utilization.

Investor Relations

The Company recognizes that both financial and non-financial information about the Company affects the decision-making process of.

Investors and stakeholders of the Company, for whom management prioritizes the disclosure of complete, factual, reliable, consistent, and timely information in accordance with the criteria set by the SEC and the Stock Exchange of Thailand. Therefore, an Investor Relations unit has been established to serve as a central hub for communicating important information to investors, including financial reports, operational performance

data, and future trends of the Company, as well as other information that affects the Company's stock price. It also oversees the quality of information disclosed to investors and stakeholders of the Company to ensure equal access. The Company has presented its operational results and disclosed information, both directly and indirectly, as summarized below:

- **Direct** : The Company has provided opportunities for executives to meet shareholders, securities analysts, investors, and employees through various activities to regularly present operational results, such as Listed Company Meets Investors (Opportunity Day). Activities conducted over the past year are as follows:

Activities

Listed Company Meets Investors (Opportunity Day : OppDay)

Objectives

Presentation of the Company's operating results, operational plans, and answering investor questions for 2025.

The Company participated in a total of 3 events as follows:

- March 4, 2025: Announcement of 2024 annual operating results.
- August 20, 2025: Announcement of Q2 2025 operating results.
- November 11, 2025: Announcement of Q3 2025 operating results.

Executives participating in activities

- Managing Director
- Director / Chief Executive Officer
- Deputy Managing Director, Finance and Accounting.

Indirectly: The Company provides various information about the Company, its operational results, financial statements, and other information reports submitted to the Stock Exchange of Thailand via the Company's website (alt.co.th) on the Investor Relations page, which always contains updated information in both Thai and English. Investors and interested parties can contact the Investor Relations unit, details of which can be found in details under the topic "Good Corporate Governance," Section 3: Company Contact Channels.

In 2025, there were no instances where the Company was subjected to action by regulatory authorities due to failure to announce or disclose material information within the prescribed timeframe.

Section 5 Responsibilities of the Board of Directors

The Board of Directors has the authority, duties, and responsibilities to manage the Company in accordance with laws, objectives, and the Company's articles of association, as well as legally valid resolutions of shareholder meetings. The scope of duties and responsibilities of the Board of Directors is defined in the Board of Directors' Charter, with details appearing in Annex 5, and policies have been established for the roles, duties, and responsibilities of

the Board of Directors in the good corporate governance policy, with the following practices:

1. The Board of Directors will review the corporate governance policy and compliance with said policy regularly, at least once a year, and will disseminate the corporate governance policy and practices to all employees via Google Site and make them known to the public via the Company's website. alt.co.th Under the topic of Good Corporate Governance Policy
2. Establish written business ethics to ensure that all directors, executives, and employees understand the ethical standards the Company uses in its operations. The Board of Directors will monitor compliance with these ethics and ensure they are updated to suit changing internal and external circumstances of the Company.
3. The Board of Directors will carefully consider conflicts of interest. The consideration of transactions that may involve conflicts of interest will have clear guidelines and will primarily serve the best interests of the Company and its shareholders as a whole, with interested parties not participating in decision-making, and the Board of Directors will oversee compliance with requirements regarding operational procedures and the complete and accurate disclosure of transactions that may involve conflicts of interest.
4. The Board of Directors will establish control systems for operations, financial reporting, and compliance with regulations and policies.

and will arrange for an independent individual or unit to be responsible for inspecting such control systems, and will review key systems at least once a year, as well as considering and reviewing the Company's vision, mission, and strategies (Strategic direction).

annually. In the past year, the Board of Directors monitored the management's performance by requiring reports on the Company's operational results and financial performance, particularly regarding financial targets and various plans, to align with established strategies. This also included reviewing the Company's vision, mission, and strategies to adapt to changing circumstances and the Company's business operations.

5. The Board of Directors will require management to periodically report on risk management operations. The system will be reviewed or the effectiveness of risk management assessed at least once a year.

6. The Board of Directors or the Audit Committee will provide opinions on the adequacy of internal control and risk management systems in the annual report or through appropriate channels.

7. The Board of Directors has established a policy regarding the Managing Director's directorships in other companies, with guidelines for cases where a director.

a director will assume a directorship in another company, they must inform the Board of Directors' meeting of the reasons and details of the company where they will serve, for the Board's approval. The director will then serve as a director in another listed company that.

listed on the Stock Exchange of Thailand, not exceeding 5 companies, to ensure the Company receives maximum benefit from the Managing Director's ability to dedicate time efficiently to their duties. The Company's Managing Director has strictly adhered to this policy and does not hold directorships in other listed companies on the Stock Exchange of Thailand.

8. The Board of Directors will arrange at least one meeting per year among non-executive directors. In 2025, five independent directors held one meeting without management present on November 7, 2025. This was a physical meeting to discuss and revise the individual performance evaluation form for Company directors for 2025 (self-assessment) to align with current operations, and the meeting results were reported to the Board of Directors for their information.

The Board of Directors is committed to managing the Company based on good corporate governance principles to ensure that the Company's operations are transparent, efficient, and responsible to all stakeholders. The Company has implemented the good corporate governance principles for listed companies. For any issues that the Company has not yet complied with, the Company will consider and adapt them appropriately in the future.

In the past year, there were no instances of independent directors / non-executive directors resigning due to corporate governance issues, nor were there any cases of the entire Audit Committee / Independent Committee resigning. Including that there have been no instances where the Company was fined, accused, or subjected to civil action by regulatory bodies such as the SEC, SET, or the Ministry of Commerce regarding the following matters:

1. Unequal treatment of shareholders regarding share repurchases.
2. Non-compliance with criteria regarding share repurchases.
3. Preventing shareholders from communicating with each other.
4. Non-disclosure of shareholder agreements that significantly impact the Company or other shareholders.

Furthermore, over the past 10 years, there have been no instances where the Company, its directors, or executives were fined, accused, or subjected to civil action by regulatory bodies such as the SEC or SET regarding the following matters:

1. Acts or omits to act dishonestly or with gross negligence in the Company's or its subsidiary's transactions, causing damage to the Company or its shareholders, or causing undue benefit to oneself or others.
2. Discloses or disseminates false information or statements about the Company or its subsidiaries that may mislead, or conceals material facts that should be disclosed, which may affect the decision-making of shareholders, investors, or related parties.

Committee Self-Assessment

The Board of Directors and sub-committees will conduct self-assessments of their performance, both as a committee and individually, at least once a year, to allow the committees to collectively review performance and issues for future improvement. Details can be found in Part 2, Section 8. Key Corporate Governance Performance Report: (4) Self-Assessment of the Board of Directors and Sub-Committees.

Preparation of Reports on Changes in Securities Holdings of Directors and Executives

To regulate the use of inside information, the Company requires its directors and executives to report to the Board of Directors regarding the trading of the Company's shares at least one day in advance of the transaction. In case of policy violation, management must immediately notify the Audit Committee upon detection. Furthermore, individuals who possess material inside information that could affect the Company's stock price must refrain from trading the Company's securities during the 30-day period before the financial statements or such inside information is disclosed to the public, and for 24 hours after the Company's inside information has been disclosed to the public. Those involved with inside information must not disclose it to others until such information has been reported to the Stock Exchange (reports on changes in securities holdings of directors and executives are presented in Annex 1).

Reference link for the full version of corporate governance policy and guidelines : <https://alt.co.th/en/csr/cg/>

Policy and guidelines related to the board of directors

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

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

Nomination of directors

Nomination of Directors and Top Executives

Nomination and Appointment of Independent Directors

The Nomination, Remuneration, and Corporate Governance Committee shall jointly conduct an initial review of the qualifications of individuals to be appointed as independent directors, by considering the qualifications and prohibited characteristics of directors as stipulated by the Public Limited Company Act, the Securities and Exchange Act, announcements of the Securities and Exchange Commission, announcements of the Capital Market Supervisory Board, announcements of the Stock Exchange of Thailand, as well as other relevant announcements, regulations, and/or rules. Furthermore, the Board of Directors shall consider selecting independent directors from qualified individuals with work experience and other suitable attributes. Subsequently, these nominations will be presented to the shareholders' meeting for consideration and appointment as directors of the company. (Qualifications of independent directors are detailed in Part 2, Section 8.1.1 Director Nomination / Director Development / Director Performance Evaluation, Criteria for Independent Director Nomination)

Nomination and Appointment of Directors

1. For the appointment of directors, the Nomination, Remuneration, and Corporate Governance Committee, comprising 2 independent directors out of a total of 4 members of the Nomination, Remuneration, and Corporate Governance Committee, is responsible for considering and screening individuals with suitable qualifications in accordance with the criteria stipulated in Section 68 of the Public Limited Company Act B.E. 2535 (1992) and the announcements of the Securities and Exchange Commission and/or relevant laws.

These factors will also be taken into consideration, which will positively impact the company's operations by providing advice and opinions on various matters from the perspective of individuals with direct experience, broad vision, integrity, ethics, transparent work history, and the ability to express independent opinions. This is to ensure professional and diverse directors, considering the structure, size, and composition of the Board. The recommendations will then be submitted to the Board of Directors for approval. Subsequently, the list of nominated directors will be presented to the shareholders' meeting for election in accordance with the established criteria. The Board of Directors shall consist of no less than 5 directors, and at least half of the total number of directors must reside in the Kingdom. Furthermore, at least three-fourths of the total number of directors must be of Thai nationality. The total number of directors on the Board must include at least one-third independent directors.

but not less than 3 persons. The appointment of the Board of Directors must receive approval from the shareholders' meeting in accordance with the following criteria and procedures:

2.1 Each shareholder shall have votes equal to the number of shares held multiplied by the number of directors to be elected.

2.2 Each shareholder shall cast all available votes, as per Item 1, to elect one or more individuals as directors. In the event that multiple individuals are elected as directors, the votes may be distributed among them in any proportion.

2.3 The individuals who receive the highest votes in descending order shall be elected as directors, up to the number of directors to be appointed or elected at that time. In the event that individuals receiving the next highest votes have an equal number of votes exceeding the number of directors to be appointed or elected at that time, the Chairman shall cast the deciding vote.

Reference link for Nomination of directors : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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Determination of director remuneration

1. The remuneration of directors shall be comparable to the levels practiced in the industry, experience, duties, scope of roles and responsibilities (Accountability and Responsibility), including the expected benefits from each director.

2. Determine necessary and appropriate remuneration, both monetary and non-monetary, for each member of the Board of Directors annually, by considering

suitability to duties, responsibilities, performance, and comparison with companies in similar businesses, and the expected benefits from the director, to be proposed to the Board of Directors for consideration and presented to the shareholders' meeting for approval.

3. The remuneration of the Managing Director and senior executives shall be in accordance with the principles and policies determined by the Board of Directors within the framework approved by the Board of Directors' meeting and for the best interest of the company.

4. The Board of Directors shall evaluate the performance of the Managing Director annually to be used in determining the remuneration of the director.

Director, by using criteria pre-agreed with the Managing Director based on concrete criteria.

Reference link for Determination of director remuneration : <https://alt.co.th/wp-content/uploads/2026/03/Charter-5-%E0%B8%81%E0%B8%8F%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%>

B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%
E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%AA%E0%
B8%A3%E0%B8%A3%E0%B8%AB%E0%B8%B2-%E0%B8%
81%E0%B8%B3%E0%B8%AB%E0%B8%99%E0%B8%94%
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B8%AD%E0%B8%9A%E0%B9%81%E0%B8%97%E0%B8%99-
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Independence of the board of directors from the management

The Board of Directors understands the scope of its duties and responsibilities and clearly defines the scope of delegation of duties and responsibilities to the President and the management, as well as monitoring and overseeing the President and the management to perform their assigned duties. However, such delegation does not relieve the Board of Directors of its responsibilities. The Board of Directors should continue to monitor and oversee the management to perform their assigned duties. The scope of duties of the Board of Directors, the President, and the management are clearly separated, and the directors remain free to express their opinions and are not bound by the management, while also performing their duties independently in accordance with the stipulated legal provisions and regulations.

Reference link for Independence of the board : <https://alt.co.th/en/csr/cg/>
of directors from the management

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Director development

Director and Executive Development

1. The Board of Directors shall promote training and knowledge dissemination to stakeholders in the company's corporate governance system to ensure continuous improvement in operations. Such training and knowledge dissemination may be conducted internally within the company or by utilizing external institutions.
2. Whenever a new director is appointed, the management shall provide documents and information beneficial for the new director's performance of duties, including an introduction to the company's business nature and operational guidelines.
3. The Board of Directors shall require the Managing Director to report at least once a year on the development and succession plans for the positions of Managing Director and senior executives, to accommodate the company's expansion or in the event that the incumbent is unable to perform their duties.

Reference link for Director development : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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Board performance evaluation

The Board of Directors and its sub-committees will evaluate their performance as a collective body and individually at least once a year. This is to enable the Board to jointly consider performance and issues for future improvement and rectification. Further details can be found in Part 2, Section 8. Report on Key Corporate Governance Performance: (8.1.1) Information on the evaluation of directors' performance.

Reference link for Board performance evaluation : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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Corporate governance of subsidiaries and associated companies

In cases where the Company invests in subsidiaries, the Company will control and supervise by appointing its representatives as directors and managing directors in the subsidiaries, with the number of representative directors in the subsidiaries being proportionate to the Company's shareholding. The directors and managing directors in the subsidiaries

mentioned above, must be approved and appointed by the Company's Board of Directors. The scope of authority, duties, and responsibilities of directors and executives who are representatives of the Company must comply with the policy framework set by the Company, such as the approval of annual budgets and investment project budgets for subsidiaries, capital increases, and capital reductions, etc. Furthermore, the Company has stipulated that directors who are representatives of the Company have the duty to oversee related party transactions, the acquisition or disposal of assets, or any other significant transactions of such companies to ensure completeness and accuracy, and to apply disclosure principles similar to those of the Company, as well as to supervise the collection of data and accounting records of subsidiaries to enable the Company to audit and consolidate financial statements in a timely manner.

For associate companies, the Company appoints its representatives as directors in those companies in proportion to the Company's shareholding. For joint ventures, the appointment of representatives to control, supervise, and manage will depend on the agreement made with the counterparty. Regarding the investment policy in subsidiaries, associate companies or joint ventures in the future, the Company will consider investing in businesses that support and benefit the Company's operations, or businesses within industries with growth potential, or businesses in which the Company has expertise and proficiency. Furthermore, the rate of return on investment will be a significant consideration.

Reference link for Corporate governance of subsidiaries and associated companies : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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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 aims to be a good representative of its shareholders, generating returns for them while considering the sustainable growth of the company, operating with transparency, and disclosing information accurately, completely, and consistently.

Reference link for Shareholder : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

Employee

Employees are considered valuable resources of the organization and are crucial for the company's growth. Therefore, the company has always had policies on quality, occupational health, and working environment for employees to adhere to, as well as clear policies for managing safety, hygiene, and working environment at the workplace, as follows:

- 1) Develop a safety, occupational health, and working environment management system that is consistent with laws and appropriate international standards. The company has always adhered to and recognized the importance of the safety of all employees. The company has a professional Safety Officer whose duty is to oversee and prevent work-related accidents and ensure compliance with legal requirements.
- 2) Control, improve, and prevent hazards from the company's operations that affect employees and company assets.
- 3) Continuously improve safety performance in all aspects.
- 4) Promote and support employee participation, as well as collectively monitor the workplace, such as turning off air conditioning and lights when not in use usage, etc.
- 5) Providing knowledge and developing employees by organizing safety training, fire-fighting training, first aid training, etc.
- 6) Provide appropriate resources for implementing the safety, occupational health, and working environment management system.

In 2025, the rate of work-related accidents among employees was 0 percent of all employees (details appear in Part 1, Section 3. Driving Business for Sustainability, Sub-section: Safety, Occupational Health, and Working Environment).

The company places the highest importance on health and safety, as well as on developing the skills, knowledge, abilities, and potential of its employees, which can be divided into 3 topics: 1. Knowledge and skill development, 2. Competency development, and 3. Attitude development. Details appear in Part 2, Section 7. Corporate Governance Structure and Key Information regarding the Board of Directors, Sub-committees, Executives, Employees, and others. Sub-section 7.5 Information on Employees <0nDts7LBo8tw>

Reference link for Employee : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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Customer

The company is committed to creating maximum customer satisfaction by producing quality products and services at reasonable prices.

and fairness, as well as creating satisfaction in after-sales service according to high standards, and maintaining customer confidentiality.

Reference link for Customer : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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Business competitor

The company promotes a policy of treating its competitors within a framework of fair and ethical competition and conducts business with

the goal of developing and advancing the market strictly within the framework of the law.

Reference link for Business competitor : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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Business partner

The company focuses on building clear and sustainable relationships with partners and business associates based on mutual trust, while treating partners and business associates fairly. The company's procurement process adheres to the ISO 9001:2015 quality management system, which is the company's standard for quality management systems. Additionally, the company has developed a manual of operational procedures for the procurement system and strictly complies with contractual terms. The company has the following policies and guidelines for the partner selection process:

- Partners must have a credible financial history and the potential to grow with the company in the long term.

- Partners must be manufacturers or distributors of quality products that meet requirements and whose quality can be verified.
- Partners must provide support and promote after-sales services.
- Partners must comply with intellectual property laws by not selling products that infringe on copyrights or any trademarks.

Reference link for Business partner : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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Creditor

The company has policies and practices concerning creditors, to which it attaches great importance, particularly regarding guarantee conditions, capital management, and instances of payment default. The principles are as follows:

- In disclosing information to creditors, the company emphasizes completeness and accuracy.
- The company strictly adheres to contracts and various commitments made to creditors and guarantors.
- In the event that any condition cannot be met, the company will promptly inform creditors to jointly consider and find solutions.
- The company has established capital management strategies, with a primary focus on liquidity management, to ensure readiness to repay debts to

The company's obligations to creditors have been met on time.

Reference link for Creditor : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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Government agencies

The company is aware of the laws and regulations issued by government agencies and is therefore committed to complying with the spirit of the law

and the regulations issued by government agencies that strictly oversee the operations of the business group.

Reference link for Government agencies : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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Community and society

The company is aware of, cares for, and prioritizes society, the environment, and the quality of life of individuals involved in its operations. It also participates in various activities that contribute to the creation and preservation of the environment and society, as well as promoting the culture of the countries in which it operates. Further details can be found under the heading "Driving Business for Sustainability."

Reference link for Community and society : https://alt.co.th/wp-content/uploads/2026/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.06_20-02-2569_EN.pdf

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Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Business Ethics

The Company is committed to conducting business with integrity. The Board of Directors has compiled the Company's best practices to serve as guidelines for developing a code of conduct manual. It mandates that directors, executives, and employees at all levels study, understand, and strictly adhere to these practices. Furthermore, the Company has established a policy to protect and ensure fairness for employees who report information or clues regarding corruption or non-compliance with laws, regulations, company rules, the code of conduct, and the anti-corruption policy.

The Company's Code of Conduct manual has been updated with additional topics on best practices and supplemented with examples to facilitate easy understanding and convenient application.

To promote employee awareness of the code of conduct, management has provided knowledge and promoted adherence to the code of conduct for all employees at every level. Emphasis is placed on fostering a sense of consciousness among employees from the start of their employment. The business ethics guidelines have been published on the website and disseminated via email, as well as posted on the company's internal notice boards. (Details of the business ethics are provided in Attachment 5).

In the past year, the Company's Board of Directors, executives, and employees have not committed any violations related to the Company's ethics and code of conduct. Furthermore, the Company provides knowledge to directors, executives, and employees at all levels regarding the prevention of insider trading and the prevention of conflicts of interest.

Business Ethics, Anti-Corruption Policy, and the Company's Gift Acceptance Policy by disseminating them via Google Sites

of the Company. 100% of the directors, executives, and employees of the group companies have reviewed the policies and guidelines and signed an acknowledgment.

and agreed to comply with said policies. This includes conducting awareness tests to promote awareness in accordance with good corporate governance principles. The operational results are as follows:

- Directors who received communication and awareness training on business ethics met the 100% threshold.
- Executives and employees who received communication and awareness training on business ethics met the 91.72% threshold.

Reference link for the full version of business code of conduct : <https://alt.co.th/en/csr/cg-element-risk-management-level/>

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

Prevention of Conflicts of Interest

The Board of Directors places importance on conflicts between personal interests and the Company's interests, by stipulating that there must be

policies and practices within the Good Corporate Governance Policy and Business Ethics, and to review them regularly to ensure that the control system is standardized, transparent, and can be managed in accordance with the Company's good corporate governance principles. The key points can be summarized as follows:

(1) Establish a policy requiring directors and executives to disclose changes in their interests in various businesses, in accordance with the guidelines for reporting their own and related persons' interests and conflicts of interest, which are interests related to the management of the company or its subsidiaries, upon their initial appointment, and to report every time there is a change in interest information as per the prescribed form.

The Board of Directors approves for the Board of Directors and submits reports to the Company Secretary every time there is a change in information.

(2) Directors, executives, and employees of the Company must promptly disclose to the Company any interests that may give rise to a conflict of interest, at least before the consideration of that agenda item, and it must be recorded in the minutes of the Board of Directors' meeting. This is in accordance with rules or guidelines of the Securities and Exchange Commission and the Stock Exchange of Thailand, as well as the Company's policies.

(3) Stipulate that any director with a significant interest in the consideration of any agenda item, in a manner that may prevent such director from expressing an independent opinion, should refrain from participating in the meeting for the consideration of that agenda item and must abstain from voting on that agenda item. In addition to the above, the Company shall comply with any existing laws, rules, regulations, and requirements.

In the event of any amendment, modification, or addition to any regulations, rules, or criteria related to principles or practices in announcements, orders, or by any other means by regulatory authorities, in accordance with the law, the Company shall comply with the requirements of such laws as they may be amended in the future. In the past year,

the Company has not found any wrongdoing, nor has it received any tips or complaints regarding conflicts of interest and violations of the conflict of interest policy that contravene regulatory criteria and good corporate governance principles.

Reference link for Prevention of Conflicts of Interest : <https://alt.co.th/en/csr/cg-element-risk-management-level/>

Anti-corruption

The company has complied with its anti-corruption policy, whereby the company's business operations with business stakeholders must be conducted correctly, straightforwardly, transparently, honestly, verifiably, and without corruption. The company must comply with relevant laws and its anti-corruption policy, and must not cause any allegations or damage to the company's reputation. Guidelines

- 1) Not to engage in corruption and to exercise caution in high-risk operational processes such as sales and marketing, procurement, and investment projects.
contracting, giving and receiving gifts, hospitality, providing donations or sponsorships, etc.
- 2) Not to neglect or ignore any acts that constitute corruption involving the company, and to report them to a supervisor or responsible person and cooperate in verifying facts.
- 3) To manage the giving or receiving of donations or sponsorships transparently, in accordance with company regulations and applicable laws, ensuring that such donations or sponsorships are not used for bribery.
- 4) To exercise caution when conducting transactions with any individuals, legal entities, or organizations suspected of corruption. The company has established an anti-corruption policy, the details of which are available on the company's website. alt.co.th Topic: Sustainable Development

In the past 10 years, the company has not been found by regulatory bodies, official agencies, or similar organizations domestically or internationally related to such business, to have found fault or identified involvement in corruption, or conduct improperly by the company, its directors, or its executives.

Reference link for Anti-corruption : <https://alt.co.th/en/csr/cg-element-risk-management-level/>

Whistleblowing and Protection of Whistleblowers

The Board of Directors has established measures for whistleblowing or reporting complaints regarding illegal acts, ethical breaches, or behaviors that may indicate corruption or misconduct by individuals within the organization, including employees and other stakeholders, as well as inaccurate financial reports or deficient internal control systems. Regardless of the method of reporting, the company has provided mechanisms to protect whistleblowers and those against whom complaints are made, and places importance on keeping whistleblower information confidential. The Board of Directors has assigned the Audit Committee to consider and receive whistleblowing reports and complaints regarding actions that may raise suspicions of direct or indirect corruption within the company.

Complainants can submit their complaints via the following channels:

Regular Mail

Chairman of the Audit Committee / Audit Committee Member / Secretary to the Audit Committee
ALT Telecom Public Company Limited, 52/1 Moo 5, Bang Kruai - Sai Noi Road
Bang Si Thong Subdistrict, Bang Kruai District, Nonthaburi Province 11130 Tel. 02-863-8999

Email auditcommittee@alt.co.th

Company Contact Channels

Board of Directors Tel. 02-863-8997 E-mail: directors@alt.co.th
Company Secretary Tel. 02-863-8997 E-mail: tanyaporn_m@alt.co.th
Investor Relations Tel. 02-863-8999 E-mail: ir@alt.co.th

In 2025, the company has not received any complaints or inquiries, nor has it found any actions that constitute a violation or non-compliance with corporate governance, ethics, business conduct, relevant laws, or regulations of the SEC and SET.

