Good Corporate Governance Policy

Pinthong Industrial Park Plc.

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Good Corporate Governance Policy

Pinthong Industry Park Plc. (the “**Company**”) has regarded good corporate governance principles as an important factor in promoting efficiency and sustainable growth by giving importance to society and environment at the same time, ultimately translating into greater value for its shareholders, including its employees, partners, customers, investors and other stakeholders. The Board of Directors has put in place a policy of corporate governance which has covered all material principles, including structure, roles, duties and responsibilities of directors, and principles of management of the Company to gain confidence that the Company operates its business with fairness and takes into account the ultimate benefits of shareholders and stakeholders.

The Board of Directors gives precedence to this corporate governance policy which covers the following eight categories

Principle 1	Roles and Responsibilities of the Board of Directors
Principle 2	Objectives and Goals of the Company
Principle 3	Strengthen Board Effectiveness
Principle 4	Recruitment and Development of Top Executives and Human Resources Management
Principle 5	Responsible Business
Principle 6	Effective Risk Management and Internal Control Systems
Principle 7	Ensure Disclosure and Financial Integrity
Principle 8	Engagement and Communication with Shareholders

Principle 1: Roles and Responsibilities of the Board of Directors

- **Principle 1.1**

  The Board of Directors should demonstrate a thorough understanding of its leadership role, assume its responsibilities in overseeing the Company and strengthen good corporate governance, including

  (1) defining goals and objectives

  (2) determining strategies, operating policies and resources allocation to attain goals and objectives; and

  (3) monitoring, evaluating and reporting on performance.

- **Principle 1.2**

  To achieve sustainable value creation, the Board of Directors shall exercise its leadership role and pursue the following governance outcomes:

  (1) competitiveness and performance with long-term perspective;

  (2) ethical and responsible business;

  (3) good corporate citizenship; and

  (4) Corporate resilience.

  The Board of Directors shall adhere to the following good corporate governance policies to attain the required good corporate governance outcomes:

  1.2.1 The Board of Directors will not only consider the Company's financial results but also take into account non-financial performance such as its ethical performance and impact on stakeholders, society and environment.

  1.2.2 The Board of Directors should assume a leadership role in creating and driving a culture of compliance and ethical conduct throughout the Company and lead by example.

  1.2.3 The Board of Directors should ensure the creation of written policies and guidelines such as corporate governance policy, code of ethics and business conduct applicable to all directors, executives, employees and staff of the Company.

  1.2.4 The Board of Directors should ensure adequate mechanisms are in place for monitoring, reviewing and reporting compliance with the Company's policies and guidelines.

- **Principle 1.3**

  The Board of Directors shall ensure that all directors and executives perform their responsibilities with due care and duty of loyalty, and that the Company operates in accordance with laws, standards and resolutions of meeting of shareholders as well as approval procedures for material transactions such as investment, entering into material transactions, connected transactions, asset acquisition/disposition transactions, dividend payment and etc.

- **Principle 1.4**

  The Board of Directors shall demonstrate a thorough understanding of the division of board and management responsibilities. The Board of Directors shall clearly define the roles and responsibilities of management and monitor management's proper performance as follows:

  1.4.1 The Board of Directors shall adopt a written policy (such as charter) that clearly sets out the role and responsibilities of the board and management, The Board of Directors shall regularly such policy at least once a year.

  1.4.2 The Board of Directors is responsible and accountable for the overall affairs of the Company but may delegate day-to-day management duties. The Board of Directors must provide written directions to management that clearly set out management responsibilities.

Principle 2: Key Objectives of the Company

- **Principle 2.1**

  The Board of Directors shall define objectives of the Company that promote sustainable value creation and governance outcomes as a framework for its operation.

  2.1.1 The Board of Directors shall ensure that the Company has clearly defined objectives that support the Company's business model. The Board of Directors shall ensure company-wide communication of the objectives, for instance, in the form of the Company's vision and values, or principles and purposes.

