

ESG Performance

Company Name : PLANET COMMUNICATIONS ASIA PUBLIC COMPANY LIMITED

Symbol : PLANET

Market : mai

Industry Group : Technology

Sector : SECTOR 0

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Fuel management,
Renewable/clean energy management, Waste management

The Company has established the following environmental policies and practices:

Management Area	Policy	Practices
Electricity Energy Management	The Company is committed to reducing electricity consumption and improving energy efficiency within the organization.	<ul style="list-style-type: none"> ● Replace lighting and electrical equipment with energy-efficient alternatives ● Promote the use of energy-saving appliances (e.g., energy label certified) ● Encourage employees to use electricity efficiently
Fuel and Energy Management	The Company aims to reduce fossil fuel consumption and promote the use of clean energy.	<ul style="list-style-type: none"> ● Transition from internal combustion vehicles to electric vehicles (EVs) ● Install EV charging stations within company premises ● Promote the use of clean energy transportation
Renewable Energy Management	The Company supports the adoption of renewable energy to minimize environmental impact.	<ul style="list-style-type: none"> ● Install solar panels on building rooftops ● Utilize solar energy in company operations ● Continuously expand the use of renewable energy solutions
Waste Management	The Company is committed to reducing waste and promoting sustainable resource utilization.	<ul style="list-style-type: none"> ● Implement waste segregation for recycling ● Dispose of waste properly in accordance with regulations ● Convert food waste into compost for landscaping use ● Promote waste reduction within the organization

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

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

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

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Standard of Corporate Social Responsibility, Department of Industrial Works (CSR-DIW STD), BCG Model

Compliance with energy management principles and standards

Energy management principles and standards : Other : ISO 9001

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

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
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 implemented energy management by installing solar panels on the roof and electric vehicle charging stations to reduce fuel consumption and serve as an alternative energy source.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased and fuel consumption	2025 : energy consumption 448,000.00 Kilowatt-Hours	2026 : Reduced by 5% or 425,600.00 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

In 2024, energy consumption amounted to 513,000 kilowatt-hours. By 2025, energy consumption will be reduced by 12.67% or 448,000 kilowatt-hours.

Information on electricity management

Company's electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	532,000.00	513,000.00	448,000.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	532,000.00	513,000.00	448,000.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	3,185.63	3,147.24	3,200.00

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

Electricity Consumption Intensity

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

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	2,824,877.76	2,511,909.10	N/A
Percentage of total electricity expense to total expenses (%) ^(**)	0.38	0.38	N/A
Percentage of total electricity expense to total revenues (%) ^(**)	0.51	0.38	N/A
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	16,915.44	15,410.49	N/A

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
Diesel (Litres)	0.00	0.00	0.00
Gasoline (Litres)	0.00	0.00	0.00
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)	0.00	0.00	0.00
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

Company's fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	0.00	0.00	0.00
Percentage of total fuel expense to total expenses (%) ^(**)	0.00	0.00	0.00
Percentage of total fuel expense to total revenues (%) ^(**)	0.00	0.00	0.00

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

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

Information on total energy management (electricity + fuel)

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The company has a policy on water reduction, which involves replacing sanitary ware with automatic systems to conserve water and reusing wastewater.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	Water withdrawal 1,145.00 Cubic meters	2026 : Reduced by 3% or 1,110.00 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

In 2024, there was water usage 1,255 cubic meters while in 2025 a reduction in water usage decreased by 8.77% or 1,145 cubic meters

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	0.00	0.00	0.00
Water withdrawal by third-party water (cubic meters)	0.00	0.00	0.00
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)	0.00	0.00	0.00
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
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

	2023	2024	2025
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

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

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) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	0.00000000

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	0.00	0.00	0.00
Total water withdrawal expense from third-party water (Baht)	0.00	0.00	0.00

	2023	2024	2025
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	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	0.00	0.00	0.00

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type : Company
Total number of disclosure boundaries : 1
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 plan, which involves categorizing waste to ensure proper disposal methods that do not impact the environment. Furthermore, waste materials are recycled; specifically, waste from consumption is processed into fertilizer.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Details of setting goals for waste management

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Information on waste management

Waste Generation^(*)

	2023	2024	2025
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	2023	2024	2025
Total waste generated (Kilograms)	0.00	0.00	0.00
Total non-hazardous waste (kilograms)	0.00	0.00	0.00
Non-hazardous waste - Landfilling (Kilograms)	0.00	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	0.00
Total hazardous waste (kilograms)	0.00	0.00	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	0.00	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	0.00	0.00
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
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

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	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : No
goals

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas : No
management

Information on greenhouse gas management

The company's greenhouse gas emissions

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

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000000	0.000000	0.000000
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	0.00
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00000000	0.00000000	0.00000000

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)	0.00	0.00	0.00
Climate Care Platform reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	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

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ESG Performance

Company Name : PLANET COMMUNICATIONS ASIA PUBLIC COMPANY LIMITED

Symbol : PLANET

Market : mai

Industry Group : Technology

Sector : SECTOR 0

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

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

The Company has established a good corporate governance policy, an anti-corruption policy, business ethics, a social responsibility policy, and social contribution activities.

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

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

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

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

The Company has established a Corporate Governance Policy, an Anti-Corruption Policy, a Code of Business Conduct, a Corporate Social Responsibility (CSR) Policy, and Social Contribution Activities.

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

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

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

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

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

Fair compensation.

The company conducts annual employee performance evaluations, with direct supervisors performing the initial assessment. Results are then reviewed at the organizational level to rank performance according to established criteria, ensuring fairness and overall consistency, before being used for compensation adjustments. The company considers both competitiveness in the labor market and its operational performance.

Employee training and development.

The company promotes and supports employees' continuous participation in training, seminars, and skill development activities, both internal and external, to enhance operational potential and accommodate business and technological changes.

Promoting employee relations and engagement.

The company encourages employees to participate in various activities such as festive events, internal organizational activities, and Company Meetings to foster good relationships, organizational commitment, and a suitable working atmosphere.

Occupational safety and health.

The company prioritizes safety, occupational health, and the working environment by providing protective equipment and regularly inspecting the readiness of equipment, tools, and workplaces to reduce risks and prevent potential accidents.

Employment of foreign workers.

The company employs foreign workers as business needs dictate, strictly adhering to relevant laws and regulations. Such workers must possess valid work permits and receive fair treatment, including compensation and benefits equivalent to those of general employees. The company prioritizes human rights and does not discriminate.

Child labor.

The company does not employ child labor and strictly adheres to labor laws, stipulating that job applicants must be of legal working age and meticulously verifying documents before employment to prevent the use of child labor. The company respects human rights principles and does not support child labor under any circumstances.

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Promoting employee relations and participation	Employee Satisfaction Level (%)	2025: 72.8%	2026: >= 80%
• Employee training and development	Percentage of employees participating in training (%)	2025: 78%	2026: >= 80%
• Others : Employee Communication and Engagement	Company Meeting Participation Rate (%)	2025: 85%	2026: >= 80%
• Safety and occupational health at work	Number of work-related accidents (incidents)	2025: 0	2026: 0

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

In the past year, the company has continuously pursued its human resource management objectives, with performance results in each area as follows:

Promoting Employee Relations and Engagement

The company conducts an annual employee satisfaction survey, which is a crucial tool for reflecting the level of employee engagement and participation within the organization. The survey results stood at 72.8%, indicating opportunities for further development. Consequently, the company has established continuous guidelines for improving the working environment and welfare benefits to enhance employee satisfaction and engagement in line with established targets.

Employee Training and Development

The company continuously encourages employees to participate in training and seminars. Employee participation reached 78% of all employees, which is close to the set target. This reflects the continuous promotion of learning and skill development. The company plans to develop courses and activities that are more aligned with operational requirements.

Employee Communication and Engagement

The company organizes Company Meetings at least twice a year to communicate operational directions and organizational goals. The participation rate was 85%, exceeding the set target, which reflects employee engagement and the effectiveness of internal communication.

Occupational Safety and Health

The company prioritizes workplace safety. In the past year, no work-related accidents were reported (0 cases), achieving the Zero Accident target. This is a result of continuous implementation of preventive measures, such as safety training, inspection of high-risk areas, and promotion of a safety culture within the organization.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	167	163	140
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	167	163	140
Male employees (persons)	105	108	95
Percentage of male employees (%)	62.87	66.26	67.86
Female employees (persons)	62	55	45
Percentage of female employees (%)	37.13	33.74	32.14

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	N/A	38	23
Percentage of employees under 30 years old (%)	N/A	23.31	16.43
Total number of employees 30-50 years old (Persons)	N/A	105	94
Percentage of employees 30-50 years old (%)	N/A	64.42	67.14
Total number of employees over 50 years old (Persons)	N/A	20	23
Percentage of employees over 50 years old (%)	N/A	12.27	16.43

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	N/A	21	15
Percentage of male employees under 30 years old (%)	N/A	19.44	15.79
Total number of male employees 30-50 years old (Persons)	N/A	75	64
Percentage of male employees 30-50 years old (%)	N/A	69.44	67.37
Total number of male employees over 50 years old (Persons)	N/A	12	16
Percentage of male employees over 50 years old (%)	N/A	11.11	16.84

Number of female employees categorized by age

	2023	2024	2025
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	2023	2024	2025
Total number of female employees under 30 years old (Persons)	N/A	17	8
Percentage of female employees under 30 years old (%)	N/A	30.91	17.78
Total number of female employees 30-50 years old (Persons)	N/A	30	30
Percentage of female employees 30-50 years old (%)	N/A	54.55	66.67
Total number of female employees over 50 years old (Persons)	N/A	8	7
Percentage of female employees over 50 years old (%)	N/A	14.55	15.56

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	155	154	130
Percentage of employees in operational level (%)	92.81	94.48	92.86
Total number of employees in management level (Persons)	6	4	4
Percentage of employees in management level (%)	3.59	2.45	2.86
Total number of employees in executive level (Persons)	6	5	6
Percentage of employees in executive level (%)	3.59	3.07	4.29

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in (1) operational level (Persons)	95	101	88
Percentage of male employees in operational level (%)	90.48	93.52	92.63
Total number of male employees in (2) management level (Persons)	5	3	3
Percentage of male employees in management level (%)	4.76	2.78	3.16
Total number of male employees in executive (3) level (Persons)	5	4	4
Percentage of male employees in executive level (%)	4.76	3.70	4.21

Remark: (1) Number of male employees at the operational level refers to male employees from operational staff up to department manager level.

(2) Number of male employees at the management level refers to male executives of the Company's subsidiaries.

(3) Number of male senior executives refers to male executives of the parent company.

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in (4) operational level (Persons)	60	53	42
Percentage of female employees in operational level (%)	96.77	96.36	93.33
Total number of female employees in (5) management level (Persons)	1	1	1
Percentage of female employees in management level (%)	1.61	1.82	2.22

	2023	2024	2025
Total number of female employees in executive level (Persons) ⁽⁶⁾	1	1	2
Percentage of female employees in executive level (%)	1.61	1.82	4.44

Remark: ⁽⁴⁾ Number of female employees at the operational level refers to male employees from operational staff up to department manager level.

⁽⁵⁾ Number of female employees at the management level refers to male executives of the Company's subsidiaries.

⁽⁶⁾ Number of female senior executives refers to male executives of the parent company.

Number of employees categorized by department over the past year

Department / Line of work / Unit / Business group	Number of employees (persons)
Office of the Executive Director	9
Accounting and Finance Department	8
Marketing and Business Development Department	5
Sales Department	4
Operations Department	21
Technical Service Department	16
Human Resources Department	2
PlanetFiber Co., Ltd.	21
PlanetCloud Co., Ltd.	7
PlanetESG Co., Ltd.	5
Planet Cyber Co., Ltd.	9
Planet EV Co., Ltd.	14
STP Planet DC Co., Ltd.	9

Department / Line of work / Unit / Business group	Number of employees (persons)
Planet Systems Co., Ltd.	10
Total number of employees	140

Significant changes in the number of employees

Significant changes in number of employees over the : Yes
past 3 Years

The change in the number of employees during 2023-2025 was primarily due to organizational restructuring and workforce optimization to align with the Company's business direction and operational conditions. The Company reviewed its workforce in certain positions, to enhance efficiency and reduce work redundancies.

Such workforce adjustments were implemented in accordance with the Company's human resource management plan and did not affect its operational capabilities. The Company continues to focus on retaining high-potential employees while improving overall workforce efficiency in line with the new organizational structure.

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	N/A	105	N/A
Bangkok Metropolitan (Person)	N/A	99	N/A
Northern (Person)	N/A	0	N/A
Central (Person)	N/A	0	N/A
Northeastern (Person)	N/A	0	N/A
Southern (Person)	N/A	0	N/A
Eastern (Person)	N/A	6	N/A

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	N/A	55	N/A
Bangkok Metropolitan (Person)	N/A	53	N/A
Northern (Person)	N/A	0	N/A
Central (Person)	N/A	0	N/A
Northeastern (Person)	N/A	0	N/A
Southern (Person)	N/A	0	N/A
Eastern (Person)	N/A	2	N/A

Number of employees working abroad

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

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	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

	2023	2024	2025
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
Total number of workers who are not employees with disabilities (persons)	0	0	0
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	87,440,000.00	89,520,169.12	81,688,992.15
Total male employee remuneration (baht)	61,834,324.22	65,952,196.27	58,685,185.79
Percentage of remuneration for male employees (%)	70.72	73.67	71.84
Total female employee remuneration (baht)	25,605,675.78	23,567,972.85	23,003,806.36
Percentage of remuneration for female employees (%)	29.28	26.33	28.16
Average of remuneration of employees (Baht/persons)	523,592.81	549,203.49	583,492.80
Average of remuneration for male employees (Baht/persons)	588,898.32	610,668.48	617,738.79
Average of remuneration for female employees (Baht/persons)	412,994.76	428,508.58	511,195.69
Rate of average of remuneration between female employees and male employees	0.70	0.70	0.83

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company has a policy to promote employees retirement savings by providing a provident fund. Full-time employees who have passed their probation period are eligible to voluntarily apply for membership in the fund.

Overview of methods for determining employee and employer contribution Rates

The contribution rates are as follows:

- Employees contribute to the fund at a rate of 5% of their salary.
- The Company contributes to the fund at a rate of 5% of the employees salary.

Entitlement to the Companys contributions is based on the employees length of service, under the following conditions:

Length of Service	Entitlement to Company Contributions
Less than 2 years	0%
2 years less than 4 years	50%
4 years less than 7 years	75%
7 years and above	100%

Such employee contributions and Company contributions shall be in accordance with the rules of the provident fund and the conditions specified in the funds regulations.

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

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	162	157	134
Number of employees joining in PVD (persons)	68	70	62

	2023	2024	2025
Number of PVD members / Total employees (%)	40.72	42.94	44.29
Number of PVD members / Total eligible employees (%)	41.98	44.59	46.27

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	2,254,759.90	2,226,971.62	2,225,751.52
Total amount of provident fund contributed by employee (baht)	2,254,759.90	2,226,971.62	2,225,751.52

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 (%)
PLANET COMMUNICATIONS ASIA PUBLIC COMPANY LIMITED	Yes	140	134	62	44.29	46.27

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

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

Providing education or information on selecting appropriate investment policies

The Company continuously communicates and provides employees with knowledge on savings and investment to encourage participation in the provident fund and retirement financial planning. This includes guidance on savings planning, tax planning, and tax deduction benefits to support employees long-term financial well-being.

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	-
Average employee training hours (Hours / Person / Year)	6.00	8.00	12.00
Total amount spent on employee training and development (Baht)	236,192.40	465,296.00	199,469.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000321	0.000704	0.000365
Percentage of training and development expenses to total revenue (%) ^(*)	0.000427	0.000705	0.000381

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

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

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

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)	49	53	29
Total number of male employee turnover leaving the company voluntarily (persons)	23	31	23
Total number of female employee turnover leaving the company voluntarily (persons)	26	22	6
Proportion of voluntary resignations (%)	29.34	32.52	20.71
Percentage of male employee turnover leaving the Company voluntarily (%)	46.94	58.49	79.31
Percentage of female employee turnover leaving the Company voluntarily (%)	53.06	41.51	20.69

	2023	2024	2025
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

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

Responsible sales and marketing policy and guidelines

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

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

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

Information on customer management plan

Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Consumer data privacy and protection
1. Committed to continuously sourcing and developing modern products and services to meet customer needs.

2. Provide accurate information to customers without exaggerating facts that could mislead customers regarding the quality or any conditions of the products or services.
3. Provide efficient after-sales service to facilitate customers.
4. Establish a process for customers to contact and report product and service issues or inappropriate service, enabling the company to promptly prevent and resolve problems for customers and utilize such information to improve or develop products and services further.
5. Maintain customer confidentiality. Do not disclose customer information or use it for personal gain improperly.
6. Organize activities to strengthen and maintain a good and sustainable relationship between customers and the company.

Customer Satisfaction Survey

The Company conducted a customer satisfaction survey in 2025, achieving a 100% response rate from all 1,105 customers. The overall satisfaction score reached 100%, exceeding the Companys target of no less than 85%. This reflects the high quality of the Companys services and its strong capability to effectively meet customer needs.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from customers/consumers : Yes

Telephone : 02-792-2400

Fax : -

Email : -

Companys website : <https://www.planetcomm.com/th/>

Address : Planet Communications Asia Public Co.,Ltd.
157 Soi Ramindra 34, Ramindra Rd., Tarang, Bangkok,

Bangkok 10230 Thailand

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan : Employment and professional skill development,
implemented by the company over the past year Education, Religion and culture, Disadvantaged and
vulnerable groups, Reducing inequality

The Company has donated products to communities and underprivileged individuals, and has also engaged in communication with nearby communities.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social : No
management goals

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and : No
social management

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

Does the company measure the non-financial : No

benefits from social development?

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ESG Performance

Company Name : PLANET COMMUNICATIONS ASIA PUBLIC COMPANY LIMITED

Symbol : PLANET

Market : mai

Industry Group : Technology

Sector : SECTOR 0

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company places great importance on good corporate governance, as it is a key mechanism that leads to effective, transparent, and accountable management systems. Such governance helps build trust and confidence among shareholders, investors, stakeholders, and all related parties. Good corporate governance serves as a tool to enhance corporate value, strengthen competitiveness, and support the Company's long-term sustainable growth. As such, the Company has established a corporate governance policy in line with the guidelines set forth by the Stock Exchange of Thailand (SET)

The Company first adopted its corporate governance policy in 2013, following the Board of Directors Meeting No. 6/2013 on 16 July 2013. Management has since reviewed and proposed the policy for Board approval on an annual basis. Furthermore, the Company has participated in the Corporate Governance Report (CGR) of Thai Listed Companies since 2015 and received the following average overall CGR scores for the years 2023-2025. The evaluation levels were rated as Fair, Fair, and Good, respectively.