Prevention of Misuse of Inside Information

The Board of Directors oversees the use of inside information to comply with laws and good corporate governance principles. Policies and guidelines have been established in the Good Corporate Governance Policy and Business Ethics to prevent the use of information for trading the Company's securities or for seeking undue benefits. A summary of key points and compliance monitoring are detailed in Part 2, Section 6.1 Overview of Corporate Governance Policies and Practices, Chapter 2 Equal Treatment of Shareholders: 2.3 Prevention of Insider Trading.

In 2025, the Company found no misconduct or received any tips and complaints regarding the use of inside information that violates regulatory criteria and the Group's good corporate governance principles. Furthermore, it was not found that directors or senior executives of the Group engaged in securities trading during the said period.

Money laundering prevention

Money Laundering Prevention

Principles

The company adheres to the principles and laws related to anti-money laundering. That is, the company will not accept the transfer or conversion of assets, or support the acceptance or conversion of any assets related to criminal offenses, to prevent anyone from using the company as a channel or tool to transfer, conceal, or disguise the source of illegally obtained assets.

Guidelines

- 1) Before conducting transactions with a counterparty, ensure that the source of funds is legitimate.
- 2) Do not transfer funds to unknown accounts or accept transfers with unusual payment characteristics, especially from countries unrelated to the transaction.
- 3) In the event of unusual transactions, report them to the supervisor immediately.

In 2025, the company found no instances of fraud, money laundering, or corporate corruption that would tarnish the company's reputation or improper conduct in the company's operations.

Gift giving or receiving, entertainment, or business hospitality

Principles

The acceptance or provision of various benefits, including assets, services, facilities, or hospitality, with business associates.

must comply with the customs and traditions of each locality or country, as well as relevant laws, must have appropriate value, and must not create an incentive for improper decision-making.

Guidelines

- 1) Before accepting or offering gifts and hospitality to business associates, it should be ensured that such items have appropriate value for each occasion and that laws, regulations, announcements, rules, or local customs and traditions permit such actions.
- 2) Do not accept or offer assets, services, or hospitality that may create influence or an incentive for any decision, leading to improper performance of duties.
- 3) There must be evidence of expenditure showing the value of such assets, services, or hospitality to allow for verification.
- 4) In cases where assigned or authorized by a supervisor to assist external organizations, assets, services, or hospitality may be accepted in accordance with the criteria or standards set by that external organization.
- 5) Caution should be exercised in both cases of offering assets, services, or hospitality to supervisors or internal individuals/units, and of accepting assets, services, or hospitality from subordinates or internal individuals/units. Such offering and acceptance must not create an incentive for any unfair decision-making.

Compliance with laws, regulations, and rules

The Board of Directors oversees and ensures compliance with laws and good corporate governance principles, having established policies and guidelines to prevent undue exploitation.

The Company recognizes the laws and regulations issued by government agencies and is therefore committed to complying with the spirit of the law, as well.

Regulations issued by government agencies that strictly oversee the operations of the business group.

The Company will operate in accordance with all existing laws, regulations, rules, and requirements. In the event of any amendment, change, or addition to any requirements, regulations, or criteria related to principles or practices, whether by announcement, order, or any other method by legally authorized regulatory bodies, the Company will comply with the requirements of such amended laws in the future.

Furthermore, in the past year, the Company has not committed any actions that violate the regulations of regulatory bodies such as the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC).

Information and assets usage and protection

Principles

The Company respects the privacy rights of all relevant parties. Therefore, personal information of employees and business stakeholders, such as personal status, biography, work history, financial information, contact information, health information, or other personal data, must be protected from being used, disclosed, or transferred to others in a manner that violates legal rights.

2. Recording, Reporting, and Retention of Information (Confidentiality of Information)

Principles

The Company recognizes the importance of internal data management. Data recording and reporting must comply with the Company's established criteria and be complete and accurate according to the law. Data storage must be maintained in a secure condition and be available for reference or use by the Company when required.

3. Securities Trading and Use of Inside Information (Insider Trading / Dealing)

Principles

The use of internal information, which is critical data, must be handled appropriately, considering the overall impact on stakeholders and legal compliance, and such information must not be used for personal benefit or for the benefit of others.

4. Use and Maintenance of Company Assets (Assets Management)

Principles

All types of Company assets, whether movable or immovable property, or any other assets owned by the Company or for which the Company is responsible for possession and maintenance. Principles: The Company utilizes its assets efficiently and to their full potential, while also encouraging employees to maintain assets to prevent damage, loss, or use for personal benefit or for the benefit of others. Use and Maintenance of Company Assets (Assets Management)

5. Use and Maintenance of Information Technology Systems (IT Security)

Principles

The Company emphasizes the efficient and secure use of information technology systems in accordance with its IT usage policies and regulations. These systems must be protected from unauthorized access or use.

6. Use and Maintenance of Intellectual Property (Intellectual Property)

Principles

The Company considers intellectual property to be a valuable asset. Employees are obliged to strictly adhere to the Company's intellectual property policy by protecting and maintaining the Company's intellectual property from unauthorized use or dissemination, and by respecting and not infringing upon the intellectual property of others.

The Company has a clear policy not to violate or commit any act that infringes upon human rights, nor to infringe upon or support the infringement of intellectual property or copyrights in any form, whether direct or indirect, with the following practices:

(1) The Company supports and encourages employees to utilize their knowledge and abilities in research and development to invent and innovate tools and equipment.

and modern innovations in accordance with international standards, which are practical and do not infringe upon the intellectual property of others.

(2) Comply with laws related to intellectual property and copyright, such as trademark laws.

Patent laws, copyright laws, or related laws, etc.

(3) The Company monitors the use of software and hardware systems in office tools or equipment to prevent the use of copyrighted software and/or hardware that infringes copyrights or is unrelated to work.

(4) Upon termination of employment, all intellectual property, including various works, must be returned to the Company, regardless of the format in which the information is stored.

Anti-unfair competitiveness

Principles

The company is committed to conducting business fairly, with consideration for business ethics and competition laws in various countries.

where the company operates, towards both its customers and business partners, including complying with relevant company guidelines.

Guidelines

1) Not to enter into any agreements with competitors or any individuals that would reduce or restrict commercial competition.

2) In cases where the company holds a dominant market position in any product, it must not abuse such dominant market position in an unfair commercial manner, such as restricting customer choices in purchasing goods or using services, including setting unfair prices or terms for the sale of goods or services.

3) Competition law is complex and varies in each country. Therefore, it is essential to understand the company's practices related to commercial competition. In case of doubt, consultation with the company's legal advisor should be sought from the outset.

The company promotes a policy of treating its competitors within a fair and ethical competitive framework, and conducts business with

Aims to develop and advance the market strictly within the legal framework.

Information and IT system security

Use and maintenance of information technology systems (IT Security)

Principles

The company emphasizes that the use of information technology systems must be efficient and secure, in accordance with information technology usage policies and regulations. These systems must be maintained to prevent unauthorized access or use.

Guidelines

1) Utilize information technology systems, including all data within the system, for the benefit of the company. Avoid using the system in a manner that may infringe upon the normal usage rights of others in matters unrelated to work or that may affect the system's operational efficiency.

2) Do not use the system to access or transmit data with content that violates good morals, is related to gambling, affects national security, or infringes upon the rights of others.

3) Use the system correctly according to authorized rights. Safeguard and do not permit others to use passwords for system access.

4) Avoid opening files from unknown sources and using data storage devices that have been used with computers suspected of containing computer viruses or other malicious software.

5) Avoid installing computer programs independently and modifying system settings that may affect security. If problems are encountered or abnormalities in usage are observed, contact IT support.

The company has announced the implementation of a personal data protection policy, cybersecurity standards and regulations, and network and information usage policies. It also enforces various criteria to ensure the organization operates stably and securely from various threats. All of these are part of overall cybersecurity (IT Security). However, ALT has appointed a cybersecurity and data protection officer, whose duties include raising cybersecurity awareness and conducting risk analysis.

within the system and has a SOC monitoring system

In 2025, the company has closely prevented and monitored cyber threats. It appears that the company has sufficient protection.

and continuously develop the system to prevent damage to the company's operations.

Environmental management

Environment, Health, and Safety

1. Environment

Principles

ALT Telecom Public Company Limited and its group of companies are committed to sustainable business operations based on environmental responsibility. They recognize and prioritize preventing and mitigating environmental impacts arising from business operations across all processes, from production, installation, and service provision, and support innovation development to continuously reduce potential impacts. Furthermore, goals have been set for the valuable use of natural resources, along with the preparation of various plans and measures to reduce environmental problems.

Guidelines: The company recognizes the importance of balancing social and environmental responsibility with economic development. It is committed to its duty to protect and preserve the environment both within and outside its premises, and has therefore established the following environmental guidelines:

- 1) Strictly adhere to customer regulations, local environmental laws, and company rules and regulations.
- 2) Conduct business with responsibility towards the environment and society, focusing on ensuring that production, installation, and service processes, as well as the use of tools in various business activities, have the least possible impact on the environment and surrounding communities.
- 3) Mandate monitoring of operational performance and environmental impacts from operations, and support continuous improvement in efficiency, by setting clear goals and operational plans.
- 4) Support awareness-building by providing environmental training to employees and stakeholders to prevent negative environmental impacts.
- 5) Communicate policies and requirements to business partners to ensure that suppliers, service providers, contractors, and business associates operate in accordance with appropriate environmental standards and practices, consistent with relevant environmental policies, rules, and regulations.
- 6) Disclose environmental performance to the public in sustainability reports or other forms approved by the organization's senior management, by signing off on the environmental policy for implementation throughout the organization.
- 7) This policy is effective for the company and is disseminated to the public for stakeholder awareness. Compliance with this policy must be measured and verified by internal and/or independent external agencies. The company considers this to be the duty and responsibility of its employees at all levels, and key business partners, to strictly adhere to the policy.

2. Health and Safety

Principles

The company places great importance on the health and safety of employees, business partners, customers, communities, and stakeholders throughout its business operations. This begins with assessing health and safety impacts before any investment or joint venture, as well as ensuring the safety of premises, production processes, technology, machinery, equipment, and raw materials to prevent adverse health effects during use. Furthermore, it instills awareness of these matters in employees and relevant parties to ensure adherence to various practices.

Guidelines

- 1) Operate in accordance with laws, standards, regulations, and various health and safety practices, including cooperating in adhering to international agreements on various matters to help prevent or mitigate potential impacts.
- 2) Monitor and verify the health readiness of oneself, colleagues, business partners, and other relevant individuals before commencing work, and must stop or order the cessation of work immediately if physical unreadiness is found, to reduce the risk of work-related accidents.

- 3) Assess risks before commencing work, and also study various information regarding unsafe or potentially hazardous working conditions.
to plan or prepare appropriate prevention measures.
- 4) In cases of being assigned hazardous work, or if unsure about work safety, one should stop or postpone the operation and consult with a supervisor or expert immediately.
- 5) Immediately report to supervisors any abnormalities observed in machinery, equipment, and work areas that may affect health and safety.
- 6) Supervisors have direct responsibility for workplace safety. They must establish or disseminate guidelines for preventing and controlling accidents, as well as managing employee health according to job risks.
- 7) Transparently disclose health and safety performance data through appropriate channels and provide opportunities for communities and stakeholders to participate in providing feedback on projects that may impact communities and society.
- 8) Promote the cultivation of health and safety awareness among colleagues and surrounding communities through appropriate channels, such as meetings, training seminars, workplace walk-throughs, or participation in social activities with communities on various occasions.

3. Safety of Goods & Service

Principles

The company ensures that its products and services meet or exceed legally mandated safety standards, are comparable to industry standards, and comply with relevant international standards, as well as agreed-upon customer requirements. This covers the entire process from design and production to providing adequate information or warnings about products, services, and correct usage for customer safety throughout their life cycle. Furthermore, the company prioritizes the safety of products it commissions for manufacturing, imports, and uses for sales promotion.

Guidelines

- 1) Manufacture, install, and provide services with consideration for customer safety throughout the product's life cycle. Any changes to product manufacturing or service delivery methods that affect product and service safety must receive prior approval from a supervisor or responsible person and be documented.
details and reasons for reference.
- 2) Maintain and store data related to the safety of products and services under responsibility for verification.
- 3) Immediately report to supervisors if employees become aware of or have concerns regarding the safety of products and services arising from the product manufacturing process and/or service delivery process, or situations that may pose a danger to customer safety.
- 4) Readily accept complaints regarding product and service safety and promptly coordinate or implement corrective actions. In cases of limitations or when problem resolution requires time, the responsible party must inform the customer of the information and status in a timely manner, and periodically report on the progress of the resolution. The company is aware, attentive, and committed to society, the environment, and the quality of life of people involved in its operations. It participates in various activities that create and preserve the environment and society, as well as promote the culture of the countries in which it operates. Further details can be found under the heading "Driving Business for Sustainability."

Human rights

Human Rights and Labor without Discrimination (Human Rights without Discrimination)

Principles

The company recognizes the importance of respecting the human rights of all individuals. It treats everyone equally, without discrimination, supports and promotes human rights, and avoids actions that violate human rights. Furthermore, the company recognizes the importance of labor matters by treating employees fairly in accordance with labor laws and various labor-related regulations.

Guidelines

1) Treat each other with mutual respect and honor, and treat each other equally without discrimination based on physical or mental characteristics, race, nationality, religion, gender, language, age, skin color, education, social status, or any other matter.

2) Exercise due diligence in performing duties to prevent the risk of rights violations, whether by the company or those involved in business operations.

Monitor and oversee matters concerning human rights respect and report to supervisors when such risk issues are identified, to eliminate or prevent such human rights violations.

3) Treat equally without discrimination in all employment processes, from recruitment, compensation, working hours, and holidays.

Job assignment, performance evaluation, training and development, planning, advancement, and others, as well as supporting employment for disadvantaged groups, including persons with disabilities, the elderly, and ex-offenders.

4) Does not use forced labor, labor derived from human trafficking, or illegal child labor, including physical or psychological abuse of employees, whether through intimidation, detention, threats, harassment, or any form of violence.

The company has a clear policy not to violate or commit any acts that infringe upon human rights. It does not infringe upon, nor does it support the infringement of, intellectual property or copyrights in any form, whether directly or indirectly. The following practices are observed:

(1) The company supports and encourages employees to utilize their knowledge and skills in research and development to invent and innovate tools and equipment.

and modern innovations in accordance with international standards that are practical for use, without infringing upon the intellectual property of others.

(2) Comply with laws related to intellectual property and copyrights, such as laws concerning trademarks, patent laws, copyright laws, or other related laws.

(3) The company monitors the use of software programs and hardware utilized in office tools or equipment to prevent the use of copyrighted software programs and/or hardware, or those unrelated to work.

(4) Upon termination of employment, all intellectual property and works must be returned to the company, regardless of the format in which the data is stored.

In 2025, the company had no complaints or suspicions and no actions were found that constituted a violation or non-compliance with corporate governance, ethics, and business conduct, relevant laws, and regulations of the SEC and SET.

Safety and occupational health at work

Health and Safety (Health and Safety)

Principles

The company places great importance on the health and safety of its employees, business partners, customers, communities, and stakeholders throughout the business operation process, starting from assessing health and safety-related impacts before investing in or entering into joint ventures.

any, including maintaining the safety of premises, production processes, technology, machinery, equipment, and raw materials to ensure they do not adversely affect health during use, as well as instilling awareness of these matters in employees and relevant parties to follow various practices.

Guidelines

1) Operate in accordance with laws, standards, regulations, and various health and safety practices, including cooperating in adhering to international agreements on various matters to help prevent or reduce potential impacts.

2) Monitor and verify the health readiness of oneself, colleagues, business partners, and other relevant individuals before commencing work, and must stop or order to stop work immediately if physical unreadiness is found, to reduce the risk of work-related accidents or those related to business ethics.

3) Assess risks before commencing work, including studying various information regarding unsafe or potentially hazardous working conditions.

to plan or prepare appropriate preventive measures.

- 4) In cases where hazardous work is assigned, or if there is uncertainty about work safety, the operation should be stopped or delayed immediately, and a supervisor or expert should be consulted.
- 5) Report immediately to a supervisor upon observing any abnormalities from machinery, equipment, or locations in the workplace that may affect health and safety.
- 6) Supervisors have direct responsibility for workplace safety and must establish or disseminate guidelines for preventing and controlling accidents, as well as monitoring employee health according to job risks.
- 7) Transparently disclose health and safety operational information through various appropriate channels and provide opportunities for communities and stakeholders to participate in providing feedback for projects that may affect communities and society.
- 8) Promote the cultivation of awareness regarding health and safety care among colleagues and surrounding communities through various appropriate channels, such as meetings, training seminars, workplace walk-throughs, or participation in social activities with communities on various occasions.

Employees are considered valuable resources of the organization and are crucial for the company's growth. Therefore, the company has always had a policy on quality, occupational health, and working environment for employees to adhere to, as well as clear policies for managing safety, occupational health, and the working environment at the workplace, as follows:

- 1) Develop a safety, occupational health, and working environment management system in accordance with laws and appropriate international standards. The company has always adhered to and recognized the importance of the safety of all employees. The company employs professional Safety Officers whose duty is to oversee and prevent work-related accidents and ensure compliance with legal requirements.
- 2) Control, improve, and prevent hazards from the company's operations that affect employees and company assets.
- 3) Continuously improve safety performance in all aspects.
- 4) Promote and support employee participation, including jointly monitoring the workplace, such as turning off air conditioners and lights when not in use.
- 5) Providing knowledge and developing employees by organizing safety training, fire extinguishing training, basic first aid, etc.
- 6) Provide appropriate resources to support the implementation of the safety, occupational health, and environmental management system in the workplace.

In 2025, the rate of work-related accidents among employees was 0% of all employees (details appear in Part 1, Topic 3. Driving Business for Sustainability, Sub-topic: Safety, Occupational Health, and Working Environment). The company places the highest importance on health and safety, as well as on developing the knowledge, skills, and potential of its employees.

This can be divided into 3 topics:

1. Knowledge and Skill Development,
2. Competency Development, and
3. Attitude Development (Details appear in Part 2, Topic 7. Corporate Governance Structure and Key Information on the Board of Directors, Sub-committees, Executives, Employees, and Others, Sub-topic 7.5 Employee Information: Personnel Development and Potential Enhancement).

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 : Yes

conduct

Oversight of Compliance and Review (Compliance & Revision)

1. All directors, executives, and employees have a duty to acknowledge, understand, and strictly adhere to the business ethics code. Should any violation or action contrary to the business ethics code be found, the company will consider and proceed with a verbal or written warning. Furthermore, if such action also violates work regulations and rules, the company will consider imposing penalties commensurate with the nature of the offense.
2. All directors, executives, and employees are required to sign an acknowledgment of this business ethics code upon joining the company. They also have a duty to acknowledge and understand any changes to the business ethics code. The company will disseminate information regarding such changes and ensure their implementation.
3. All directors, executives, and employees must not engage in any actions that circumvent the observance of business ethics. Nor shall they knowingly allow family members, relatives, or close associates to undertake any actions that circumvent the company's business ethics for indirect personal gain.
4. Executives and supervisors must set a good example in adhering to the business ethics and have a duty to oversee and promote subordinates' compliance with the established business ethics.
5. The Sustainable Development Committee shall assess the adequacy and appropriateness of the business ethics code. Any significant revisions must receive approval from the Board of Directors.

Furthermore, a written business ethics code has been established to ensure that all directors, executives, and employees understand the ethical standards the company applies in its business operations. The Board of Directors will monitor compliance with this code and ensure its appropriate revision in response to changing internal and external circumstances of the company.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : <https://alt.co.th/en/csr/cg-element-risk-management-level/>

Participation in anti-corruption networks

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

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Not certified
Certification document of CAC membership status : -

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

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

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

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

The company adheres to and strictly complies with the principles of good corporate governance for listed companies as prescribed by the Stock Exchange of Thailand, as well as the criteria under the Corporate Governance Report of Thai Listed Companies (CGR) project of the Thai Institute of Directors (IOD). The Board of Directors has considered and approved the company to establish various policies and implement these criteria.

In 2025, the Board of Directors reviewed all policies and charters, and to update the good corporate governance policy by and updated practices in accordance with the CG Code. Regarding the charters, the Board of Directors' Charter was amended by increasing the duties and responsibilities of the Chairman from 8 to 12 items, and the duties and responsibilities of the Company Secretary were revised. Additionally, the Audit Committee Charter was amended by revising the composition and appointment of the Audit Committee, whereby independent directors appointed to the Audit Committee must possess qualifications as stipulated by the regulations of the SEC and/or the Stock Exchange of Thailand. At least one Audit Committee member must have an educational background, expertise, knowledge, understanding, or experience in accounting and/or finance.

Implementation of the CG Code for listed companies

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

For any criteria that have not yet been established as policy or implemented, the Company has mandated that management present them to the Board of Directors for acknowledgment and regular review at least once a year, as deemed appropriate. In 2025, the Company undertook various important actions related to the review of policies, practices, and corporate governance systems, or the charters of the Board of Directors and various sub-committees, to ensure continuous corporate governance systems and enhance the efficiency of corporate governance, such as reviewing policies, charters, and performance evaluation forms for. Individual directors (self-assessment) etc., except for certain practices that are currently under preparation and detailed study, and thus cannot yet be fully implemented, as follows:

Preparation of a separate sustainability report based on the Global Reporting Initiative (GRI) framework, and the preparation of reports or disclosure of performance results from human rights risk assessments according to the Human Rights Due Diligence (HRDD) process. including the feasibility assessment of executive policies,

In the case of independent directors who have served continuously for more than 9 years from the date they qualified as independent, the Board of Directors will consider the necessity of proposing their re-appointment as directors. The Board may continue to consider the independence qualifications of such directors if deemed appropriate.

In 2025, the Company received the following assessments regarding corporate governance and sustainability:

- Received the results of the Corporate Governance Report of Thai Listed Companies (CGR) for 2025 from the Thai Institute of Directors Association (IOD), achieving an "Excellent" rating (5 stars) for the 6th consecutive year since 2020.
- Received an "A" rating in the SET ESG Ratings for sustainable stocks in 2025, within the technology sector, from the Stock Exchange of Thailand (SET), after passing the environmental, social, and governance (ESG) assessment criteria according to established standards.