  2.1.2 When developing the business model for sustainable value creation, the Board of Directors should take into consideration the following factors:

  (1) the Company's ecosystem, including changes to business conditions and opportunities and the Company's effective use of innovation and technology;

  (2) customers and other stakeholders;

(3) available resources and competitiveness of the Company;
(4) key business objectives
(5) groups of major clients
(6) value proposition
(7) long-term sustainability of the Company, taking into account business opportunities and risks that may impact it and its stakeholders.

2.1.3 The Company's values should reflect characteristics of good corporate governance such as accountability, integrity, transparency and due consideration of social and environmental responsibilities.

2.1.4 The Board of Directors shall promote a good corporate governance culture and strive to have the Company's objectives embedded in the company-wide decision making and conduct through communication and leading by example.

- **Principle 2.2**

The Board of Directors shall ensure that the Company's annual and medium-term objectives, goals, strategies and plans are consistent with the long-term objectives while utilizing innovation and technology effectively.

2.2.1 The Board of Directors shall ensure the Company's annual and medium-term (for example, 3-5 years) objectives, goals, strategies and plans correlate and align with the Company's long-term objectives while considering the business environment, opportunities and the Company's risk appetite. The Board of Directors should ensure that the Company's medium-term objectives, goals, strategies and plans are annually reviewed and updated as appropriate.

2.2.2 The Board of Directors should ensure that the Company's strategies and plans take into account all relevant factors affecting the value chain including the Company's ecosystem, risks, resources, competitiveness and stakeholders. The Board of Directors shall ensure that a mechanism for stakeholder engagement is in place that clearly identifies stakeholder groups including individuals, groups and entities such as employees and staff, investors, customers, business partners, communities, society, environment, governmental agencies and regulators.

2.2.3 In approving the Company's targets (financial and non-financial), the Board of Directors shall ensure that they are suitable to the Company's business profile and they do not cause the Company to engage in illegal or unethical conduct.

2.2.4 The Board of Directors shall ensure effective communication of the Company's objectives, goals, strategies, plans and targets throughout the Company.

2.2.5 The Board of Directors shall ensure proper resource allocation and effective systems and controls, and monitor the implementation of the Company's strategies and plans.

Principle 3: Strengthen Board Effectiveness

- **Principle 3.1**

The Board of Directors shall be responsible for determining and reviewing the board structure in terms of size, composition and the proportion of independent directors so as to ensure its leadership role in achieving the Company's objectives.

3.1.1 The board should establish a skills matrix to ensure that the board consists of directors with appropriate and the necessary qualifications, knowledge, skills, experience, character traits, with an appropriate gender and age balance and diversity to achieve the objectives of the Company and stakeholder interests. At least one of the non-executive directors should be experienced and competent in the Company's main industry.

3.1.2 The board should determine the proper number of directors to function effectively. It must comprise at least 5 directors and should not be more than 12 directors, depending on the Company's size, type, and complexity of the business.

3.1.3 The proportion between executive directors and non-executive directors should support proper checks and balances to prevent unfettered power of decision and authority by any one individual, whereby:

a) the majority of the board should be non-executive directors, who exercise objective and independent judgement;

b) the number and qualifications of the independent non-executive directors should reflect applicable legal requirements. The board should ensure that the independent directors and the entire board can fulfil its role and responsibilities efficiently and in the best interest of the Company while exercising objective and independent judgement.

Principle 3.2

The Board of Directors should select an appropriate person as the chairman and ensure that the board composition serves the best interest of the Company, enabling the board to make its decisions as a result of exercising independent judgement on corporate affairs.

3.2.1 The chairman of the board should be an independent director.

3.2.2 The chairman's roles and responsibilities are different from those of the chief executive officer. The Board of Directors should clearly define the roles and responsibilities of both positions. To ensure effective checks and balances of power, the two positions should be held by different individuals.

3.2.3 The chairman is responsible for leading the board. The chairman's duties should at least cover the following matters:

(1) Oversee, monitor, and ensure that the board efficiently carries out its duties to achieve the company's objectives.

(2) Ensure that all directors contribute to the company's ethical culture and good corporate governance.