Reference link for the full version of corporate governance policy and guidelines : https://www.planetcomm.com/th/corporate_governance_policy/

Policy and guidelines related to the board of directors

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

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

Nomination of directors

Overview of Policies and Practices Relating to the Nomination of Directors

- 1. Consideration of the Board Structure and Composition:** The Committee is responsible for evaluating the structure of the Board of Directors, including determining the appropriate number of board members relative to the size, type, and complexity of the Company's business. The Committee shall assess the qualifications of each director based on skills, experience, and expertise relevant to the Company's strategic direction or core industry. A Board Skill Matrix is used to identify the required qualifications and to pinpoint any skill gaps within the Board, aligning with the Company's strategic needs
- 2. Consider the qualifications of directors and independent directors:** Review the qualifications of individuals to be appointed as directors, which must at least comply with the criteria prescribed by the Securities and Exchange Commission (SEC).

3. **Consider the qualifications of the Chief Executive Officer:** Evaluate the qualifications of the Chief Executive Officer by taking into account experience, knowledge, competence, integrity, and leadership, and propose the nomination to the Board of Directors for consideration and approval.
4. **Establishment of Nomination Criteria:** The Committee shall define and establish nomination criteria and methods for selecting individuals to serve as directors. This includes criteria for re-appointing current directors, announcing open positions, allowing shareholder nominations, engaging external recruitment firms, evaluating candidates from professional director databases, and receiving nominations from existing board members. These criteria and processes must be disclosed in the Company's Annual Report and published on the Company's website.
5. **Development Planning for Directors:** The Committee shall prepare development plans to ensure that both current and new directors understand the Company's business, the roles and responsibilities of directors, and ongoing changes in the corporate and industry landscape.
6. **Succession Planning:** The Committee shall develop and review succession plans for the Chief Executive Officer (CEO), Chief Technology Officer (CTO), and other senior executives. This is to ensure continuity in leadership in the event of retirement or inability to perform duties, allowing for the Company's operations to proceed without interruption.

Reference link for Nomination of directors : <https://www.planetcomm.com/wp-content/uploads/2026/03/Charter-of-Nomination-Remuneration-and-CG-Committee-2026-TH.pdf>

Page number of the reference link : 3

Determination of director remuneration

Overview of Policies and Practices Relating to Director Remuneration

1. Establish policies on remuneration and other benefits, including the amount of remuneration and benefits for the Board of Directors, based on clear and transparent criteria, and submit them to the Board of Directors for approval and/or to the shareholders meeting for approval, as the case may be.
2. Ensure that directors receive remuneration appropriate to their duties and responsibilities.
3. Establish guidelines for evaluating the performance of directors in order to determine annual remuneration.
4. Disclose the policy on remuneration determination and disclose various forms of remuneration, including preparing a remuneration report in the Company's annual report.
5. Recommend appropriate remuneration for the Board of Directors and Board Committees to the Board of Directors for approval before proposing it to the shareholders meeting for consideration and approval.
6. Review managements proposals regarding remuneration policies, remuneration plans, and special benefits.

Reference link for Determination of director remuneration : <https://www.planetcomm.com/wp-content/uploads/2026/03/Charter-of-Nomination-Remuneration-and-CG-Committee-2026-TH.pdf>

Page number of the reference link : 4

Independence of the board of directors from the management

The Board of Directors plays a key role in overseeing the Company's operations to ensure the highest benefit for the organization and its shareholders. The Company therefore emphasizes a proper balance of management authority by clearly separating the roles of the Chairman of the Board and the Chief Executive Officer (CEO). These two positions must not be held by the same individual and must be filled by persons with appropriate qualifications, knowledge, and experience. This separation enhances transparency and reduces the risk of power concentration. The Chairman of the Board is an independent director.

The roles and responsibilities of each position are defined as follows:

1. Chairman of the Board of Directors

As an independent director, the Chairman is responsible for setting direction and overseeing the performance of

the Board and its subcommittees to ensure alignment with established policies and plans. The Chairman presides over Board and shareholders meetings, ensuring that meetings are conducted transparently, appropriately, and that directors are given the opportunity to express their opinions independently. The Chairman also promotes effective collaboration among the Board, executives, and management.

2. Chief Executive Officer (CEO)

The CEO is responsible for the overall management of the organization, ensuring that business operations are conducted in accordance with the policies, strategies, and budgets approved by the Board. The CEO is also responsible for driving execution to achieve business objectives and regularly reporting performance results to the Board of Directors.

The separation of these roles strengthens effective governance, enhances transparency in management, and supports the Company's sustainable growth.

Director development

Planet Communications Asia Public Company Limited places importance on the development of the Board of Directors, recognizing that directors are valuable human resources essential to the Company's sustainable growth. The Company has therefore established a Director Development Plan as a guideline to enhance the knowledge and capabilities of directors, promote a comprehensive understanding of the Company's business operations, and encourage directors to apply their knowledge and experience in working collectively as members of the Board in their respective roles and responsibilities.

1. Newly Appointed Directors

Newly appointed directors will be provided with comprehensive and necessary information to ensure a clear understanding of the Company's business operations, including details of their duties and responsibilities under the Board Charter. They will also be introduced to the Company's objectives, goals, vision, mission, and core values, which serve as an important foundation for participating in Board meetings. In addition, guidance will be provided on the legal and regulatory requirements applicable to directors of listed companies on the Stock Exchange of Thailand, including the Company's Articles of Association, prior to the commencement of their duties. This process follows the Board Orientation Guideline of the Stock Exchange of Thailand.

2. Continuous Development of Directors Knowledge

2.1 All directors will receive information necessary to ensure their understanding of responsibilities as directors of a listed company, such as reporting the holding and changes in shareholdings of the Company and compliance with related party transaction regulations.

2.2 Directors are encouraged to attend at least one fundamental director training course in accordance with the requirements of the Thai Institute of Directors Association (IOD).

2.3 Directors who serve on sub-committees, such as the Audit Committee, Nomination and Remuneration Committee, Risk Management Committee, and Executive Committee, will be supported to attend training programs that are relevant to their specific roles and responsibilities.

2.4 The Company has a policy to promote the continuous development of directors knowledge by encouraging participation in additional training programs, seminars, or discussions related to relevant developments and beneficial to their duties. Training may be conducted through in-house training or external institutions such as the Thai Institute of Directors Association (IOD), the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), the Capital Market Supervisory Board, or other relevant institutions.

3. Review and Improvement of the Director Development Plan

The Company has assigned the Company Secretary as the primary responsible person to collaborate with the Nomination and Remuneration Committee and the Human Resources Department in regularly reviewing and improving the Director Development Plan. The revised plan will then be proposed to the Board of Directors for approval, with the objective of ensuring that the development plan remains up to date and responsive to changes in the business environment.

Reference link for Director development : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B9%81%E0%B8%9C%E0%B8%99%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3-2025.pdf>

Page number of the reference link : 1-2

Board performance evaluation

Self-Assessment of the Board of Directors and Senior Executives

The self-assessment of the performance of the Board of Directors and senior executives is divided into three parts as follows:

1. Individual Director Performance Evaluation

Criteria: The individual performance evaluation serves as a tool for directors to review their own performance and identify areas for improvement, thereby enhancing their effectiveness. The assessment covers the following aspects:

- a. Board structure and qualifications
- b. Board meetings
- c. Roles, duties, and responsibilities of the Board

2. Board as a Whole Performance Evaluation

Criteria: The Company adopts the performance evaluation guidelines from the Stock Exchange of Thailand and adjusts them to suit its Board structure. The evaluation consists of the following six sections:

- a. Board structure and qualifications
- b. Roles, duties, and responsibilities of the Board
- c. Board meetings
- d. Performance of individual directors
- e. Relationship with management
- f. Director and executive development

3. Senior Executive Performance Evaluation

Criteria: The Company applies evaluation guidelines for senior executives as recommended by the Stock Exchange of Thailand, adapted to align with the Company's organizational structure. The results serve as a key input for improving individual executive performance. The evaluation is divided into three sections:

Section 1: Progress of Work Plans

Section 2: Performance Measurement, including:

- a. Leadership
- b. Strategic formulation
- c. Strategy implementation
- d. Financial planning and performance
- e. Relationship with the Board
- f. External relations
- g. Management and employee relations
- h. Succession planning
- i. Product and service knowledge
- j. Personal characteristics

Section 3: Development

The senior executive performance evaluation is conducted annually. The Secretary to the Executive Committee distributes the evaluation forms for self-assessment by all senior executives, compiles the results, and reports the summary to the Chief Executive Officer (CEO). The CEO then reviews the results and incorporates suggestions into

plans to enhance overall executive effectiveness, ensuring maximum benefit to the Company's corporate governance.

Corporate governance of subsidiaries and associated companies

The Company requires all subsidiaries to operate under the principles of good corporate governance (Corporate Governance: CG), emphasizing transparency, accountability, auditability, and consideration of all stakeholders. This includes compliance with the regulations of the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), and other relevant laws.

1. 2. Governance Structure

The Company appoints its directors or executives to serve as directors in subsidiaries in proportion to its shareholding. This ensures alignment in policy direction, operations, and risk management in accordance with group-wide guidelines. Subsidiaries are also required to report their operating results regularly.

1. 3. Policy Framework and Internal Control

Subsidiaries are required to comply with key group policies, including:

- Risk Management Policy
- Internal Control Policy
- Code of Conduct and Anti-Corruption Policy
- Data Security Policy (Cybersecurity / PDPA)
- ESG Policy (Environmental, Social, and Governance)

The effectiveness of internal control systems and risk management is regularly assessed.

1. 4. Financial Governance and Reporting

Subsidiaries must prepare financial statements and operational reports in accordance with applicable accounting standards and submit them within specified timelines. These reports are used for consolidated financial statements and disclosures to shareholders and regulatory authorities.

1. 5. Related Party Transactions Governance

The Company has established guidelines for related party transactions to ensure transparency, fairness, and appropriate commercial terms. Such transactions must be approved in accordance with delegated authority levels and comply with SET regulations.

1. 6. Risk Management and Audit

The Company continuously monitors and evaluates risks at the subsidiary level. An internal audit function is in place to review subsidiary operations and ensure strict compliance with established policies and regulations.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

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

Shareholder

The Company adheres to the principle of equitable and fair treatment of all shareholders. The Company recognizes and places importance on the fundamental rights of shareholders, including the right to buy, sell, or transfer shares; the right to receive a share of the Company's profits; the right to receive adequate information about the Company; and the right to attend and vote at shareholders meetings on matters such as the appointment or removal of directors, the appointment of auditors, and other matters affecting the Company, such as dividend payments, amendments to the Company's Memorandum of Association and Articles of Association, and capital increases or reductions.

Guidelines for Directors and Employees in Dealing with Shareholders

1. Perform duties and manage the Company with full capability, honesty, and integrity, and make decisions with due care, prudence, and fairness toward all shareholders for the overall benefit of shareholders.
2. Refrain from any actions that may cause a conflict of interest with the Company.
3. Report the Companys financial and non-financial status, as well as future business outlook, to shareholders equally, regularly, and accurately, in accordance with the requirements of the Stock Exchange of Thailand and the Securities and Exchange Commission.
4. Refrain from seeking personal benefits for themselves or related persons by using inside information that has not yet been disclosed to the public, and refrain from disclosing confidential business information that may cause damage to the Company to external parties.
5. Provide shareholders with the opportunity to propose agenda items for the shareholders meeting or nominate suitable candidates for consideration as directors prior to the shareholders meeting. The Nomination, Remuneration and Corporate Governance Committee will review the suitability of such proposals before presenting them to the Board of Directors for consideration.

Reference link for Shareholder : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Employee

Employees are considered the Companys most valuable resource and a key factor in its success. The Company is committed to treating employees fairly and equally in terms of compensation, appointments, and continuous development of knowledge and capabilities. The Company adheres to the following principles:

1. Treat employees with courtesy and respect for individual dignity and personal rights.
2. Ensure a safe working environment for employees lives and property.
3. Strictly comply with applicable labor laws.
4. Recruitment, appointment, transfer, compensation, rewards, and disciplinary actions are conducted based on fairness and merit. Employee compensation is aligned with the Companys performance, such as annual profitability and performance evaluation through the Balanced Scorecard.
5. Respect employees privacy and refrain from disclosing personal information such as salary, medical records, or family information to external parties or unauthorized persons, unless required by law.
6. Continuously promote employee development to enhance work-related skills and efficiency.
7. Provide appropriate welfare and benefits, including health insurance, life insurance, annual health check-ups, provident fund, employee loans, and support for sports clubs and activities.
8. Conduct employee satisfaction surveys and provide channels for employees to submit suggestions or grievances regarding their work. Such feedback will be reviewed and addressed appropriately to strengthen workplace relationships.
9. Occupational Safety and Health: The Company places great importance on employee safety and health, with the following practices:
 - 9.1 Develop occupational safety and health systems in compliance with legal requirements.
 - 9.2 Implement measures to control and prevent losses arising from accidents, fire, and work-related illnesses, and maintain a safe working environment.
 - 9.3 Provide sufficient resources in accordance with legal requirements and promote employee awareness and knowledge of safety and health practices.
 - 9.4 Safety and health are a shared responsibility of executives, supervisors, and employees, who must comply with relevant regulations and legal requirements.

The Company also provides a provident fund and other employee benefits such as bonuses, health insurance, and life insurance.

Reference link for Employee : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Customer

The Company is committed to caring for and taking responsibility toward its customers. The Company also strives to create customer satisfaction and confidence by delivering quality products and services at reasonable prices while maintaining long-term and sustainable relationships with customers. The Company has therefore established the following guidelines:

1. Continuously develop and improve products and services to meet customers needs and remain up to date.
2. Provide accurate information to customers without exaggeration that may cause misunderstanding regarding the quality or conditions of products or services.
3. Provide effective after-sales services to facilitate and support customers.
4. Establish processes that allow customers to report problems related to products, services, or inappropriate service, so that the Company can promptly prevent and resolve such issues and use the information to improve and develop products and services.
5. Maintain customer confidentiality and not disclose or misuse customer information for personal benefit.
6. Organize activities to strengthen and maintain good and sustainable relationships between customers and the Company.

Reference link for Customer : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Business competitor

The Company is committed to conducting its business in accordance with the principles of fair competition and maintaining appropriate standards of conduct in competitive practices, based on the following principles:

1. Not to obtain competitors confidential information through dishonest or inappropriate means
 2. Not to damage the reputation of competitors through false or defamatory statements
 3. Not to engage in any actions that infringe upon the intellectual property rights of competitors
 4. Not to engage in any covert actions against competitors that may negatively affect them for the Companys benefit
- In 2025, the Company had no disputes with competitors.

Reference link for Business competitor : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Business partner

1. The Company conducts business with suppliers and partners in a manner that does not damage the Company's reputation or violate any applicable laws. The Company emphasizes fairness in business dealings and mutual benefits with its partners. It is committed to complying with commercial terms and contractual obligations with sincerity and without taking advantage of its partners, based on the following principles:
 - The Company has a supplier selection and evaluation process as part of its ISO 9001:2015 quality management system, with key criteria including product specifications, market demand, technological capability of suppliers, reputation, pricing, marketing support, commercial terms, and delivery performance.
 - Supplier evaluations are conducted annually during the first quarter of each year, focusing on major suppliers both domestically and internationally.
 - The Company also has a subcontractor selection process. A subcontractor selection committee determines the scope of work to be outsourced, invites applications, evaluates potential subcontractors, and registers qualified subcontractors according to the required type of work.
2. Build and maintain long-term and sustainable relationships with suppliers and business partners.
3. Refrain from soliciting or accepting personal benefits from suppliers or business partners.
4. Avoid conducting business with partners involved in illegal activities or those contrary to public order and good morals.
5. Avoid purchasing products from suppliers that violate human rights or intellectual property rights.
6. Maintain the confidentiality of suppliers information and do not disclose such information to unauthorized parties.

Reference link for Business partner : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Creditor

The Company is committed to strictly complying with financial covenants and obligations, including loan repayment terms and guarantee conditions, in order to maintain credibility and trust with its creditors.

Reference link for Creditor : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

Community and society

The Company conducts its business with responsibility toward the community, society, and the environment, focusing on safety, quality of life, natural resource conservation, and efficient energy use. The Company recognizes the importance of community and social well-being and allocates a portion of its profits to support and contribute to community and social development. It also takes into account the environmental impact of its business operations by selecting appropriate technologies and developing innovations that promote efficient energy use.

In addition, the Company implements waste management practices by separating waste into four categories:

1. Biodegradable waste
2. Recyclable waste
3. General waste
4. Hazardous waste

Furthermore, the Company adheres to human rights principles in accordance with the Universal Declaration of Human Rights of the United Nations, which serves as a fundamental guideline for the treatment of employees and

stakeholders. The Company also respects intellectual property rights and strictly avoids any infringement of intellectual property or copyrights.

Reference link for Community and society : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Planet Communications Asia Public Company Limited conducts its business with integrity, transparency, and in accordance with the principles of good corporate governance (CG). The Company has therefore established a Code of Business Conduct for directors, executives, and employees as guidelines for performing their duties with honesty and high standards of quality and ethics. The Code covers stakeholder responsibilities, legal compliance, asset protection, conflict of interest management, and anti-bribery and anti-corruption practices.

The Company has continuously promoted knowledge and awareness among directors, executives, and employees. In this regard, the Company organized training on the Code of Conduct, Anti-Corruption Policy, and Personal Data Protection (PDPA) during a Company meeting on October 10, 2025, with a 100% participation rate. The training covered key topics, including conflict of interest prevention, anti-corruption measures, whistleblowing and whistleblower protection, prevention of insider trading, anti-money laundering, policies on gifts and hospitality, compliance with laws and regulations, proper use and safeguarding of information and assets, prevention of unfair competition, information and cybersecurity, environmental management, human rights, and occupational health and safety. This initiative aims to strengthen the Companys culture of ethics and transparency.

In addition, the Company has published its policies and guidelines on the use of inside information on its website to ensure that all relevant parties have equal and transparent access to such information. The Companys Code of Conduct is also reviewed annually by the Board of Directors to ensure alignment with good corporate governance principles and applicable laws.

In 2025, the Company did not identify any cases of inappropriate use of inside information or violations of related regulations. This reflects the effectiveness of the Companys governance system and its continued commitment to fostering a corporate culture of ethics and transparency.