Other corporate governance performance and outcomes

Corporate Governance Structure

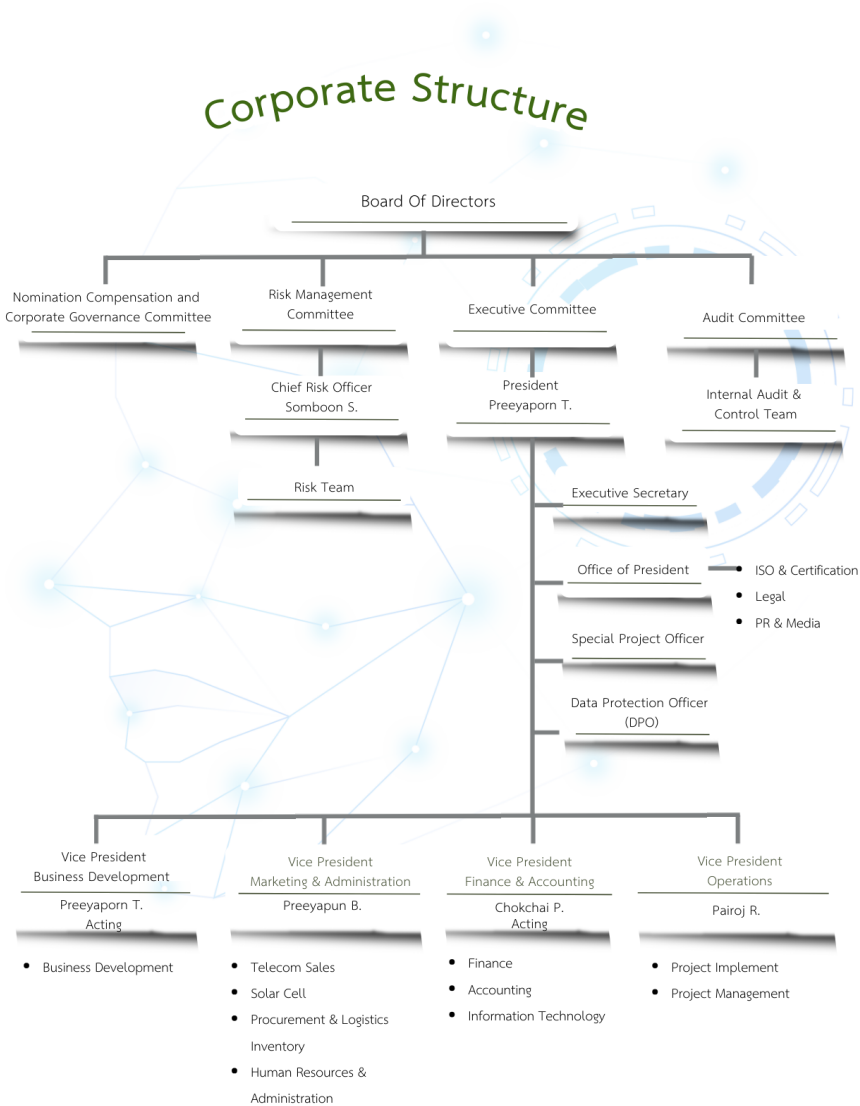
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Executive Committee



Ms. Preeyapun Bhuwakul

- Executive Director
- Vice President – Marketing & Corporate Administration



Mrs. Preeyaporn Tangpaosak

- Chairman of Executive Board
- President
- Vice President (Acting) - Business Development



Mrs. Samorn Deeseng

- Executive Committee



Mr. Pichit Satapattayanont

- Executive Director



Mr. Somboon Setsuntipong

- Executive Director



Mr. Pairoj Rujirawanich

- Executive Director
- Vice President - Operations



Mr. Itthipol Phumsorn

- Executive Director

[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		8		7	
	7	2	6	2	5	2
Executive directors	3		3		3	
	1	2	1	2	1	2
Non-executive directors	6		5		4	
	6	0	5	0	4	0
Independent directors	6		5		4	
	6	0	5	0	4	0
Non-executive directors who have no position in independent directors	0		0		0	
	0	0	0	0	0	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	77.78	22.22	75.00	25.00	71.43	28.57
Executive directors	33.33		37.50		42.86	
	11.11	22.22	12.50	25.00	14.29	28.57
Non-executive directors	66.67		62.50		57.14	
	66.67	0.00	62.50	0.00	57.14	0.00
Independent directors	66.67		62.50		57.14	
	66.67	0.00	62.50	0.00	57.14	0.00
Non-executive directors who have no position in independent directors	0.00		0.00		0.00	
	0.00	0.00	0.00	0.00	0.00	0.00

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	60		59		59	
	63	51	62	52	62	53

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. ANANT VORATITIPONG Gender: Male Age : 71 years Highest level of education : Doctoral degree Study field of the highest level of education : Information and Communication Technology for Education 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>Chairman of the board of directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	10 Nov 2015	Digital Marketing, Leadership, Engineering, Law, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mrs. PREEYAPORN TANGPAOSAK Gender: Female Age : 54 years Highest level of education : Bachelor'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 : 89,575,200 Shares (7.911000 %) • 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>	10 Nov 2015	Leadership, Business Administration, Marketing, Accounting, Law

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Ms. PREEYAPUN BHUWAKUL Gender: Female Age : 52 years Highest level of education : Bachelor's degree Study field of the highest level of education : Education 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 : 70,750,000 Shares (6.249000 %) • 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>	10 Nov 2015	Leadership, Business Administration, Marketing, Economics, Sustainability

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Associate Professor Dr. PANIT PUJINDA Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares 	<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>	10 Nov 2015	Risk Management, Project Management, Engineering, Business Administration, Sustainability

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Associate Professor SUCHART LAOPREEDA Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : 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 (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>	10 Nov 2015	Audit, Finance, Accounting, Business Administration, Economics

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Assistant Professor Dr. CHIRASIL CHAYAWAN Gender: Male Age : 56 years Highest level of education : Doctoral degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 50,000 Shares (0.004000 %) • 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>	26 Apr 2017	<p>Risk Management, Engineering, Information & Communication Technology, Business Administration, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. PICHIT SATAPATTAYANONT Gender: Male Age : 66 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : 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 • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares 	<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>	8 Aug 2023	Business Administration, Project Management, Engineering, Leadership, Sustainability

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

Diagram of list of the board of directors

Board of Directors



**Associate Professor
Suchart Laopreeda**

- Independent Director
- Chairman of Audit Committee
- Nomination Compensation and Corporate Governance Committee
- Member of Risk Management Committee



**Assist. Prof.
Chirasil Chayawan, Ph.D**

- Independent Director
- Chairman of Nomination Compensation and Corporate Governance Committee
- Member of Risk Management Committee
- Member of Audit Committee



**Associate Professor
Dr.- Ing Panit Pujinda**

- Independent Director
- Member of Audit Committee
- Chairman of Risk Management Committee



Anant Voratitipong, Ph.D.

- Chairman of the Board
- Independent Director



Mrs. Preeyaporn Tangpaosak

- Chairman of Executive Board
- Authorized Director
- Member of Risk Management Committee



Ms. Preeyapun Bhuwakul

- Executive Director
- Authorized Director
- Member of Risk Management Committee
- Nomination Compensation and Corporate Governance Committee



Mr. Pichit Satapattayanont

- Executive Director
- Authorized Director
- Member of Risk Management Committee

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

List of directors	Position	Date of resignation / termination	Replacement director
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List of directors	Position	Date of resignation / termination	Replacement director
1. Mr. Nirun Wongchanglor Gender: Male Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No	25 Apr 2025	-

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 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. ANANT VORATITIPONG	Chairman of the board of directors		✓	✓		
Total (persons)		3	4	4	0	3

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
2. Mrs. PREEYAPORN TANGPAOSAK	Director	✓				✓
3. Ms. PREEYAPUN BHUWAKUL	Director	✓				✓
4. Associate Professor Dr. PANIT PUJINDA	Director		✓	✓		
5. Associate Professor SUCHART LAOPREEDA	Director		✓	✓		
6. Assistant Professor Dr. CHIRASIL CHAYAWAN	Director		✓	✓		
7. Mr. PICHIT SATAPATTAYANONT	Director	✓				✓
Total (persons)		3	4	4	0	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	28.57
2. Information & Communication Technology	1	14.29
3. Law	2	28.57
4. Marketing	2	28.57
5. Accounting	2	28.57

Skills and expertise	Number (persons)	Percent (%)
6. Finance	1	14.29
7. Sustainability	3	42.86
8. Digital Marketing	1	14.29
9. Project Management	2	28.57
10. Engineering	4	57.14
11. Leadership	4	57.14
12. Risk Management	2	28.57
13. Audit	1	14.29
14. Governance/ Compliance	1	14.29
15. Business Administration	7	100.00

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

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	Yes	Yes
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	-	No	No
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 : Have
board of directors and the Management

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

Separation of roles and responsibilities between the Board of Directors and the management team.

The Board of Directors has duties and responsibilities to shareholders regarding the company's business operations in accordance with laws and objectives.

company regulations, and resolutions of shareholders' meetings, performing duties with honesty, integrity, and diligence to protect the interests of shareholders and stakeholders, both in the short and long term.

The Board of Directors shall oversee the establishment of the vision, mission, goals, policies, operational direction, strategic plans, and work plans and the company's annual budget. The Board of Directors will provide input to foster a shared understanding of the overall business before considering approval and will monitor management to ensure that operations align with established goals, adhering to the guidelines of the Stock Exchange of Thailand and the Securities and Exchange Commission.

The company has clearly separated the roles and responsibilities between the Board of Directors and the management. The Board of Directors is responsible for setting policies and overseeing the management's operations at the policy level, while the management is responsible for managing the company's various operations in accordance with the established policies. The management team has the following duties and responsibilities:

1. Overall oversight of the company's operations to align with the company's business objectives and as assigned by the Board of Directors.
 2. Implement strategies and business plans to achieve the goals set forth in the strategies and business plans approved by Board of Directors
 3. Execute and perform tasks assigned by the Board of Directors and in accordance with the Board's policies.
 4. Issue regulations, announcements, and memos to ensure that operations comply with policies.
 5. Coordinate within the organization, with executives and employees, to comply with policies and business directions received from the Board of Directors.
 6. Seek new business and investment opportunities related to the core business of the company and its subsidiaries to increase revenue for the company.
 7. Consider and approve the payment of normal operating expenses within the limits authorized by the Board of Directors.
 8. Oversee employees' work to ensure compliance with policies, various regulations, and the principles of good governance in conducting business.
 10. Prepare the annual operational budget for the organization, in accordance with the company's established policies.
 11. The management team shall approve the appointment, transfer, and termination of employees as deemed appropriate and reasonable.
2. Perform other duties as assigned by the Board of Directors and senior management on a case-by-case basis. However, there is no authority to approve matters or connected transactions that are not normal commercial conditions, acquisitions or disposals of significant assets of the company, and/or transactions involving persons who may have conflicts of interest or other types of conflicts of interest that will be conducted with the company and its subsidiaries, except for transactions under normal commercial conditions for which policies and criteria have been established. Such transactions, which comply with the policies and criteria approved by the Board of

Directors and have received shareholder approval for connected transactions and the acquisition or disposal of significant assets of the company or its subsidiaries, are in accordance with the regulations of the Stock Exchange of Thailand regarding such matters.

Approval Authority of the Board of Directors.

The Board of Directors has the authority to approve various company matters in accordance with the company's articles of association, including overseeing and managing the company in compliance with laws, objectives, regulations, and resolutions of shareholders' meetings, as well as establishing an approval authority matrix, and defining and reviewing.

vision, operational strategies, risk management policies, budget plans, and annual business operational plans, monitoring.

and evaluate performance in accordance with the established plan.

Separation of roles and responsibilities between the Chairman and the Managing Director.

The company's policy is that the Chairman is not the same person as the highest authority in management, i.e., the Managing Director, to clearly separate powers and duties, ensuring checks and balances so that no single person holds absolute power. The Chairman, Dr. Anan Worathitipong, is an independent director and is not the same person as the Managing Director, nor does he have any relationship with the company's management. The Chairman and the Managing Director have the following scope of authority, duties, and responsibilities:

Roles and Responsibilities of the Chairman.

1. Consider and set the agenda for Board of Directors meetings, in consultation with the Managing Director, and implement measures to ensure that matters important. and in accordance with the operational authority. has been included in the meeting agenda.

2. Serve as the leader of the Board of Directors and chair Board of Directors meetings.

● Conduct Board of Directors meetings in accordance with the agenda, company regulations, and laws.

Allocate sufficient time for Board of Directors meetings. so that management can propose matters, and sufficient for the Board of Directors to will thoroughly discuss important issues collectively, as well as Promote all directors to provide opinions independently. and exercise careful discretion, taking into full consideration all stakeholders.

● Ensure that directors receive accurate, complete, clear, and timely information before meetings, so that directors can

3. Lead shareholders' meetings in accordance with the agenda, company regulations, and laws, allocating appropriate time.

including providing equal opportunities for shareholders to express their opinions and ensuring that shareholders' inquiries are appropriately addressed.

and transparent.

4. Represent the Board in communicating important company information, including fostering good relationships with shareholder groups.

and the company's stakeholders.

5. Oversee, monitor, and ensure that the Board's performance is efficient and achieves its objectives.

and the organization's main objectives.

6. Ensure that all directors participate in promoting an ethical organizational culture and good corporate governance.

7. support and serve as a good example in adhering to the principles of corporate governance and ethics.

8. Foster good relationships between executive directors and non-executive directors, and between the Board of Directors and

management, and support the performance of duties by the Managing Director and management in accordance with company policies.

9. Promote coordination and cooperation among the Board of Directors, management, and the company secretary to ensure that all parties can work together smoothly and efficiently.
10. Oversee the disclosure of information and transparent management in cases of conflicts of interest.
11. Oversee that the Board of Directors has an appropriate structure and composition.
12. Oversee, monitor, and ensure that the performance of the Board of Directors as a whole, various sub-committees, and individual directors is efficient and effective.

Roles and Responsibilities of the Managing Director.

1. Comply with various laws, including the Securities and Exchange Act, and announcements of the Securities and Exchange Commission and the Stock Exchange, announcements of the Capital Market Supervisory Board, announcements of the Stock Exchange, any other announcements, relevant laws, regulations, and/or rules, and resolutions of shareholders' meetings and Board of Directors' meetings.
2. Oversee, manage, operate, and perform routine tasks in normal business operations for the benefit of the company, in accordance with policies, vision, goals, business plans, and budgets set by the Board of Directors' meeting.
3. Manage the company's operations in accordance with the core mission defined by the Board of Directors to align with the company's business plan and budget, and related business strategies as determined by the Board of Directors.
4. Oversee financial, marketing, human resources, and other operational activities as a whole to comply with policies and the company's established operational plans, as determined by the Board of Directors.
5. Has the authority to hire, appoint, transfer, dismiss, terminate, and determine wage rates and compensation for company employees, and can appoint sub-delegates to act on their behalf.
6. Determine rewards, salary adjustments, compensation, special bonuses beyond regular annual bonuses for company employees from the level of Deputy Managing Director downwards.
7. Negotiate and enter into any contracts and/or transactions related to the company's normal business operations, with the financial limit for each item being as specified in the approved operational authority by the Board of Directors.
8. Issue orders, regulations, announcements, and various memos within the company to ensure that the company's operations comply with policies and to the company's interests, including maintaining internal organizational discipline.
9. Has the authority to set commercial terms for the benefit of the company.
10. Consider investments in new businesses or business divestitures for submission to the Executive Board and/or the Board of Directors.
11. Approve and appoint various consultants necessary for operations.
12. Perform other duties assigned by the Board of Directors, and also have the authority to take any necessary actions in performing such duties.
13. Have the authority to sub-delegate and/or assign specific tasks to other persons. Such sub-delegation and/or assignment shall be within the scope of the authority granted by the power of attorney and/or in accordance with the regulations, requirements, or orders established by the company's Board of Directors. However, the delegation of duties and the responsibilities of the Managing Director must not involve delegation of authority or sub-delegation that would allow the Managing Director or any person delegated by the Director to approve transactions in which they or persons who may have a conflict of interest (as defined in the announcements of the Securities and Exchange Commission or the Capital Market Supervisory Board) may have an interest or receive any benefit, or may have any other conflict of interest with the company, except for approving transactions that comply with the policies and criteria approved by the shareholders' meeting or as approved by the Board of Directors.

Information on the roles and duties of the board of directors

Board charter : Have

Board of Directors Charter

Objectives

The Board of Directors acts as representatives of the shareholders, with the duty to make policy and strategic decisions to enhance enterprise value and shareholder returns.

Composition and Appointment of the Board of Directors

- Select directors by the Nomination Committee, determine remuneration, and corporate governance
- The Board of Directors must consist of no less than 5 members, with at least one-third being independent directors
- The director election process shall use shareholder votes proportional to their shareholding
- One-third of directors shall retire by rotation annually
- If a director position becomes vacant before the term expires, the Board of Directors shall appoint a suitable person to replace them

Qualifications of Directors

- Comply with securities and stock exchange laws
- Possess knowledge, abilities, and beneficial experience
- Able to make independent decisions and dedicate time to the company
- Must not engage in businesses that compete with the company

Powers and Duties of the Board of Directors

- Define the company's vision, goals, and strategies
- Approve financial, investment, and risk management policies
- Review and approve financial reports
- Establish effective internal controls and risk management
- Appoint the Executive Committee and sub-committees
- Oversee the company's compliance with securities and stock exchange laws

Duties of the Company Secretary

- Provide legal and regulatory advice to the Board of Directors
- Oversee meeting documents of the Board of Directors and shareholders
- Disclose necessary information to shareholders and relevant agencies

This Charter aims to ensure effective, transparent, and maximally beneficial corporate governance for shareholders and stakeholders.

Reference link for the board charter : https://drive.google.com/file/d/1PJO-y9VCOrCLpapX-cQg9ux83-pm4CfV/view?usp=drive_link

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Others
- Manage the company in accordance with its laws, objectives, and regulations.

Scope of authorities, role, and duties

In accordance with the Board of Directors' resolution to establish the Board of Directors' Charter, which is to be reviewed annually to align with current duties and practices, to ensure all directors are aware of their duties and responsibilities, to perform their duties accurately and completely, and to create sustainable value for the company, its customers, stakeholders, and society as a whole. The Board of Directors' duties can be summarized as follows:

- To define the company's vision, mission, goals, strategies, and policies, and to approve business operational targets, asset management, finance, fundraising, investments, and risk management.
- To consider and approve the annual budget and project investment budgets, as well as to supervise, monitor, and evaluate operational performance.
- To consider and approve business operating results, financial statements, the allocation of company profits, and transactions that may lead to conflicts of interest, including proposing director and auditor nominations, and determining auditor remuneration.
- To consider and evaluate the performance of the Board of Directors and various sub-committees.
- To appoint audit committee members and to acknowledge significant audit reports from the Audit Committee or internal control and audit units.
- To consider the appointment and define the scope of authority and duties for the Executive Committee, Managing Director, and other sub-committees as appropriate.
- To ensure the provision of general and financial information reports of the company, and to review the adequacy and appropriateness of internal control and risk management systems.

Reference link for the charter

https://alt.co.th/wp-content/uploads/2026/03/EN_Charter-1-%E0%B8%81%E0%B8%8F%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%A9%E0%B8%B1%E0%B8%97.pdf

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

- Ensure the company's financial reports are accurate and adequate according to accounting standards.- Consider and review changes to the anti-corruption policy, and examine the efficiency and effectiveness of good corporate governance processes and organizational risk management, including the management of corruption-related risks that may arise and have the least impact on the company's financial position and operating results, and are appropriate for the company's business model.- Ensure the company has appropriate and effective internal control and internal audit systems.- Investigate facts and monitor the progress of complaints regarding actions that may indicate corruption received by the Audit Committee through the complaint and whistleblowing process under the company's anti-corruption measures, to ensure appropriate actions are taken.- Ensure the company complies with securities and exchange laws, SET regulations, and laws related to the company's business.- Consider selecting,

proposing the appointment, and dismissing the company's auditor, as well as considering the auditor's remuneration, credibility, and workload, and meeting with the company's auditor at least once a year without the presence of management.- Consider related party transactions or transactions with conflicts of interest in accordance with laws, announcements, and SET regulations, to ensure such transactions are reasonable and provide the maximum benefit to the company.- Consider the acquisition or disposal of company assets in accordance with laws, announcements, SET regulations, and the criteria of the Securities and Exchange Commission and the Capital Market Supervisory Board.- Prepare the Audit Committee's report for disclosure in the company's annual report, which must be signed by the Chairman of the Audit Committee.- Approve the annual internal audit plan to ensure it addresses the company's risk levels, and consider acknowledging the performance reports of internal auditors.- Consider reviewing and revising the Audit Committee Charter and propose it to the Board of Directors for approval.- The Audit Committee must evaluate its performance through self-assessment as a committee and report the results of its duties to the Board of Directors, especially in cases where there are doubts about transactions or actions that may significantly affect the company's financial position and operating results, including investigating issues reported by the company's auditor and submitting a preliminary investigation report to the Securities and Exchange Commission and the auditor within 30 days from the date of notification.

Reference link for the charter

<https://alt.co.th/wp-content/uploads/2024/03/Charter-6-%E0%B8%81%E0%B8%8F%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%95%E0%B8%A3%E0%B8%A7%E0%B8%88%E0%B8%AA%E0%B8%AD%E0%B8%9A.pdf>

Executive Committee

Role

- Others
- Oversee the company's operations to be in accordance with the vision, mission, strategies, and policies of the Board of Directors.

Scope of authorities, role, and duties

- Consider and define the company's goals and business plans. Oversee the company's operations to ensure compliance with the vision, mission, strategies, policies, and resolutions of the Board of Directors.- Consider matters related to investment for expansion, fundraising for the company, including the acquisition and disposal of the company's fixed assets, within the scope of approval authority and/or for submission to the Board of Directors.- Approve mid-year budget increases, investments, business transactions, and the creation of loan obligations, within the scope of authority delegated by the Board of Directors.

Reference link for the charter

<https://alt.co.th/wp-content/uploads/2026/03/Charter-3-%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%AB%E0%B8%B2%E0%B8%A3-EN.pdf>

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

Establish the company's overall risk management policies and guidelines to cover various significant risks affecting

the company's reputation, for submission to the Board of Directors for approval. Define the risk management framework, plan, and processes, and monitor their implementation, as well as review the effectiveness of the risk management framework and risk management reports to ensure that risk management is adequate and appropriate. Monitor and evaluate risk management performance to develop and review the company's risk management system to ensure continuous efficiency and effectiveness. Establish risk management working groups as necessary and provide support to risk management working groups in other necessary areas. Make decisions and provide recommendations on significant issues arising in the risk management process. Present performance reports of the Risk Management Committee to the Board of Directors for acknowledgment and/or consideration every six months.

Reference link for the charter

https://alt.co.th/wp-content/uploads/2026/03/Charter-4-%E0%B8%81%E0%B8%8F%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%AB%E0%B8%B2%E0%B8%A3%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B9%80%E0%B8%AA%E0%B8%B5%E0%B9%88%E0%B8%A2%E0%B8%87_R02-20-02-692.pdf

Nomination Compensation and Corporate Governance

Role

- Director and executive nomination
- Remuneration
- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

- Establish criteria and policies for the nomination of company directors and sub-committee members to be proposed to the Board of Directors and/or for approval by the Shareholders' Meeting.- Consider, select, and propose suitable individuals to serve as company directors whose terms have expired, and/or whose positions have become vacant, and/or for additional appointments.- Evaluate the performance of the Managing Director to be presented to the Board of Directors for their information and consideration for approval.- Develop criteria and policies for determining the remuneration of the Board of Directors and sub-committee members to be proposed to the Board of Directors and/or for approval by the Shareholders' Meeting.- Determine necessary and appropriate remuneration, both monetary and non-monetary, for individual members of the Board of Directors on an annual basis, to be submitted to the Board of Directors for consideration and then presented to the Shareholders' Meeting for approval.- Consider performance evaluation criteria and determine annual remuneration for the Managing Director, Deputy Managing Directors by function, and senior executives, and present it to the Board of Directors for the Board to propose to the Shareholders' Meeting for approval.- Report on the policy, principles/rationale for determining remuneration for directors and executives in accordance with Stock Exchange regulations by disclosing it in the annual registration statement (Form 56-1) and the annual report.- Consider the appropriateness and provide approval in cases of new securities offerings to directors and employees.- Provide explanations and answer questions regarding the remuneration of company directors at the Shareholders' Meeting.- Oversee sustainability management, monitor performance progress, consider, review, and approve the results of the assessment of key sustainability issues for the organization.- Develop and review corporate governance policies, business ethics, and codes of conduct, anti-corruption policy, sustainability policy, and policies and practices for promoting innovation in compliance with laws and regulations of various agencies, and present them to the Board of Directors for consideration and approval.- Propose guidelines and provide recommendations to the Board of Directors regarding

corporate governance, anti-corruption, and sustainability management, including promoting communication within the company to ensure that directors, executives, employees at all levels, and relevant stakeholders are aware and understand.