(3) Set the board meeting agenda by discussing with the chief executive officer which important matters should be included.

(4) Allocate sufficient time for management to propose topics and for directors to debate important matters thoroughly. Encourage directors to exercise independent judgement in the best interest of the company.

(5) Promote a culture of openness and debate through ensuring constructive relations between executive and non-executive directors, and between the board and management.

3.2.4 The board should establish the policy that the tenure of an independent director should not exceed a cumulative term of nine years from the first day of service. Upon completing nine years, an independent director may continue to serve on the board, subject to the board's rigorous review of his/her continued independence.

3.2.5 The Board of Directors should appoint relevant committees to review specific matters, to screen information, and to recommend action for board approval; however, the board remains accountable for all decisions and actions.

3.2.6 The board should disclose the roles and responsibilities of the board and the committees, the number of meetings and the number of directors participating in meetings in the previous year, board and committee performance.

- **Principle 3.3**

  The board should ensure that the policy and procedures for the selection and nomination of directors are clear and transparent resulting in the desired composition of the board.

  3.3.1 The nomination committee should set the nomination criteria and process consistent with the skills matrix approved by the board and ensure that the candidate's profile meets the requirements set out in the skills matrix and nomination criteria. Upon proposal to and approval by the board of a candidate, the candidate is presented to the shareholders' meeting for election and appointment as a director. Shareholders should receive adequate prior notice and sufficient information about candidates up for election at the shareholders' meeting.

  3.3.2 The nomination committee should present a description of the nomination criteria and process, and role and responsibilities of a particular appointment to the board before nominating new directors. If the nomination committee nominates current directors, their performance should be considered.

  3.3.3 If the board appoints any person as a consultant to the nomination committee, relevant information about that consultant should be disclosed in the annual report, including information about independence and conflicts of interest.

- **Principle 3.4**

  When proposing director remuneration to the shareholders' meeting for approval, the board should consider whether the remuneration structure is appropriate for the directors' respective roles and responsibilities, linked to their individual and company performance, and provide incentives for the board to lead the company in meeting its objectives, both in the short and long term.

  3.4.1 The board should establish a remuneration committee with the majority of its members and the chairman being independent directors. The remuneration committee is responsible for setting the remuneration policy.

  3.4.2 The remuneration of the board should be consistent with the company's strategies and long-term objectives, and reflect the experience, obligations, scope of work, accountability and responsibilities, and contribution of each director.

  3.4.3 Shareholders must approve the board remuneration structure, including level and pay components (both cash-based and non-cash compensation). The board should consider the appropriateness of each pay component, both in terms of fixed rates (such as retainer fee and attendance fee) and remuneration paid according to the company's performance (such as bonus and rewards).The remuneration should reflect the values that the Company creates for shareholders taking a long-term perspective on company performance, and the pay level should not be too high so as to avoid the board excessively focusing on the company's short-term results.

3.4.4 The board should disclose the directors' remuneration policy that reflects the duties and responsibilities of each individual, including the pay components and level received by each director. The remuneration disclosed for each director should also include remuneration for what each individual receives from holding directorship at the company's subsidiaries.

3.4.5 If the board appoints any person to consult with the remuneration committee, that consultant's information should be disclosed in the annual report, including information regarding independence and any conflicts of interest.

- **Principle 3.5**

The board should ensure that all directors are properly accountable for their duties, responsibilities and (in-) actions, and allocate sufficient time to discharge their duties and responsibilities effectively.

3.5.1 The board should ensure that there is a mechanism to support directors in understanding their roles and responsibilities, and the time commitment expected from them.

3.5.2 The board should set and publicly disclose criteria limiting the number of director positions directors can hold simultaneously in other companies, and should consider the effectiveness of directors who hold multiple board seats. The number of companies of which a person can simultaneously be a director should be appropriate to the nature and types of businesses involved.

3.5.3 The board should ensure that the Company's policies prohibit and prevent a director from creating a conflict of interest with the Company, including using the Company's assets, information or opportunities for his or her own benefit, as a result of having or taking a director or management position, or having or creating vested interests, both directly and indirectly, in other companies. Information about a director's other directorships and positions should be reported to shareholders, as appropriate.