Reference link for the full version of business code of conduct : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

Page number of the reference link : 3

Policy and guidelines related to business code of conduct

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

Prevention of Conflicts of Interest

The Company has established measures to prevent conflicts of interest that may arise from related party transactions between the Company and persons who may have conflicts. Stakeholders who have an interest in any matter are prohibited from participating in the approval process of such transactions.

The Board of Directors is responsible for ensuring that the Company complies with the Securities and Exchange Act, including relevant rules, regulations, notifications, orders, or directives issued by the Capital Market Supervisory Board (CMSB) and the Stock Exchange of Thailand (SET). This includes compliance with the disclosure requirements for related party transactions and the acquisition or disposition of material assets, as well as strict adherence to accounting standards set by professional accounting bodies.

A conflict of interest refers to a situation where a person is required to perform duties to achieve outcomes or benefits in line with the Company's objectives, but instead acts to benefit themselves or related persons. This may result in the Company not receiving full benefits or even suffering damage. Such situations are often referred to as conflicts of interest, as they typically involve parents, siblings, relatives, close friends, or business entities in which the individual has relationships, interests, or shared benefits.

Guidelines for Directors and Employees

1. Avoid entering into related-party transactions that may give rise to conflicts of interest with the Company.
2. In cases where directors or employees engage in transactions with the Company, such transactions shall be conducted as if dealing with external parties, and such directors or employees must not be involved in the approval process.
3. Do not engage in businesses that compete with or have similar characteristics to the Company's business.
4. Do not use inside information for personal benefit in trading the Company's securities, nor disclose such information to others for trading purposes. Directors and employees must also refrain from trading the Company's securities during the one-month period prior to the disclosure of financial statements or material information that may affect the Company's share price.
5. During employment and after termination, employees must not disclose any confidential information of the Company for the benefit of any party, including electronic data, financial information, operational procedures, business information, or future plans.

Measures and Approval Procedures for Related Party Transactions

In cases where directors, executives, or employees engage in related-party transactions with the Company, the Company has established measures to govern such transactions. The Audit Committee is responsible for reviewing and providing opinions on the necessity, reasonableness, and pricing appropriateness of such transactions, ensuring they are conducted under normal business conditions and at market prices comparable to those with external parties.

If the Audit Committee lacks sufficient expertise to assess such transactions, the Company will appoint independent experts such as auditors, asset appraisers, or legal advisors who have no relationship with the Company or any conflicted parties, to provide opinions for consideration. These opinions will support the Audit Committee's review before submission to the Board of Directors or the shareholders meeting, as applicable.

Furthermore, the Company ensures that executives or interested persons are not involved in the approval of transactions in which they have a direct or indirect interest. The Company complies with the regulations of the Stock Exchange of Thailand, ensuring that such transactions are conducted on an arms length basis.

The Company also discloses related-party transactions in its Annual Report and Form 56-1 One Report, in accordance with accounting standards prescribed by the Federation of Accounting Professions and certified auditors in Thailand. Details of such transactions are disclosed in the notes to the financial statements, which are audited or reviewed by the Company's external auditors.

Reference link for Prevention of Conflicts of Interest : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Anti-corruption

The Company has expressed its commitment to participating in the Thai Private Sector Collective Action Against Corruption (CAC) and began anti-corruption initiatives in 2014. Since then, management has taken steps to improve the Company's operational procedures and internal control systems to prevent corruption.

In 2016, the Company adopted a formal Anti-Bribery and Anti-Corruption Policy, as well as a Whistleblowing Policy for reporting misconduct and fraudulent activities.

In 2017, the Company reaffirmed its commitment to the CAC initiative to further strengthen stakeholder confidence in its corporate governance practices. At the same time, the Company established clear anti-corruption and prevention policies aimed at promoting transparency and upholding its strong stance against all forms of corruption, whether direct or indirect.

The Company was officially certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC) by the CAC Committee on May 17, 2018.

Anti-Corruption Policy

Planet Communications Asia Public Company Limited operates as a Digital Technology Services Provider, offering comprehensive solutions in system design, installation, and distribution. The Company has clearly stated its vision and commitment to building a sustainable and innovative future economically, socially, and environmentally by upholding strong corporate governance, ethical business conduct, transparency, and accountability, particularly in processes susceptible to fraud or corruption.

In alignment with this commitment, the Company has established the following Anti-Bribery and Anti-Corruption Policy:

1. Directors, executives, employees, stakeholders, and subsidiaries are strictly prohibited from engaging in or accepting all forms of corruption, whether directly or indirectly. This applies to all business operations, in all countries, and all relevant entities. Compliance with this policy must be regularly reviewed and updated to reflect changes in business operations, regulations, and applicable laws.
2. Anti-corruption measures are an integral part of the Company's operations and the responsibility of all directors, executives, employees, stakeholders, and subsidiaries. Everyone is encouraged to provide input to ensure that anti-corruption practices align with the established policies.
3. The Company develops anti-corruption measures that comply with applicable laws and ethical standards, including risk assessments of activities that are potentially vulnerable to corruption, which are then used to create practical guidelines for all relevant parties.
4. The Company does not engage in or support bribery in any form. This includes all activities under the Company's responsibility, such as charitable donations, political contributions, business gifts, and sponsorships. All such actions must be conducted with transparency and must not intend to influence government officials or private entities to act improperly.
5. The Company maintains effective and consistent internal controls to prevent inappropriate conduct, particularly in the areas of sales, marketing, and procurement.
6. The Company provides anti-corruption training to its directors, executives, and employees to promote integrity, honesty, and accountability in their duties and to reinforce the Company's commitment to ethical practices.
7. The Company ensures transparency and accuracy in its financial reporting.
8. The Company promotes open and accessible communication channels for whistleblowing. Employees and stakeholders are encouraged to report suspected misconduct with the assurance that whistleblowers will be protected from punishment, unfair transfers, or retaliation. The Company also appoints responsible personnel to monitor and investigate all submitted reports.

Reference link for Anti-corruption : <https://www.planetcomm.com/wp-content/uploads/2026/03/Anti-Corruption-Manual-20260226-2026.pdf>

Whistleblowing and Protection of Whistleblowers

Objective

In alignment with the Company's Anti-Corruption Policy, the Board of Directors recognizes the importance of establishing a Whistleblowing Policy as a mechanism for receiving complaints regarding violations of laws, regulations, and the Company's code of conduct. This includes reports from employees, stakeholders, or external parties that may affect the Company's reputation or assets.

The purpose of this policy is to assure employees that their complaints will be taken seriously, and their identity will be strictly protected. Whistleblowers will not face retaliation or unfair treatment, such as threats or disciplinary actions. The Company is also committed to ensuring that employees who reject corruption will not face demotion, punishment, or any negative consequences.

Confidentiality Measures

To protect the rights of whistleblowers acting in good faith, the Company will keep their identity such as name, address, or any identifying details strictly confidential. Access to such information will be limited to those directly responsible for handling the investigation.

Procedures for Handling Complaints

1. Reporting Channels

Shareholders, employees, and all stakeholders may report any wrongdoing, including violations of laws, Company policies, or the business code of conduct, to the Chairman of the Board or the Chairman of the Audit Committee via postal mail or through the Company's website.

Mailing Address:

*Chairman of the Board / Chairman of the Audit Committee
Planet Communications Asia Public Company Limited
157 Soi Ram Intra 34, Tharang Subdistrict, Bang Khen District, Bangkok 10230*

Employees may also report concerns to:

- a. A trusted supervisor at any level
- b. The Chairman of the Audit Committee
- c. The Chairman of the Board
- d. The Company Secretary

2. Handling of Complaints

- a. The designated recipient will collect and verify facts or assign a qualified person to do so.
- b. Verified reports and supporting evidence will be submitted to the Chairman of the Board or the Audit Committee, as appropriate.
- c. If found credible, the matter will be forwarded to the Audit Committee for further action.
- d. Whistleblowers acting in good faith will not be penalized even if the allegations are later found unsubstantiated.
- e. However, if a report is made maliciously or with false information, disciplinary action including possible termination or legal prosecution may be taken.
- f. The Company will handle each case with independence and impartiality. A summary of the outcome will be provided to the whistleblower if contact information is available, subject to data protection and confidentiality limitations.

3. Whistleblower Protection Measures

- a. Whistleblowers and witnesses will be protected; their identities will remain known only to the complaint handler and the Chairman or Audit Committee.

- b. No threats, retaliation, or intimidation will be tolerated against whistleblowers or those cooperating in good faith.
- c. Any intimidation must be reported to a trusted supervisor immediately for appropriate protective measures.
- d. No disciplinary action, dismissal, or threats shall be taken against whistleblowers. Violators of this policy will be subject to disciplinary action.
- e. The Company guarantees fairness and protection to employees who reject corruption even if it results in missed business opportunities.

This Whistleblowing Policy shall be reviewed and revised as necessary, and at least once annually, to ensure relevance and effectiveness

Reference link for Whistleblowing and Protection of Whistleblowers : <https://www.planetcomm.com/wp-content/uploads/2025/03/2.-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B9%81%E0%B8%88%E0%B9%89%E0%B8%87%E0%B9%80%E0%B8%9A%E0%B8%B2%E0%B8%B0%E0%B9%81%E0%B8%AA.pdf>

Page number of the reference link : 2-4

Prevention of Misuse of Inside Information

Policy on the Use of Inside Information

Planet Communications Asia Public Company Limited is a listed company on the Market for Alternative Investment (mai). The Company places great importance on ensuring fairness and equal treatment for all shareholders. Inside information or material information that may affect the price of the Company's securities and has not yet been disclosed to the public is considered confidential information used in the Company's business operations. Such information may affect the value of the Company's shares traded on the stock exchange.

Therefore, directors, executives, and employees at all levels are required to keep inside information strictly confidential and must not disclose such information obtained through the performance of their duties to others, nor use such information for personal gain or for trading the Company's securities, or in any manner that may cause damage to the Company, whether directly or indirectly. The Company has established the following guidelines:

1. Directors, executives, employees, and staff of the Company are prohibited from disclosing or using the Company's confidential information and/or inside information for their own benefit or for the benefit of any other person, whether directly or indirectly, regardless of whether any compensation or benefit is received.
2. Directors, executives, employees, and staff of the Company, including their spouses and minor children, are prohibited from using inside information of the Company that may affect the price of the Company's securities and that has not yet been disclosed to the public to buy, sell, offer to buy, offer to sell, or persuade others to buy or sell the Company's securities, whether directly or indirectly, before such information has been publicly disclosed. This prohibition applies regardless of whether the action is undertaken for personal benefit or for the benefit of others, or for inducing others to act for the benefit of the person concerned. Any violation will be subject to the Company's disciplinary measures.
3. The Company has informed its executives of their duty to report their holdings of the Company's securities, including those held by their spouses and minor children, as well as any changes in such holdings, to the Office of the Securities and Exchange Commission in accordance with Section 59 and the penalty provisions of the Securities and Exchange Act B.E. 2535 (1992).
4. The Company prohibits directors, executives, employees, and staff of the Company, including their spouses and minor children, from trading the Company's securities during the period of one month prior to the public disclosure of the Company's financial statements.

Reference link for Prevention of Misuse of Inside Information : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%>

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Gift giving or receiving, entertainment, or business hospitality

Gifts, Entertainment, Hospitality, and Other Expenses Policy

The Company recognizes that building strong relationships with business partners contributes to its continued success. The giving or receiving of gifts, hospitality, or other forms of business-related expenses may be permitted, provided that all of the following conditions are met:

1. Not intended to influence, induce, or reward any person to gain improper advantage, whether explicitly or implicitly, in exchange for assistance or benefits
2. In compliance with applicable laws and regulations
3. Given in the name of the Company, not in the name of any individual employee
4. Not in the form of cash or cash equivalents (e.g., gift cards or vouchers)
5. Appropriate to the occasion, such as customary gifts during traditional festivals
6. Appropriate in type and value, and given in a proper context; for example, during a bidding process, employees must not accept gifts or hospitality from participating bidders
7. Not considered bribery of government officials and/or inter-agency corruption
8. Business entertainment and related expenses are acceptable if they are reasonable and not excessive, and are in line with contractual obligations

Procedures for Giving or Receiving Gifts

1. The proposing department must assess whether the giving or receiving of gifts complies with Company policy. Gifts or souvenirs should not exceed a value of THB 5,000
2. If an employee receives a gift, it must be reported to management and handed over to the relevant administrative unit for recording in the Gift Receipt Log, with approval from the authorized person or supervisor, for appropriate use for the Companys benefit
3. In the case of giving gifts, the Marketing Communications Department or relevant unit must compile the list, complete the request form, and submit it for approval by the Chief Executive Officer
4. The Accounting Department verifies supporting documents for payment vouchers
5. The Finance Department issues payments with authorized signatories and ensures proper receipt documentation
6. The Accounting Department maintains all documentation for record-keeping and audit purposes

Guidelines

1. Prior to giving or receiving gifts, ensure compliance with applicable laws and Company regulations. Gifts should not exceed THB 5,000 or be excessive for the occasion
2. Do not give or receive gifts in the form of cash, checks, bonds, shares, gold, jewelry, real estate, or similar items
3. Do not give or receive gifts that may improperly influence decision-making in the course of duty
4. Maintain proper records of all related expenses for audit and verification purposes

Reference link for Gift giving or receiving, entertainment, or business hospitality : <https://www.planetcomm.com/wp-content/uploads/2025/03/16.-Anti-Corruption-Manual-20250228.pdf>

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Compliance with laws, regulations, and rules

The Company places importance on complying with all applicable laws, regulations, and rules. Directors, executives, and employees must strictly adhere to laws and perform their duties in accordance with the Companys policies, orders, announcements, and regulations, as well as requirements of relevant authorities. All personnel must

understand their responsibilities regarding legal compliance, regularly review compliance with applicable laws and regulations, and ensure consistent adherence in their operations

Reference link for Compliance with laws, regulations, and rules : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Information and assets usage and protection

The Company is committed to maintaining standards relating to operational systems and information technology systems, which are fundamental to establishing an effective control system. The Company undertakes various measures to ensure that financial information is accurate, complete, transparent, and verifiable. In addition, the Company maintains efficient systems for the storage, access, recording, protection, and backup of computer data, ensuring that such information can be recovered within an appropriate period of time.

The Company also prevents the misuse of information for personal benefit, including use by whistleblowers, related persons, and/or businesses competing with the Company, whether directly or indirectly, in a manner that lacks ethics and good conscience.

To achieve this commitment under the Companys Code of Conduct and Corporate Governance Policy, the Company has established guidelines for the storage, access, recording, protection, and backup of financial data as follows:

1. Financial documents and information stored both within and outside the Company must have proper systems for storage, access, recording, and protection to prevent unauthorized persons from accessing, modifying, altering, destroying, and/or improperly recording information, whether accidentally or intentionally. Such systems must also allow financial documents and information to be reviewed or verified at a later time.
2. All activities relating to information technology systems and communications must comply with the Companys policies and procedures on information access, usage control, and information security at all times.
3. Risk assessments must be conducted and appropriate risk control systems must be established and regularly updated to remain consistent with changing environments.
4. Executives and employees must safeguard and protect their user accounts (Username) and passwords. They must not share them with others, disclose or distribute them, or allow others to access them without authorization.

Reference link for Information and assets usage and protection : <https://www.planetcomm.com/wp-content/uploads/2025/03/16.-Anti-Corruption-Manual-20250228.pdf>

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Anti-unfair competitiveness

The Company is committed to conducting its business in accordance with fair competition principles and maintaining appropriate standards of competitive practices. The Company adheres to the following guidelines:

1. Not to seek confidential information of competitors through dishonest or inappropriate means.
2. Not to damage the reputation of competitors by making defamatory or false allegations.
3. Not to engage in any actions that infringe upon the intellectual property rights of competitors.
4. Not to undertake any covert actions against competitors that may negatively affect them in order to gain unfair advantage for the Company.

Reference link for Anti-unfair competitiveness : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

Information and IT system security

The Company has established an Information Security Management System (ISMS) in accordance with the ISO/IEC 27001 standard to ensure the security of information and IT systems, and to support efficient business operations. The Company emphasizes that personnel at all levels must be aware of and strictly comply with this policy.

Key Principles

- Protect information confidentiality (Confidentiality)
- Maintain data accuracy and completeness (Integrity)
- Ensure system availability (Availability)
- Operate in compliance with applicable laws and relevant standards
- Continuously review and improve the policy

Key Practices

1. Policy Establishment and Support

- Develop information security policies, with appropriate allocation of resources and budget
- Promote awareness and understanding among personnel

2. Information Control (CIA)

- Implement confidentiality measures such as Non-Disclosure Agreements (NDA)
- Define access rights based on roles and responsibilities
- Establish data backup systems and prevent unauthorized access

3. Legal Compliance

- Comply with laws, regulations, and requirements related to IT and data security

4. Governance Structure

- Appoint an Information Security Committee or working team to drive policy implementation

5. People Development

- Provide onboarding training for new employees and conduct regular security awareness training

6. Business Continuity

- Establish and regularly test a Business Continuity Plan (BCP)

Reference link for Information and IT system security : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%9B%E0%B8%A3%E0%B8%B0%E0%B8%81%E0%B8%B2%E0%B8%A8%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%A3%E0%B8%B0%E0%B8%9A%E0%B8%9A%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%B8%A1%E0%B8%B1%E0%B9%88%E0%B8%99%E0%B8%84%E0%B8%87%E0%B8%9B%E0%B8%A5%E0%B8%AD%E0%B8%94%E0%B8%A0%E0%B8%B1%E0%B8%A2%E0%B8%AA%E0%B8%B2%E0%B8%A3%E0%B8%AA%E0%B8%99%E0%B9%80%E0%B8%97%E0%B8%A8-Feb-1-2023-Signed.pdf>

Environmental management

The Company promotes and conducts its business with responsibility toward communities, society, and the environment, including safety, quality of life, natural resource conservation, and efficient energy use. The Company recognizes the importance of community well-being and allocates part of its profits to support and contribute to social

development. It also considers the environmental impact of its operations by adopting appropriate technologies and developing innovations that promote efficient energy utilization.

The Company promotes environmentally friendly procurement practices (Green Procurement) by adopting electric vehicles (EVs) in its transportation and logistics operations to reduce greenhouse gas emissions and air pollution from fossil fuel consumption. This initiative enhances energy efficiency, reduces long-term fuel costs, and supports the Company's environmental objectives. It also elevates supply chain operations in alignment with ESG principles and sustainable development practices. In addition, the Company encourages its business partners to adopt electric vehicles and green logistics practices, thereby creating a positive environmental impact and contributing to tangible carbon emission reduction across the supply chain.