Reference link for the charter

<https://alt.co.th/wp-content/uploads/2026/03/Charter-5-%E0%B8%81%E0%B8%8F%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%AA%E0%B8%A3%E0%B8%A3%E0%B8%AB%E0%B8%B2-%E0%B8%81%E0%B8%B3%E0%B8%AB%E0%B8%99%E0%B8%94%E0%B8%84%E0%B9%88%E0%B8%B2%E0%B8%95%E0%B8%AD%E0%B8%9A%E0%B9%81%E0%B8%97%E0%B8%99-EN.pdf>

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Associate Professor SUCHART LAOPREEDA ^(*) Gender: Male Age : 64 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	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	25 Apr 2024	Audit, Finance, Accounting, Business Administration, Economics

List of directors	Position	Appointment date of audit committee member	Skills and expertise
2. Associate Professor Dr. PANIT PUJINDA Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	10 Nov 2015	Risk Management, Project Management, Engineering, Business Administration, Sustainability
3. Assistant Professor Dr. CHIRASIL CHAYAWAN Gender: Male Age : 56 years Highest level of education : Doctoral 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 : Existing director	25 Apr 2024	Risk Management, Engineering, Information & Communication Technology, Business Administration, Governance/ Compliance

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
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List of committee members	Position	Appointment date of executive committee member
<p>1. Mrs. PREEYAPORN TANGPAOSAK Gender: Female Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	<p>The chairman of the executive committee</p>	<p>10 Nov 2015</p>
<p>2. Ms. PREEYAPUN BHUWAKUL Gender: Female Age : 52 years Highest level of education : Bachelor's degree Study field of the highest level of education : Education Thai nationality : Yes Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>10 Nov 2015</p>
<p>3. Mr. Pairoj Rujirawanich Gender: Male Age : 56 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>23 Feb 2022</p>
<p>4. Mr. Somboon Setsuntipong Gender: Male Age : 62 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>26 Feb 2017</p>

List of committee members	Position	Appointment date of executive committee member
5. Mr. PICHIT SATAPATTAYANONT Gender: Male Age : 66 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	22 Feb 2019
6. Mrs. Samorn Deeseng Gender: Female Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	26 Feb 2017
7. Mr. Itthipol Phumsorn 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	Member of the executive committee	23 Feb 2022

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

Other Subcommittees

Subcommittee name	Name list	Position
Risk Management Committee	Associate Professor SUCHART	Member of the subcommittee (Independent director)
	LAOPREEDA	

Subcommittee name	Name list	Position
	Associate Professor Dr. PANIT PUJINDA	The chairman of the subcommittee (Independent director)
	Assistant Professor Dr. CHIRASIL CHAYAWAN	Member of the subcommittee (Independent director)
	Mrs. PREEYAPORN TANGPAOSAK	Member of the subcommittee
	Ms. PREEYAPUN BHUWAKUL	Member of the subcommittee
	Mr. PICHIT SATAPATTAYANONT	Member of the subcommittee
Nomination Compensation and Corporate Governance	Assistant Professor Dr. CHIRASIL CHAYAWAN	The chairman of the subcommittee (Independent director)
	Associate Professor SUCHART LAOPREEDA	Member of the subcommittee (Independent director)
	Ms. PREEYAPUN BHUWAKUL	Member of the subcommittee
	Ms. Natika Praduttanachote	Member of the subcommittee

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

Subcommittee name	Name list	Position	Date of resignation / termination	Replacement committee member
Risk Management Committee	Mr. Nirun Wongchanglor	The chairman of the subcommittee (Independent director)	25 Apr 2025	-

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⁽¹⁾

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mrs. PREEYAPORN TANGPAOSAK Gender: Female Age : 54 years Highest level of education : Bachelor'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</p>	<p>Chief Executive Officer (The highest-ranking executive)</p>	<p>10 Nov 2015</p>	<p>Leadership, Business Administration, Marketing, Accounting, Law</p>
<p>2. Mr. Pairoj Rujirawanich Gender: Male Age : 56 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Deputy Managing Director, Project Management</p>	<p>25 Jan 2016</p>	<p>Project Management, Data Analysis, Transportation & Logistics, Electronic Components, Engineering</p>

List of executives	Position	First appointment date	Skills and expertise
3. Ms. PREEYAPUN BHUWAKUL Gender: Female Age : 52 years Highest level of education : Bachelor's degree Study field of the highest level of education : Education Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Deputy Managing Director, Marketing and Central Administration	10 Nov 2015	Leadership, Business Administration, Marketing, Economics, Sustainability
4. Mr. Chokchai Prasertchaiyaporn ^(*) Gender: Male Age : 44 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 : No	Acting Deputy Managing Director, Finance and Accounting	10 Nov 2025	Finance & Securities, Property Fund & REITs, Accounting, Finance, Business Administration

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Remark: ⁽¹⁾ Mr. Somboon Setthasantipong resigned from the position of Deputy Managing Director, Finance and Accounting, effective November 8, 2025.

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

Organization structure of the highest-ranking executive and the next four executives as of date : 31 Dec 2025

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 remuneration for executives and the Managing Director is in accordance with the policies and criteria set by the Board, linked to the company's performance, authority, responsibilities, company liquidity, current economic conditions, and remuneration surveys of leading companies listed on the stock exchange and within the same industry. The Board of Directors and executives at all levels jointly define indicators and set values.

Goals (Key Performance Indicators: KPIs) related to performance against annual objectives and strategic business objectives in both the short and long term, with these indicators covering the Balance Scorecard perspectives. to serve as a guideline for business operations and for evaluating the performance of the Managing Director and executives at all levels, as follows:

1. Financial Perspective: including the growth of net profit in separate financial statements and consolidated financial statements, as well as other financial performance indicators such as Cash Conversion Cycle - Days
2. Customer and ESG Perspective: increasing satisfaction for stakeholders, such as customers, etc.

3. Product Perspective: improving internal control systems to reduce deficiencies identified in internal control system monitoring reports

4. Personnel Perspective: by increasing the proportion of personnel whose capabilities have been developed according to the personnel development plan

Details of the process for considering remuneration for the Managing Director or equivalent, including executive remuneration, are presented in the Good Corporate Governance Policy, Appendix 5.

Performance Evaluation of the Managing Director

The performance evaluation of the Managing Director will be conducted once a year to consider performance and issues for further improvement of business operations. In 2025, the Board of Directors has stipulated that the performance evaluation of the Managing Director shall be conducted.

The Board of Directors (excluding the Managing Director) conducts the evaluation, providing reference data for the Nomination, Remuneration, and Corporate Governance Committee to consider proposing salary increases and bonus payments for the Managing Director. In addition to the evaluation using KPIs as detailed above

The criteria for evaluating the performance of the Managing Director are divided into 8 items, as follows:

- Leadership
- Strategy Formulation
- Strategy Implementation
- Financial Planning and Performance
- Relationship with the Board of Directors
- Management and Personnel Relations
- Product and Service Knowledge
- Personal Attributes

The evaluation criteria are:

0 = No implementation in that matter

1 = Minor implementation in that matter

2 = Moderate implementation in that matter

3 = Good implementation in that matter

4 = Excellent implementation in that matter

N/A = No data or not applicable. The evaluation is based on the average score as follows:

5 59% = Needs Improvement

60 70% = Fair

71 80% = Good

81 90% = Very Good

91 100% = Excellent

The process is as follows:

1. The Board of Directors must evaluate the performance of the Managing Director at least once a year.
2. The Secretary of the Nomination, Remuneration, and Corporate Governance Committee summarizes and presents the performance evaluation results of the Director.

Director, for reporting to the Nomination, Remuneration, and Corporate Governance Committee, and for collaborative improvement to enhance operational efficiency going forward.

3. The Company Secretary summarizes and presents the performance evaluation results of the Managing Director for the Board of Directors' acknowledgment and collaborative improvement to enhance operational efficiency going forward.

In 2025, the performance evaluation of the Managing Director yielded an average score of 89%, which is considered very good. The Managing Director received remuneration amounting to 4.5% of the average remuneration of all employees.

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

The Nomination and Remuneration Committee will review the remuneration of Deputy Managing Directors by function and senior executives, in accordance with the established remuneration criteria, and propose it to the Board of Directors for approval, considering the following:

1. Consideration for determining the remuneration, commissions, bonuses, incentives, and various welfare benefits for executives shall be in accordance with the principles established by the business group, taking into account business expansion, the growth and performance of the business group, as well as the liquidity of the business group or the current economic conditions.
2. Consideration is based on the authority, responsibilities, and performance of executives, linked to Key Performance Indicators (KPIs) related to performance against annual objectives and results against short-term and long-term strategic business objectives. These indicators cover the Balance Scorecard perspectives, namely: Financial perspective, Customer perspective, Product perspective, and Personnel perspective.
3. The Managing Director will consider the appropriateness of determining the remuneration and annual salary adjustments for executives at the Deputy Managing Director level, based on their performance and the business group's operational results, in accordance with the established remuneration criteria.
4. The business group provides other remuneration for the Managing Director or equivalent, and executives, such as provident funds, group life insurance, etc.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	22,126,404.47	23,443,757.82	21,868,619.16
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	22,126,404.47	23,443,757.82	21,868,619.16

In 2025, the company's monetary compensation for 4 directors and senior executives totaled 14,867,777 Baht

Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	569,198.76	548,750.88	553,357.86
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

In 2025, the company's monetary compensation contributed to the provident fund for 4 directors and senior executives totaled 364,461.52 Baht

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. Ms. Chatchawan Bhamalsoot	info@alt.co.th	02-863-8999

List of the company secretary

General information	Email	Telephone number
1. Ms. Tanyaporn Malila	tanyaporn_m@alt.co.th	02-863-8999

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Dr. Mongkon Laoworapong	mongkon.laoworapong@gmail.com	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Dr. Mongkon Laoworapong	mongkon.laoworapong@gmail.com	-

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Somboon Setsuntipong	ir@alt.co.th	02-863-8999

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED NO. 179/74-80 BANGKOK CITY TOWER BUILDING, 7TH, 11TH, 13TH-16TH FLOOR, SOUTH SATHORN ROAD, THUNG MAHA MEK SATHON Bangkok 10120 Telephone number +66 2844 1000	1,930,000.00	-	1. Ms. NUNTIKA LIMVIRIYALERS Email: nuntika. limviriyalers@pwc.com License number: 7358 2. Mr. PAIBOON TUNKOON Email: paiboon. tunkoon@pwc.com License number: 4298 3. Ms. TITHINUN VANKEO Email: tithinun. vankeo@pwc.com License number: 9432

Assigned personnel in case of a foreign company

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

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 has mandated an annual review of policies, measures, and various guidelines for organizational management in accordance with corporate governance principles, to serve as a guide for directors, executives, and employees to conduct business with responsibility, transparency, and fairness. This also includes regular monitoring of compliance with corporate governance policies and best practices, and disseminating information about good corporate governance policies and guidelines to all employees via the Google Site system, as well as making them publicly available on the company's website. alt.co.th under the topic of Good Corporate Governance Policy, with key operational examples as follows:

- Review the implementation of CG Code principles and make amendments. Good corporate governance policy and approval authority, with additional guidelines. and implemented in accordance with the principles of the CG Code.

- Review the charters of the Board of Directors and all committees, and amend the charters of the Board of Directors and the Audit Committee by updating their duties, responsibilities, and composition to align with current business operations.

- Review all policies and amend the succession plan policy by updating the Board Skill Matrix to add desired expertise to the Board in line with the company's business operations. Amend additional policies. Employee compensation and welfare, which have been updated to comply with new labor laws and support business growth, including approving the use of a research and development policy to serve as a systematic operational framework aligned with the organizational strategy, with the aim that research and development can create sustainable value for all stakeholders, and approving the use of a sustainability policy by adding a goal towards a low-carbon society and increasing guidelines to achieve said goal.

- under the company's Personal Data Protection Policy (Privacy Policy) to ensure that the company has clear and appropriate criteria, mechanisms, supervisory measures, and personal data management, respecting the privacy rights of customers, shareholders, company employees, and other individuals involved with the company, to ensure that such individuals receive full protection of their rights according to personal data protection laws, and has communicated this to all directors, executives, and employees for their understanding.

- Review and revise the business ethics to ensure that the company's business ethics are appropriate and consistent with good corporate governance principles, including Monitor and consider various matters to ensure the company's operations comply with good governance principles and international standards, such as reporting on securities trading by executives, etc.

- The company provides knowledge to directors, senior executives, and employees at all levels regarding the prevention of insider trading, prevention of conflicts of interest, business ethics, good corporate governance policy, risk management policy, and anti- Corruption and the company's gift acceptance policy, disseminated via the company's Google Site. 100% of directors, executives, and employees of the group companies reviewed the policy and guidelines, signed an acknowledgment, and agreed to comply with the said policy, including conducting awareness tests to promote understanding in accordance with good corporate governance principles. The operational results for 2025 are as follows:

- 100% of directors received communication and awareness training on business ethics.

- 95.47% of executives and employees received communication and awareness training on business ethics. increased from 91.72% in 2024.

- The Board of Directors assigned the Risk Management Committee to consider the organizational risks for the year 2025, as well as to review and monitor risks. The risk management structure has been improved, and the duties and responsibilities of the Risk Management Committee and the organizational risk executives have been increased. including continuous monitoring of risks across the organization,

with a dedicated risk unit. Responsible for preparing risk reports and risk management, with an emphasis on Emerging Risks, which involves considering significant risks that are likely to occur in the future. Furthermore, the Board of Directors has complied with relevant laws and regulations, having considered and approved important matters in accordance with its roles and responsibilities, such as financial statements, shareholder meeting calls, and emphasizing the formulation and driving of organizational strategies. The Board has monitored and overseen the implementation of defined strategies at quarterly board meetings, and reviewed key policies such as vision, mission, organizational strategy, and Corporate KPIs to align with changing environments and investments in significant projects, such as the high-security fiber optic communication network project and the new submarine cable project, among others. The Board has continuously monitored the performance of the management by requiring regular reports on financial results and the progress of various plans.

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
Ms. PREEYAPUN BHUWAKUL	Director	10 Nov 2015	Leadership, Business Administration, Marketing, Economics, Sustainability
Mr. PICHIT SATAPATTAYANONT	Director	8 Aug 2023	Business Administration, Project Management, Engineering, Leadership, Sustainability

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, Remuneration, and Corporate Governance Committee will jointly conduct an initial review of the qualifications of individuals to be appointed as independent directors, by considering the qualifications and prohibited characteristics of directors under the Public Limited Company Act, the Securities and Exchange Act, notifications of the Securities and Exchange Commission, notifications of the Capital Market Supervisory Board, notifications of the Stock Exchange of Thailand, as well as related announcements, regulations, and/or rules, and propose them to the Board of Directors. The Board of Directors will consider and select independent directors from qualified individuals with work experience and other suitable attributes, in alignment with the Company's strategy and business operations. Subsequently, these nominations will be presented to the Shareholders' Meeting for consideration and appointment as directors of the Company.

The Company has a policy to appoint independent directors comprising at least one-third of the total number of directors of the Company, but not less than three persons, with the following qualifications:

1. Hold shares not exceeding 0.5 percent of the total voting shares of the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company. This includes the shareholding of related persons of that independent director.
2. Not be or have been a director involved in management, an employee, a staff member, a salaried advisor, or a controlling person of the Company, its parent company, subsidiaries, associated companies, same-tier subsidiaries, major shareholders, or controlling persons of the Company, unless such characteristics have ceased for at least two years prior to the date of appointment as an independent director. However, these prohibited characteristics do not include cases where the independent director was previously a government official or an advisor to a government agency that is a major shareholder or controlling person of the Company.
3. Not be a person who has a blood relationship or a legal registration relationship in the nature of parents, spouses, siblings, and children, including spouses of children, of other directors, executives, major shareholders, controlling persons, or persons to be nominated as directors.
other persons, executives, or controlling persons of the Company or its subsidiaries.
4. Not have or have had a business relationship with the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company in a manner that may impede their independent judgment. This also includes not being or having been a significant shareholder or controlling person of those who have a business relationship with the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company, unless such characteristics have ceased for at least two years prior to the date of appointment as an independent director. Such business relationships include ordinary commercial transactions for business operations, rental or lease of real estate, transactions relating to assets or services, or the provision or receipt of financial assistance through loans, guarantees, or the provision of assets as collateral for debts, as well as other similar circumstances, which result in the Company or the counterparty having a debt obligation to the other party amounting to three percent or more of the Company's net tangible assets or twenty million baht or more, whichever amount is lower.

The calculation of such debt obligations shall be in accordance with the method for calculating the value of connected transactions as stipulated in the notification of the Capital Market Supervisory Board regarding rules for connected transactions, by analogy. However, when considering such debt obligations, debts incurred within one year prior to the date of appointment as an independent director shall also be included.

5. Not be or have been an auditor of the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company, and not be a significant shareholder, controlling person, or partner of an audit firm where an auditor of the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company is affiliated, unless such characteristics have ceased for at least two years prior to the date of appointment as an independent director.
6. Not be or have been a professional service provider, including legal advisors or financial advisors, who received service fees exceeding two million baht per year from the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company, and not be a significant shareholder,

controlling person, or partner of such professional service provider, unless such characteristics have ceased for at least two years prior to the date of appointment as an independent director.

7. Not be a director appointed to represent the directors of the Company, major shareholders, or shareholders who are related to major shareholders.

8. Not engage in businesses of the same nature that are in significant competition with the business of the Company or its subsidiaries, or not be a significant partner in a partnership, or a director involved in management, an employee, a staff member, a salaried advisor, or hold shares exceeding one percent of the total voting shares of another company that engages in businesses of the same nature and is in significant competition with the business of the Company or its subsidiaries.

9. Not possess any other characteristics that would prevent them from expressing independent opinions regarding the Company's operations.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Number of directors from major shareholders

Rights of minority shareholders on director appointment

Nomination and Appointment of Independent Directors

Nomination Committee Remuneration and Corporate Governance Committee will jointly conduct an initial review of the qualifications of individuals to be appointed as independent directors, considering the qualifications and prohibited characteristics of directors under the Public Limited Company Act, the Securities and Exchange Act, announcements of the Office of the Securities and Exchange Commission, announcements of the Capital Market Supervisory Board, announcements of the Stock Exchange of Thailand, as well as other relevant announcements, regulations, and/or rules.

Furthermore, the Board of Directors will consider selecting independent directors from qualified individuals with work experience and other suitable attributes. Subsequently, these nominations will be presented to the shareholders' meeting for consideration and appointment as directors of the company.

Nomination and Appointment of Directors

1. For the appointment of directors, the Nomination, Remuneration, and Corporate Governance Committee, which consists of 2 independent directors out of a total of 4 members, is responsible for considering, selecting, and screening individuals with suitable qualifications according to the criteria specified in Section 68 of the Public Limited Company Act B.E. 2535 (1992) and the announcements of the Securities and Exchange Commission and/or relevant laws.

2. Directors are selected from qualified individuals with diverse backgrounds and expertise, considering the composition of the Board according to the Board Skill Matrix approved by the Board. The qualifications, knowledge, skills, and experience necessary for nomination are considered to ensure the composition aligns with the company's business strategy. Additionally, a Director Pool database is utilized in the consideration, which will benefit the company's operations by providing advice and opinions on various matters from the perspective of experienced individuals with broad vision, integrity, ethics, transparent work history, and the ability to express independent opinions, in order to obtain professional and diverse directors. This is done by considering the structure, size, and composition of the Board, and then submitting recommendations to the Board of Directors for approval. Subsequently, the list of directors is presented to the shareholders' meeting for election according to the established criteria. The Board of Directors shall consist of no less than 5 directors, and no less than half of the total number of directors must reside in the Kingdom. No less than three-fourths of the total number must be Thai nationals. The total number of directors on the Board of Directors must include at least one-third of the total number of directors of the company as independent directors, but not less than 3 persons. The appointment of the Board of Directors must receive approval from the shareholders' meeting according to the following principles and methods:

2.1 Each shareholder shall have votes equal to the number of shares held multiplied by the number of directors to be elected.

2.2 Each shareholder shall use all votes available as per Item 1 to elect one person or several persons as directors. In the case of electing several persons as directors, the votes may be distributed among them in any proportion.

2.3 The persons receiving the highest votes in descending order shall be elected as directors, up to the number of directors to be appointed or elected at that time. In the event that persons receiving the next highest votes have an equal number of votes exceeding the number of directors to be appointed or elected at that time, the chairman shall cast the deciding vote.

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

Qualifications, knowledge, or experience	Skill and expertise
<p>1. Possess qualifications and not have prohibited characteristics under the Securities and Exchange Act or criteria prescribed by the SEC, and not possess characteristics indicating a lack of suitability to be entrusted with managing a public company as prescribed by the SEC. 2. Possess knowledge, abilities, and experience beneficial to business operations, possess dedication and business ethics in accordance with the Board Skill Matrix, covering legal, accounting, finance, economics, engineering, and management aspects, to integrate knowledge and abilities beneficial to the Company's operations. Furthermore, must possess qualifications consistent with the Company's business strategy. 3. Able to exercise honest discretion independently from management and any other interested parties. 4. Able to dedicate sufficient time to the Company and diligently perform their duties and responsibilities. 5. Must not engage in any business of the same nature that competes with the Company's business, or become a partner in an ordinary partnership, or an unlimited liability partner in a limited partnership, or a director of a private company or any other company that engages in a business of the same nature and competes with the Company's business, whether for their own benefit or for the benefit of others, unless the shareholders' meeting has been informed prior to the resolution of appointment.</p>	<p>Economics, Accounting, Finance, Engineering, Business Administration</p>

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
<p>1. Mr. ANANT VORATITIPONG (Chairman of the board of directors, Independent director)</p>	<p>Non-participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2014: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2024: Advanced Agricultural Science Program (วทส.) Class 5, Ministry of Agriculture and Cooperatives • 2022: Advanced Executive Program, Thammasat for Society In-depth, NMTJ Batch 3 • 2022: Police Administration Course in the Digital Era, Class 7 • 2022: WINS Program, Batch 2 (Project for Developing Networks and Capabilities of High-Level Executives of the Ministry of Higher Education, Science, Research and Innovation) • 2021: Personal Data Protection Law for Telecommunications Infrastructure Providers by Mr. Suppawat Malanont • 2015: Phum Palang Pandin Program for Senior Executives, Class 3, Chulalongkorn University • 2011: Program for Strengthening a Peaceful Society, Class 2, King Prajadhipok's Institute • 2009: King Prajadhipok's Institute's Senior Executive Program in Politics and Governance in a Democratic System, Class 12

List of directors	Participation in training in the past financial year	History of training participation
2. Mrs. PREEYAPORN TANGPAOSAK (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2017: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2025: Executive Business Management Program with Legal Aspects for Organizational Leaders, Class 2 • 2023: ABC : ACADEMY OF BUSINESS CREATIVITY by Sripatum University • 2023: Goal Setting Mastery & Growth Mindset by Rossukon Kongket • 2022: Advanced Executive Leadership Program in Insurance Science (Super ๗๒๕.) Class 2 • 2022: Advanced Insurance Science Program (๗๒๕.) 10th Class, Office of Insurance Commission (OIC) • 2022: Objective Results Plus Key Action (OKRs Plus) • 2022: Personal Data Protection Act (PDPA) • 2021: Passion Awakening by Speaker Khun Rossukon Kongket • 2021: Personal Data Protection Law for Telecommunications Infrastructure Providers by Mr. Supawat Malanont • 2021: Product Training ALT Telecom Public Company Limited • 2017: Capital Market Academy Executive Program (CMA) Class 24 • 2015: TLCA Executive Development Program (EDP) Batch 15, Thai Listed Companies Association • 2012: Director Accreditation Program (DAP) Class 96/2012, Thai Institute of Directors Association

List of directors	Participation in training in the past financial year	History of training participation
<p>3. Ms. PREEYAPUN BHUWAKUL (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2012: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2024: Foundational Course in Business Sustainability • 2023: Presentation Techniques Course, Sripatum University: Goal Setting Mastery & Growth Mindset by Lecturer Rotsukon Kongket • 2022: Data Center Facility Management Course: Four-Directional Leadership How to Present to Achieve Objectives with Objective Results Plus Key Action (OKRs Plus) • 2021: Personal Data Protection Law for Telecommunications Infrastructure Service Providers by Mr. Suppawat Malanond • 2018: Academic Seminar on Smart Cities and Data Centers
<p>4. Associate Professor Dr. PANIT PUJINDA (Director, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2015: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2024: Recu Hotel Investment and Marketing 15th Batch, Recu Academy • 2021: Personal Data Protection Law for Telecommunications Infrastructure Service Providers by Mr. Suppawat Malanond

List of directors	Participation in training in the past financial year	History of training participation
<p>5. Associate Professor SUCHART LAOPREEDA (Director, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2015: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2024: Audit Committee Seminar Course • 2024: Insight in SET : AC Focus Comprehensive Knowledge for Growth and Sustainability in the Capital Market • 2021: Personal Data Protection Law for Telecommunications Infrastructure Providers by Mr. Supawat Malanond • 2019: Seminar Topic: Sustainability of Digital-Era Business: Knowing Quickly, Using Effectively, EY Offices
<p>6. Assistant Professor Dr. CHIRASIL CHAYAWAN (Director, Independent director)</p>	<p>Non-participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2017: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2023: Personal Branding , Total Productive Management (TPM) (JIPM Certified) Non-Violence Communication , Spectrum Management, ITU Sustainability Workshop • 2021: Personal Data Protection Law for Telecommunications Infrastructure Service Providers by Mr. Supawat Malanond • 2020: Enneagram • 2013: ISO17024, ISO9000 Professional Standard Readiness Assessor Course, Total Productive Management (TPM) (JIPM Certified), Frequency Management (Spectrum Management) ITU, Network Planning • 2003: Middle Manager

List of directors	Participation in training in the past financial year	History of training participation
7. Mr. PICHIT SATAPATTAYANONT (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2021: Director Certification Program (DCP) • 2019: Board Nomination and Compensation Program (BNCP) Other <ul style="list-style-type: none"> • 2024: Foundational Course in Business Sustainability • 2024: Foundational Course on Sustainability • 2024: Public Economic Administration Program for Senior Executives, Class 22, by King Prajadhipok's Institute • 2023: Goal Setting Mastery & Growth Mindset by Rossukon Kongket

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Criteria for Performance Evaluation of the Board of Directors and Sub-committees, including both committee-level and individual evaluations.

The evaluation is divided into 5 items, namely:

1. Structure and Qualifications of the Board.
2. Roles, Duties, and Responsibilities of the Board.
3. Board Meetings.
4. Performance of Directors.
5. Relationship with Management.

where Performance Evaluation of the Board of Directors. The individual evaluation model adds one more evaluation topic: 6. Self-development of directors and executive development.

Evaluation Criteria

0 = No action taken on the matter.

1 = Minor action taken on the matter.

3 = Good action taken on the matter.