3.5.4 Each director should attend not less than 50 percent of all board meetings in any whole financial reporting

- **Principle 3.6**

The board should ensure that the Company's governance framework and policies are extended to and accepted by subsidiaries and other businesses in which it has a significant investment as appropriate.

3.6.1 The board should ensure that the Company's governance framework and policies are extended to its subsidiaries, including written policies relating to:

(1) (1) The authority to appoint subsidiary directors, executives, or others with controlling power. Generally, the board should have the authority to appoint those persons, except that for smaller operating subsidiaries, the board may delegate this authority to the chief executive officer.

(2) The duties and responsibilities of subsidiary directors, executives and others with controlling power. They are to oversee the subsidiaries' operations to ensure compliance with applicable law and standards, and the subsidiaries' policies. If the Company's subsidiary has investors other than the Company, the board should require the Company's appointed representative to perform his/her role in the subsidiary's best interest and consistent with the governance framework and policies of the Company.

(3) The subsidiary's internal control systems are effective and that all transactions comply with relevant law and standards.

(4) The integrity and timely disclosure of the material information of the subsidiary, including its financial information, related party transactions, acquisition and disposition of assets and other important transactions, capital increases or decreases, and termination of a subsidiary.

3.6.2 For businesses that the company has or plans to hold a significant investment in (such as between 20 percent and 50 percent of shares with voting rights), other than subsidiaries, the board should ensure that shareholder agreements or other agreements are in place to enable the Company's performance monitoring and participation in the businesses' management, including for approval of significant transactions and decisions. This is to ensure that the Company has sufficient, accurate, and timely information for the preparation of its financial statements that conform with relevant standards.

- **Principle 3.7**

  The board should conduct a formal annual performance evaluation of the board, its committees, and each individual director. The evaluation results should be used to strengthen the effectiveness of the board.

- **Principle 3.8**

  The board should ensure that the board and each individual director understand their roles and responsibilities, the nature of the business, the Company's operations, relevant law and standards, and other applicable obligations. The board should support all directors in updating and refreshing their skills and knowledge necessary to carry out their roles on the board and board committees.

  3.8.1 The board should ensure that newly appointed directors receive a formal and proper induction and all information relevant to their responsibilities and performing their duties, including details about the Company's objectives, the nature of the business, and the Company's operations.

  3.8.2 The board should ensure that directors regularly receive sufficient and continuous training and knowledge development.

  3.8.3 The board should have knowledge and understanding of relevant law and standards, and other applicable obligations, risk factors, and the Company's business environment. The board should receive accurate, timely and clear information, including timely and regular updates.

  3.8.4 The board should disclose in the annual report training and knowledge development of the board.

- **Principle 3.9**

  The board should ensure that it can perform its duties effectively and have access to accurate, relevant and timely information. The board should appoint a company secretary with necessary qualifications, knowledge, skills, and experience to support the board in performing its duties.

  3.9.1 The board's meeting schedule and agenda should be set in advance and each director should receive sufficient notice to ensure attendance.

3.9.2 The number of board meetings should be appropriate to the obligations and responsibilities of the board and nature of the business, but the board should meet at least four times per financial year.

3.9.3 The board should have a mechanism that allows each board member and management to propose the inclusion of relevant items on the meeting agenda.

3.9.4 Meeting documents should be sent to each director at least seven business days before the meeting.

3.9.5 The board should encourage the chief executive officer to invite key executives to attend board meetings to present details on the agenda items related to matters that they are directly responsible for, and to allow the board to gain familiarity with key executives and assist succession planning.

3.9.6 The board should have access to accurate, relevant, timely and clear information required for their respective roles from the chief executive officer, company secretary, or designated executive. If necessary to discharge their responsibilities, the board may seek independent professional advice at the Company's expense.