Reference link for Environmental management : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Human rights

The Company upholds human rights principles. Directors, executives, and employees must not commit or support any actions that violate the rights of others. Employees have the right to privacy and protection of personal data. The Company treats employees equally without discrimination based on race, religion, gender, age, or other factors, and promotes mutual respect and fairness. Recruitment and performance evaluations are conducted transparently, and the workplace environment must be free from harassment or unfair treatment

Reference link for Human rights : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Safety and occupational health at work

Employees are the Company's most valuable resource and a key factor for success. The Company is committed to treating employees fairly and equally in terms of compensation, appointment, and continuous development. The Company complies with labor laws, ensures a safe working environment, respects employees' privacy, and links compensation to performance. It also supports employee development, provides appropriate welfare benefits, encourages feedback and complaints, and prioritizes occupational health, safety, and accident prevention in accordance with legal requirements

Reference link for Safety and occupational health at work : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

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Management and Enforcement of the Business Code of Conduct

1. All directors, executives, and employees are required to acknowledge, understand, and strictly comply with the Business Code of Conduct. If any violation or action contrary to the Code of Conduct is discovered, the Company

will consider and take appropriate action. In cases where such actions violate the Company's rules and work regulations, disciplinary measures will be imposed in accordance with the Company's work regulations, depending on the severity of the offense.

2. All directors, executives, and employees are required to sign an acknowledgment of this Business Code of Conduct upon commencement of employment and whenever there are revisions to the Code.
3. Executives and supervisors must act as role models in complying with the Business Code of Conduct and are responsible for supervising and encouraging their subordinates to follow the established Code of Conduct.
4. In case of questions or uncertainties, employees should consult their supervisors or the persons designated by the Company to be responsible for monitoring compliance with the Code of Conduct through the designated communication channels.
5. Any exemption from compliance with this Business Code of Conduct for executives or directors must receive approval from the Board of Directors.

Reference link for the other policy and guidelines : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2568.pdf>

Page number of the reference link : 10

Promotion of compliance with the business code of conduct

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

The Company places great importance on conducting its business with transparency, integrity, and in accordance with good corporate governance principles. Accordingly, the Company has established processes to ensure that the Board of Directors, executives, and employees at all levels strictly adhere to the Company's Code of Business Conduct as follows:

1. Policy and Code of Business Conduct

The Company has established and implemented a Code of Business Conduct to serve as guidelines for directors, executives, and employees. The code sets out principles relating to ethics, transparency, prevention of conflicts of interest, anti-corruption, and fair treatment of stakeholders.

2. Communication and Awareness

The Company continuously communicates the Code of Business Conduct to personnel at all levels through internal meetings, training programs, the Company's information systems, and activities that promote ethical practices in the workplace.

3. Training and Personnel Development

The Company provides training on the Code of Business Conduct, good corporate governance, and anti-corruption practices in order to enhance knowledge, understanding, and ethical awareness among employees.

4. Governance and Internal Control System

The Company has established appropriate governance and internal control systems to prevent misconduct, including clear approval procedures, monitoring mechanisms, and transparent operational oversight.

5. Whistleblowing Channels

The Company provides channels through which directors, executives, employees, and stakeholders may report misconduct or violations of the Code of Business Conduct. The Company ensures confidentiality and protection for whistleblowers in accordance with the established policy.

6. Monitoring, Investigation, and Disciplinary Measures

The Company regularly monitors and reviews compliance with the Code of Business Conduct. Any violations will be subject to appropriate disciplinary actions and legal measures where applicable.

Through these processes, the Company aims to foster an organizational culture based on integrity, transparency, and accountability toward all stakeholders.

Participation in anti-corruption networks

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

Anti-corruption networks or projects the company
has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption
(CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : CAC
Certificate 2022 to 2025.pdf

Diagram of participation in anti-corruption networks



CAC Certificate of Membership

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

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

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

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

In 2025, the Company conducted an annual review of its corporate governance policies and practices, including the charters of the Board of Directors and its subcommittees, to ensure alignment with good corporate governance principles and applicable regulations.

At the Board of Directors Meeting No. 9/2025, held on August 13, 2025, the Board approved revisions to the Charter of the Nomination, Remuneration and Corporate Governance Committee, particularly under Section 3: Scope of Duties and Responsibilities, Clause 3.1 (Nomination), as follows:

- **Revision of Clause (2):**

From: Consider the qualifications of independent directors, whereby independence must at least comply with the criteria prescribed by the Securities and Exchange Commission (SEC).

To: Consider the qualifications of directors and independent directors, whereby such qualifications must at least comply with the criteria prescribed by the Securities and Exchange Commission (SEC). This revision aims to cover the consideration of qualifications for all types of directors.

- **Addition of Clause (3):**

Consider the qualifications of the Chief Executive Officer, taking into account experience, knowledge, capability, integrity, and leadership, and propose to the Board of Directors for approval. This addition aims to strengthen the process of nomination and appointment of senior executives to ensure appropriateness, transparency, and alignment with good governance principles.

These revisions are intended to enhance the effectiveness of corporate governance, as well as to strengthen transparency and build confidence among shareholders and all stakeholders.

Implementation of the CG Code for listed companies

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

The Company recognizes the importance of good corporate governance as a key mechanism in building confidence among shareholders, investors, and all stakeholders. The Company fully adopts and complies with the Corporate Governance Code (CG Code) for listed companies to ensure that its business operations are transparent, efficient, and sustainable.

The Company has applied the CG Code in a manner appropriate to its organizational context, covering the following key areas:

- **Clear Roles, Duties, and Responsibilities of the Board of Directors**

The Board of Directors is responsible for setting the Company's vision, strategies, and key policies, as well as overseeing management to ensure efficient, transparent operations aligned with long-term objectives.

- **Appropriate and Diverse Board Structure**

The Company emphasizes having a Board with diverse knowledge, expertise, and experience, including an appropriate proportion of independent directors in accordance with relevant regulations.

- **Effective Risk Management and Internal Control Systems**

The Company has established comprehensive risk management and internal control systems, with regular monitoring and evaluation to address strategic, operational, financial, and legal risks.

- **Oversight of Management Performance**

The Board continuously monitors management performance and establishes Key Performance Indicators (KPIs) aligned with corporate strategy, with a focus on long-term value creation.

- **Transparent and Comprehensive Disclosure**

The Company ensures that material information is disclosed accurately, completely, timely, and fairly, enabling shareholders and stakeholders to access information equally.

- **Protection of Shareholder Rights and Fair Treatment of Stakeholders**

The Company prioritizes shareholder rights, particularly those of minority shareholders, and promotes participation in shareholders meetings. It also ensures fair treatment of all stakeholder groups.

- **Promotion of Ethics and Anti-Corruption**

The Company has established clear policies and guidelines on business ethics and anti-corruption, and promotes strict adherence by employees at all levels.

In addition, the Company continuously reviews and enhances its corporate governance policies to align with applicable laws, regulations, and international best practices, supporting sustainable and long-term organizational growth.

Other corporate governance performance and outcomes

In 2025, the Company demonstrated its continued commitment to conducting business in accordance with good corporate governance principles and anti-corruption practices. The Company successfully renewed its certification as a member of the Thailand's Private Sector Collective Action Against Corruption (CAC) 2nd time for an additional period of three years to Year 2028.

The CAC certification and its continuous renewal reflect the Company's establishment of concrete anti-corruption policies, measures, and practices, as well as their effective implementation across the entire organization, covering the Board of Directors, executives, and employees at all levels.

For listed companies, CAC certification serves as an important mechanism for enhancing corporate governance standards, with significance in several key aspects as follows:

- **Enhancing Credibility and Confidence**

Certification from CAC, a nationally recognized organization, helps build confidence among shareholders, investors, business partners, and stakeholders that the Company operates with transparency and strong governance.

- **Mitigating Legal and Reputational Risks**

Having clear anti-corruption systems and measures reduces the risk of legal violations and potential reputational damage.

- **Elevating Business Standards to the International Level**

Compliance with CAC guidelines aligns with international best practices in corporate governance and anti-corruption, enhancing the Company's competitiveness, particularly in global markets.

- **Promoting a Culture of Transparency and Ethics**

Operating under the CAC framework fosters a sustainable organizational culture of integrity and social responsibility.

The Company will continue to enhance and elevate its corporate governance standards to support stable, transparent, and sustainable long-term growth.

Corporate Governance Structure

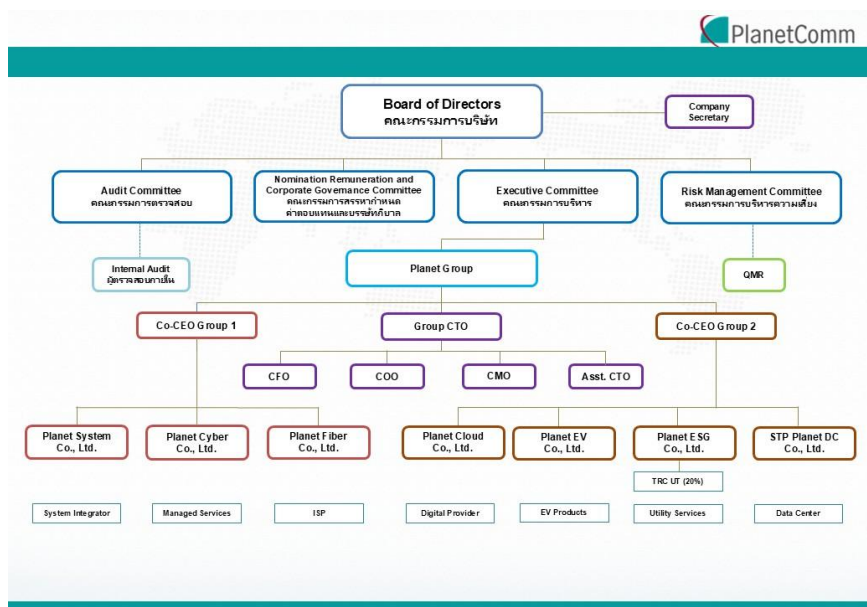
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 13 Aug 2025

Corporate governance structure diagram



Corporate Governance Structure

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	8		8		11	
	7	1	7	1	9	2
Executive directors	4		2		3	
	3	1	2	0	2	1
Non-executive directors	4		6		8	
	4	0	5	1	7	1
Independent directors	4		4		5	
	4	0	4	0	5	0
Non-executive directors who have no position in independent directors	0		2		3	
	0	0	1	1	2	1

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	87.50	12.50	87.50	12.50	81.82	18.18
Executive directors	50.00		25.00		27.27	
	37.50	12.50	25.00	0.00	18.18	9.09
Non-executive directors	50.00		75.00		72.73	
	50.00	0.00	62.50	12.50	63.64	9.09
Independent directors	50.00		50.00		45.45	
	50.00	0.00	50.00	0.00	45.45	0.00
Non-executive directors who have no position in independent directors	0.00		25.00		27.27	
	0.00	0.00	12.50	12.50	18.18	9.09

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	63		64		64	
	63	63	64	64	66	56

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. Lt. SOMSAK YAMASMIT Gender: Male Age : 88 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 : 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 : 188,000 Shares 	<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 : Newly appointed director to replace the ex-director</p>	<p>25 Apr 2025</p>	<p>Commerce, Leadership, Business Administration, Insurance, Tourism & Leisure</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. PRAPAT RATHLERTKARN Gender: Male Age : 67 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 : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 65,950,000 Shares • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 8,696,800 Shares 	<p>Vice-chairman of the board of directors (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	27 Apr 1994	<p>Information & Communication Technology, IT Management, Corporate Management, Leadership, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Ms. CHATSUDA BENJANIRAT Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science 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 : 20,695,200 Shares 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Newly appointed director not being replaced the ex-director</p>	25 Apr 2025	<p>Engineering, Business Administration, Governance/ Compliance, Data Analysis</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. TREVOR JOHN THOMPSON Gender: Male Age : 71 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 77,900,000 Shares • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 7,993,200 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>	<p>27 Apr 1994</p>	<p>Information & Communication Technology, Engineering, IT Management, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. SOMKID WANGCHERDCHUWONG Gender: Male Age : 68 years Highest level of education : Barrister Study field of the highest level of education : Law 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>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>	12 May 2015	Law, Governance/ Compliance, Audit, Risk Management
<p>6. Dr. KANGWAN YODWISITSAK Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	21 Dec 2023	Business Administration, Finance, Accounting, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. PANOM RATANARAT Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 378,000 Shares 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>27 Jul 2021</p>	<p>Banking, Finance, Accounting, Governance/ Compliance, Law</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Ms. ATCHARAWAN JEARTHANAPORN Gender: Female Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 150,000 Shares 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	25 Apr 2022	<p>Corporate Social Responsibility, Sustainability, Public Administration, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. SORASAK CHUNTARAVANICK</p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years^(*) : Doesnt Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	6 May 2025	Finance, Accounting, Risk Management, Audit, Governance/ Compliance
<p>10. Mr. RUTTIKORN VARAKULSIRIPUNTH</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years^(*) : Doesnt Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Chairman of the board of directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	21 Jun 2018	Engineering, Leadership, Governance/ Compliance, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
11. Dr. WICHAI LAOHMATVANICH Gender: Male Age : 72 years Highest level of education : Doctoral degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	25 Jan 2018	Accounting, Finance, Governance/ Compliance, Public Administration, Risk Management

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

Diagram of list of the board of directors

คณะกรรมการบริษัท

ณ วันที่ 31 ธันวาคม 2568 คณะกรรมการบริษัทฯ ประกอบด้วย กรรมการจำนวนทั้งสิ้น 9 ท่าน (กรรมการที่ไม่ใช่ผู้บริหาร* จำนวน 7 ท่าน)



Company Board

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

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Mr. RUTTIKORN VARAKULSIRIPUNTH</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years^(*) : Doesnt Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Chairman of the board of directors</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p>	<p>2 May 2025</p>	<p>Mr. SORASAK CHUNTARAVANICK</p> <p>Appointment date of replacement director : 6 May 2025</p>

List of directors	Position	Date of resignation / termination	Replacement director
2. Dr. WICHAI LAOHMATVANICH Gender: Male Age : 72 years Highest level of education : Doctoral degree Study field of the highest level of education : Political Science 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	Lt. SOMSAK YAMASMIT Appointment date of replacement director : 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. Lt. SOMSAK YAMASMIT	Chairman of the board of directors		✓	✓		
Total (persons)		3	8	5	3	4

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. Mr. PRAPAT RATHLERTKARN	Vice-chairman of the board of directors	✓				✓
3. Ms. CHATSUDA BENJANIRAT	Director	✓				✓
4. Mr. TREVOR JOHN THOMPSON	Director	✓				✓
5. Mr. SOMKID WANGCHERDCHUWONG	Director		✓	✓		
6. Dr. KANGWAN YODWISITSAK	Director		✓	✓		
7. Mr. PANOM RATANARAT	Director		✓		✓	✓
8. Ms. ATCHARAWAN JEARTHANAPORN	Director		✓		✓	
9. Mr. SORASAK CHUNTARAVANICK	Director		✓		✓	
10. Mr. RUTTIKORN VARAKULSIRIPUNTH	Chairman of the board of directors		✓	✓		
11. Dr. WICHAI LAOHMATVANICH	Director		✓	✓		
Total (persons)		3	8	5	3	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Banking	1	9.09
2. Insurance	1	9.09
3. Commerce	1	9.09
4. Tourism & Leisure	1	9.09
5. Information & Communication Technology	2	18.18
6. Law	2	18.18
7. Accounting	4	36.36
8. Finance	4	36.36
9. Corporate Social Responsibility	1	9.09
10. Sustainability	1	9.09
11. IT Management	2	18.18
12. Data Analysis	1	9.09
13. Corporate Management	1	9.09
14. Engineering	3	27.27
15. Leadership	3	27.27
16. Risk Management	3	27.27
17. Audit	2	18.18
18. Governance/ Compliance	10	90.91
19. Public Administration	2	18.18
20. Business Administration	4	36.36

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	No	Yes	No

Additional explanation :

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

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

The measures for balancing the power between the board of directors and the Management⁽¹⁾

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

The Chairman of the Board of Directors of Planet Communications Asia Public Company Limited is an Independent Director and is not a member of the same family as any of the Companys executives. In addition, the Chairman is not a member of the Executive Committee, any working committee, nor assigned any management responsibilities within the Company.

Remark: ⁽¹⁾ PlanetComm is not applicable to the requirement for checks and balances between the Board of Directors and management.

Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors Charter outlines the roles, authorities, duties, and responsibilities of the Board in overseeing the Companys operations to ensure effectiveness, transparency, and compliance with good corporate governance principles. The Board is responsible for setting the Companys vision, policies, strategies, and overall business direction, as well as supervising the management to ensure that operations are conducted in accordance with applicable laws, the Companys objectives, Articles of Association, and resolutions of the shareholders meeting.

In addition, the Board is responsible for ensuring that the Company has effective risk management, internal control, and corporate governance systems in place. The Board also reviews and monitors the performance of management on a regular basis and ensures that the Company conducts its business with integrity, transparency, and accountability while

taking into consideration the interests of the Company, its shareholders, and all stakeholders. These practices aim to build confidence and support the Company's sustainable long-term growth.

Reference link for the board charter : <https://www.planetcomm.com/wp-content/uploads/2026/03/Charter-Board-of-Director-2026.pdf>

Page number of the reference link : 3

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Corporate governance
- Others
- Define goals, policies, business plans, and budgets.
- Review, revise, and approve the annual business policies and plans proposed by management.
- Establish the management structure, appoint the executive committee, managing director, and subcommittees.

Scope of authorities, role, and duties

Duties and Responsibilities of the Board of Directors

1. Manage the Company's affairs in compliance with laws, objectives, articles of association, and shareholders resolutions, with integrity and in the best interests of the Company
2. Prepare the audited annual financial statements and submit them to the shareholders meeting for approval
3. Establish objectives, policies, business plans, and budgets, and oversee management to ensure alignment with such policies
4. Consider, review, and approve annual policies and business plans proposed by management
5. Establish effective anti-corruption policies and supporting systems
6. Determine the management structure, appoint executives and subcommittees, and define their authority, while preventing conflicts of interest
7. Delegate authority to directors or other persons under Board supervision, provided that such delegation does not create conflicts of interest and complies with applicable laws and regulations

Authority of the Board of Directors

1. Determine or amend regulations, organizational structure, approval authority, and policies related to finance, accounting, and procurement.
2. Approve the Companys business plan, annual budget, and investment budget.
3. Appoint or change authorized signatories and approve transactions with banks or financial institutions.
4. Approve borrowings or credit facilities from banks or financial institutions within the prescribed authority limits.