4 = Excellent action taken on the matter, with evaluation criteria based on the average scores as follows:

5 59% = Needs Improvement

60 70% = Fair

71 80% = Good

91 100% = Excellent

The process is as follows:

1. The Board of Directors and sub-committees must evaluate their performance, both as a committee and individually, at least once a year.
2. The secretary of each committee summarizes and presents the performance evaluation results of each sub-committee, both as a committee and individually, for reporting to each sub-committee and collaborative improvement to enhance operational efficiency.
3. The Company Secretary summarizes and presents the performance evaluation results of the Board of Directors and sub-committees, both as a committee and individually, for the Board of Directors' acknowledgment and collaborative improvement to enhance operational efficiency.

In 2025, the performance evaluation of each committee was as follows:

1. The Board of Directors (as a committee) received an average score of 97%, which is excellent.
2. Individual Board members received an average score of 99%, which is excellent.
3. The Audit Committee received an average score of 99%, which is excellent.
4. The Executive Committee received an average score of 96%, which is excellent.
5. The Risk Management Committee received an average score of 99%, which is excellent.
6. The Nomination, Remuneration, and Corporate Governance Committee received an average score of 96%, which is excellent.

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

Board of Directors evaluation results

1. Committee performance evaluation was conducted for a total of 7 directors using a 5-major-item evaluation form, receiving 975 points out of a total of 1,008 points, equivalent to 97%, which is considered excellent.
2. Individual performance evaluation (self-assessment) was conducted for a total of 7 directors using a 6-major-item evaluation form, received 1,246 points out of a possible 1,260 points, equivalent to 99%, which is considered excellent.

Sub-committee evaluation results

1. The Audit Committee, assessed from a total of 3 directors using a 5-major-item evaluation form, received 392 points out of a possible total of 396 points, equivalent to 99%, which is considered excellent.
2. The Nomination, Remuneration, and Corporate Governance Committee, assessed from a total of 4 directors using a 5-major-item evaluation form, received 475 points out of a possible 496 points, equivalent to 96%, which is considered excellent.
3. The Risk Management Committee, assessed from a total of 6 directors using a 5-major-item evaluation form, received 665 points out of a possible 672 points, equivalent to 99%, which is considered excellent.
4. The Executive Committee, assessed from a total of 7 directors using a 4-major-item evaluation form, received 485 points out of a possible 504 points, equivalent to 96%, which is considered excellent.

Utilizing evaluation results to enhance the performance efficiency of the Board of Directors.

The Board of Directors and sub-committees have prepared a summary of each committee's performance evaluation results to present to the Board of Directors for consideration of guidelines to enhance the performance efficiency of the Board. The Board of Directors has recommendations for implementation in the director development plan for the entire Board, individual directors, and all sub-committees as follows:

- Continuously develop directors by enhancing their knowledge on sustainability topics in good corporate governance, social responsibility, and environmental stewardship.

- Encourage directors to effectively participate in operations with management and help drive the achievement of the company's mission.

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	975	1,008
	Self-assessment	1,246	1,260
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	392	396
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nomination Compensation and Corporate Governance	Group assessment	475	496
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	665	672
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	485	504
	Self-assessment	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The performance evaluation of the Chief Executive Officer (CEO) is conducted annually to assess performance and identify issues for improvement in business operations. In 2024, the Board of Directors determined that the CEO's performance would be evaluated by the board members, excluding the CEO. The results will serve as a reference for the Nomination, Compensation, and Corporate Governance Committee in considering salary adjustments and bonus payments for the CEO.

The evaluation criteria are divided into eight key aspects:

Leadership

Strategy formulation

Strategy implementation

Financial planning and performance

Relationship with the Board of Directors

Management and employee relations

Knowledge of products and services

Personal attributes

The evaluation scoring system is as follows:

0 = No action taken in this area

1 = Minimal action taken in this area

2 = Moderate action taken in this area

3 = Good performance in this area

4 = Excellent performance in this area

N/A = No information available or not applicable

The overall performance is categorized based on the following percentage ranges:

5% - 59% = Needs improvement

60% - 70% = Fair

71% - 80% = Good

81% - 90% = Very good

91% - 100% = Excellent

The evaluation process consists of the following steps:

The Board of Directors must conduct the CEO's performance evaluation at least once a year.

The Secretary of the Nomination, Compensation, and Corporate Governance Committee summarizes and presents the evaluation results to the committee for review and further enhancement to improve operational efficiency.

The Company Secretary compiles and presents the CEO's performance evaluation results to the Board of Directors for acknowledgment and further discussion on improvements to enhance operational efficiency.

In 2025, the CEO's performance evaluation resulted in an average score of 86%, which falls within the "Very Good" category.

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 : 7
 past year (times)
 Date of AGM meeting : 25 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. ANANT VORATITIPONG (Chairman of the board of directors, Independent director)	7	/	7	1	/	1		/	
2. Mrs. PREEYAPORN TANGPAOSAK (Director)	7	/	7	1	/	1		/	
3. Ms. PREEYAPUN BHUWAKUL (Director)	7	/	7	1	/	1		/	
4. Associate Professor Dr. PANIT PUJINDA (Director, Independent director)	6	/	7	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
5. Associate Professor SUCHART LAOPREEDA (Director, Independent director)	7	/	7	1	/	1		/	
6. Assistant Professor Dr. CHIRASIL CHAYAWAN (Director, Independent director)	7	/	7	1	/	1		/	
7. Mr. PICHIT SATAPATTAYANONT (Director)	7	/	7	1	/	1		/	
8. Mr. Nirun Wongchanglor (Director, Independent director)	3	/	3	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. ANANT VORATITIPONG (Chairman of the board of directors)	7/7 (100.00%)	1/1 (100.00%)	N/A
2. Mrs. PREEYAPORN TANGPAOSAK (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
3. Ms. PREEYAPUN BHUWAKUL (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
4. Associate Professor Dr. PANIT PUJINDA (Director)	6/7 (85.71%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
5. Associate Professor SUCHART LAOPREEDA (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
6. Assistant Professor Dr. CHIRASIL CHAYAWAN (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
7. Mr. PICHIT SATAPATTAYANONT (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
8. Mr. Nirun Wongchanglor (Director)	3/3 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	98.21%	100.00%	N/A

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

1. Associate Professor Dr. Panit Phujinda was absent from Board of Directors Meeting No. 1/2568 on February 17, 2568, due to sick leave.
2. Mr. Niran Wongchanglor, Independent Director and Chairman of the Risk Management Committee, whose term expired, informed his intention not to seek re-election at the Annual General Meeting of Shareholders 2568 on April 25, 2568. Consequently, he did not attend Board of Directors Meetings No. 4 7/2568 and Risk Management Committee Meeting No. 3/2568.

Remuneration of the board of directors

Types of remuneration of the board of directors

The Board of Directors has appointed the Nomination, Remuneration, and Corporate Governance Committee to consider the criteria and methods for determining appropriate and necessary remuneration for individual directors, both monetary and non-monetary, on an annual basis. This consideration takes into account their duties, responsibilities, performance, comparison with companies in similar businesses, and the expected benefits from the directors, for submission to the Board of Directors for consideration and further presentation to the Shareholders' Meeting for approval of such remuneration.

A. Monetary Remuneration

As per the resolution of the Annual General Meeting of Shareholders for the year 2025, held on April 25, 2025, the remuneration for the Board of Directors and sub-committees is set as a per-meeting attendance fee, with details as follows:

- Chairman of the Board

Year 2024 Remuneration (Baht/person/meeting) 40,000 Baht

Year 2025 Remuneration (Baht/person/meeting) 40,000 Baht

- Director (Independent Director)

Year 2024 Remuneration (Baht/person/meeting) 30,000 Baht

Year 2025 Remuneration (Baht/person/meeting) 30,000 Baht

- Chairman of the Audit Committee

Year 2024 Remuneration (Baht/person/meeting) 30,000 Baht

Year 2025 Remuneration (Baht/person/meeting) 30,000 Baht

- Audit Committee Member

Year 2024 Remuneration (Baht/person/meeting) 25,000 Baht

Year 2025 Remuneration (Baht/person/meeting) 25,000 Baht

- Chairman of the Risk Management Committee

Year 2024 Remuneration (Baht/person/meeting) 20,000 Baht

Year 2025 Remuneration (Baht/person/meeting) 20,000 Baht

- Risk Management Committee Member

Year 2024 Remuneration (Baht/person/meeting) 15,000 Baht

Year 2025 Remuneration (Baht/person/meeting) 15,000 Baht

- Chairman of the Nomination, Remuneration, and Corporate Governance Committee

Year 2024 Remuneration (Baht/person/meeting) 20,000 Baht

Year 2025 Remuneration (Baht/person/meeting) 20,000 Baht

Nomination, Remuneration, and Corporate Governance Committee Member

Year 2024 Remuneration (Baht/person/meeting) 15,000 Baht

Year 2025 Remuneration (Baht/person/meeting) 15,000 Baht

Furthermore, the Company provides no other benefits to the Board of Directors and sub-committees beyond the monetary remuneration detailed above.

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. ANANT VORATTIPONG (Chairman of the board of directors, Independent director)			320,000.00		N/A
Board of Directors (Chairman of the board of directors)	320,000.00	N/A	320,000.00	No	
2. Mrs. PREEYAPORN TANGPAOSAK (Director)			0.00		N/A
Board of Directors (Director)	0.00	N/A	0.00	-	
Executive Committee (The chairman of the executive committee)	N/A	N/A	N/A	-	
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
3. Ms. PREEYAPUN BHUWAKUL (Director)			0.00		N/A
Board of Directors (Director)	0.00	N/A	0.00	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	-	
Nomination Compensation and Corporate Governance (Member of the subcommittee)	N/A	N/A	N/A	-	
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
4. Associate Professor Dr. PANIT PUJINDA (Director, Independent director)			210,000.00		N/A
Board of Directors (Director)	210,000.00	N/A	210,000.00	No	
Audit Committee (Member of the audit committee)	N/A	N/A	N/A	-	
Risk Management Committee (The chairman of the subcommittee)	N/A	N/A	N/A	-	
5. Associate Professor SUCHART LAOPREEDA (Director, Independent director)			240,000.00		N/A

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)	240,000.00	N/A	240,000.00	-	
Audit Committee (Chairman of the audit committee)	N/A	N/A	N/A	-	
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
Nomination Compensation and Corporate Governance (Member of the subcommittee)	N/A	N/A	N/A	-	
6. Assistant Professor Dr. CHIRASIL CHAYAWAN (Director, Independent director)			240,000.00		N/A
Board of Directors (Director)	240,000.00	N/A	240,000.00	No	
Audit Committee (Member of the audit committee)	N/A	N/A	N/A	-	
Nomination Compensation and Corporate Governance (The chairman of the subcommittee)	N/A	N/A	N/A	-	

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)	N/A	N/A	N/A	-	
7. Mr. PICHIT SATAPATTAYANONT (Director)			0.00		N/A
Board of Directors (Director)	0.00	N/A	0.00	No	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	-	
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
8. Mr. Pairoj Rujirawanich (Member of the executive committee)			0.00		N/A
Executive Committee (Member of the executive committee)	0.00	N/A	0.00	-	
9. Mr. Somboon Setsuntipong (Member of the executive committee)			0.00		N/A
Executive Committee (Member of the executive committee)	0.00	N/A	0.00	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
10. Mrs. Samorn Deeseng (Member of the executive committee)			0.00		N/A
Executive Committee (Member of the executive committee)	0.00	N/A	0.00	-	
11. Mr. Itthipol Phumsorn (Member of the executive committee)			0.00		N/A
Executive Committee (Member of the executive committee)	0.00	N/A	0.00	-	
12. Ms. Natika Praduttanachote (Member of the subcommittee)			0.00		N/A
Nomination Compensation and Corporate Governance (Member of the subcommittee)	0.00	N/A	0.00	-	
13. Mr. Nirun Wongchanglor (Director, Independent director)			120,000.00		N/A
Board of Directors (Director)	120,000.00	N/A	120,000.00	No	
Risk Management Committee (The chairman of the subcommittee)	N/A	N/A	N/A	-	

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	1,130,000.00	0.00	1,130,000.00
2. Audit Committee	0.00	0.00	0.00
3. Executive Committee	0.00	0.00	0.00
4. Risk Management Committee	0.00	0.00	0.00
5. Nomination Compensation and Corporate Governance	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	950,000.00	855,000.00	1,130,000.00
Other monetary remuneration (Baht)	0.00	0.00	0.00
Total (Baht)	950,000.00	855,000.00	1,130,000.00

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

In order to ensure that the supervision of the operations of subsidiaries and joint ventures aligns with the business operation policies set forth by the Board of Directors,

The Board of Directors has therefore established mechanisms for supervising and controlling the management of subsidiaries and joint ventures. In cases where the company invests in a subsidiary, control and supervision will be exercised by appointing company representatives as directors or managing directors in the subsidiary. Such directors and managing directors in the subsidiary must receive approval for their appointment from the company's Board of Directors. For joint ventures, the company sends its representatives to serve as directors in those companies in proportion to the company's shareholding. This is to ensure that subsidiaries and the company participate effectively in adhering to policies, as well as goals, vision, business plans, and strategic plans for the company's growth, by reporting to the Board of Directors and appropriately overseeing the operations of subsidiaries and joint ventures. Furthermore, in line with the company's business operation policies, the scope of authority and responsibilities of directors and executives who will represent the company in subsidiaries and joint ventures in setting important business policies has been defined through the preparation of the "Regulations on Delegation of Authority B.E. 2566 (2023)", which will enable the company's representatives to conduct business with greater flexibility. The company will regularly review these regulations to ensure alignment with the operations of subsidiaries and joint ventures.

Furthermore, to ensure the proper safeguarding of the company's investment interests, the Managing Director and/or management of subsidiaries and joint ventures must present their operating results to the company's Executive Directors at every quarterly Executive Committee meeting and subsequently submit them to the Board of Directors for acknowledgement.

Regarding the mechanisms for supervising the complete and accurate disclosure of financial status, operating results, transactions between subsidiaries and related parties, acquisition or disposal of assets, or other significant transactions, the Internal Audit Department, the Company Secretary Department, and the Company's management will jointly oversee that the aforementioned operations or transactions comply with the criteria and procedures stipulated and enforced by the Stock Exchange of Thailand.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

To prevent conflicts of interest, the Company requires all its personnel to submit an annual disclosure report of suspected items where they or their family members have a conflict of interest with the Company's interests, and whenever such items are identified. In 2025, all directors, executives, and employees at all levels completed their annual conflict of interest reports 100%. Directors, executives, and employees at all levels submitted their reports electronically, and no material conflicts were found. The Company's conflict of interest disclosure form serves as an acknowledgment that any violation or non-compliance with the Company's ethics and code of conduct in business operations constitutes a disciplinary offense, subject to disciplinary action in accordance with the disciplinary procedures and the severity of the act.

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

The company educates directors, executives, and employees at all levels on the prevention of using inside information. This is achieved through dissemination via the company's Google Site, and by obtaining signed acknowledgments and agreements to comply with the said policy. Furthermore, awareness tests are conducted to promote understanding in line with good corporate governance principles.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

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

The company prioritizes anti-corruption. The Board of Directors has approved the anti-corruption policy, which is regularly endorsed by the Audit Committee annually, to establish clear guidelines for business operations and to instill it as an organizational culture. The guidelines can be summarized as follows:

Participation in projects related to anti-corruption.

In 2025, the company continues to implement its anti-corruption policy. It declared its intention to join the Thai Private Sector Collective Action Against Corruption (CAC) on December 16, 2025, and is currently undergoing assessment based on 71 criteria to obtain certification.

Communication and training for employees regarding anti-corruption policies and practices.

The company is committed to promoting good corporate governance, business ethics, and anti-corruption through communication and training for employees regarding anti-corruption policies and practices. The company has communicated these at the director level.

Executives and employees, by strictly ensuring that all operational processes adhere to legal frameworks.

Additionally, channels have been established for reporting any policy violations or acts of corruption, along with protection measures for whistleblowers. The company has disclosed details of its policies and measures to prevent involvement in corruption on its website. alt.co.th Under the topic of sustainable development.

In 2025, the company organized training on good corporate governance and anti-corruption for new employees, as per the employee handbook. All new employees were required to study and acknowledge these policies by signing. Furthermore, all policies and charters were disclosed via the company's Google site, providing another convenient channel for employees to access and study this information, to be used as guidelines for their work.

Furthermore, an "Ethics e-Testing" is conducted to assess employees' knowledge of the company's code of ethics and anti-corruption policy. The test includes content designed to help employees understand policy compliance, serving as a reinforcement and reminder for everyone to review their understanding annually. All employees must achieve a 100% passing score.

Monitoring and evaluating compliance with the anti-corruption policy.

Sub-committees have been assigned by the Board of Directors to review policies and monitor policy compliance. The Audit Committee has reviewed and approved the revisions to the anti-corruption policy, and the Nomination, Remuneration, and Corporate Governance Committee has reviewed and approved the revisions to the business ethics code, to be presented to the Board meeting for further approval. In 2025, the company received no complaints and there were no violations of its anti-corruption policy or business ethics code.

Furthermore, an "Ethics e-Testing" is conducted to assess employees' knowledge of the company's code of ethics and anti-corruption policy. The test includes content designed to help employees understand policy compliance, serving as a reinforcement and reminder for everyone to review their understanding annually. All employees must achieve a 100% passing score.

Reviewing the suitability of anti-corruption measures, assessing, and identifying corruption risks.

In the past year, the company held board meetings to review its anti-corruption policy and update its business ethics code to comply with laws and international standards. Additionally, a Compliance Management System was implemented as a tool to collect laws related to the company's business operations, assess risks, define roles and responsibilities of relevant departments in controlling, monitoring, auditing, and reporting, which helps reduce the opportunities for corruption. The company has reported its ethical performance to the Board of Directors and shareholders, including transparent disclosure of relevant information.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

To demonstrate the importance of good corporate governance and to provide opportunities for employees and various stakeholders to report information or provide tips if they observe violations or abnormalities in the company's business operations, such as governance, ethics, fraud, compliance with legal requirements and regulations, and anti-corruption policies in business operations, the company has provided channels for stakeholders to report tips and complaints through the channels provided by the company via E-mail and telephone.

Investigation Process

The company has established and implemented guidelines for receiving complaints and whistleblowing (Whistleblowing System) and has the following procedures for handling complaints upon receipt.

1. Upon receiving a tip-off, the Director, Managing Director, and Audit Committee will screen and investigate the facts.
2. During the investigation of facts, the Director, Managing Director, and Audit Committee may assign a representative (executive) to periodically inform the whistleblower or complainant of the progress. If the investigation of facts reveals that the available information or evidence provides reasonable grounds to believe that the accused has indeed committed fraud, the company will grant the accused the right to be informed of the allegations and the right to prove their innocence by providing additional information or evidence demonstrating that they are not involved in the alleged fraudulent act.

Number of cases or issues related to whistleblowing

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

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

Meeting attendance of audit committee⁽²⁾

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Associate Professor SUCHART LAOPREEDA (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Associate Professor Dr. PANIT PUJINDA (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Assistant Professor Dr. CHIRASIL CHAYAWAN (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

Remark: ⁽²⁾ The Audit Committee of ALT Telecom Public Company Limited comprises 3 qualified independent directors who fully meet the qualifications stipulated in the company's Audit Committee Charter and comply with the regulations and best practices for audit committees of the Securities and Exchange Commission ("SEC") and the Stock Exchange of Thailand ("SET"). For the fiscal year 2025 (from January 1, 2025, to December 31, 2025), the Audit Committee held a total of 4 meetings to consider various matters. All 4 meetings were conducted via electronic media, and all Audit Committee members attended every meeting.

The results of duty performance of the audit committee

During the meetings, the Audit Committee invited senior executives and relevant parties to provide additional information on key issues to enhance the effectiveness and efficiency of audits and reviews. Additionally, meetings were held with

auditors and internal auditors as appropriate each time, without management present, to independently discuss important operational matters. The Audit Committee performs its duties independently within the scope of its functions and responsibilities as approved by the Board of Directors' Charter, in line with the requirements and best practices for audit committees as stipulated by the SEC and the Stock Exchange. It reports its operational results to the Board of Directors for acknowledgment every time. Concurrently, the Audit Committee promotes and encourages the company to adhere to the best practices for listed companies to ensure good corporate governance, as well as providing recommendations on risk management and internal control systems to management. The key highlights of the Audit Committee's performance for the year 2025 are summarized as follows:

1. Review of Financial Statements

The Audit Committee reviewed the accuracy, completeness, and significant accounting adjustments affecting the financial statements.

the adequacy and appropriateness of accounting methods, the scope of review of quarterly and annual financial reports for 2025, including the consolidated financial statements of the company and its subsidiaries, in discussion with auditors from PricewaterhouseCoopers ABAS Ltd., without the company's management present, to ensure independence in reviewing significant issues, accounting estimates, and various judgments in preparing financial statements, as well as the disclosure of information in the notes to the financial statements. Inquiries were made and due diligence was exercised to ensure that the preparation of financial statements and the disclosure of information in the notes to the financial statements are reliable, transparent, accurate according to Thai Financial Reporting Standards, sufficiently and timely, for the benefit of investors or financial statement users.

The Audit Committee is of the opinion that the company's accounting and financial reporting processes have appropriate internal control systems.

The auditor is independent in performing duties without scope limitations, which ensures that the preparation of financial statements complies with legal requirements and accounting standards under generally accepted accounting principles. The accounting system and financial statements are accurate, reliable, and disclose information correctly, completely, and sufficiently.

2. Internal Control and Internal Audit System

The Audit Committee has overseen internal audit work to ensure compliance with professional standards and internal control systems based on the SEC's COSO framework, to ensure that internal audit activities are independent and effective, by considering internal audit summary reports, including follow-up results from Internal auditor from Company Ascent Advisory Limited, which is the company assigned to perform the internal audit for the company for the year 2025. on a quarterly basis, according to the approved plan covering the company's critical systems, in line with the company's strategic direction and using a risk-based approach. It oversees management to ensure the operation of tip-off and complaint reception, and provides beneficial recommendations for the internal control system and addressing potential risks to the company. Important matters are presented to the Board of Directors for follow-up, urging management to promptly improve operations based on issues identified by internal auditors, to ensure continuous correction and adaptation to changing circumstances, including annual evaluation and review of the adequacy of the internal control system according to the SEC's internal control system adequacy assessment form. Management continues to focus on establishing robust internal control systems for each operational system and information technology systems applied within the company to support business changes and growth through policies, operational standards, and various practices. Furthermore, it fosters awareness to promote ethics, morality, code of conduct, anti-corruption, and continuous internal control by providing knowledge to directors, executives, and employees at all levels regarding the prevention of insider trading, prevention of conflicts of interest, business ethics, anti-corruption policy, and the company's gift acceptance policy. This information is disseminated via the company's

Google Site, with 100% of directors, executives, and employees of the group reviewing the policies and guidelines, signing acknowledgments, and agreeing to comply with these policies, as well as conducting awareness tests to promote understanding in accordance with good corporate governance principles.

The Audit Committee is of the opinion that the company's internal audit system is appropriate, effective, and independent. The annual audit plan aligns with the objectives and responds to the company's risk level, and the performance of the internal audit unit has achieved its set goals. No issues or deficiencies that could significantly impact the company were found, demonstrating that the company prioritizes internal controls and can reasonably assure that the company has a control system.

3. Compliance with Securities and Exchange Act, Stock Exchange Regulations of Thailand and/or laws related to the company's business.

The Audit Committee reviewed the company's operations to ensure that the company has sufficient control processes to comply with the Securities and Exchange Act, regulations and requirements of the SEC, the Stock Exchange, the National Broadcasting and Telecommunications Commission (NBTC), and other laws related to the company's business operations, as well as obligations that may arise from contracts with third parties and other claims.

The Audit Committee is of the opinion that the items the company must comply with under the Securities and Exchange Act, the regulations of the Stock Exchange of Thailand, and other business-related laws that have been reviewed are accurate, complete, and sufficient.

4. Consider proposing the appointment of auditors and audit fees for the year 2025

The Audit Committee considered and selected auditors, taking into account the independence of the auditors, the quality of past audit work, the skills, knowledge, abilities, and experience of the auditors, as well as the appropriateness of the audit fees. The Audit Committee resolved to propose to the Board of Directors for consideration and to seek approval from the shareholders' meeting to appoint Ms. Nantika Limviriyalert Certified Public Accountant License No. 7358 and/or Mr. Paiboon Tankul Certified Public Accountant License No. 4298 and/or Ms. Thitinan Waenkaew Certified Public Accountant License No. 9432 from Company

5. Review of Connected Transactions or Potential Conflicts of Interest

The Audit Committee reviewed and provided opinions on connected transactions or transactions that may have conflicts of interest of the company on a quarterly basis. It was found that such transactions were reasonable and disclosed to the Stock Exchange of Thailand correctly and in a timely manner.