3.9.7 Non-executive directors should be able to meet, as necessary, among themselves without the management team to debate their concerns and report the outcome of their meeting to the company's chief executive officer

3.9.8 The board should appoint a company secretary with the necessary qualifications, knowledge, skills, and experience for performing his/her duties, including providing advice on corporate governance, legal, regulatory and administrative requirements, preparing board meetings and other important documents, supporting board meetings, and coordinating the implementation of board resolutions. The board should disclose the qualifications and experience of the company secretary in its annual report and on the company's website.

3.9.9 The company secretary should receive ongoing training and education relevant to performing his/her duties. The company secretary is also encouraged to enroll on a company secretary certified programme.

Principle 4: Recruitment and Development of Top Executives and People Management

- **Principle 4.1**

The board should ensure that a proper mechanism is in place for the nomination and development of the chief executive officer and key executives to ensure that they possess the knowledge, skills, experience, and characteristics necessary for the Company to achieve its objectives.

4.1.1 The board should establish, or assign the nomination committee to establish, the criteria and procedures for nomination and appointment of the chief executive officer.

4.1.2 The board should ensure that the chief executive officer appoints knowledgeable, skilled, and experienced key executives. The board or the nomination committee together with the chief executive officer should establish the criteria and procedures for nomination and appointment of key executives.

4.1.3 To ensure business continuity, the board should ensure that development and succession plans for the chief executive officer and key executives are in place.

4.1.4 The board should promote continuous development and education of the chief executive officer and key executives that is relevant to their roles.

- **Principle 4.2**

The board should ensure that an appropriate compensation structure and performance evaluation are in place.

4.2.1 The board should ensure that the compensation structure rewards individual performance, incentivizes the chief executive officer, key executives, employees and staff at all levels to act in support of the Company’s objectives and values.

4.2.2 The board should approve the performance evaluation criteria and overall compensation structure of key executives. In addition, the board should ensure that the chief executive officer evaluates the performance of key executives based on clear and predetermined performance evaluation criteria.

- **Principle 4.3**

  The board should consider its responsibilities in the context of the company's shareholder structure and relationships, which may impact the management and operation of the company in the long-run.

  4.3.1 The board should understand the company's shareholder structure and relationships, and consider their impact on the control over the company, including written and non-written family agreements, shareholder agreements, or group company policies.

  4.3.2 The board should ensure that the Company's shareholder structure and relationships do not affect the board's exercise of its duties and responsibilities, including in relation to succession planning, in the best interest of the Company.

  4.3.3 The board should oversee that information is properly disclosed when there are any conditions that have an impact on the control over the Company.

- **Principle 4.4**

  The board should ensure the Company has effective human resources management and development programmes to ensure that the company has adequate staffing and appropriately knowledgeable, skilled, and experienced employees and staff.

  4.4.1 The board should ensure that the Company is properly staffed, and that human resources management aligns with the Company's objectives and furthers sustainable value creation. All employees and staff must receive fair treatment.

  4.4.2 The board should ensure that the Company establishes a provident fund or other retirement plan, and require management to implement a training and development programme for employees and staff that promotes financial literacy, including on retirement savings, and educates employees and staff on life path investments that are suitable for their age and risk appetite.

Principle 5: Responsible Business

- **Principle 5.1**

The board should prioritise and promote innovation that creates value for the company and its shareholders together with benefits for its customers, other stakeholders, society, and the environment, in support of sustainable growth of the Company.

5.1.1 The board should prioritise and promote a corporate culture that embraces innovation and ensure management's inclusion of innovation in corporate strategy, operational development planning, and operation monitoring.

5.1.2 The board should nurture innovation that enhances long-term value creation for the business in a changing environment. Such innovation may include designing innovative business models, products and services, promoting research, improving production and operation processes, and collaborating with partners.

- **Principle 5.2**

The board should encourage management to adopt responsible operations, and incorporate them into the Company's operations plan. This is to ensure that every department and function in the Company adopts the Company's objectives, goals, and strategies, applying high ethical, environmental and social standards, and contributes to the sustainable growth of the Company.