Reference link for the charter

<https://www.planetcomm.com/wp-content/uploads/2026/03/Charter-Board-of-Director-2026.pdf>

Audit Committee

Role

- Audit of financial statements and internal controls
- Risk management
- Others
- Consider, select, and propose the appointment of an independent auditor, including determining the auditors remuneration
- Consider, select, and propose the appointment of an independent auditor, including determining the auditors remuneration
- Review the Companys compliance with the Securities and Exchange Act, regulations of the Stock Exchange of Thailand (SET), and other laws relevant to the Companys business.

Scope of authorities, role, and duties

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Reference link for the charter

<https://www.planetcomm.com/wp-content/uploads/2026/03/Charter-Audit-Committee-2026-TH.pdf>

Executive Committee

Role

- Others
- Define the Companys direction, strategy, and business plans
- Oversee operations to ensure alignment with established objectives
- Manage resources efficiently
- Promote an effective risk management system
- Ensure good corporate governance

Scope of authorities, role, and duties

The Executive Committee has the authority to manage operations in accordance with the policies assigned, approve activities within the defined scope, and establish relevant operational guidelines. It is responsible for

ensuring that operations comply with applicable laws and Board of Directors resolutions, preparing performance reports, and overseeing an appropriate internal control system. The Committee is also accountable for the Companys performance with transparency and due consideration for all stakeholders.

Reference link for the charter

-

Nomination Remuneration and Corporate Governance Committee

Role

- Director and executive nomination
- Remuneration
- Others
- Establish the Companys corporate governance policy for submission to the Board of Directors
- Oversee the Companys operations to ensure compliance with the principles of corporate governance set by the relevant authorities.
- Prepare a Board of Directors development plan.
- Develop a succession plan.

Scope of authorities, role, and duties

Nomination

1. Consider the structure and composition of the Board to ensure alignment with the Companys size, business nature, and complexity, including directors qualifications, skills, and relevant experience
2. Consider the qualifications of directors and independent directors in accordance with SEC requirements
3. Consider the qualifications of the Chief Executive Officer, taking into account experience, knowledge, capability, integrity, and leadership, and propose to the Board for approval
4. Establish transparent nomination criteria and procedures, and disclose them in the annual report and on the Companys website
5. Prepare a director development plan to enhance knowledge, understanding of the business, and directors roles and responsibilities
6. Establish and review succession plans for the CEO, CTO, and senior executives to ensure business continuity

Remuneration

1. Establish transparent remuneration policies and structures, including other benefits for directors, and propose them to the Board and/or shareholders for approval
2. Ensure that directors receive remuneration appropriate to their duties and responsibilities
3. Establish performance evaluation criteria for determining annual remuneration
4. Disclose remuneration policies and details, and include them in the annual report
5. Propose appropriate remuneration for the Board and subcommittees to the Board before seeking shareholders approval
6. Review and recommend policies, plans, and special benefits regarding employee compensation for the Boards approval

Corporate Governance

1. Establish and periodically review corporate governance policies, monitor implementation, and submit them to

the Board for approval

2. Oversee operations to ensure compliance with corporate governance principles and applicable regulations set by authorities such as the SEC and the Stock Exchange of Thailand
3. Arrange annual performance evaluations of the Chairman, individual directors, the Board, and subcommittees
- 4 Evaluate the performance of the Nomination Committee and report the results to the Board
5. Perform other duties as required by applicable laws, rules, regulations, or directives from relevant authorities

Reference link for the charter

<https://www.planetcomm.com/wp-content/uploads/2026/03/Charter-of-Nomination-Remuneration-and-CG-Committee-2026-TH.pdf>

Risk Management Committee

Role

- Others
- Establish policies, analyze, oversee, monitor, and continuously develop the organizations risk management framework.

Scope of authorities, role, and duties

1. Identify and analyze risks, and establish appropriate mitigation measures
2. Develop risk management policies and measures
3. Oversee risks, including fraud and corruption risks
4. Communicate and monitor compliance with risk management measures
5. Continuously assess and monitor risks
6. Enhance the risk management system in line with recognized standards

Reference link for the charter

<https://www.planetcomm.com/wp-content/uploads/2026/03/Charter-Risk-Management-Committee-2026-TH.pdf>

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
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List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Dr. KANGWAN YODWISITSAK^(*)</p> <p>Gender: Male</p> <p>Age : 53 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	21 Dec 2023	Business Administration, Finance, Accounting, Governance/ Compliance
<p>2. Mr. SOMKID WANGCHERDCHUWONG</p> <p>Gender: Male</p> <p>Age : 68 years</p> <p>Highest level of education : Barrister</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	23 Feb 2018	Law, Governance/ Compliance, Audit, Risk Management
<p>3. Lt. SOMSAK YAMASMIT</p> <p>Gender: Male</p> <p>Age : 88 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	13 Aug 2025	Commerce, Leadership, Business Administration, Insurance, Tourism & Leisure

Additional explanation :

(*) Directors with expertise in accounting information review

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

List of directors	Position	Date of resignation / termination	Replacement committee member
<p>1. Dr. WICHAJ LAOHMATVANICH^(*) Gender: Male Age : 72 years Highest level of education : Doctoral degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director)</p>	<p>25 Apr 2025</p>	<p>Mr. SORASAK CHUNTARAVANICK Appointment date of replacement committee member : 6 May 2026</p>
<p>2. Mr. SORASAK CHUNTARAVANICK^(*) Gender: Male Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p>	<p>13 Aug 2025</p>	<p>Lt. SOMSAK YAMASMIT Appointment date of replacement committee member : 13 Aug 2025</p>

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. PRAPAT RATHLERTKARN Gender: Male Age : 67 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</p>	<p>The chairman of the executive committee</p>	<p>11 Nov 2022</p>
<p>2. Mr. TREVOR JOHN THOMPSON Gender: Male Age : 71 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : No Residence in Thailand : Yes</p>	<p>Vice-chairman of the executive committee</p>	<p>11 Nov 2022</p>
<p>3. Ms. CHATSUDA BENJANIRAT Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>13 Jun 2026</p>
<p>4. Ms. UMMIKA RATHLERTKARN Gender: Female Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>11 Nov 2022</p>

List of committee members	Position	Appointment date of executive committee member
5. Ms. ATCHARAWAN JEARTHANAPORN Gender: Female Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	11 Nov 2022
6. Mr. PANOM RATANARAT Gender: Male Age : 50 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	Member of the executive committee	11 Nov 2022
7. Mr. SORASAK CHUNTARAVANICK Gender: Male Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	13 Aug 2025

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

Other Subcommittees

Subcommittee name	Name list	Position
Nomination Remuneration and Corporate Governance Committee	Mr. SOMKID WANGCHERDCHUWONG	The chairman of the subcommittee (Independent director)

Subcommittee name	Name list	Position
	Dr. KANGWAN YODWISITSAK	Member of the subcommittee (Independent director)
	Mr. SORASAK CHUNTARAVANICK	Member of the subcommittee
	Dr. WICHAI LAOHMATVANICH	Member of the subcommittee (Independent director)
Risk Management Committee	Mr. SORASAK CHUNTARAVANICK	The chairman of the subcommittee
	Mr. PRAPAT RATHLERTKARN	Member of the subcommittee
	Mr. SOMKID WANGCHERDCHUWONG	Member of the subcommittee (Independent director)
	Dr. WICHAI LAOHMATVANICH	The chairman of the subcommittee (Independent director)

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

Subcommittee name	Name list	Position	Date of resignation / termination	Replacement committee member
Nomination Remuneration and Corporate Governance Committee	Dr. WICHAI LAOHMATVANICH	Member of the subcommittee (Independent director)	25 Apr 2025	Mr. SORASAK CHUNTARAVANICK Appointment date of replacement committee member : 6 May 2025

Subcommittee name	Name list	Position	Date of resignation / termination	Replacement committee member
Risk Management Committee	Dr. WICHAJ LAOHMATVANICH	The chairman of the subcommittee (Independent director)	25 Apr 2025	Mr. SORASAK CHUNTARAVANICK Appointment date of replacement committee member : 6 May 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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. PRAPAT RATHLERTKARN Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Co-Chief Executive Officer (The highest-ranking executive)	27 Apr 1994	Information & Communication Technology, IT Management, Corporate Management, Leadership, Governance/ Compliance

List of executives	Position	First appointment date	Skills and expertise
<p>2. Ms. CHATSUDA BENJANIRAT</p> <p>Gender: Female</p> <p>Age : 47 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Computer Science</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Co-Chief Executive Officer</p> <p>(The highest-ranking executive)</p>	<p>13 Aug 2025</p>	<p>Engineering, Business Administration, Governance/ Compliance, Data Analysis</p>
<p>3. Mr. TREVOR JOHN THOMPSON</p> <p>Gender: Male</p> <p>Age : 71 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : No</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Chief Technology Officer</p>	<p>27 Apr 1994</p>	<p>Information & Communication Technology, Engineering, IT Management, Governance/ Compliance</p>

List of executives	Position	First appointment date	Skills and expertise
<p>4. Ms. UMMIKA RATHLERTKARN^{(*)(**)} Gender: Female Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes</p>	Chief Financial Officer	8 Dec 2022	Audit, Internal Control, Data Management, Finance, Accounting
<p>5. Mr. Rungroj Jaturaworaporn Gender: Male Age : 52 years Highest level of education : 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>	Chief Revenue Officer	10 May 2021	Electronic Components, Information & Communication Technology, IT Management

List of executives	Position	First appointment date	Skills and expertise
6. Mr. Veerasak Athornchaikul Gender: Male Age : 51 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Marketing Officer	8 Dec 2023	Information & Communication Technology, Marketing, IT Management, Business Administration

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

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

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

Remuneration policy for executive directors and executives

The Company has established policies and criteria for determining the remuneration of executive directors and executives, taking into consideration appropriateness, fairness, and alignment with the Company's performance in both the short and long term. The determination is based on the scope of roles and responsibilities, the Company's operating results, individual performance, and benchmarking against market practices, in order to attract and retain capable personnel.

The remuneration structure is reviewed and approved by the Board of Directors and/or in accordance with the defined authority matrix, under principles of good corporate governance and transparency.

Executive Remuneration

The remuneration consists of monetary compensation, including salary, which is reviewed annually, and bonuses that are determined based on performance and linked to the Company's annual operating results. In addition, the Company provides contributions to the provident fund.

Other Benefits

In addition to monthly remuneration and meeting allowances, the Company provides directors and officers liability insurance (D&O Insurance) to financially protect directors and executives against liabilities arising from the performance of their duties. The Company also supports expenses for attending seminars and training programs organized by the Thai Institute of Directors Association (IOD) and other relevant institutions, in accordance with the Company's regulations.

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

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	22,919,064.67	21,304,546.99	19,462,135.00
Total remuneration of executive directors (baht)	900,000.00	1,200,000.00	1,381,667.00
Total remuneration of executives (baht)	22,019,064.67	20,104,546.99	18,080,468.00

Other remunerations of executive directors and executives

	2023	2024	2025
Companys contribution to provident fund for executive directors and executives (Baht)	714,000.00	714,000.00	700,500.00
Employee Stock Ownership Plan (ESOP)	No	-	-
Employee Joint Investment Program (EJIP)	No	-	-

Outstanding remuneration or benefits of executive directors and executives

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

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Ummika Rathlertkarn	ummika@planetcomm.com	02-792-2400

List of the company secretary

General information	Email	Telephone number
1. Mrs. KANITSRI BANDHUMASUTA	kanitsri@planetcomm.com	02-792-2440

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Anutsaya Raksasorn	anutsaya@dir.co.th	02-596-0500

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. WERAWAT CHANG-URAI	werawat.c@planetcomm.com	02-792-2512

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mrs. KANITSRI BANDHUMASUTA	kanitsri@planetcomm.com	02-792-2440

Company's auditor**Details of the company's auditor**

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
<p>SAM NAK-NGAN A.M.C. COMPANY LIMITED 4TH UNIT, 19TH FLOOR, SILOM COMPLEX BUILDING,191 SILOM ROAD SI LOM BANG RAK Bangkok 10500 Telephone number +66 2231 3980-7</p>	<p>1,680,000.00</p>	<p>-</p>	<p>1. Mr. NARIS SAOWALAGSAKUL Email: naris@amc-auditing.com Telephone number: 022313980 License number: 5369</p> <p>2. Mr. AMPOL CHAMNONGWAT Email: audit14@amc-auditing.com Telephone number: 022313980 License number: 4663</p> <p>3. Ms. GUNYANUN PUNYAVIWAT Email: audit14@amc-auditing.com Telephone number: 022313980 License number: 12733</p> <p>4. Ms. PRAPHASRI LEELASUPHA Email: audit14@amc-auditing.com Telephone number: 022313980 License number: 4664</p> <p>5. Mr. BURIN PRASONGSAMRIT Email: audit14@amc-auditing.com Telephone number: 022313980 License number: 12879</p>

Details of the auditors of the subsidiaries

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
<p>SAM NAK-NGAN A.M.C. COMPANY LIMITED 4TH UNIT, 19TH FLOOR, SILOM COMPLEX BUILDING,191 SILOM ROAD SI LOM BANG RAK Bangkok 10500 Telephone number +66 2231 3980-7</p>	<p>980,000.00</p>	<p>-</p>	<p>1. Mr. NARIS SAOWALAGSAKUL Email: naris@amc-auditing.com Telephone number: 022313980 License number: 5369</p> <p>2. Mr. AMPOL CHAMNONGWAT Email: audit14@amc-auditing.com Telephone number: 022313980 License number: 4663</p> <p>3. Ms. GUNYANUN PUNYAVIWAT Email: audit14@amc-auditing.com Telephone number: 022313980 License number: 12733</p> <p>4. Ms. PRAPHASRI LEELASUPHA Email: audit14@amc-auditing.com Telephone number: 022313980 License number: 4664</p> <p>5. Mr. BURIN PRASONGSAMRIT Email: audit14@amc-auditing.com Telephone number: 022313980 License number: 12879</p>

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

The Company has established a policy requiring the Board of Directors to convene at least once every three months, with additional meetings arranged when necessary. For each meeting, the agenda is clearly specified and the meeting notice together with relevant supporting documents is delivered at least seven days in advance to allow the directors sufficient time to review the information prior to the meeting. Minutes of each meeting are recorded in writing and the approved minutes are properly maintained for inspection by the Board of Directors and relevant parties.

The Company also prepares an annual Board meeting schedule in advance and informs the Board accordingly. In 2025, the Board scheduled meetings on a quarterly basis to consider and approve the quarterly financial statements and the annual financial statements. Additional meetings were held in March and June to consider and approve other matters as appropriate.

The schedule for the 2026 Annual General Meeting was approved by the Board of Directors at its 10/2025 meeting on November 13, 2025. The company secretary has already submitted the schedule to the Board of Directors on November 13, 2025.

A quorum for a Board meeting requires the presence of at least one-half of the total number of directors. In addition, at the time when the Board passes a resolution, at least two-thirds of the total number of directors must be present.

During the years 2023-2025, the Company held 7, 7, and 10 Board of Directors meetings, respectively. In 2025, the overall attendance rate of directors at Board meetings was 97.40%.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. TREVOR JOHN THOMPSON	Director	27 Apr 1994	Information & Communication Technology, Engineering, IT Management, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
Ms. ATCHARAWAN JEARTHANAPORN	Director	25 Apr 2022	Corporate Social Responsibility, Sustainability, Public Administration, Governance/ Compliance
Dr. WICHAI LAOHMATVANICH	Director	25 Jan 2018	Accounting, Finance, Governance/ Compliance, Public Administration, Risk Management

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Lt. SOMSAK YAMASMIT	Chairman of the board of directors	25 Apr 2025	Commerce, Leadership, Business Administration, Insurance, Tourism & Leisure
Mr. SORASAK CHUNTARAVANICK	Director	6 May 2025	Finance, Accounting, Risk Management, Audit, Governance/ Compliance

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

List of directors	Position	First appointment date of director	Skills and expertise
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List of directors	Position	First appointment date of director	Skills and expertise
Ms. CHATSUDA BENJANIRAT	Director	25 Apr 2025	Engineering, Business Administration, Governance/ Compliance, Data Analysis

Selection of independent directors

Criteria for selecting independent directors⁽²⁾

Planet Communications Asia Public Company Limited has defined the qualifications of its directors in accordance with the criteria for Independent Directors as prescribed by the Securities and Exchange Commission of Thailand (SEC). An Independent Director of the Company refers to a director who possesses the following qualifications:

1. Holds no more than 1% of the total voting shares of the Company*, including shares held by related persons of such independent director
2. Is not, and has not been, a director involved in management, an employee, staff member, advisor receiving a regular salary, or a controlling person of the Company*, unless at least two years have passed since ceasing such position
3. Is not a person related by blood or legal registration to other directors, executives, major shareholders, controlling persons, or persons nominated to be executives or controlling persons of the Company or its subsidiaries
4. Has no, and has not had, any business relationship with the Company* that may impair independent judgment, and is not, and has not been, a significant shareholder or controlling person of an entity having a business relationship with the Company*, unless at least two years have passed since ceasing such relationship
5. Is not, and has not been, an auditor of the Company*, and is not a significant shareholder, controlling person, or partner of an audit firm whose auditor serves the Company*, unless at least two years have passed since ceasing such relationship
6. Is not, and has not been, a provider of professional services, including legal or financial advisory services, receiving fees exceeding THB 2 million per year from the Company*, and is not a significant shareholder, controlling person, or partner of such service provider, unless at least two years have passed since ceasing such relationship
7. Is not a director appointed as a representative of the Companys directors, major shareholders, or shareholders related to major shareholders
8. Does not operate a business of the same nature and in significant competition with the Company or its subsidiaries, and is not a significant partner, director involved in management, employee, salaried advisor, or shareholder holding more than 1% of voting shares in another company engaged in such competing business
9. Does not have any other characteristics that may prevent the ability to express independent opinions regarding the Companys operations

Remark: ⁽²⁾ * Including the Companys parent company, subsidiaries, associated companies, major shareholders, or controlling persons.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive⁽³⁾

Remark: ⁽³⁾ Reference: Charter of the Nomination, Remuneration and Corporate Governance Committee, Revision No. 7, approved by the Board of Directors Meeting No. 9/2025 held on 13 August 2025, Section 3: Scope of Duties and Responsibilities, Clause 3.1 (Nomination) (3): To consider the qualifications of the Chief Executive Officer, taking into account experience, knowledge, competence, integrity, and leadership, and to propose the nomination to the Board of Directors for consideration and approval.