6. Opinion on the performance of duties according to the Audit Committee Charter

The Audit Committee regularly reviews its Charter annually to align with risks and circumstances. In 2025, the Charter was amended regarding the composition and appointment of the Audit Committee, and the anti-corruption policy was reviewed as follows:

- Review and revise the anti-corruption policy by adding a channel for reporting tips via alt.co.th website, as well as reviewing the efficiency and effectiveness of good corporate governance processes and organizational risk management, including the management of corruption-related risks that have the potential to impact the company's financial position and operating results minimally, and are appropriate for the company's business model.
- Investigate facts and monitor the progress of complaints regarding actions that may indicate corruption at The Audit Committee received complaints and tips through the company's anti-corruption measures to ensure appropriate action is taken.

In 2025, the Audit Committee found no complaints or actions that might indicate corruption, nor were there any complaints or lawsuits alleging human rights violations.

For the performance evaluation in 2025, the Audit Committee conducted a self-assessment as a committee, following the guidelines of the Stock Exchange. The annual evaluation results for 2025 were excellent, demonstrating that the Audit Committee has complete composition and qualifications, and has performed its

duties and responsibilities as specified in the Audit Committee Charter, exercising knowledge, ability, diligence, prudence, and sufficient independence, as well as providing constructive opinions and suggestions for the benefit of to management, the Board of Directors, and all stakeholders on an ongoing basis.

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) : 5

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. PREEYAPORN TANGPAOSAK (The chairman of the executive committee)	5	/	5	5/5 (100.00%)
2 Ms. PREEYAPUN BHUWAKUL (Member of the executive committee)	5	/	5	5/5 (100.00%)
3 Mr. Pairoj Rujirawanich (Member of the executive committee)	5	/	5	5/5 (100.00%)
4 Mr. Somboon Setsuntipong (Member of the executive committee)	5	/	5	5/5 (100.00%)
5 Mr. PICHIT SATAPATTAYANONT (Member of the executive committee)	5	/	5	5/5 (100.00%)
6 Mrs. Samorn Deeseng (Member of the executive committee)	5	/	5	5/5 (100.00%)
7 Mr. Itthipol Phumsorn (Member of the executive committee)	5	/	5	5/5 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Executive Committee

In the year In 2025, the Executive Committee held a total of 5 meetings to perform its assigned duties. All 5 meetings were physical meetings. In each meeting, the Executive Committee jointly considered important agendas and presented them to the Board of Directors for acknowledgment or approval, as the case may be, along with proposing management guidelines. The key points can be summarized as follows:

1. Review the vision, mission, and organizational values, and propose a draft business plan, target framework, and operational strategic plan to achieve the company's vision and mission.

2. Review and monitor the performance of the company and its subsidiaries quarterly, as well as the progress of various projects, to ascertain the level of achievement and ensure operations meet defined targets.
3. Review and approve the business plan, annual budget, and investments of the company and its subsidiaries before submitting them to the Board of Directors for approval.
4. Consider and approve the Corporate KPIs of the group of companies based on the four perspectives of the Balanced Scorecard, to align with the vision, mission, and sustainability goals, before submitting them to the Board of Directors for approval.
5. Consider and approve projects to improve operational efficiency and quality through the adoption of technology, to enhance work performance, foster technological learning, and support organizational strategy.
6. Consider and approve the operational plans of each department of the company.
7. Conduct activities related to the general administration of the organization.
8. Review the Executive Committee Charter to ensure that its duties are appropriate and consistent with the current situation.
9. Arrange for the annual performance evaluation of the Executive Committee for the year 2025. The evaluation results were excellent, and the evaluation report was submitted to the Board of Directors for performance development and disclosed in Form 56-1 One Report.

The Executive Committee has performed its duties within the scope of authority and responsibilities defined in the Charter with prudence, diligence, transparency, honesty, integrity, and reasonableness, prioritizing the best interests of shareholders and all stakeholders. It also ensures that the company has an efficient operational system, complies with laws, and adheres to good corporate governance principles, enabling the company to grow steadily and sustainably.

Meeting attendance of Risk Management Committee⁽³⁾

Meeting Risk Management Committee (times) : 3

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Associate Professor SUCHART LAOPREEDA (Member of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)
2 Associate Professor Dr. PANIT PUJINDA (The chairman of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)
3 Assistant Professor Dr. CHIRASIL CHAYAWAN (Member of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
4 Mrs. PREEYAPORN TANGPAOSAK (Member of the subcommittee)	3	/	3	3/3 (100.00%)
5 Ms. PREEYAPUN BHUWAKUL (Member of the subcommittee)	3	/	3	3/3 (100.00%)
6 Mr. PICHIT SATAPATTAYANONT (Member of the subcommittee)	3	/	3	3/3 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Risk Management Committee

in 2025. The Risk Management Committee held a total of 3 meetings, with all 6 directors attending every meeting. Each director performed their duties as assigned by the Board of Directors and in accordance with the charter. including places great importance on the company's business risk management to achieve its objectives and goals fodefined. Responsibilities for risks have been assigned to various departments, and risk factors have been assessed that may consistently impact business operations. and invited management to attend meetings as appropriate. To ensure effective risk management, leading to the achievement of business objectives, in alignment with the organization's vision, strategy, and direction. reduce the impact of business environment uncertainties, and ensure that executives perform their duties in accordance with company policies with integrity and responsibility. A summary of key duties for the year r 2025. as follows:

1. review the annual risk management policy and the charter of the Risk Management Committee to ensure the appropriateness and effectiveness of the company's risk management system in line with best practices. The Risk Management Committee believes that the charter Risk Management Committee is consistent with the company's operations and good corporate governance, thus no amendments were made to the Risk Management Charter. Regarding the Risk Management Policy, the entire policy was amended by revising the corporate risk management framework to reflect the organization's management and corporate governance policies. If an organization manages risks efficiently, it will achieve its objectives, therefore, risk management has been adjusted to comply with standards. COSO and ISO 31000 and adjusted to align with the organization's consistency, including plan adjustments, duties, evaluation systems, and key risk management components to suit the organization. The appendix remains unchanged (the full charter and policy are available on the website www.alt.co.th Sustainable Development)
2. monitor the progress of various projects that have been considered by the Risk Management Committee and approved by the Board of Directors, in order to track problems, obstacles, and risks in each project, as well as to ensure appropriate and implementable management. The Risk Management Committee provided recommendations and opinions to enable management and executives to improve and apply them more efficiently in the implementation of those projects. The progress of these projects has been reported to the Board of Directors for acknowledgment.
3. approved the results of the corporate risk review for the year 2024 and corporate risks for the year 2025 The Committee participated in the preparation, consideration, and provision of recommendations for conducting the risk management assessment, which was then presented to the Board of Directors for acknowledgment and approval, and has since been implemented within the organization. The approach to evaluating the organization's risk management performance was based on external factors. namely, Legal and Regulatory Risk (Compliance

Risk) Digital Transformation Risk (Digital Transformation Risk) Emerging Risks (Emerging Risk) Climate Change Risk (Risks of climate change) Business Interruption Risk (Business Interruption Risk) and Environmental Risk (Environmental Risk) Internal factors include corruption risk (CORRUPTION RISK) Strategic Risk (STRATEGIC RISK) Financial Risk (FINANCIAL RISK) Operational Risk (OPERATIONAL RISK) The company has adopted the COSO ERM 2017 framework (Enterprise Risk Management-Integrating with Strategy and Performance), which categorizes the components of the organizational risk management process into 5 principles and 20 components, namely:

1. Corporate Governance and Culture (Governance and Culture)
2. Strategy and Corporate Objectives (Strategy & Objective Setting)
3. Performance Objectives (Performance)
4. Review and Revision (Review & Revision) and
5. Information, Communication, and Reporting (Information, Communication & Reporting)

risk management concepts as follows:

- Environment - Risk Response
- Objective/Goal Setting - Control Activities
- Event Identification - Information and Communication
- Risk Assessment - Monitoring and Evaluation

Further details can be found under the Risk Management section.

4. the performance evaluation of the Risk Management Committee and the report on the Risk Management Committee's operational results throughout the year 2025 for the Board of Directors' consideration and acknowledgment. The performance evaluation is conducted as a self-assessment for both the committee and individual members, following the guidelines of the Stock Exchange of Thailand. The evaluation results have been 94% were rated as excellent. The Risk Management Committee provided additional comments and remedial guidelines for improvement in the evaluated areas. Nevertheless, these results indicate that duties and responsibilities as stipulated in the charter were performed, adhering to principles of accuracy, caution, prudence, transparency, and sufficient independent impartiality. There were no restrictions on accessing information from executives, employees, and relevant parties, and constructive opinions and recommendations were provided for the equal benefit of all stakeholders.

5. approved the company's key projects, which have been presented to the Board of Directors for approval. In the year 2025 The company presented key projects for the Committee's consideration, which provided comments, recommendations, and various guidelines to ensure comprehensive risk management and mitigation, thereby reducing potential damages or closing risks in various scenarios. All directors expressed their opinions independently, assisting management and executives in reviewing and implementing actions more prudently and efficiently.

In summary, overall The Risk Management Committee provided recommendations and performed duties independently, prudently, and appropriately, relying on the qualifications, knowledge, and experience of the directors, and propose a risk management framework to management to enable efficient business operations, achieving set objectives within acceptable risk levels, and appropriate for the business situation. Risk Management Commistably and that the company has managed risks continuously. and systematically, with caution, prudence, and efficiency, which will result in the company's business growing sustainably and stable, in line with the company's objectives.

Remark: ⁽³⁾ Mr. Nirun Wongchanglor attended two meetings of the Risk Management Committee and concluded his tenure as Chairman of the Risk Management Committee on August 8, 2025.

Meeting attendance of Nomination Compensation and Corporate Governance

Meeting Nomination Compensation and : 2
Corporate Governance (times)

List of Directors	Meeting attendance of Nomination Compensation and Corporate Governance			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Assistant Professor Dr. CHIRASIL CHAYAWAN (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Associate Professor SUCHART LAOPREEDA (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Ms. PREEYAPUN BHUWAKUL (Member of the subcommittee)	2	/	2	2/2 (100.00%)
4 Ms. Natika Praduttanachote (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Nomination Compensation and Corporate Governance

In 2025, the Nomination, Remuneration, and Corporate Governance Committee held 2 meetings, and all directors attended both meetings.

The Nomination, Remuneration, and Corporate Governance Committee reported the meeting results, along with opinions and recommendations, to the Board of Directors. The Committee has fully performed its duties as assigned and in accordance with its charter, fulfilling responsibilities delegated by the Board of Directors in both proposing corporate governance policies and practices, and in nominating qualified individuals to serve as company directors to replace those whose terms expired in 2025. The key aspects of its performance are summarized as follows:

1. Consider and review the Charter of the Nomination, Remuneration, and Corporate Governance Committee of ALT Telecom Public Company Limited annually. In 2025, no amendments were made to the said charter. (The full charter is available on the website alt.co.th Topic: Sustainable Development and Attachment 5)
2. Consider and review the company's policy on promoting creativity and innovation management to drive business and enable the organization to operate efficiently and effectively, moving towards a sustainable organization. This involves promoting and supporting creativity in all work processes to meet needs and achieve value for money. No amendments were made, and it has been submitted to the Board of Directors for approval. The full policy is available on the website. alt.co.th Topic: Sustainable Development
3. Consider and review the Business Ethics, by reviewing and revising the mission, organizational values, and practices to establish standards of good conduct for directors, executives, and employees to adhere to. Business ethics must be sufficiently clear to prevent misconduct or damage to reputation, and reflect the organization's desire for everyone to comply with laws and regulations, policies, and core organizational values. Amendments have been made to the policy to ensure it remains consistent and up-to-date. In 2025, the company received no complaints or instances of business ethics violations. This has been reported to the Board of Directors for approval. The full policy is available on the website. alt.co.th Topic: Sustainable Development

4. Consider, prepare, and review the succession plan policy, including detailed guidelines for recruitment and personnel development to succeed the Chief Executive Officer, and report the progress of the succession plan to the Board of Directors for acknowledgment. In 2025, the Nomination, Remuneration, and Corporate Governance Committee considered this policy and submitted a report to the Board of Directors. (Details of the succession plan policy appear under heading 8. Report on Key Corporate Governance Performance, item 8.1.1, and the full policy is available on alt.co.th under the heading Sustainable Development and Attachment 5)
5. Consider amending the Good Corporate Governance Policy, which the Board of Directors and management have reviewed and revised. Additional Good Corporate Governance Policy and submitted to the Board of Directors for approval. This was prepared to serve as a framework for operations and practices that promote good corporate governance within the organization, as well as to monitor results. Details of compliance with good corporate governance principles appear in the Report on Key Corporate Governance Performance, and the full policy is available on alt.co.th under the heading Sustainable Development and Attachment 5.
6. Consider and review the Corporate Social Responsibility (CSR) policy, which was decided to be revoked because its content and details are already specified in the Sustainability Policy.
7. Consider and review the Sustainability Policy, by reviewing and revising it to elevate sustainable development and to cover sustainability aspects for which the company has undergone assessment by the Stock Exchange. Amendments have been made to this policy and submitted to the Board of Directors for approval. The full policy is available on the website. alt.co.th Topic: Sustainable Development and Attachment 5
8. Consider and approve the sustainability performance of the group of companies for 2024 and the sustainability operations of the group of companies for 2025. The company has integrated its sustainability policy into its strategy and action plans, and has used it as a key performance indicator for the company's sustainability performance in accordance with ESG, which is a concept for sustainable organizational development. The ALT Group has continuously implemented sustainability in three main areas: social, environmental, and governance, and has monitored performance throughout the year. In 2025, the results and progress report on greenhouse gas reduction, targets for a carbon society, as well as performance consistent with the company's sustainability strategy, goals, and operational guidelines, were considered and reported to the Board of Directors for approval. Details appear under the heading: Driving Business for Sustainability.
9. Evaluate the performance of the Managing Director, and also evaluate the performance of the Nomination, Remuneration, and Corporate Governance Committee. The Committee considered the evaluation topics and incorporated them into discussions for improvement at the Nomination, Remuneration, and Corporate Governance Committee meeting, and subsequently submitted them to the Board of Directors for approval and acknowledgment. (Details appear under the headings: Performance Evaluation of the Managing Director and Information on Director Performance Evaluation, respectively)
10. In accordance with the principles of good corporate governance regarding the protection of shareholders' rights, the management reported to the Board of Directors that the company had provided an opportunity for shareholders to propose meeting agendas and nominate individuals for election as company directors at the Annual General Meeting of Shareholders. Shareholders could propose agendas and nominate individuals through the company's website, and the deadline has passed. In 2025, no shareholders proposed additional agenda items or nominated qualified individuals for appointment as company directors in advance. The company has already informed the Stock Exchange and shareholders of the results through the websites of the Stock Exchange and the company. Therefore, the Nomination, Remuneration, and Corporate Governance Committee considered directors whose terms were due to expire at the 2025 Annual General Meeting of Shareholders. This consideration was based on their educational qualifications, skills according to the qualification criteria, knowledge, and expertise of directors and independent directors as defined by the company, for appointment as directors and independent directors. Work experience, past performance, willingness and time to dedicate to the Board, as well as various

qualifications consistent with the company's business strategy, and the complete composition of the Board according to the Board Skill Matrix table were also considered. Furthermore, directors whose terms were due to expire at subsidiary companies were also considered, and independent opinions were submitted to the Board of Directors.

In the year 2025 Mr. Niran Wongchaglor informed that due to health issues, he would not seek re-appointment as an independent director and risk management committee member. Therefore, the total number of directors considered for re-appointment is 2. These are Ms. Priyaphan Phuwakul and Mr. Pichit Sathapathyannon, making them independent directors. from the original 5 members to a total of 4 members. Therefore, the Board of Directors now consists of 7 members, down from the original 8 members, comprising 4 independent directors, 2 female executive directors, and 1 male executive director.

11. Determine necessary and appropriate remuneration, both monetary and non-monetary, for the Board of Directors and sub-committees. This is based on the suitability of duties, responsibilities, performance, comparison with companies in similar businesses, and the expected benefits from directors, for submission to the Board of Directors for consideration and presentation to the Shareholders' Meeting for approval. The remuneration approved for 2025 remains the same as in 2024. Directors who are executive directors, executives, or company employees will not receive director remuneration. Furthermore, if a director attends meetings of the Board of Directors and a sub-committee on the same day, they will receive only the highest meeting allowance rate. (Details appear under the heading: Report on Key Corporate Governance Performance: Director Remuneration)

12. Consider and determine the remuneration, commissions, bonuses, incentives, and various benefits for senior executives of ALT Telecom Public Company Limited and its subsidiaries. This was based on the performance of the ALT Group companies and the evaluation criteria set by the company, and has been submitted to the Board of Directors for approval. In 2025, the remuneration and other benefits for senior executives were set at 23 million Baht, divided into salaries and bonuses of 19 million Baht, and other remuneration and benefits of 4 million Baht, as appropriate. This amount does not exceed the initially estimated rate.

13. Consider and approve the appointment of senior executives of the company and its subsidiaries. In 2025, the Board considered the qualifications, expertise, and suitability of executives to assume positions in the company to replace previous incumbents, and submitted these for approval by the Board of Directors.

In 2025, the Nomination, Remuneration, and Corporate Governance Committee considered and selected a new Deputy Managing Director for Finance and Accounting, following the resignation of Mr. Somboon Setthasantiphong. All directors considered candidates for this position based on their qualifications and the criteria set by the SEC and public listed companies, to ensure the quality of financial reporting and consistency of oversight with the guidelines of the SEC and the Stock Exchange. Therefore, the company selected Mr. Chokchai Prasertchaiporn to serve as Acting Deputy Managing Director for Finance and Accounting, effective from November 10, 2025.

Clarify and answer questions regarding director remuneration and appointment at the Shareholders' Meeting.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

ALT Telecom Public Company Limited and its group of companies (ALT) believe that conducting business with an emphasis on sustainability will ensure the company's stability and continuous long-term growth. The Sustainability Policy has been disclosed on the company's website. alt.co.th which will help create added value for stakeholders across the entire value chain in economic, community, and environmental dimensions, and support the organization in effectively achieving its vision and strategic goals in accordance with the good corporate governance principles established by the company.

All executives and employees of the company are responsible for supporting and driving the widespread implementation of the established policies throughout the organization. This includes disseminating policies to group companies and all stakeholder groups. Furthermore, it involves communicating and fostering engagement with various organizations to enhance sustainable development capabilities. Therefore, the company has established a management framework to serve as a guideline for international standards, with the following operational approaches and policies:

Economic and Governance Dimension

- Good corporate governance and ethical business conduct, respecting rights and being responsible to stakeholders and shareholders, to generate and maintain good financial performance and ensure financial stability and sustainability for the company.
- Committed to developing excellent products and services to meet and satisfy customer needs. Focusing on customer relationship management and developing quality growth strategies by emphasizing enhanced supply chain management efficiency and sound internal management to adapt to various changing circumstances.

Environmental Dimension

- Sustainable management of natural resources and environment emphasizes the utilization of natural resources and environmental conservation throughout the business operation process, by employing appropriate technology to prevent environmental impacts that may arise from business activities.
- Focusing on reducing social and environmental impacts from operations.
- Promoting environmental awareness among employees and providing opportunities for employees to participate in managing and caring for the environment, which helps create an atmosphere of participation and provides a channel for employees to collectively demonstrate their commitment and environmental consciousness.

Social Dimension

- Operating with social responsibility through activities implemented with maximum efficiency and effectiveness, leading to harmonious coexistence in society, alongside creating added value (Value Creation) for the business together with all stakeholders for an improved quality of life.
- Prioritizing employee welfare, developing employee potential, and strengthening human capital to support the company's various strategies.
- Raising awareness among stakeholders regarding the sustainability management policy and operational guidelines to collectively promote further sustainable development.
- Developing employee potential and focusing on occupational safety and health in the workplace.
- Adhering to the principles of human rights, equality, fairness, and non-discrimination.

In 2025, the company reviewed its sustainability policy to align with its goals and operational plans, and established guidelines. practices Aspects Sustainability of the company and its group of businesses.

Reference link for sustainability policy : <https://alt.co.th/wp-content/uploads/2025/03/ESG-Policy-%>

Page number of the reference link : 9

Sustainability management goals

Does the company set sustainability management : Yes
goals

Sustainability Management in the Economic and Corporate Governance Dimensions

The company places importance on sustainability management in the economic and governance dimensions, which are crucial approaches for stable organizational growth alongside responsibility towards stakeholders. In the economic dimension, the company focuses on sustainable business growth through innovation development, economic risk management, and community engagement to create long-term economic value.

The company has therefore established sustainability management strategies to ensure continuous business sustainability amidst the rapidly evolving uncertainties and changes in various global dimensions, including:

1. Aim to generate good performance and returns. The rapidly changing technological landscape has resulted in continuously impacting the business, requiring the company to adapt to changes. The company continues to pursue its business plan and established goals, focusing on smart energy businesses, smart cities, and improving consumer well-being through various e-platforms. These services will help drive the businesses of both public and private sector clients, enhancing agility, elevating service delivery with digital systems, reducing costs, and emphasizing environmental preservation and improving the quality of life for the public, all within a framework of good corporate governance.

2. Optimize resource utilization for maximum benefit. The company is proceeding with the utilization of the fiber optic communication network available nationwide within the group of companies to promote shared usage among operators and connect domestic networks with international submarine networks, thereby enabling Thailand to become the ASEAN Digital Hub.

3. Promote the use of renewable energy and reduce greenhouse gas emissions. The company aims to develop renewable energy businesses and has guidelines to encourage industrial factory operators, households, public sector, and private sector to switch to alternative energy (Renewable Energy), reducing the use of electricity that causes pollution and transitioning to clean energy to reduce greenhouse gas emissions contributing to global warming.

4. Respond to economic and social development with digital innovation. This involves integrating innovation and smart technologies with communication systems, as well as developing platforms to serve as supplementary services for various devices related to smart city systems, smart energy systems, and the insurance business, leading to the development of cities into smart cities to enhance the quality of life for communities and society.

5. Enhance employee engagement and raise awareness of the company's business ethics. Personnel are valuable resources of the organization. All successes stem from the knowledge, abilities, and dedication of its personnel. Therefore, personnel development, coupled with fostering organizational engagement and raising awareness of business ethics, is a crucial factor for achieving established goals. The company thus has strategies to achieve these goals by maintaining a healthy work-life balance, aiming to boost employee morale, including caring for physical, mental, and financial health, and continuously developing potential to enhance employee capabilities.

6. Focus on building relationships with existing and new customer groups. The company considers the needs and expectations of both existing and new customer groups, providing care throughout project proposals, professional installation services, and after-sales service to ensure continuous customer satisfaction.

7. Modernize internal control systems and reduce redundancy. Technology is changing rapidly, requiring organizations to modernize their processes and internal control systems and reduce redundancy to achieve agility, maximum effectiveness, and efficiency.

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 3 Good Health and Well-being, Goal 7 Affordable and Clean Energy, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 9 Industry, Innovation and Infrastructure, Goal 11 Sustainable Cities and Communities, Goal 11 Sustainable Cities and Communities

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, the Company reviewed and revised its sustainability policy, which was considered and approved by the resolution of the Board of Directors Meeting No. 2/2025, by making further amendments to its goals and practices to serve as a guideline for moving towards a low-carbon society.

Information on impacts on stakeholder management in business value chain

Business value chain

The company considers the value chain from upstream to downstream, which is crucial for its business, starting from raw material intake to production and installation, to transform them into products or services that yield maximum benefits economically, socially, and environmentally. It is committed to creating added value for stakeholders in the value chain, including fostering holistic value and mutual benefits. The impacts and expectations of stakeholders are considered through interviews, discussions, questionnaires, participation in various seminars, etc., to serve as data for impact assessment. The company aims to create connections among stakeholders in the value chain, such as partners and employees, to deliver products and services to customers, leading to good returns for shareholders and co-investors.

Sustainable Supply Chain Management

(Sustainable Supply Chain Management)

The company recognizes that responsible supply chain management is a crucial factor for competitiveness, the continuity of telecommunications infrastructure services, and the creation of sustainable value for all stakeholders. Therefore, the company focuses on systematically integrating Environmental, Social, and Governance (ESG) principles into its procurement processes and partner management.

1. Strategic Partner Governance and Management Structure

The company has established a supply chain management structure under the responsibility of the Procurement Department, with executive-level oversight to ensure operations align with company policies and sustainability goals. The company classifies partners based on their level of importance and impact on the business, namely:

- **Critical Tier 1 Vendors** such as providers of telecommunications network construction, fiber optic systems, infrastructure equipment, and network support systems.
- **Non-Critical / Supporting Vendors**

This classification enables the company to determine appropriate levels of control, risk assessment, and performance monitoring tailored to the characteristics and risks of each partner group.

2. ESG Risk Management in the Supply Chain

The company systematically assesses partner risks, covering key ESG issues relevant to the telecommunications infrastructure business, including:

- **Environmental Aspect** such as construction waste management, energy consumption, use of environmentally friendly materials, and greenhouse gas emissions.
- **Social Aspect** such as human rights, employment conditions, and occupational safety and health for workers.
- **Governance Aspect** such as anti-corruption, not giving or receiving bribes, and transparency in business operations.

The results of risk assessments are used in partner selection, contract term definition, and the development of joint improvement plans with partners, especially for those with high-level risks.

3. Responsible Procurement Policy

The company stipulates Responsible Procurement Policy by integrating ESG principles as part of the procurement process from upstream to downstream, to ensure that partners conduct business in accordance with the same standards as the company.

The company requires all partners to adhere to and comply with Supplier Code of Conduct which covers human rights, labor protection, safety, environmental preservation, and anti-corruption issues.

4. Partner Selection and Registration Process

The company applies criteria for quality, technical capability, price, and Environmental and Social Criteria to be used in the consideration of partner selection by

- **New Approved Vendor** must pass an ESG qualification assessment before registration.
- **Current Approved Vendor** will have their performance in quality, safety, and ESG regularly reviewed.

In cases where non-compliance issues are found, the company will establish an improvement plan with the partner and closely monitor its progress.

5. Partner Monitoring, Verification, and Capability Development

The company continuously monitors and evaluates partner performance through various processes, such as:

- Supplier Self-Assessment
- Internal or Third-party Audit
- Site Visit to partner's operational premises, especially for critical partners and high-risk partners.

In addition, the company also emphasizes Supplier Development by supporting the exchange of knowledge on safety standards, environmental practices, and ESG guidelines to enhance the efficiency and long-term sustainability of the supply chain.

6. Business Continuity and Network Security

As the company's business involves critical infrastructure, it prioritizes managing business continuity risks of its partners to ensure that construction, maintenance, and network service operations can proceed continuously and stably.

7. Information Disclosure and Transparency

The company discloses information on supply chain management, policies, and ESG performance through Annual Information Statement (56-1 One Report) and the company's communication channels to reflect transparency, accountability, and commitment to sustainable business operations.

Procurement process, and the company's procurement adheres to environmentally conscious guidelines.

The company's improved procurement process focuses on good governance, transparency, and sustainability by establishing clear approval procedures, utilizing electronic systems to mitigate corruption risks, and systematically archiving documents for traceability. The list of selected suppliers is transparently disclosed in the Approved Supplier List (ASL). Furthermore, the company has elevated its operations to align with environmental and sustainability standards, having received ISO 14001 certification (Environmental Management System), Green Industry certification from government agencies, and participating in the Stock Exchange of Thailand's greenhouse gas management project (SET Carbon) to support greenhouse gas emission reduction and sustainable business operations.

The company conducts procurement in accordance with Green Procurement guidelines, prioritizing the selection of products and services that minimize environmental impact. Selected suppliers must meet environmental standards, such as ISO 14001 (Environmental Management System) or related standards, to confirm the presence of a clear and verifiable environmental management system. Furthermore, the company supports procurement from suppliers who can report or demonstrate the carbon footprint of their products and services to help monitor and reduce greenhouse gas emissions in the supply chain.

In terms of operational enhancement, the company has developed guidelines aligned with ESG principles, Carbon Footprint, and CGR. It has established selection and evaluation criteria for suppliers that encompass both environmental and social dimensions, such as efficient energy use, proper waste management, support for Green Products, and adherence to relevant standards like ISO 14001 and ISO 14064.

In the social dimension, suppliers must have fair labor policies, ensure workplace safety, and not violate human rights. They should also support local employment and community engagement to create a responsible supply chain. Finally, the company has a continuous system for evaluating and monitoring supplier performance, utilizing ESG and sustainability indicators. It transparently reports procurement results reflecting CGR and ESG Performance, and discloses information in the 56-1 (One Report), covering procurement policies, green product usage, carbon footprint reduction, and partner participation in a sustainable supply chain.

Policies or practices related to promoting partner potential and capabilities.

The company has a Supplier Code of Conduct that emphasizes building collaboration with partners, aiming for sustainable joint business operations. It continuously supports and develops partner capabilities through knowledge sharing, performance evaluation, and recommendations for improvement, to elevate operational standards and strengthen the entire supply chain.

Plans to develop and enhance partner capabilities.

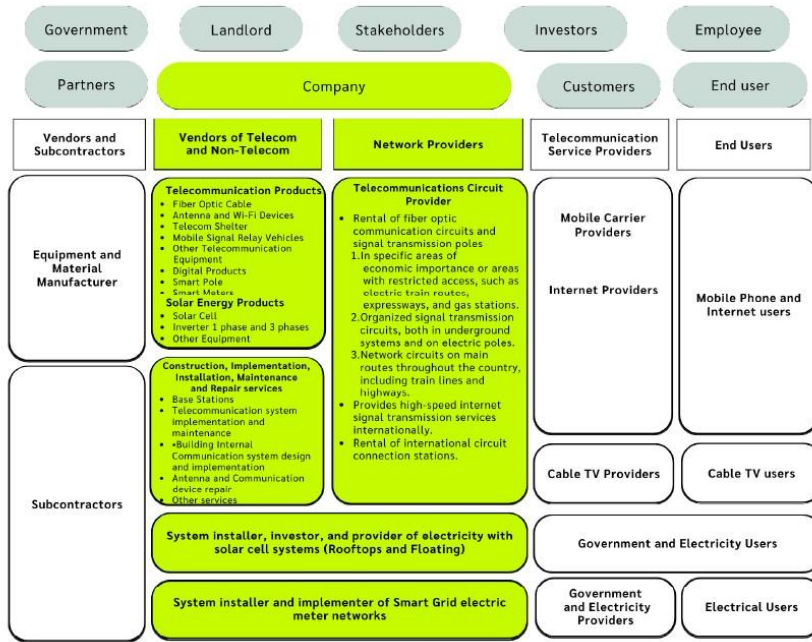
The company plans to develop and enhance the capabilities of its partners by sourcing online courses related to business, such as quality, supply chain management, and ESG. It also encourages and promotes partners to participate in these training programs. Key performance indicators include the number of courses partners attend and tracking learning outcomes, such as course completion rates, to continuously improve partner efficiency.

Performance from promoting the potential and capability for sustainable business operations with partners.

In 2025, the company organized online training courses on CARBON FOOTPRINT assessment guidelines to enhance ESG capabilities. The company successfully achieved 100% of its set goals, with all employees and partners participating in the training as planned. This significantly elevated knowledge and understanding of greenhouse gas management, and the acquired knowledge has begun to be applied in data collection, carbon footprint assessment, and the establishment of guidelines for reducing greenhouse gas emissions in operational processes. These operational results reflect the effectiveness of developing partner and personnel capabilities, leading to a tangible elevation of ESG standards for the organization and its supply chain, and supporting long-term sustainable growth.

Business value chain diagram

Business value chain diagram



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>External stakeholders</u>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Investors or investment institutions • Shareholders 	<p>1. Communicate and ensure understanding among investors regarding the company's performance and strategic direction. 2. Good Corporate Governance. 3. Transparent and Timely Disclosure of Information. 4. Building Business Sustainability according to ESG. 5. Moving Towards Sustainable Stocks.</p>	<p>1. Adjust strategic plans to align with economic conditions 2. Ensure good corporate governance 3. Join as a member of the Private Sector Collective Action Coalition Against Corruption (CAC) 4. Announce commitment to a low-carbon society 5. Aim to build business sustainability by considering ESG principles: Environmental, Social, and Governance</p>	<ul style="list-style-type: none"> • Online Communication • Annual General Meeting (AGM) • Others <ul style="list-style-type: none"> • Opportunity Day or Analyst Meeting, Company Visit Activities, Interviews with Shareholder Representatives, Investors

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Employees 	<ol style="list-style-type: none"> 1. Employees possess skills, knowledge, and potential to support future growth. 2. Good welfare benefits for personnel. 3. A good and safe working environment. 4. Accurate understanding of operational performance and organizational status. 5. Work-life balance. 	<p>Conducting organization-wide mapping to prepare appropriate personnel development programs that align with needs and are responsive to changes.</p> <p>3. Establishing channels for personnel to submit complaints via email to the Fact-Finding Committee.</p> <p>4. Arranging quarterly communication meetings between senior management and employees at all levels throughout the organization regarding the company's status and performance.</p>	<ul style="list-style-type: none"> • Online Communication • Internal Meeting • Employee Engagement Survey • Satisfaction Survey • Others <ul style="list-style-type: none"> • 180-degree Performance Appraisal, Employees receive continuous development of skills and knowledge

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Customers 	<ol style="list-style-type: none"> 1. Receive quality products and services that meet customer needs 2. Fair pricing 3. Timely delivery of products and services 4. Good after-sales service 5. Convenient and fast communication channels 6. Building business sustainability according to ESG principles 	<ol style="list-style-type: none"> 1. Inspect the quality of products and services before delivery to customers. 2. Establish after-sales service channels through a Service Desk system and online platforms. 3. Regularly conduct customer satisfaction surveys. 4. Announce commitment to a low-carbon society. 5. Aim to build business sustainability by considering ESG principles: Environmental, Social, and Governance. 	<ul style="list-style-type: none"> • Online Communication • Satisfaction Survey • Others <ul style="list-style-type: none"> • Visit customer, Exhibition, Prototype, Relationship Management

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> Suppliers 	<p>1. Pay wages and compensation on time</p> <p>2. Conduct joint meetings, both formal and informal</p> <p>3. Fair and transparent procurement</p> <p>4. Clear scope and terms of work</p> <p>5. Fair practice in accordance with good governance principles and business ethics</p>	<p>1. Comply with contracts, agreements, or various conditions with business partners.</p> <p>In cases where compliance is not possible, partners must be notified in advance to jointly find solutions and prevent damage.</p> <p>2. Communication of guidelines and practices regarding good governance and business ethics to business partners.</p> <p>3. Treat business partners equally and fairly, based on fair returns for both parties. Do not discriminate against business partners, without bias,</p>	<ul style="list-style-type: none"> Visit Online Communication External Meeting Others <ul style="list-style-type: none"> Supplier / Sub-contractor Quality Assessment

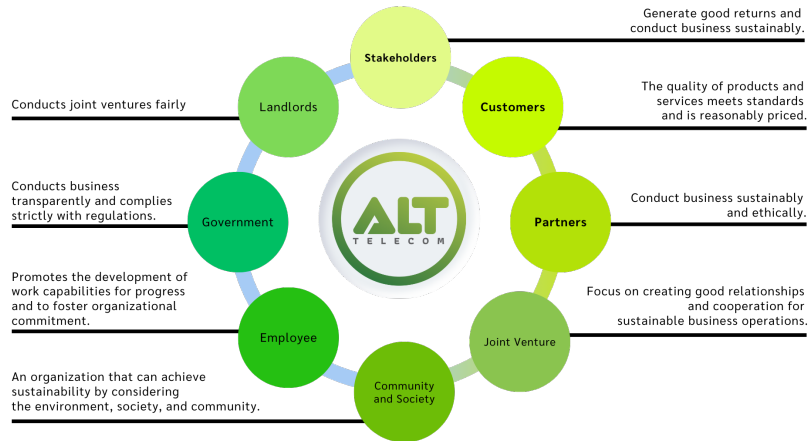
Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		and foster fair competition among business partners.	
<ul style="list-style-type: none"> • Joint venture partners 	<p>1. Business development and mutual growth 2. Conducting business with transparency 3. Fair practices in accordance with good governance and business ethics 4. Appropriate returns as mutually agreed upon 5. Sharing resources for maximum efficiency and cost savings</p>	<p>1. Seek co-investors with strategic business alignment to create synergy and add value to both parties' businesses. 2. Join as a member of the Thai Private Sector Collective Action Against Corruption (CAC). 3. Promote shared usage among operators and connect domestic networks with international submarine networks.</p>	<ul style="list-style-type: none"> • Visit • Online Communication • External Meeting • Others <ul style="list-style-type: none"> • Relationship Management

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Lessors 	<p>1. Valuable, appropriate, and timely returns 2. Application of technology to develop the area 3. Fair lease agreements 4. Full compliance with rules and laws</p>	<p>1. Comply with contracts, agreements, or various terms and conditions with property owners. 2. Manage contracts to ensure fairness and transparency.</p>	<ul style="list-style-type: none"> • Online Communication • Others <ul style="list-style-type: none"> • Present the project and returns
<ul style="list-style-type: none"> • Community • Society 	<p>1. Prioritize community and environmental friendliness. 2. Prioritize safety of life and property. 3. Promote activities beneficial to the community. 4. Prioritize quality of life. 5. Have a guideline for creating value in the community economy.</p>	<p>1. Promote understanding of frequency band safety issues. 2. Encourage the use of clean renewable energy, such as electricity generation from solar power. 3. Collaborate in creating digital innovations to enhance life safety.</p>	<ul style="list-style-type: none"> • Social Event • Complaint Reception • Others <ul style="list-style-type: none"> • CSR activities, communication, and providing knowledge in telecommunications

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> Government agencies and Regulators 	<ol style="list-style-type: none"> Strictly adhere to laws and regulations Conduct business transparently and fairly Ensure transparent disclosure of information Cooperate with various activities Combat business corruption Achieve business sustainability according to ESG principles 	<ol style="list-style-type: none"> Strictly adhere to laws, regulations, and government agencies Participate in public hearings of government and regulatory agencies Become a member of the Private Sector Collective Action Coalition Against Corruption (CAC) Declare commitment to a low-carbon society Aim to build business sustainability by considering ESG principles: Environmental, Social, and Governance. 	<ul style="list-style-type: none"> Online Communication Training / Seminar Others <ul style="list-style-type: none"> Present projects and apply for various permits, engage in listening and exchanging opinions, and cultivate awareness in collaboration with the IOD Institute.

Diagram of the stakeholder analysis in the business value chain

Stakeholders Focusing



Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes
materiality topics

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

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
increasing business performance and investment returns	<ul style="list-style-type: none"> • Sustainability Risk Management • Sustainable Supply Chain Management
Effective utilization of natural resources	<ul style="list-style-type: none"> • Customer / Consumer Responsibility • Sustainability Risk Management • Sustainable Supply Chain Management
Aiming to build relationships with both existing and new customer groups.	<ul style="list-style-type: none"> • Customer / Consumer Responsibility • Sustainable Supply Chain Management

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Reduce internal control system deficiencies	<ul style="list-style-type: none"> • Good Governance • Sustainability Risk Management
Encourage employees to perceive the Company's corporate governance.	<ul style="list-style-type: none"> • Good Governance
Support economic and social development with digital innovation	<ul style="list-style-type: none"> • Community / Social Responsibility • Sustainability Risk Management • Innovation Development
Increase employee engagement	<ul style="list-style-type: none"> • Fair Labor Practices • Sustainable Supply Chain Management
Reduce greenhouse gas emissions (Net Zero)	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Energy Management • Greenhouse Gas Management • Sustainability Risk Management
Promote renewable energy	<ul style="list-style-type: none"> • Community / Social Responsibility

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : Carbon Disclosure Project (CDP), GRI Standards standards or guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

ALT Telecom Public Company Limited and its group companies recognize the importance of risk management amidst changes from internal and external factors that may affect the business. Risk management is a crucial component of good corporate governance, which not only helps the company operate according to its set goals but also creates added value for stakeholders. For this reason, the company has adopted the Enterprise Risk Management Integrated Framework (COSO ERM) to develop its risk management system. To ensure a common understanding of risks among executives, managers, and employees, a Risk Management Committee has been established, comprising independent directors and senior executives from each department with knowledge and understanding of the company's operations. This committee collaboratively manages risks at both the organizational and departmental levels, diligently and comprehensively overseeing enterprise risk management, and recognizing the importance of risk management at all levels of the organization.

This is to foster shared responsibility and ensure efficient and aligned operations. Risk management is considered a crucial component of all business processes within the company and must be interconnected at all levels. Therefore, the company has integrated its corporate governance, risk management, and regulatory compliance systems (Governance, Risk, and Compliance: GRC), and established an enterprise-wide risk management policy that all employees must adhere to.

To foster shared responsibility and ensure efficient and aligned operations, the Risk Management Policy has been developed with the following objectives:

- 1) Establish guidelines for executives, managers, and employees to apply risk management principles as an integral part of operational processes to support organizational goals according to the strategic plan.
- 2) Establish an operational framework that enables the organization to systematically and standardly respond to events that may impact risks, and to lay the foundation for long-term risk prevention.
- 3) Develop risk management knowledge for executives, managers, and employees to foster a sustainable organizational risk culture.
- 4) Enhance understanding and awareness of risk management goals, objectives, and approaches to encourage collaboration among all stakeholders in creating satisfaction for stakeholders and increasing organizational value, while adhering to principles of Good Corporate Governance and regulatory requirements.

2.1.1 Risk Management Structure

Individuals involved in the company's risk management include personnel at all levels, from general employees to the Board of Directors. The risk management structure is compiled in the "Risk Management Policy" and published on the company's website. alt.co.th Topic: Sustainable Development and Attachment 5

2.1.2. Roles and Responsibilities of Stakeholders in Risk Management

Based on the risk management structure, the roles and responsibilities of each department are defined as follows:

- **Board of Directors**

Responsible for approving the organization's risk management and overseeing the efficient implementation of established plans through the Risk Management Committee.

- **Risk Management Committee**

Responsible for defining the organization's strategies and operational policies, overseeing continuous risk analysis and management, reviewing risk management reports, and ensuring that risk management is adequate and appropriate, capable of managing risks to an acceptable level, and continuously implemented.

- **Secretary of the Risk Management Committee**

Responsible for compiling organizational risks and preparing risk management reports for submission to the Risk Management Committee.

• Internal Audit Department

Responsible for reviewing the efficiency and effectiveness of internal control processes and risk management processes to ensure that appropriate and sufficient internal control systems are in place for managing risks to an acceptable level and in accordance with good corporate governance processes, as well as monitoring audit results and compliance with recommendations that audited entities must implement to improve operational efficiency, effectiveness, and economy.

• Risk Management Working Group

Responsible for analyzing and assessing risks for each department, as well as developing risk management plans to control risks to an acceptable level.

Enterprise Risk Manager

1. Overall responsibility for developing and maintaining the organization's risk management framework.
2. Assess needs, implement, and maintain risk processes and systems for the organization.
3. Foster a culture of risk and compliance, and support executives in understanding and taking ownership of risk and compliance matters in a meaningful and beneficial way.
4. Continuously and consistently adapt risk management processes to align with the organization's core strategies to drive momentum throughout the entire organizational ecosystem, considering the balance between cost, operational efficiency, and performance outcomes.
5. Foster a strong risk culture within the organization.
6. Provide active coaching, guidance, and support throughout the organization to effectively implement the risk management framework.
7. Collaborate with senior management to promote and instill a risk management culture.
8. Identify and report to the Managing Director significant and emerging risks arising from business units or through strategic risk assessments.
9. Ensure that the risk management framework is fit for purpose.
10. Review the impact and risks of business planning.
11. Monitor changes in business, operations, and contemporary industry knowledge that may pose risks to the organization.

2.1.3 Risk Management Process

The company applies the risk management framework in its operations. The company has adopted COSO ERM (Enterprise Risk Management-Integrating with Strategy and Performance), which categorizes the components of the organizational risk management process into 5 elements, namely:

1. Governance and Culture
2. Strategy & Objective Setting
3. Performance Objectives
4. Review & Revision
5. Information, Communication & Reporting

The company has managed risks according to all five components to ensure business operations achieve their goals and develop sustainably. The risk management process is compiled in the "Risk Management Policy" (published on the company's website). alt.co.th) divided into 7 main process steps, namely:

1) Risk Identification and Analysis: The company has defined three main factors for risk management.

- Input: Data used for analysis includes SWOT Analysis and Risk Database. SWOT is used to analyze the organization's strengths, weaknesses, opportunities, and threats. The Risk Database is a repository of past risks, used as reference data.

- Process: Analyze internal and external organizational environments. Internal environments include organizational structure, organizational policies, organizational culture, and management. External environments include economic factors, market competition, changes in laws, and technology.

- Output: The output from this process is Possible Risks. This information will be used for subsequent risk management.

2) Assessment of the adequacy of internal controls and the development of internal control improvement measures (Internal Control & Existing Plan).

3) Risk Assessment comprises the analysis, evaluation, and prioritization of risks that impact the achievement of the organization's operational objectives. The company has established risk assessment criteria, including the likelihood of risk occurrence and the severity of impact. These criteria can be defined using both quantitative and qualitative measures, serving as a basis for evaluating various risks.

4) The company defines risks at the medium level and above (with a score of 10 or higher) as within the scope of risk management. Priority is given to issues that are significant, urgent, or have a high impact.

5) Development of a Mitigation Plan: Define management measures, and establish Key Risk Indicators (KRIs) and Key Performance Indicators (KPIs) to forecast risk events and control risk reduction activities to meet objectives.

6) Information & Communication: The company recognizes the importance of organizational risk management and has mandated communication of the risk management policy to its personnel, published on the company's website. alt.co.th via Google Site system, training, or practical workshops.

7) Monitoring: Track and report risks quarterly to the Executive Committee, Audit Committee, and Board of Directors, respectively. The main principles of risk monitoring are:

- The assessment should ensure the effectiveness and continuity of control activities and other risk management activities.

- Defining appropriate and business strategy-aligned acceptable risk levels.

- Comprehensive, accurate, and timely data collection and recording.

- Consistent and transparent communication regarding risks and various processes, both formally and informally.

- Defining Key Risk Indicators (KRIs) that reflect the Root Cause of risks.

To monitor the internal control system of the department and the status of each risk type, enabling the department to plan risk management appropriately and efficiently, and to prevent and control damaging events in a timely manner.

2.1.4 Fostering an Organizational Risk Management Culture

The company is committed to fostering and promoting a risk management culture throughout the organization. Executives are designated to communicate the importance of risk management and serve as role models in risk management, as well as to create practical methods for implementing risk management. Each department is required to collaboratively analyze, assess, and develop annual risk management plans. Furthermore, acceptable risk levels are defined, and standardized risk assessment criteria are established. Risk management is also integrated into training and development programs for directors, executives, and employees, encouraging the sharing of risk management experiences between departments and the company to continuously communicate the benefits of risk management.

Reference link to risk management policy and plan : <https://alt.co.th/wp-content/uploads/2026/03/G-Policy13-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%AB%E0%B8%B2%E0%B8%A3%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B9%80%E0%B8%AA%E0%B8%B5%E0%B9%88%E0%B8%A2%E0%B8%87-Rev.08-20-02-26-EN-Sign.pdf>

Page number of the reference link : 20

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), ISO 31000: Risk management

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Operational performance did not meet the set targets.

Related risk factors : Strategic Risk
• Economic risk

ESG risk factors : No

Risk characteristics

In light of the economic conditions that have created uncertainty, coupled with government economic stimulus policies, the company's operational planning has been impacted, resulting in several projects not adhering to their intended schedules.

Risk-related consequences

may lead to significant impacts, including: adverse effects on revenue and profit, revenue falling short of established targets, and potential impacts on liquidity, as well as potentially affecting investor and shareholder confidence.

Risk management measures

To mitigate the impact of such risks, the company has adjusted its contingency plan to seek revenue from other projects and adapted its operational plan to be flexible in response to sensitive factors.

Risk Management Results

Despite risk management measures, the company's operational results did not meet the set targets, with details as follows: Revenue compared to In 2025, the company's 12-month cumulative revenue was 1,495 million Baht, representing 75% of the full-year revenue target of 2,000 million Baht, resulting in revenue being 25% below target.

Risk 2 The growth of the telecommunications market is limited.

Related risk factors : Strategic Risk
• Competition risk

ESG risk factors : No

Risk characteristics

The saturation of the telecommunications market, resulting from the continuous expansion of telecommunications infrastructure, has led to a decrease in returns on new investment opportunities and a slowdown in new customer growth. This is attributed to the comprehensive access to basic telecommunication services within the domestic market, which has intensified competition and exerted downward pressure on prices. Furthermore, the rapid evolution of telecommunications technology necessitates that companies adapt promptly to these changes.

Risk-related consequences

Revenue from the telecommunications business, specifically in base station infrastructure construction services, has experienced decelerated growth and may potentially decline. Exclusive reliance on the telecommunications sector could render the company vulnerable to the effects of a stagnant market. Therefore, the company must diversify its operations into related segments, including renewable energy, smart cities, and digital infrastructure, to mitigate associated risks.

Risk management measures

The company has adjusted its revenue-seeking direction to compensate for previous revenue sources as follows:

1. Focus on providing services to high-growth business segments, including international customers investing in large data centers in Thailand, who require networks to connect with other data centers both domestically and internationally.