Method for selecting directors and the highest-ranking executive

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

Number of directors from major shareholders

Number of directors from each group of major : 1
shareholders over the past year (persons)

Rights of minority shareholders on director appointment

The Company places importance on protecting the rights of all shareholders equally, including minority shareholders. It provides opportunities for qualified shareholders to participate in nominating suitable candidates for directorships in advance of the Annual General Meeting of Shareholders (AGM).

In 2025, the Company announced through the Stock Exchange of Thailand's system to invite shareholders to propose agenda items and nominate qualified individuals for directorship. Shareholders were allowed to submit proposals in advance in accordance with the criteria disclosed on the Company's website during the period from 1 November 2024 to 30 January 2025. In the event that the Board of Directors does not include any proposed items in the agenda, the Company will provide reasons to the shareholders meeting.

For the nomination of candidates for directorship, shareholders must hold shares in the proportion specified by the Company and submit supporting information such as background, qualifications, and experience. The Nomination and Remuneration Committee will consider the suitability of candidates based on their knowledge, capabilities, experience, independence, and alignment with the Board structure, before proposing to the Board of Directors and subsequently to the shareholders meeting for appointment.

This practice aims to promote the participation of minority shareholders, enhance transparency in the director nomination process, and support the Company's good corporate governance

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Lt. SOMSAK YAMASMIT (Chairman of the board of directors, Independent director)	Non-participating	-
2. Mr. PRAPAT RATHLERTKARN (Vice-chairman of the board of directors)	Participating	Other <ul style="list-style-type: none"> • 2025: • TOP Green Executive Program, Class 1, by the Institute for Environmental Sustainability Research, Chulalongkorn University.
3. Ms. CHATSUDA BENJANIRAT (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2025: Director Accreditation Program (DAP)
4. Mr. TREVOR JOHN THOMPSON (Director)	Non-participating	-
5. Mr. SOMKID WANGCHERDCHUWONG (Director, Independent director)	Non-participating	-

List of directors	Participation in training in the past financial year	History of training participation
6. Dr. KANGWAN YODWISITSAK (Director, Independent director)	Non-participating	-
7. Mr. PANOM RATANARAT (Director)	Non-participating	-
8. Ms. ATCHARAWAN JEARTHANAPORN (Director)	Non-participating	-
9. Mr. SORASAK CHUNTARAVANICK (Director)	Participating	Thai Institute of Directors (IOD) • 2025: Director Accreditation Program (DAP)
10. Mr. RUTTIKORN VARAKULSIRIPUNTH (Chairman of the board of directors, Independent director)	Non-participating	-
11. Dr. WICHAJ LAOHMATVANICH (Director, Independent director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

In accordance with the Corporate Governance Code for Listed Companies, it is recommended that the Board of Directors and the Board Committees of listed companies conduct a self-assessment of their performance at least once a year. This evaluation enables the Board to jointly review its performance and identify areas for improvement. The evaluation should be conducted both on a collective basis (board evaluation) and an individual basis (individual director evaluation). This practice also promotes and supports listed companies in conducting regular and continuous evaluations of the Board of Directors and Board Committees each year.

Accordingly, the Company conducts an annual performance evaluation of the Board of Directors and its Board Committees, both collectively and individually, in order to enhance the effectiveness of the Company's corporate governance. The evaluation covers the following key areas:

1. Board Evaluation (Collective Assessment)

- Board structure and composition
- Roles, duties, and responsibilities of the Board
- Board meetings
- Performance of directors
- Relationship with management
- Director development and executive development

2. Individual Evaluation

- Board structure and director qualifications
- Board meeting participation
- Roles, duties, and responsibilities of the Board of Directors

The Company has established criteria for interpreting the evaluation scores based on a maximum score of 4 points, with results categorized into five levels: Excellent, Very Good, Good, Fairly Good, and Satisfactory. An average score of 3.50 - 4.00 is considered Excellent, 3.00 - 3.49 is considered Very Good, 2.50 - 2.99 is considered Good, 2.00 - 2.49 is considered Fairly Good, and a score below 2.00 is considered Satisfactory.

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

The summary of the committee evaluations for the year 2025 as follows:

1. Board of Directors

- Committee evaluation: 3.56 points, rated as Excellent
- Individual evaluation: 3.61 points, rated as Excellent

2. Audit Committee

- Committee evaluation: 3.82 points, rated as Excellent
- Individual evaluation: 3.72 points, rated as Excellent

3. Nomination, Remuneration, and Corporate Governance

- Committee evaluation: 3.96 points, rated as Excellent
- Individual evaluation: 3.83 points, rated as Excellent

4. Risk Management Committee

- Committee evaluation: 3.40 points, rated as Very Good
- Individual evaluation: 3.65 points, rated as Excellent

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

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	3.56	4.00
	Self-assessment	3.61	4.00
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Audit Committee	Group assessment	3.82	4.00
	Self-assessment	3.72	4.00
	Cross-assessment (assessment of another director)	None	None
Nomination Remuneration and Corporate Governance Committee	Group assessment	3.96	4.00
	Self-assessment	3.83	4.00
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	3.40	4.00
	Self-assessment	3.65	4.00
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

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 : 10
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. Lt. SOMSAK YAMASMIT (Chairman of the board of directors, Independent director)	6	/	7	0	/	0		/	
2. Mr. PRAPAT RATHLERTKARN (Vice-chairman of the board of directors)	10	/	10	1	/	1		/	
3. Ms. CHATSUDA BENJANIRAT (Director)	6	/	7	0	/	0		/	
4. Mr. TREVOR JOHN THOMPSON (Director)	10	/	10	1	/	1		/	
5. Mr. SOMKID WANGCHERDCHUWONG (Director, Independent director)	10	/	10	1	/	1		/	
6. Dr. KANGWAN YODWISITSAK (Director, Independent director)	10	/	10	1	/	1		/	
7. Mr. PANOM RATANARAT (Director)	10	/	10	1	/	1		/	
8. Ms. ATCHARAWAN JEARTHANAPORN (Director)	10	/	10	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)
9. Mr. SORASAK CHUNTARAVANICK (Director)	5	/	5	0	/	0		/	
10. Mr. RUTTIKORN VARAKULSIRIPUNTH (Chairman of the board of directors, Independent director)	4	/	4	1	/	1		/	
11. Dr. WICHAI LAOHMATVANICH (Director, Independent director)	4	/	4	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. Lt. SOMSAK YAMASMIT (Chairman of the board of directors)	6/7 (85.71%)	N/A	N/A
2. Mr. PRAPAT RATHLERTKARN (Vice-chairman of the board of directors)	10/10 (100.00%)	1/1 (100.00%)	N/A
3. Ms. CHATSUDA BENJANIRAT (Director)	6/7 (85.71%)	N/A	N/A
4. Mr. TREVOR JOHN THOMPSON (Director)	10/10 (100.00%)	1/1 (100.00%)	N/A
5. Mr. SOMKID WANGCHERDCHUWONG (Director)	10/10 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
6. Dr. KANGWAN YODWISITSAK (Director)	10/10 (100.00%)	1/1 (100.00%)	N/A
7. Mr. PANOM RATANARAT (Director)	10/10 (100.00%)	1/1 (100.00%)	N/A
8. Ms. ATCHARAWAN JEARTHANAPORN (Director)	10/10 (100.00%)	1/1 (100.00%)	N/A
9. Mr. SORASAK CHUNTARAVANICK (Director)	5/5 (100.00%)	N/A	N/A
10. Mr. RUTTIKORN VARAKULSIRIPUNTH (Chairman of the board of directors)	4/4 (100.00%)	1/1 (100.00%)	N/A
11. Dr. WICHAI LAOHMATVANICH (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	97.40%	100.00%	N/A

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

The Company places great importance on regular attendance at Board of Directors meetings and adheres to the principle of transparency by appropriately disclosing reasons when directors are unable to attend.

In 2025, two directors were unable to attend certain Board meetings. Acting Sub Lt. Somsak Yamasamit was unable to attend Board Meeting No. 8/2025 on June 26, 2025, due to an important overseas engagement. Ms. Chatsuda Benjanirat was unable to attend Board Meeting No. 10/2025 on November 13, 2025, due to illness (influenza). However, such absences did not affect the quorum or the operations of the Board of Directors.

Remuneration of the board of directors

Types of remuneration of the board of directors

The Nomination and Remuneration Committee is responsible for considering, determining, and proposing the remuneration of the Board of Directors and subcommittees to the Board of Directors and the Annual General Meeting of Shareholders for approval. The determination of such remuneration is carefully considered to ensure appropriateness with respect to the scope of duties and responsibilities of each director, alignment with the Company's strategy and long-term objectives, and competitiveness compared to companies in the same industry.

Remuneration of the board of directors⁽⁴⁾

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. Lt. SOMSAK YAMASMIT (Chairman of the board of directors, Independent director)			225,333.33		N/A
Board of Directors (Chairman of the board of directors)	221,583.33	0.00	221,583.33	No	
Audit Committee (Member of the audit committee)	3,750.00	0.00	3,750.00	No	
2. Mr. PRAPAT RATHLERTKARN (Vice-chairman of the board of directors)			226,250.00		N/A
Board of Directors (Vice-chairman of the board of directors)	212,500.00	0.00	212,500.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	13,750.00	0.00	13,750.00	No	
3. Ms. CHATSUDA BENJANIRAT (Director)			227,000.00		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)	127,000.00	0.00	127,000.00	No	
Executive Committee (Member of the executive committee)	100,000.00	0.00	100,000.00	No	
4. Mr. TREVOR JOHN THOMPSON (Director)			212,500.00		N/A
Board of Directors (Director)	212,500.00	0.00	212,500.00	No	
Executive Committee (Vice-chairman of the executive committee)	0.00	0.00	0.00	No	
5. Mr. SOMKID WANGCHERDCHUWONG (Director, Independent director)			290,000.00		N/A
Board of Directors (Director)	212,500.00	0.00	212,500.00	No	
Audit Committee (Member of the audit committee)	23,750.00	0.00	23,750.00	No	
Nomination Remuneration and Corporate Governance Committee (The chairman of the subcommittee)	40,000.00	0.00	40,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee (Member of the subcommittee)	13,750.00	0.00	13,750.00	No	
6. Dr. KANGWAN YODWISITSAK (Director, Independent director)			270,000.00		N/A
Board of Directors (Director)	212,500.00	0.00	212,500.00	No	
Audit Committee (Chairman of the audit committee)	37,500.00	0.00	37,500.00	No	
Nomination Remuneration and Corporate Governance Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
7. Mr. PANOM RATANARAT (Director)			787,500.00		N/A
Board of Directors (Director)	212,500.00	0.00	212,500.00	No	
Executive Committee (Member of the executive committee)	575,000.00	0.00	575,000.00	No	
8. Ms. ATCHARAWAN JEARTHANAPORN (Director)			787,500.00		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)	212,500.00	0.00	212,500.00	No	
Executive Committee (Member of the executive committee)	575,000.00	0.00	575,000.00	No	
9. Mr. SORASAK CHUNTARAVANICK (Director)			285,000.00		N/A
Board of Directors (Director)	120,833.00	0.00	120,833.00	No	
Audit Committee (Member of the audit committee)	10,000.00	0.00	10,000.00	No	
Executive Committee (Member of the executive committee)	131,667.00	0.00	131,667.00	No	
Risk Management Committee (The chairman of the subcommittee)	17,500.00	0.00	17,500.00	No	
Nomination Remuneration and Corporate Governance Committee (Member of the subcommittee)	5,000.00	0.00	5,000.00	No	
10. Mr. RUTTIKORN VARAKULSIRIPUNTH (Chairman of the board of directors, Independent director)			140,000.00		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 (Chairman of the board of directors)	140,000.00	0.00	140,000.00	No	
11. Dr. WICHAI LAOHMATVANICH (Director, Independent director)			120,000.00		N/A
Board of Directors (Director)	80,000.00	0.00	80,000.00	No	
Audit Committee (Chairman of the audit committee)	20,000.00	0.00	20,000.00	No	
Nomination Remuneration and Corporate Governance Committee (Member of the subcommittee)	10,000.00	0.00	10,000.00	No	
Risk Management Committee (The chairman of the subcommittee)	10,000.00	0.00	10,000.00	No	
12. Ms. UMMIKA RATHLERTKARN (Member of the executive committee)			0.00		N/A
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	1,964,416.33	0.00	1,964,416.33
2. Audit Committee	95,000.00	0.00	95,000.00
3. Executive Committee	1,381,667.00	0.00	1,381,667.00
4. Nomination Remuneration and Corporate Governance Committee	75,000.00	0.00	75,000.00
5. Risk Management Committee	55,000.00	0.00	55,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	1,660,000.00	3,075,000.00	3,571,083.33
Other monetary remuneration (Baht)	0.00	0.00	0.00
Total (Baht)	1,660,000.00	3,075,000.00	3,571,083.33

Remark: ⁽⁴⁾ At the Board of Directors Meeting No. 10/2025 held on November 13, 2025, the Board resolved to approve a reduction in salaries and meeting allowances of the Board of Directors and subcommittees, as well as a 25% reduction in the salaries of the Executive Committee, for a period of six months (November 2025 April 2026)

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 determination of the scope of duties and
responsibility for operations in subsidiaries and responsibilities of directors and executives as company
associated companies approved by the board of representatives in establishing important policies,

directors	Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets
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The Company has established a systematic governance framework for its subsidiaries and associates by clearly defining the roles and responsibilities of directors and executives acting as representatives in setting policies and approving significant transactions. It also requires accurate and transparent reporting and disclosure of financial positions and operating results in accordance with applicable standards.

In addition, related party transactions must be conducted fairly at market prices and in compliance with regulatory requirements. Significant transactions, including acquisitions or disposals of assets, must be reviewed and approved in accordance with delegated authority levels, with full disclosure of information. This ensures that the Groups operations are efficient, transparent, and aligned with good corporate governance principles.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

Directors and Executives

The Company requires directors and executives to fully, accurately, and timely report any transactions that may give rise to conflicts of interest, in compliance with the Public Limited Companies Act B.E. 2535 (1992), the Securities and Exchange Act B.E. 2535 (1992) (as amended), as well as the regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). Directors and executives must disclose any personal interests or those of related persons and must abstain from participating in the consideration or voting on such matters to ensure transparency and fairness in the Company's operations.

Employees

The Company requires employees at all levels to disclose and report any potential conflicts of interest to their supervisors or relevant departments, in accordance with good corporate governance principles and the Company's Code of Conduct, as well as applicable laws and regulations. This is to prevent any personal gain that may adversely affect the Company's interests.

The Company has established a Code of Conduct, which is reviewed annually by the Board of Directors as a guideline for business operations. All employees are required to undergo training on the Code of Conduct. In addition, the Board

of Directors, senior executives, and employees in accounting, sales, marketing, and procurement functions are required to sign a conflict of interest disclosure form to affirm compliance with the policy and to enhance transparency in the Company's business operations.

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) ⁽⁵⁾	0	0	0

Remark: ⁽⁵⁾ From 2023-2025, "No" cases or issues related to conflicts of interest were found.

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

Planet Communications Asia Public Company Limited places great importance on preventing the misuse of inside information for personal gain. The Company has established clear policies and guidelines in its Code of Conduct to ensure fairness and equal treatment for all shareholders, in line with the principles of good corporate governance for companies listed on the Market for Alternative Investment (mai).

The Company defines inside information that has not yet been disclosed to the public and may affect the Company's securities prices as confidential information that must be protected. Directors, executives, employees at all levels, and related persons are strictly prohibited from disclosing such information or using it, directly or indirectly, for personal gain in trading the Company's securities.

The Company has implemented key measures, including:

- Prohibiting the use or disclosure of inside information for personal or others benefit
- Prohibiting trading of the Company's securities based on inside information prior to public disclosure
- Establishing a blackout period prior to the disclosure of financial statements
- Requiring directors and executives to report their securities holdings and any changes thereto, including those of their spouses and minor children

These measures are in compliance with the Securities and Exchange Act B.E. 2535 (1992), particularly Section 59 regarding the reporting of securities holdings and provisions relating to insider trading. Any violation is subject to legal penalties as well as the Company's disciplinary actions, to maintain transparency and investor confidence on a sustainable basis.

The Company also requires management to report changes in securities holdings of directors and executives to the Board of Directors on a quarterly basis, ensuring transparency and appropriate oversight.

In 2025, directors and senior executives fully complied with the reporting requirements by submitting disclosures of changes in securities holdings through the Stock Exchange of Thailand's system. The Company summarized and reported such information to the Board of Directors on a quarterly basis. No trading of the Company's securities by directors or executives was found during the blackout period.

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) ⁽⁶⁾	0	0	0

Remark: ⁽⁶⁾ Year 2023-2025 "No" cases or issues related to the use of inside information for personal gain were found.

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy

The Board of Directors has established an anti-corruption policy to prevent and mitigate risks of fraud across all organizational activities. The policy emphasizes conducting business with transparency and in alignment with good corporate governance principles. The Risk Management Committee has been assigned to oversee, monitor, and continuously assess the effectiveness of the measures.

The Company promotes awareness and understanding of anti-corruption practices among employees at all levels by incorporating such topics into orientation programs and requiring strict adherence to the Company's Code of Conduct.

This policy is reviewed annually by the Board of Directors. In 2025, 100% of employees acknowledged the policy, and no incidents of corruption were identified within the organization. This reflects the effectiveness of the Company's governance framework and its strong commitment to fostering a culture of integrity.

Declaration of Intent to Join the Thai Private Sector Collective Action Against Corruption (CAC)

The Company declared its intention to participate in the Thai Private Sector Collective Action Against Corruption (CAC) in 2018. It has implemented policies on risk assessment, guidelines, monitoring systems, and reporting processes in alignment with the CAC requirements.

The Company was first certified as a CAC member on May 17, 2018, and has successfully renewed its certification continuously first renewal on March 31, 2022, and second renewal on March 31, 2025. The latest certification is valid until March 31, 2028, reflecting the Companys ongoing commitment to conducting business with transparency and free from corruption.

Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases) ⁽⁷⁾	0	0	0

Remark: ⁽⁷⁾ From 2023 to 2025, "No" cases or issues related to corruption were found.

Whistleblowing

Operations related to whistleblowing over the past year

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

The Company encourages employees, shareholders, and all stakeholders to participate in good corporate governance by providing opportunities to raise inquiries or report misconduct, violations of laws, company regulations, or the Code of Conduct, as well as any incidents that may cause damage to the Company.

The Company has established multiple accessible whistleblowing channels. Reports can be submitted through supervisors, the Chairman of the Audit Committee, the Chairman of the Board, the Company Secretary, via the Companys website, or by post addressed to:

*Chairman of the Board or Chairman of the Audit Committee
Planet Communications Asia Public Company Limited
157 Soi Ram Inthra 34, Tha Raeng, Bang Khen, Bangkok 10230*

The Company has implemented whistleblower protection measures to ensure confidentiality and to protect whistleblowers from retaliation or any adverse consequences. This aims to build confidence in reporting concerns in good faith and fairness.

Details are outlined in the Companys Whistleblowing Policy, which has been communicated to all employees and stakeholders and is reviewed annually to ensure its appropriateness and alignment with current circumstances.

The Company is committed to fostering a transparent, accountable, and sustainable corporate culture grounded in good governance principles.

Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases) ⁽⁸⁾	0	0	0

Remark: ⁽⁸⁾ From 2023-2025, "No" cases or issues were found to be received through the whistleblowing channel.

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 5

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Dr. KANGWAN YODWISITSAK (Chairman of the audit committee)	5	/	5	5/5 (100.00%)
2 Mr. SOMKID WANGCHERDCHUWONG (Member of the audit committee)	5	/	5	5/5 (100.00%)
3 Lt. SOMSAK YAMASMIT (Member of the audit committee)	1	/	1	1/1 (100.00%)
4 Dr. WICHAI LAOHMATVANICH (Chairman of the audit committee)	2	/	2	2/2 (100.00%)

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
5 Mr. SORASAK CHUNTARAVANICK (Member of the audit committee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

The Audit Committee of Planet Communications Asia Public Company Limited consists of three independent directors with knowledge, expertise, and experience in business management, finance, accounting, internal audit, and law. Dr. Kangwan Yodwisitsak serves as the Chairman of the Audit Committee (appointed on May 6, 2025), with Mr. Somkid Wangcherdchuwong and Lt. Somsak Yamasamit serving as Audit Committee members.

In 2025, there were changes in the composition of the Audit Committee. Mr. Sorasak Mr. Sorasak Chuntaravanick was appointed on May 6, 2025, replacing Mr. Wichai Laohmatvanich, who completed his term and did not wish to continue. Subsequently, Lt. Somsak Yamasamit was appointed on August 13, 2025, replacing Mr. Sorasak Chuntaravanick, who resigned to assume other responsibilities within the Company. All Audit Committee members possess qualifications in accordance with the criteria of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET).

In 2025, the Audit Committee held a total of five meetings, with all members attending each meeting, constituting a quorum every time. The Committee regularly reported its performance to the Board of Directors on a quarterly basis. During the meetings, the Audit Committee discussed key corporate governance matters with management, internal auditors, and external auditors. The key responsibilities performed are summarized as follows:

Review of Financial and Non-Financial Reporting Systems

The Audit Committee reviewed the quarterly and annual financial statements for 2025 of Planet Communications Asia Public Company Limited together with management, internal auditors, and the external auditor. The external auditor was invited to attend meetings without management present to discuss independence and audit opinions. The Committee also inquired about the accuracy and completeness of the financial statements, significant accounting adjustments, appropriateness of accounting policies, and audit scope. This ensured that disclosures were accurate, complete, and sufficient, and that the auditor remained independent. The Committee is confident that the financial statements were prepared in compliance with applicable laws and generally accepted accounting principles, and that the accounting system is reliable with adequate and timely disclosure for investors and users. The Committee also reviewed operational performance against plans, raised key issues, and provided recommendations to ensure transparency and proper execution.

Review of Risk Management Assessment System

The Audit Committee reviewed the Companys risk management assessment in accordance with established policies and monitored progress on key risks. By evaluating risk factors and potential impacts, the Committee ensured that significant risks were systematically assessed and promoted awareness among employees, supporting value creation for the business.

Review of Corporate Governance Practices

The Committee reviewed compliance with the Company's code of conduct and corporate governance policies, and found that directors and employees adhered strictly to the established principles. The Committee continuously promoted ethics and integrity across all levels to ensure transparency and build confidence among shareholders, investors, customers, business partners, and stakeholders.

Review of Internal Control System

The Audit Committee reviewed the adequacy and effectiveness of the internal control system in accordance with internal audit standards and guidelines set by the SEC and the Stock Exchange of Thailand. The Committee also reviewed audit results based on the approved audit plan. Management continuously implemented improvements based on audit findings and recommendations. No material weaknesses were identified, and the Committee concluded that the Company has adequate and appropriate internal control and risk management systems.

Review of Compliance with Applicable Laws

The Committee reviewed compliance with the Securities and Exchange Act, SET regulations, SEC requirements, and other laws relevant to the Company's business, and found that the Company has complied appropriately.

Review of Related Party Transactions and Conflict of Interest

The Audit Committee reviewed such transactions and determined that they were conducted in the ordinary course of business, were reasonable, free from conflicts of interest, and complied with SEC and SET regulations.

Review of Intercompany Transactions

The Committee reviewed disclosures of related party transactions and potential conflicts of interest on a quarterly basis, ensuring they were conducted on an arms length basis, with transparency, and in the best interest of the Company and its shareholders.

Review of Anti-Corruption Measures

The Audit Committee reviewed internal control measures and compliance with anti-corruption policies. The Company was certified as a member of Thailand's Private Sector Collective Action Against Corruption (CAC) on May 17, 2018, and successfully renewed its certification (second renewal) on March 31, 2025. Internal audits conducted during the year confirmed that the Company has implemented adequate and appropriate anti-corruption measures.

Consideration for Appointment of External Auditor

The Audit Committee reviewed the qualifications, expertise, and performance of AMC Co., Ltd. Based on its independence and experience in auditing the Company's financial statements, the Committee proposed to the Board of Directors the appointment of AMC Co., Ltd. as the Company's auditor for 2025.

The Committee also proposed the reappointment of AMC Co., Ltd. as the auditor for another year, along with the audit fees for 2026. The proposal will be submitted to the Board of Directors for consideration and subsequently to the Annual General Meeting of Shareholders for approval.

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) : 14

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. PRAPAT RATHLERTKARN (The chairman of the executive committee)	14	/	14	14/14 (100.00%)
2 Mr. TREVOR JOHN THOMPSON (Vice-chairman of the executive committee)	13	/	14	13/14 (92.86%)
3 Ms. CHATSUDA BENJANIRAT (Member of the executive committee)	8	/	8	8/8 (100.00%)
4 Ms. UMMIKA RATHLERTKARN (Member of the executive committee)	14	/	14	14/14 (100.00%)
5 Ms. ATCHARAWAN JEARTHANAPORN (Member of the executive committee)	14	/	14	14/14 (100.00%)
6 Mr. PANOM RATANARAT (Member of the executive committee)	14	/	14	14/14 (100.00%)
7 Mr. SORASAK CHUNTARAVANICK (Member of the executive committee)	5	/	6	5/6 (83.33%)
Average meeting attendance rate				(96.60%)

The results of duty performance of Executive Committee

The Company has a total of seven Executive Committee members. Mr. Prapat Rathlertkarn serves as the Chairman of the Executive Committee, and Mr. Trevor John Thompson serves as a member of the Executive Committee. The Executive Committee is responsible for determining the direction and business strategies in alignment with the objectives set by the Board of Directors, as well as ensuring efficient and agile management. Its key responsibilities include:

- Defining the Company's direction, strategies, and business plans
- Overseeing operations to ensure alignment with established objectives
- Managing resources efficiently
- Promoting an effective risk management system
- Ensuring good corporate governance

The actions of the Executive Committee must be approved by the Chairman and Vice Chairman. Resolutions of the Executive Committee are binding on the Company in accordance with the Company's Articles of Association and the Public Limited Companies Act B.E. 2535 (1992). In this regard, the Executive Committee has the authority to submit matters in writing to the Board of Directors for ratification, endorsement, or approval on specific matters, within the scope of authority delegated and in effect at that time.

Meeting attendance of Nomination Remuneration and Corporate Governance Committee

List of Directors	Meeting attendance of Nomination Remuneration and Corporate Governance Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SOMKID WANGCHERDCHUWONG (The chairman of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
2 Dr. KANGWAN YODWISITSAK (Member of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
3 Mr. SORASAK CHUNTARAVANICK (Member of the subcommittee)	1	/	1	1/1 (100.00%)
4 Dr. WICHAI LAOHMATVANICH (Member of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Nomination Remuneration and Corporate Governance Committee

The Nomination, Remuneration, and Corporate Governance Committee consists of three members, including two independent directors: Mr. Somkid Wangcherdchuwong (Chairman) and Dr. Kangwan Yodwisitsak, and one director, Mr. Sorasak Chuntaravanick was appointed as a member of the Nomination, Remuneration, and Corporate Governance Committee on May 6, 2025, to replace Dr. Wichai Laohmatvanich, who did not wish to continue for another term.

The Nomination, Remuneration, and Corporate Governance Committee has performed its duties in accordance with its charter, as well as other responsibilities assigned by the Board of Directors. In 2025, the Committee held a total of four meetings and effectively carried out its duties, covering key areas as follows:

Nomination and Appointment of Directors

The Committee conducted the nomination process and reviewed the qualifications of both existing and new directors in accordance with the Company's policy. Consideration was given to knowledge, expertise, experience, diversity of skills, and alignment with the Company's business direction, as well as the overall Board structure. The Committee proposed qualified individuals for (1) replacing directors whose terms had expired, (2) filling vacancies due to resignation, and (3) appointing additional directors. The nominated candidates possessed appropriate qualifications and were capable of supporting good corporate governance and the Company's sustainable growth.

Succession Planning

The Committee oversaw the development of succession plans for the Chief Executive Officer and senior executives to ensure business continuity, and regularly reported progress to the Board of Directors on an annual basis.

Board Performance Evaluation

The Committee reviewed the annual self-assessment results of the Board of Directors and its subcommittees, both at the collective and individual levels, and reported the results to the Board to support continuous improvement in performance.

Remuneration Determination and Review

The Committee reviewed and considered policies and criteria for remuneration of the Board of Directors and subcommittees, taking into account roles and responsibilities, Company performance, economic and industry conditions, and benchmarking against listed companies in the same industry. The remuneration was deemed appropriate, aligned with responsibilities, and supportive of good corporate governance.

Corporate Governance

The Committee continuously reviewed and proposed improvements to corporate governance principles, policies, and practices to the Board of Directors.

Meeting attendance of Risk Management Committee

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 Mr. SORASAK CHUNTARAVANICK (The chairman of the subcommittee)	2	/	2	2/2 (100.00%)
2 Mr. PRAPAT RATHLERTKARN (Member of the subcommittee)	3	/	3	3/3 (100.00%)
3 Mr. SOMKID WANGCHERDCHUWONG (Member of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)
4 Dr. WICHAI LAOHMATVANICH (The chairman of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Risk Management Committee

Risk Management Committee consists of three members: Mr. Sorasak Chuntaravanick (Chairman), Mr. Prapat Rathlertkarn, and Mr. Somkid Wangcherdchuwong. Mr. Sorasak Jantrawanich was appointed as a member of the Risk Management Committee on May 6, 2025, to replace Dr. Wichai Laohmatvanich, who did not wish to continue for another term.

The Risk Management Committee has performed its duties in accordance with its charter, as well as other responsibilities assigned by the Board of Directors. In 2025, the Committee held a total of three meetings and carried out risk management in an effective, systematic, and continuous manner, covering key areas as follows:

- Review the enterprise risk management policy to ensure its adequacy and suitability for business operations

- Oversee the communication of risk management policies and measures across the organization and ensure strict compliance by employees
- Systematically assess and analyze risks and potential impacts to cover all operational processes
- Monitor and report medium and high-level risks regularly through quarterly reports
- Review and present key organizational risks to the Executive Committee and the Board of Directors, considering risk levels, key risk indicators (KRIs), and related control measures

These efforts aim to ensure effective risk management, enhance the Company's ability to adapt to changes, and support sustainable organizational growth.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The company prioritizes the Sustainability Development Roadmap (SD Roadmap) for listed companies, issued by the Securities and Exchange Commission (SEC), which emphasizes three key areas:

1. CG in Substance
2. CSR in Process
3. Anti-Corruption in Practice

And with the company's mission: The company is committed to providing comprehensive services by selecting high-quality products at reasonable prices, delivering products on time, and offering both pre-sales and after-sales services from a team of professional engineers, aiming for the most efficient and cost-effective use of technology to meet customer satisfaction.

The Company is committed to developing its suppliers for sustainable growth together. Suppliers are required to comply with the Company's Code of Conduct, applicable laws, and ESG principles. The Company also supports capability development through training programs and the sharing of best practices.

The Company promotes environmentally friendly operations, including efficient resource utilization, waste reduction, and green procurement practices. In addition, supplier performance is regularly monitored and evaluated.

The Company aims to build transparent and fair relationships while creating shared value, thereby strengthening the resilience and sustainability of its supply chain in the long term.

Sustainability management goals

Does the company set sustainability management goals : Yes

The Company has implemented CSR in various forms of social assistance, such as donations and community service, which constitutes only a portion of CSR or Corporate Social Responsibility after Process. Therefore, in alignment with the sustainability development plan for listed companies, the Company commenced the development of a Corporate Social Responsibility in Process plan in the fourth quarter of 2014. This initiative, named WE CARE, emphasizes the 3Ps: Care People, Care PlanetComm, and Care Planet. The project is dedicated to developing social and environmental responsibility policies to foster awareness and attentiveness among employees regarding their responsibilities towards themselves, customers, shareholders, business partners, society, and the environment.

United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, Goal 2 Zero Hunger, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 14 Life below Water, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals

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

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

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

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

Information on impacts on stakeholder management in business value chain

Business value chain

The Company operates under a sustainable value creation approach by integrating its business value chain with all stakeholder groups to generate shared value across economic, social, and environmental dimensions.

1. Market Analysis and Customer Demand Identification

Related stakeholders: Customers / Government agencies / Investors

The Company places strong emphasis on understanding customer needs and industry trends, as well as aligning with government policies. These insights enable the Company to develop solutions that meet both business requirements and regulatory standards, while also strengthening investor confidence in the Company's growth direction.

2. Solution Design and System Engineering

Related stakeholders: Customers / Technology partners / Employees

The Company collaborates with leading technology partners such as SAAB, Thales, Siemens, and Cisco to design high-performance, internationally standardized solutions. Leveraging internal expertise, the Company delivers innovative and value-driven solutions tailored to customer needs.

3. Procurement and Partner Management

Related stakeholders: Vendors / Suppliers / Business partners

The Company fosters long-term relationships with vendors and suppliers based on transparency, fairness, and ethical business practices. This ensures the delivery of high-quality products and services while effectively managing costs and supply chain risks.

4. Project Management and System Implementation

Related stakeholders: Customers / Employees / Contractors / Regulators

The Company emphasizes safety standards, quality assurance, and regulatory compliance throughout project execution. By coordinating closely with contractors and relevant authorities, the Company ensures timely project delivery and high customer satisfaction.

5. Service and Maintenance

Related stakeholders: Customers / Employees / Partners

The Company provides continuous after-sales services to ensure system stability and security. High-quality service delivery enhances long-term relationships and builds customer trust.

6. Recurring Revenue Generation

Related stakeholders: Customers / Investors / Shareholders

The Company focuses on generating long-term recurring revenue through services such as Cloud, Data Center, and Cybersecurity. This approach ensures service continuity for customers while enhancing revenue stability and delivering consistent returns to shareholders.

7. Sustainable Business Development and Expansion

Related stakeholders: Communities / Society / Government / Investors

The Company is committed to expanding into sustainable solutions, including Solar, Electric Vehicles (EV), and Battery Energy Storage Systems (BESS), as well as Carbon Management platforms. These initiatives support greenhouse gas reduction and align with government policies and ESG trends, contributing positively to society.

Supporting Activities and Governance

The Company emphasizes strong corporate management by considering all stakeholder groups, including shareholders, employees, customers, business partners, and regulators. This is achieved through the following practices:

- Corporate Governance
- Risk Management
- Legal and Regulatory Compliance
- Personal Data Protection (PDPA)
- Human Resource Development

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Shareholders 	Shareholders expect the Company to conduct its business with transparency, fairness, and accountability, while creating sustainable long-term value for shareholders.	The Company adheres to the principle of equitable treatment of shareholders, recognizing and prioritizing their fundamental rights, including the right to trade or transfer shares, the right to receive a share of the company's profits, the right to receive adequate company information, the right to attend meetings and	<ul style="list-style-type: none"> • Visit • Press Release • Online Communication • Annual General Meeting (AGM) • Complaint Reception

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>exercise voting rights at shareholder meetings to appoint or remove directors, appoint auditors, and on matters affecting the Company, such as dividend allocation, the establishment or amendment of articles of association and memorandum of association, capital reduction or increase, etc.</p> <p>Guidelines for Directors and Employees regarding Shareholders are as follows:</p> <ol style="list-style-type: none"> 1. Manage and perform duties to the best of their ability with honesty and integrity, as well as making any decisions and actions with care, prudence, and fairness to all shareholders, for the utmost benefit of shareholders as a whole. 2. Refrain from any actions that may create a conflict of interest for the Company. 3. Report the financial and non-financial status, including future trends of the group of companies, to 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>shareholders equally, consistently, and completely truthfully, as prescribed by the Stock Exchange of Thailand and the Securities and Exchange Commission.</p> <p>4. Not seek personal gain for themselves or related parties by using inside information not yet disclosed to the public, and not disclose confidential business information that could harm the Company to third parties.</p> <p>5. Provide opportunities for shareholders to propose matters for inclusion in the meeting agenda or nominate suitable individuals for consideration as directors of the Company in advance of the shareholder meeting. The Nomination, Remuneration, and Corporate Governance Committee will review and screen the suitability and present their recommendations for approval by the Board of Directors.</p>	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Employees 	<p>Employees expect the Company to value its people and provide holistic care in terms of fairness, safety, development, and quality of life, in order to foster engagement and enable sustainable growth together.</p>	<p>Employees are the most valuable resource and a key factor in the company's success. Therefore, the company is committed to treating employees equally and fairly in terms of compensation, appointments, and continuous development of their knowledge and abilities. The company adheres to the following principles:</p> <ol style="list-style-type: none"> 1. Treat employees with courtesy and respect for their individuality and personal rights. 2. Maintain a safe working environment for the life and property of employees at all times. 3. Strictly comply with labor laws. 4. Employment, appointment, transfer, compensation, rewards, and disciplinary actions for employees will be considered based on merit. Employee compensation will align with the company's performance, such as annual profits, and the use of a Balanced Scorecard for performance evaluation. 	<ul style="list-style-type: none"> • Internal Meeting • Complaint Reception • Employee Engagement Survey • Satisfaction Survey