2. Seek revenue from non-telecom businesses by investing in smart energy businesses such as E-Meter, Solar Energy, Smart Grid, electric vehicles, and automated equipment or machinery in the industrial sector and warehouse management, as well as expanding Smart City projects such as Smart Lighting, Smart Traffic, IoT-based Solutions, and developing digital platforms (Smart E-Platform) such as E-Government, Digital Health, Smart Payment.

3. Develop infrastructure to support the growth of the digital economy by expanding international internet connectivity, including new submarine cable landing stations.

Based on the risk management measures mentioned above, the company aims for non-telecom business revenue to exceed 15% of total revenue by 2025.

The actual result is 35%, which is higher than the target, indicating the success of the revenue diversification strategy

Risk 3 Risk from technological changes

Related risk factors : Strategic Risk
• Changes in technologies

ESG risk factors : Yes

Risk characteristics

Currently, technology is highly crucial for business operations, and communication-related technologies are evolving rapidly. Customer demands are also changing with technological advancements, and shifts in regulatory frameworks contribute to the opening of markets and the provision of services using new technologies. All these factors stimulate increased competition.

The company must therefore adjust its operational strategies and diversify its products and services, as well as its revenue streams and customer base. This will enable the company and its group of businesses to effectively cope with the changes that occur.

Risk-related consequences

If the company is unable to adapt and adopt modern technology, this may lead to business disruption in the telecommunications industry or result in the loss of customers and business opportunities, as it would be unable to meet customer demands for high-performance connectivity or modern solutions. This would consequently impact revenue and market competitiveness.

Risk management measures

To manage this risk, the company must implement risk management as follows: seek partners who own new technologies, such as satellite businesses, or improve existing products to be of higher quality or more technologically flexible, such as AMR Ready electricity meters.

Risk Management Outcomes:

In 2025, there is no clear technological impact yet. Regarding the search for partners and product development, progress has been made sequentially, but it has not yet reached the level of revenue recognition.

Risk 4 Financial liquidity risk

Related risk factors : Financial Risk
• Fluctuation in exchange rates, interest rates, or the inflation rate
• Liquidity risk

ESG risk factors : No

Risk characteristics

- Revenue and profit growth not keeping pace with rising expenses.
- Rising interest rates and exchange rates.

Risk-related consequences

Due to the revenue contraction and the volatility of interest rates and exchange rates, there may be a negative impact on the company's liquidity and profitability.

Risk management measures

Liquidity Management: The company has carefully prioritized investments in new projects to ensure stable profitability. This includes negotiating commercial terms for new projects and securing credit lines commensurate with the investment period and project size, as well as negotiating long-term commercial contracts with customers by requesting advance payments throughout the contract term to mitigate liquidity risks, and managing foreign currency receipts and payments in foreign currencies without converting to Thai Baht (Natural Hedging).

Risk Management Results

As a result of implementing these risk management measures, the company can effectively control and manage its financial liquidity, with performance results within safe parameters, as follows:

- Current ratio greater than =1.22 times
- Debt-to-equity ratio not exceeding = 1.55 time

Risk 5 Emerging Risk: Risk from cyber threats

Related risk factors :

Operational Risk

- Information security and cyber-attack

ESG risk factors : Yes

Risk characteristics

Cybersecurity risk is a risk arising from attacks by criminals or hackers who attempt to access, interfere with, steal, or destroy an organization's data and network systems without authorization, which can occur due to several reasons, such as

- Phishing: is a technique where criminals send deceptive emails or messages to employees, tricking them into opening malicious attachments or links or requesting them to enter sensitive information, such as passwords.
- Malware: programs designed to cause damage to systems, such as viruses, Trojans, and spyware, which may be unknowingly installed via unsafe emails or websites.
- Ransomware: is malware that encrypts an organization's files or systems and demands a ransom to unlock the files or restore system access.
- Distributed Denial of Service (DDoS) Attack: sending a large volume of requests to a company's server or network system, thereby rendering the system unable to provide services.
- Hacking: Hackers may use various techniques, such as SQL Injection, Cross-Site Scripting (XSS), or Zero-Day Exploits, to access organizational data without authorization.

As current business operations heavily rely on technology and digital systems, cyber risk is a critical factor that could severely impact organizations if adequate preventive measures are not in place.

Risk-related consequences

If an organization is affected by cyber threats, it can lead to several negative consequences, such as

- Operational Disruption: If network systems or servers are attacked and become unusable (Downtime), it may result in employees being unable to work or customer service systems being unable to operate normally.
- Data Breach: An attack that causes internal organizational data or customer data to leak may lead to the loss of critical information, such as personal data, financial data, or business data.

- Financial Loss: Organizations may incur additional costs for system recovery, vulnerability remediation, or ransom payments in the event of a ransomware attack.
- Reputation Damage and Loss of Customer Trust: A cyberattack can cause customers and partners to lose trust in the company's security systems, affecting the organization's credibility and competitiveness.
- Legal Consequences: Organizations may face lawsuits or be subject to fines if data security laws are violated, such as the Personal Data Protection Act (PDPA) or personal data protection laws of other countries, like Europe's GDPR.

Risk management measures

To prevent cyber threats, the company has implemented proactive measures as follows:

- Conduct organizational network security system testing by an external agency (Penetration Test), engaging cybersecurity experts to perform penetration testing to identify potential vulnerabilities that could be exploited, and to ensure that identified vulnerabilities are remediated before they can be used as attack vectors by malicious actors.
- Continuously communicate and educate employees about cybersecurity threats, such as how to handle phishing emails, and send regular alerts or short lessons on new threats via online channels (CEO Talk) and social media (Line group) quarterly, to enable employees to be aware and protect themselves.

Risk Management Outcomes:

As a result of implementing these measures, the company can effectively control risks from cyber threats, leading to highly secure IT systems, no data breaches, and no damage to business operations. Furthermore, educating employees helps reduce human error and prepares the company to handle new threats that may arise in the future, with the following outcomes:

- The company's network system can provide continuous service with an % Uptime of Network Service Availability > 95%, achieving 100%.
- No cybersecurity incidents occurred (number of incidents = 0).
- All risks identified from the Penetration Test results were fully remediated (100%).

Risk 6 Environmental Risk

Related risk factors : Strategic Risk
 • Climate change and disasters
 ESG risk factors : Yes

Risk characteristics

Climate change risks represent a significant issue impacting contemporary businesses, given the increasing stringency of environmental policies from both governmental and international organizations. This is particularly evident in international trade regulations, which are now emphasizing greenhouse gas emission reduction, the adoption of clean energy, and various environmental measures.

Risk-related consequences

If companies fail to adapt to environmental standards and clean energy requirements, it could result in several impacts, including additional costs from carbon taxes and fees related to greenhouse gas emissions. Large corporate and government clients may impose stricter environmental conditions, and investors and business partners are placing greater emphasis on ESG (Environmental, Social, and Governance).

Risk management measures

To comply with environmental measures and mitigate the impact of such risks, the company has established the following risk management guidelines:

- Promote the use of renewable energy among target customers. Develop and offer clean energy solutions to industrial, household, and government sectors to help reduce reliance on grid electricity.
- Reduce electricity consumption within the company's offices, factories, and infrastructure by adopting energy-saving technologies, installing solar rooftops in offices, and implementing hybrid measures (Work from Home), as well as promoting E-Co Events and electronic meetings.

- Utilize a system to monitor and report the organization's greenhouse gas emissions in accordance with international standards, such as the GHG Protocol and the SET Carbon Sandbox platform, on a quarterly basis.

Risk Management Results : From the measures implemented by the company to reduce greenhouse gas emissions, a downward trend in the organization's greenhouse gas emissions has been observed. emissions in Scope 1, but there is still volatility in Scope 2, with details as follows: Results of the organization's greenhouse gas emission reduction.

Scope 1: Direct greenhouse gas emissions from the company's operations (significantly reduced from 324 tonCO₂ in 2023 to 253 tonCO₂ in 2024, representing a 26.45% reduction). This reduction is attributed to project management, the use of clean energy from solar power, and the company's hybrid measures.

Scope 2: Indirect greenhouse gas emissions from electricity consumption increased slightly from 696 tonCO₂ in 2023 to 795 tonCO₂ in 2024, an increase of 14.22%. This is a result of electricity consumption from the company's operations.

In 2025, Scope 3 will be added, showing an approximate 30% increase compared to the base year, which is currently under verification.

Furthermore, in 2026, the company has set a target to Reduction Strategy through the Renewable Energy Program, which involves the installation of solar projects at 67 sites registered with the Thailand Greenhouse Gas Management Organization (Public Organization) under the T-VER Project. These projects are expected to reduce total emissions by 10,000 tCO₂e within 7 years, or an average of approximately 1,429 tCO₂e per year. There are also plans to register an additional 17-18 T-VER sites by 2027. The company can retain carbon credits for internal use, holding exclusive rights solely for ALT, to further support its Net Zero target.

Risk 7 Social Risk

Related risk factors : Strategic Risk
• ESG risk

ESG risk factors : Yes

Risk characteristics

Social and community impact risks arise from the implementation of new projects that the company invests in or develops, which may have direct or indirect impacts on the environment, the way of life of the community, as well as local infrastructure such as traffic systems, air quality, water quality, and noise levels. Without proper management, this could lead to complaints from local residents and stakeholders, and may also affect the organization's trust and long-term reputation.

Risk-related consequences

- Impact on corporate image. If the company's project causes problems or dissatisfaction within the community, it may result in a negative corporate image, which could affect business operations and relationships with government agencies and relevant authorities.

- Impact on project implementation. If the project does not comply with legal requirements or is not accepted by the community, it may lead to project delays, suspension, or plan modifications, resulting in increased time and cost expenditures.

- Impact on relationships with the community and stakeholders. Conflicts between the company and the community may lead to ongoing disputes and complaints, which could require additional resources for management and negotiation to find solutions.

Risk management measures

From the aforementioned impacts, the company has the following risk management measures:

- Study potential impacts on communities and society in advance. Prepare an EIA (Environmental Impact Assessment) or environmental impact assessment report for new projects to evaluate potential risks.

- Comply with legal requirements and international standards. Implement projects in accordance with relevant laws and regulations, such as environmental laws, town planning laws, and sustainable development standards.

- Open channels for feedback and foster collaboration with communities. Organize community and stakeholder engagement meetings to provide information about projects and gather suggestions for operational improvements.
- Implement mitigation measures such as pollution control, traffic management, and environmental maintenance in the project area, infrastructure development, or support for social activities.

Risk Management Results:

- *Results of compliance with legal requirements* Projects undertaken by the company pass evaluation criteria in accordance with relevant legal requirements and standards.
- Community complaints and problem management. In 2025, no complaints were found from the community and society. promptly to prevent recurrence.

Risk 8 Human Resource Management Risks to Accommodate Business Growth and Transformation

Related risk factors :

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

ESG risk factors : Yes

Risk characteristics

The company actively seeks business opportunities by investing in new ventures and leveraging new technologies and innovations to drive its business. Should the company fail to prepare and develop human resources with sufficient and timely expertise and experience, it could adversely affect business operations and the achievement of long-term goals. Digital technology reforms, which have led to business disruptions across various industries, necessitate the company to prepare its employees by adjusting the Core Competency Set to align with organizational strategies and directions, as well as external risks impacting the business. To address this challenge, the company prioritizes human resource development by promoting development in two key areas:

- Employee potential development in Core Competency: Developing fundamental knowledge and skills essential for operations, such as knowledge of technology and digital trends, business management capable of responding to market changes, or developing innovative thinking abilities. This enables employees to cope with various changes and lead the adaptation to the digital era.
- Employee potential development in Functional Competency: Developing specific capabilities within each department or business through an Individual Development Plan (IDP), which aims to equip employees with knowledge, skills, and behaviors that align with job and organizational requirements. This includes practical training and in-depth learning in each functional area to enhance operational efficiency.

Risk-related consequences

Human resource development that does not align with business requirements will have impacts in several areas, including: If personnel lack up-to-date skills or knowledge in accordance with business requirements, which may result in personnel being unprepared to cope with changes occurring within the business, and may prevent the company from implementing its strategies. and achieve established goals, and may prevent the attainment of business objectives.

Risk management measures

The company has implemented measures to manage such risks by focusing on developing human resources to meet business needs.

These include:

- Promoting new knowledge development among employees: The company supports employees in learning new skills necessary to adapt to changes in industries and businesses undergoing continuous change, such as learning digital skills, acquiring knowledge about new technologies, and adapting to digital business
- Participation in training and knowledge enhancement programs: Participation in the Stock Exchange of Thailand's "ESG DNA Project for Corporate Employees."

- Development of employee potential in Core Competency: The company emphasizes the development of essential foundational skills for work, such as communication, management, or problem-solving to enhance work efficiency and internal communication within the organization.
- Development of Functional Competency: Developing specialized capabilities within each department or business unit, utilizing a development plan. Individual Development Plan (IDP) to enable employees to effectively develop skills aligned with their job roles and business objectives.

Risk Management Outcomes

As a result of implementing human resource development measures, the company has achieved positive risk management outcomes, as follows:

- Proportion of personnel whose capabilities have been developed: 99.87%, exceeding the company's target of 90%, indicating that the company can develop human resources according to the planned strategy.
- Employee engagement: The value is 91%, exceeding the set target (> 90%), indicating that employees are satisfied and committed to the organization.

at a high level.

- The voluntary turnover rate of key personnel is 4.54%, which is below the target of not exceeding 5%, reflecting the organization's ability to effectively retain personnel critical to its operations.

These results indicate

- Appropriateness of human resource management policies
- a work environment conducive to employee engagement.
- Compensation system, welfare benefits, and opportunities for potential development that align with the expectations of key personnel.

Overall, the organization has achieved its KPI targets and has a low risk of losing key personnel. However, continuous monitoring of trends and reinforcement of talent retention measures are advisable to maintain long-term human resource stability

Risk 9 Inadequacy of the internal control system

Related risk factors :

Operational Risk

- Systems or internal control system

ESG risk factors : Yes

Risk characteristics

This risk arises from internal organizational processes that may not be sufficiently efficient, leading to duplication, delays, or operational errors in operations. Furthermore, it may also result in insufficient internal governance and auditing.

Risk-related consequences

If the internal control system is ineffective, it may lead to significant impacts on operational processes. Redundant and inefficient processes may result in unnecessary expenses, and organizational resources may be utilized inefficiently, leading to operational delays.

Risk management measures

To mitigate the impact of such risks, the company has implemented various measures, including improving systems, regulations, procedures, and operating manuals to reduce operational redundancy, standardize work processes, and minimize the chance of errors. Additionally, the internal control unit must regularly monitor and review employee performance, verify that work methods comply with established standards, and provide recommendations for process improvements as appropriate. Risk Management Results: The company has implemented improvements to its operating manuals = 90%

Risk 10 Human Rights Risk

Related risk factors : Strategic Risk

- ESG risk

Operational Risk

- Impact on human rights

Compliance Risk

- Legal risk

ESG risk factors : Yes

Risk characteristics

Human rights risks arise from the possibility that companies may face increasingly stringent laws and regulations related to human rights, such as labor laws that place greater emphasis on employee rights and welfare. Should a company fail to comply correctly with these strict requirements or regulations, it may adversely affect operational processes, as well as its reputation and overall business operations.

Risk-related consequences

Regarding human rights risks, if the company fails to comply with human rights requirements, it may lead to complaints from employees or external organizations, damage to the company's image and reputation, fines or legal penalties, and impact the confidence of customers, investors, and stakeholders.

Risk management measures

Therefore, the company must implement risk management measures as follows: strictly comply with human rights laws and regulations by verifying compliance with relevant requirements and regulations, and monitor and assess human rights risks to enable the company to identify and manage potential risks promptly.

Risk Management Results:

From the aforementioned risk management measures, the company has not encountered any complaints or human rights issues, and the company can still operate in accordance with relevant laws fully, without issues or errors in compliance with the requirements. Therefore, adherence to such measures enhances confidence from employees, customers, and stakeholders within the company, by conducting business ethically and with social responsibility.

Risk 11 Non-compliance with business regulations

Related risk factors :

Compliance Risk

- Change in laws and regulations
- Corporate Governance
- Legal risk

ESG risk factors : Yes

Risk characteristics

The Group operates in the telecommunications and renewable energy industries, which require compliance with various rules, regulations, and laws related to business operations. Examples include obtaining telecommunications operating licenses, import licenses for frequency-related equipment, securing rights of way, as well as environmental laws and industry safety standards. Therefore, if the Group fails to comply with these regulations correctly, it could lead to violations of legal provisions, imposition of fines, or legal prosecution, which may directly impact business operations.

To ensure that the Group's business operations are conducted correctly and transparently, the Group has established business guidelines adhering to good corporate governance principles. Relevant departments are assigned responsibility for studying information, monitoring legal enforcement, and updating practices to comply with changing regulations. This is achieved through news monitoring channels, communication with government agencies, and information exchange with business partners or industry associations. Furthermore, based on historical data, the Group has never been sued or prosecuted for non-compliance with relevant laws or regulations.

Risk-related consequences

If the Group fails to comply with relevant regulations, it may lead to several consequences, including

- Legal impact: The company may be sued by government agencies or business partners, which could result in legal expenses, fines, or other penalties.
- Reputation impact: Violation of regulations may affect the Group's image, leading to a decrease in shareholder confidence, customers and business partners may decrease.
- Impact on business operations: If the Group is unable to obtain the necessary licenses, it may not be able to carry out projects or provide services to customers, affecting revenue and business growth.
- Financial impact: Fines or penalties may result in unexpected costs, affecting the Group's financial position and performance.

Risk management measures

The Group has implemented measures to mitigate risks arising from non-compliance with regulations, as follows:

- Continuous Monitoring and Review of Legal Requirements: The Company has adopted a Legal Register Application to monitor changes and analyze potential impacts on the Group's business operations, with a dedicated oversight unit.
- Monitoring and Evaluation: Conduct regular internal audits and assessments of regulatory compliance, including establishing corrective measures if non-compliance is found.
- Collaboration with Relevant Agencies: Coordinate with government agencies, regulatory bodies, and business partners to exchange information and improve practices in accordance with applicable laws and regulations.
- Unit for License Information and Group Data Management: The Company has a central unit to oversee, control, and manage license renewals or changes in mandatory regulations.

Risk Management Outcomes:

As a result of implementing the aforementioned risk management measures, the Group is able to comply with relevant regulations accurately and completely. Consequently, there have been no instances where the Group has been sued or fined for non-compliance with laws, and no legal issues affecting the Group's business operations. Project implementation and service delivery to customers proceed smoothly without legal impediments. The Group's reputation remains well-regarded and trusted by shareholders, customers, and business partners.

Through stringent measures and continuous monitoring, the Group continues to effectively mitigate risks arising from non-compliance with regulations. This ensures that business operations can be conducted stably and sustainably within the framework of applicable laws and regulations.

Risk 12 Corruption Risk

Related risk factors :

Operational Risk

- Corruption

ESG risk factors : Yes

Risk characteristics

The risk of corruption arises from several factors within the organization, such as a lack of awareness regarding the importance of good governance, as well as loopholes in operational processes that may create opportunities for non-transparent actions. Forms of corruption that may occur within the organization include: Bribery (giving or receiving bribes) giving or receiving unlawful benefits to facilitate business advantages Abuse of Power (using official authority for personal gain or for the benefit of close associates) Fraudulent Financial Reporting (altering accounting data to distort facts) Conflict of Interest (business decisions where personal interests conflict with organizational interests) Leaking of Confidential Information and using confidential information for personal gain.

Risk-related consequences

Should instances of corruption occur within the organization, it could severely impact the company in both the short and long term, which can be categorized into the following aspects:

1. *Financial aspects* Loss of assets or capital due to fraudulent acts, fines or damages to be compensated from corruption-related lawsuits, and expenses for investigation and legal proceedings.

2. *Reputation and credibility* Loss of trust from shareholders, investors, and customers. Business licenses may be revoked in some cases, affecting the organization's long-term image.

3. *Legal and regulatory aspects* May face civil or criminal proceedings. May be penalized by regulatory bodies such as the Securities and Exchange Commission (SEC), affecting future operations and business expansion.

Risk management measures

To prevent and mitigate corruption risks, the company has implemented the following measures:

1. Risk Assessment and Internal Control. Through continuous operations to identify risk points and implement preventive measures, review and improve work processes for transparency and auditability. Implement strict internal control systems, such as accounting audits by internal and external auditors.

2. Fostering a Transparent Organizational Culture. Instill an organizational culture committed to ethical principles and transparency, promote fair administration, and openly disclose information. Establish clear business ethics and policies.

3. Anti-Corruption Policy Formulation. Establish strict guidelines regarding the acceptance and provision of gifts or business benefits. Include provisions for Conflict of Interest Disclosure. Implement training and educational programs for employees on anti-corruption.

4. Whistleblowing channels and protection for whistleblowers. Provide secure and anonymous whistleblowing channels, such as email, hotlines, or complaint boxes. Protect whistleblowers from harassment or retaliation. Establish a committee to investigate complaints and proceed with appropriate actions.

5. Monitoring and Evaluation. Operations are periodically audited by internal and external bodies. Reports on compliance with anti-corruption measures are submitted to the Board of Directors and stakeholders.

Risk Management Results:

As a result of these measures, the company has effectively prevented and reduced corruption risks, with the following key indicators:

- No cases of lawsuits or legal proceedings due to fraud or corruption.
- No issues of corruption were identified in the company's operations.
- Employees understand and comply with the anti-corruption policy.

The company has rigorously implemented measures to prevent corruption risks through risk assessment, clear policy formulation, fostering a transparent organizational culture, and continuous monitoring and evaluation. This has enabled the reduction of potential risks and built confidence among all stakeholders.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Link for company's sustainable supply chain : <https://alt.co.th/wp-content/uploads/2025/03/56-1-EN.pdf>
management policy and guidelines

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Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

The Company has considered stakeholders in the value chain and found that several stakeholder groups are impacted by the Company's business operations. These stakeholders are considered essential gears in driving the Company's business. The Company has categorized stakeholders into 8 groups: shareholders and investors, customers, employees, business partners, joint ventures, landowners, communities and society, and government agencies and regulators. The Company prioritizes three stakeholder groups: shareholders and investors, customers, and employees. The Company communicates and organizes activities to engage these stakeholders continuously. However, the approach to each stakeholder group varies depending on their role in the Company and the nature of the stakeholder. The results will effectively create added value for the Company and its stakeholders.

Reference link to sustainable supply chain : <https://alt.co.th/wp-content/uploads/2025/03/56-1-EN.pdf>
management plan

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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
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	2023	2024	2025
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	0.00	0.00	100.00

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <https://alt.co.th/en/csr/%e0%b8%88%e0%b8%a3%e0%b8%a3%e0%b8%a2%e0%b8%b2%e0%b8%9a%e0%b8%a3%e0%b8%a3%e0%b8%93%e0%b8%84%e0%b8%b9%e0%b9%88%e0%b8%84%e0%b9%89%e0%b8%b2/>

Page number of the reference link : 1

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

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : Yes

	2023	2024	2025
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	0.00	0.00	100.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

Reference link to company's research and development (R&D) policy : <https://drive.google.com/file/d/1hKzxMK7b-fULXvg32wgiIhSuAUHJ-PDc/view?usp=sharing>

Page number of the reference link : 3

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

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	1,000,000.00	5,300,000.00

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

- Consulting fees for the projects
- Survey and inquire for the products
- Product testing and certification

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 innovation culture : Yes

1. Providing access to digital innovation to society.

The Company promotes and supports the creation of innovation under rapidly changing technology and to drive systematic innovation management under the Innovation Promotion Policy (S-Policy-7) to enhance employee potential and increase competitiveness. In parallel with the development of society and cities, the company has placed importance on the development of smart cities to improve the quality of life of the people. By applying digital technology to add value to the community economic system, both in the government and private sectors, the company is committed to developing innovations and seeking technologies to maintain business competitiveness and enhance the company's ability to grow into a leading technology company in the future. By focusing on 2 main approaches: applying technology and developing innovations according to market demands, bringing innovation and intelligent technology to work with communication systems to develop cities into smart cities to increase the efficiency of service provision and city management and enhance the quality of life of the community and society to be a livable, modern city, allowing people in the city to have a good quality of life and happiness sustainably. The company has developed street lighting innovations into smart poles to increase competitiveness. Importantly, smart poles can also provide air pollution alerts and monitor emergencies that may occur in a timely manner. In 2024, the company received purchase orders for smart poles from 1 customer. To continuously develop the company's products and

services, the company has developed a platform to be a supplementary service for use in various devices related to smart city systems, smart energy systems, and the insurance business to respond to the strategy in the 4th axis: Smart Platform

Reference link to organizations innovation culture development and promotion process : <https://alt.co.th/wp-content/uploads/2025/03/56-1-EN.pdf>

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

Benefits of innovation development

Financial benefits

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

	2023	2024	2025
Develop innovations to increase business competitiveness at least 1 project (Baht)	0.00	0.00	500,000.00

Non-financial benefits

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

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