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>5. Respect the privacy of employees. Do not disclose personal information such as salary, medical history, or family details to external parties or unrelated individuals, unless such disclosure is required by law to relevant external parties.</p> <p>6. Prioritize the continuous development of employees' knowledge and abilities to enhance their work efficiency.</p> <p>7. Provide appropriate welfare benefits, such as health insurance, life insurance, annual health check-ups, provident fund, loans, and support for sports clubs, etc.</p> <p>8. Conduct employee satisfaction surveys and provide opportunities for employees to offer suggestions or grievances regarding their work. The results of these evaluations, suggestions, and grievances will be considered, and corrective actions will be determined to benefit all parties and foster</p>	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>good working relationships.</p> <p>9. The company places importance on the safety and health of its employees as follows:</p> <p>9.1 The company is committed to developing employee safety and health systems in accordance with legal requirements.</p> <p>9.2 The company will implement measures to control and prevent losses due to accidents, fires, and work-related illnesses, as well as maintain a safe working environment for employees.</p> <p>9.3 The company provides adequate and appropriate resources in accordance with legal requirements, striving to develop human resources with knowledge and awareness in employee safety and health.</p> <p>9.4 Employee safety and health are paramount and are the duty and responsibility of management, supervisors at all levels, and all</p>	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		employees, who must comply with regulations and legal requirements.	
<u>External stakeholders</u>			
<ul style="list-style-type: none"> Suppliers 	<p>Partners expect the Company to operate with transparency, fairness, and integrity, honor contractual commitments, maintain confidentiality, and build long-term, sustainable business relationships based on mutual trust and shared benefits.</p>	<p>Business operations with any partners must not lead to damage to the company's reputation or violate any laws. The company considers equality in business operations and mutual benefits with partners. The company is committed to adhering to commercial terms, including sincerely fulfilling contractual obligations to partners, and refraining from exploitation, in accordance with the following principles:</p> <ol style="list-style-type: none"> The procurement of goods and services is systematic, under ISO 9001 standards, and in accordance with the company's Work Instructions (WI), as follows: <ul style="list-style-type: none"> Clearly define regulations for procurement, hiring, and various operations (details as per document numbers WI-06-01, WI-06-02, and WI-06-03). Criteria for evaluating and selecting 	<ul style="list-style-type: none"> Online Communication External Meeting Complaint Reception Satisfaction Survey Training / Seminar

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>partners (document number WI-03-01).</p> <ul style="list-style-type: none"> - Prepare appropriate contracts that do not exploit counterparties, adhere to specified commercial terms and contracts, and ensure fairness to all involved parties. - Establish a management system for inspection, evaluation, and monitoring to ensure compliance with terms and conditions. <p>2. Develop and maintain sustainable relationships with partners and counterparties.</p> <p>3. Do not solicit or accept any personal benefits from partners and counterparties.</p> <p>4. Do not conduct business with partners engaged in illegal activities or behaviors contrary to public order and good morals.</p> <p>5. Avoid purchasing goods from partners who violate human rights or intellectual property rights.</p>	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		6. Do not disclose partner information to others.	
<ul style="list-style-type: none"> • Creditor 	<p>Creditors expect the Company to strictly comply with financial obligations, maintain strong financial discipline and liquidity, provide transparent and timely financial disclosures, and ensure reliable and timely repayment of debts, interest, and related obligations.</p>	<p>The company is committed to strictly complying with financial terms and agreements to build trust with creditors regarding the repayment of debts, loans, interest, and responsibilities related to various collaterals.</p>	<ul style="list-style-type: none"> • Complaint Reception • Satisfaction Survey
<ul style="list-style-type: none"> • Customers 	<p>Customers expect the Company to deliver high-quality, reliable, and innovative products and services at fair prices, provide accurate information, ensure effective after-sales support, protect</p>	<p>The company is committed to caring for and being responsible to customers, as well as striving to create satisfaction and confidence that customers will receive good quality products and services at appropriate prices, and to maintain good and sustainable relationships. Therefore, the following guidelines are</p>	<ul style="list-style-type: none"> • Visit • Press Release • Online Communication • External Meeting • Complaint Reception • Satisfaction Survey • Training / Seminar

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>customer data, and build long-term, trusted relationships.</p>	<p>established:</p> <ol style="list-style-type: none"> 1. Committed to sourcing and developing products and services that are always up-to-date to meet customer needs. 2. Provide accurate information to customers, without exaggeration that could mislead customers about the quality or any conditions of the products or services. 3. Provide efficient after-sales service to facilitate customers. 4. Establish a process for customers to contact and report product and service issues or inappropriate service, so that the company can quickly prevent and resolve problems for customers and use such information to further improve or develop products and services. 5. Maintain customer confidentiality and not disclose customer information or use it for personal gain improperly. 6. Organize activities to strengthen and 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>maintain good and sustainable relationships between customers and the company.</p>	
<ul style="list-style-type: none"> • Competitors 	<p>Competitors expect the Company to compete fairly and ethically, respect intellectual property and confidential information, avoid defamation or unfair practices, and uphold the principles of fair competition.</p>	<p>The company is committed to adhering to the framework of fair competition rules and maintaining the standards of competitive practices, based on the following principles:</p> <ol style="list-style-type: none"> 1. Not seeking confidential information of trade competitors through dishonest or inappropriate means. 2. Not damaging the reputation of trade competitors by making malicious accusations. 3. Not committing any acts that infringe upon the intellectual property of trade competitors. 4. Not engaging in any clandestine actions against trade competitors that result in negative impacts, thereby creating benefits for the company. 	<ul style="list-style-type: none"> • Press Release • Training / Seminar

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Society 	<p>Society expects the Company to operate responsibly toward communities and the environment, enhance quality of life, conserve natural resources, promote energy efficiency, and contribute to sustainable development through innovation and social engagement.</p>	<p>The company promotes and conducts business with responsibility towards the community, society, and environment, encompassing safety, quality of life, natural resource conservation, and efficient energy utilization. It recognizes the quality of life of the community and society by sharing a portion of its profits to give back to and develop them. The company considers the environmental impact of its business operations by selecting technologies and developing innovations that promote efficient energy use.</p>	<ul style="list-style-type: none"> • Social Event • Online Communication • Complaint Reception

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : No
materiality topics

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

Details of organization's material sustainability topics

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Planet Communications Asia Public Company Limited (the Company) recognizes that risk management is an integral part of good corporate governance and a fundamental foundation that enables the Company to achieve its objectives. Identifying and managing risks supports better decision-making and allows the Company to recognize potential opportunities as well as possible impacts.

The Company has established an enterprise risk management framework covering risk identification, risk assessment, risk management planning, as well as monitoring and managing significant risks at the organizational level to ensure that risks are managed effectively. The risk management framework covers key risks categorized into three levels as follows:

1. Strategic Risk

Risks related to the Company's strategies, business direction, and long-term objectives.

2. Preventable Risk (Operational or Business Risks)

Significant risks associated with normal business operations, including:

- Operational Risk
- Financial Risk
- Compliance Risk (risks related to laws, regulations, and regulatory requirements)
- Information Technology Risk (risks related to IT systems and data management)
- Organizational Risk (risks related to the Company's organizational structure)

3. External Risk

Risks arising from external factors beyond the Company's control.

To support effective risk management, the Board of Directors appoints a Risk Management Committee, consisting of directors, executives, or qualified experts. The Risk Management Committee has the following responsibilities:

- Identify, analyze, and review key risk factors and establish strategies for managing such risks.
- Define risk management measures to serve as guidelines for implementation across relevant departments.
- Oversee and support risk management related to fraud and anti-corruption by assessing corruption risks and reviewing anti-corruption measures to ensure their adequacy and effectiveness.
- Ensure that such measures are communicated throughout the organization and properly implemented by employees.
- Establish systematic and continuous assessment and analysis of potential damage to ensure that risk identification covers all stages of business operations.
- Support and develop risk management practices across the organization on a continuous basis in alignment with international standards.
- Report the results of its duties and risk management status to the Board of Directors.

In addition, the Risk Management Committee has prepared a Risk Management Working Manual to guide the Risk Management Working Team in conducting risk assessments, monitoring risk status, and reporting risk conditions. The manual also covers continuous review of the adequacy and effectiveness of key risk mitigation measures to ensure that risks can be addressed promptly when incidents occur.

The Risk Management Working Team is required to promptly report the status of significant risks to the Risk Management Committee and the Board of Directors, while continuously fostering a risk management culture among executives and employees throughout the organization.

Reference link to risk management policy and plan : <https://www.planetcomm.com/wp-content/uploads/2026/03/%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD%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%87-2026-20250813.pdf>

Page number of the reference link : 8

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

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

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Strategic

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Changes in technologies

ESG risk factors : Yes

Risk characteristics

Planet Communications Asia Public Company Limited operates in the digital technology, infrastructure, and security systems industry, which is characterized by rapid technological disruption and intense competition from both domestic and international players.

Such risks include:

- Changes in emerging technologies such as AI, Cloud, Cybersecurity, Green Energy, and Data Centers
- Changes in customer behavior and market demand
- Entry of new market players or the emergence of substitution technologies
- Risks associated with investments in New S-Curve technologies or businesses that may not perform as planned

Risk-related consequences

If the Company is unable to adapt to such changes in a timely manner, it may result in impacts in several areas as follows:

- **Revenue and Competitiveness**

Loss of business opportunities or market share to competitors with more advanced technologies

- **Investment**

Investments in new technologies or projects may not generate the expected returns

- **Cost**

Increased costs associated with technology transformation, workforce development, and system upgrades

- **Corporate Image**

May be perceived as an organization that is outdated or unable to meet the needs of customers in the digital era

Risk management measures

The Company has established a systematic approach to manage such risks as follows:

- **New S-Curve Strategy**

Focus on high-growth businesses such as:

- Cybersecurity (IT / OT / IoT)
- Renewable Energy and ESG Platforms
- EV and Smart City Solutions

- **Strategic Partnerships with Global Technology Leaders**

Such as Saab, Thales, Siemens and Cisco, to ensure continuous access to the latest technologies

- **Talent Development**

Upskill and reskill personnel in emerging technologies such as AI, Cloud, and Cybersecurity

- **Technology & Market Intelligence**

Continuously analyze industry and market trends to enable timely strategic adjustments

- **Business Diversification**

Operate across multiple subsidiaries such as PlanetSystems, PlanetCyber, PlanetCloud, PlanetEV, and PlanetESG to reduce dependency on any single business line

- **Portfolio Management**

Continuously evaluate project performance and adjust strategies or discontinue investments that do not meet targets

Risk 2 Finance

Related risk factors :

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Income volatility

ESG risk factors : No

Risk characteristics

Planet Communications Asia Public Company Limited operates businesses involving the import of technology equipment, investment in infrastructure, and the delivery of large-scale projects. As a result, the Company is exposed to financial risks arising from external factors, including:

- **Foreign Exchange Risk**

Due to the import of goods and equipment from overseas, as well as transactions conducted in foreign currencies

- **Interest Rate Risk**

Arising from borrowing for investment purposes, such as data center projects, energy projects, and infrastructure development

- **Inflation Risk**

Affects the cost of goods, materials, equipment, and operating expenses

- **Revenue Volatility**

Due to the project-based nature of the business, where part of the revenue depends on project bidding and customers investment cycles

Risk-related consequences

- **Cost & Margin Impact**

The cost of goods and services may increase due to currency depreciation, exchange rate volatility, or inflation, resulting in reduced margins

- **Cash Flow Impact**

Higher interest burdens from rising interest rates may affect cash flow and the Company's ability to service debt

- **Earnings Volatility**

Revenue fluctuations may lead to inconsistent revenue and profit across accounting periods

- **Financial Planning**

Creates a high level of uncertainty in forecasting revenue, costs, and project returns

Risk management measures

The Company has established a prudent approach to managing financial risks as follows:

1. **Foreign Exchange Risk Management (FX Hedging)**

- Utilize financial instruments such as Forward Contracts to hedge against exchange rate risks
- Manage natural hedging by matching revenues and expenses in the same currency

2. **Capital Structure Management**

- Maintain an appropriate debt-to-equity ratio (D/E Ratio)
- Select funding sources with optimal cost, considering both fixed rate and floating rate options

3. **Cost & Pricing Strategy**

- Adjust pricing of products and services in line with cost changes
- Enter into long-term contracts with suppliers to lock in prices

4. **Increasing Recurring Income**

- Expand businesses with stable and recurring revenue streams, such as:
 - Cloud Services (PlanetCloud)
 - Cybersecurity Services / CSOC (PlanetCyber)
 - ISP and Network Services (PlanetFiber)
 - PPA and Energy (PlanetESG)

5. **Revenue Diversification**

- Reduce reliance on a limited number of large-scale projects

6. **Cash Flow Management**

- Prepare cash flow forecasts in advance
- Effectively manage customer credit terms and accounts payable

7. **Sensitivity Analysis**

- Assess the impact of changes in foreign exchange rates, interest rates, and inflation to prepare for various scenarios

Risk 3 Operational

Related risk factors :

Operational Risk

- Systems or internal control system
- Delays in the development of future projects

ESG risk factors : Yes

Risk characteristics

Planet Communications Asia Public Company Limited operates its business in a project-based model and provides integrated technology solutions, which involve complexity in terms of technical aspects, management, and coordination among multiple parties.

Operational risks include:

- **Process & System Risk**

Such as non-standardized processes, incomplete data integration across departments, or IT systems that do not support business scalability

- **Internal Control Risk**

Such as inadequate supervision, operational errors, or fraud

- **Project Execution Risk**

Such as project delays, cost overruns, or failure to deliver in accordance with defined scope or service level agreements (SLA)

- **Resource Management Risk**

Such as a shortage of skilled personnel or inefficient management of suppliers and subcontractors

Risk-related consequences

- **Revenue & Margin Impact**

Project delays or ineffective cost control may result in delayed revenue recognition and reduced margins

- **Cost Impact**

Additional costs may arise from rework, penalties, or expenses related to delayed project management

- **Customer Trust Impact**

Failure to deliver projects on time or meet required standards may affect customer confidence and future business opportunities

- **Compliance Impact**

Weak internal control systems may lead to legal and regulatory risks, including scrutiny from regulatory authorities

- **Reputation Impact**

May negatively affect the Company's image as a professional system integrator

Risk management measures

The Company has established operational risk management approaches as follows:

1. **Standardization & Process Improvement**

- Develop Standard Operating Procedures (SOPs) for all key processes
- Implement ERP systems and project management tools to enhance operational efficiency

2. **Internal Control Strengthening**

- Conduct regular internal audits
- Ensure appropriate segregation of duties
- Comply with relevant frameworks such as COSO and applicable ISO standards

3. **Project Governance**

- Apply project management frameworks as appropriate
- Closely monitor project progress (Project Monitoring)
- Define clear KPIs and milestones

4. **Vendor Management**

- Select qualified and capable partners with recognized standards
- Establish clear SLAs and contracts, with ongoing performance evaluations

5. **People Capability Development**

- Upskill and reskill teams in technical and project management areas
- Provide training on compliance and internal control

6. **Digitalization**

- Utilize dashboards and data analytics for real-time project monitoring
- Reduce errors arising from manual processes

7. **Proactive Risk Management**

- Maintain a risk register and conduct pre-project risk assessments

- Develop contingency plans for critical projects

Risk 4 Compliance

Related risk factors :

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Other : Violation of Personal Data Protection Act laws.

ESG risk factors : Yes

Risk characteristics

Planet Communications Asia Public Company Limited operates its business under various laws and regulatory requirements at both domestic and international levels, which are continuously evolving.

These risks include:

- **Regulatory Change Risk**

Changes in laws and regulations, such as those related to digital technology, cybersecurity, energy, and environmental matters.

- **Personal Data Protection Risk (PDPA Risk)**

Risks arising from the collection, use, and disclosure of personal data of customers, employees, and business partners.

- **Non-Compliance Risk**

Risks from failure to comply with applicable laws, regulatory requirements, or contractual obligations.

- **SET & SEC Compliance Risk**

Risks related to non-compliance with capital market regulations, including disclosure requirements, corporate governance (CG), corporate social responsibility (CSR), and anti-corruption practices.

Risk-related consequences

- **Legal & Penalty Impact**

The Company may be subject to fines, legal actions, or civil and criminal penalties, including damages arising from litigation

- **Operational Impact**

The Companys operations may be suspended or restricted if regulatory requirements are not complied with

- **Investor & Stakeholder Confidence**

Non-compliance with SET/SEC regulations or corporate governance (CG) standards may affect investor confidence and impact the Companys share price

- **Reputation Impact**

Violations of PDPA or other laws may negatively affect the Companys long-term reputation

- **Business Opportunity Impact**

The Company may lose opportunities to participate in government or large-scale projects that require high compliance standards

Risk management measures

The Company places strong emphasis on governance and strict legal compliance, with the following approaches:

1. **Regulatory Monitoring**

- The Company continuously monitors and assesses legal and regulatory developments by engaging internal functions or legal advisors to track changes in laws and new requirements.
- Policies and operational processes are updated in a timely manner to ensure alignment.

2. **Compliance Framework Enhancement**

The Company establishes comprehensive legal policies and guidelines, such as PDPA Policy and Code of Conduct, and implements compliance checklists tailored for each business unit to ensure consistent adherence.

3. **Personal Data Protection Management (PDPA Management)**

A Data Protection Officer (DPO) is appointed to oversee data protection practices. The Company implements robust data security measures, including encryption, access control, and data masking, as well as audit trail systems to monitor data access.

4. **Corporate Governance (CG)**

The Company strictly complies with the regulations and guidelines of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC). Governance is supported by key committees, including the Audit Committee and the Risk Management Committee.

5. **Anti-Corruption**

The Company enforces a clear anti-corruption policy, supported by whistleblowing channels and protection measures for informants to encourage transparency and accountability.

6. **Training & Awareness**

Regular training programs are conducted to enhance employee awareness and understanding of PDPA, compliance requirements, and business ethics.

7. **Audit & Compliance Review**

The Company conducts regular internal and external audits, along with periodic assessments of legal and compliance risks, to ensure ongoing effectiveness and continuous improvement.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The Company maintains an **Information Security Management System** compliant with **ISO/IEC 27001** standards.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : No
plan

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

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

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

The Company promotes innovation and the dissemination of CSR innovations, including the United Nations' 17

Sustainable Development Goals (SDGs)

1. No Poverty
2. Zero Hunger
3. Good Health and Well-being
4. Quality Education
5. Gender Equality
6. Clean Water and Sanitation
7. Affordable and Clean Energy
8. Decent Work and Economic Growth
9. Industry, Innovation and Infrastructure
10. Reduced Inequalities
11. Sustainable Cities and Communities
12. Responsible Consumption and Production
13. Climate Action
14. Life Below Water
15. Life on Land
16. Peace, Justice and Strong Institutions
17. Partnerships for the Goals

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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