5.2.1 The board should encourage management to ensure that the Company's operations reflect the company-wide implementation of high ethical, environmental and social standards and ensure that appropriate company-wide policies and procedures are implemented to further the company's objectives, goals and strategies in support of sustainable value creation. Policies and procedures for running the business fairly and respecting and adhering to stakeholders' rights should at least cover:

(1) Responsibility to Shareholders: This can be achieved via transparent business operation, full and fair disclosure and long-term business operation with the aim to achieve sustainable long-term growth for the best interests to shareholders in the long-term.

(2) Responsibility to employees, staff, and workers at least by adhering to applicable law and standards and providing fair treatment and respect for human rights, including a fair level of remuneration and other benefits, a level of welfare that is

not less than the legal limit (but can be over the legal limit where appropriate), health care, non-discrimination and safety in the workplace, access to relevant training, potential skills development and advancement.

(3) Responsibilities to customers at least by adhering to applicable law and standards, considering impact on health, safety of products and services, customer information security, sales conduct, after-sales service throughout the lifespan of products and services, and following up on customer satisfaction measurements to improve the quality of products and services. In addition, advertising and public relations should promote responsible consumption and must be done responsibly, avoiding taking advantage of or misleading customers, or causing misunderstanding about the products and services offered by the Company.

(4) Responsibilities to business partners by engaging in and expecting fair procurement and contracting, including fair contract or agreement conditions, providing access to training, developing potential and enhancing production and service standards in line with applicable law and standards, and expecting and supervising business partners to respect human rights, social and environmental responsibilities, and treat their employees, staff, and workers fairly including ensuring that business partners have implemented sustainable and values-based business policies and procedures

(5) Responsibilities to Creditor by adhering to terms and conditions with creditors including principal repayment, interest payment and collateral custody in accordance with applicable credit agreements.

(6) Responsibilities to the community by applying business knowledge and experience to develop and follow up on the success of projects that can concretely add value to the community while respecting community interests.

(7) Responsibilities to the environment by preventing, reducing and managing negative impact on the environment from all aspects of the company's operations, including in the context of raw material use, energy use, water use, renewable resources use, rehabilitating the diversity of biology, waste management, and greenhouse gas emissions.

(8) Fair competition by promoting ethical business conduct and not using anti-competitive practices to gain or protect a market position.

(9) Anti-fraud and corruption by ensuring that the company complies with applicable anti-fraud and corruption law and standards, and implements, announces and reports on anti-fraud and corruption policies and practices to the public, including on its participation in private sector anti-corruption initiatives and certification programmes. The board should encourage the Company to collaborate with other companies and business partners to establish and implement anti-fraud and corruption measures.

- **Principle 5.3**

The board should ensure that management allocates and manages resources efficiently and effectively throughout all aspects of the value chain to enable the company to meet its objectives.

5.3.1 The board should have a thorough understanding of the company's resource needs to support its business model, and how available resources correlate.

5.3.2 The board should have a thorough understanding of how the business model affects resources optimisation in support of ethical, responsible, and overall sustainable value creation.

5.3.3 The board should ensure that management continuously reviews, adapts, and develops the company's use and optimisation of resources, considering internal and external factors to meet the company's objectives.

The types of resources that the Company should consider include financial capital, manufactured capital, intellectual capital, human capital, social and relationship capital, and natural capital

Principle 5.4

The board should establish a framework for governance of enterprise IT that is aligned with the company's business needs and priorities, stimulates business opportunities and performance, strengthens risk management, and supports the Company's objectives.

5.4.1 The board should ensure that the Company has an IT resource allocation policy that ensures adequate and optimal investment in and allocation of IT resources.

5.4.2 The board should ensure that the Company's risk management includes IT risk management.

5.4.3 The board should ensure that IT security policies and procedures are in place.

Principle 6: Effective Risk Management and Internal Control Systems

- **Principle 6.1**

  The board should ensure that the company has effective and appropriate risk management and internal control systems that are aligned with the company's objectives, goals and strategies and comply with applicable law and standards.

  6.1.1 The board should be aware of and understand the nature and scope of the company's principal and substantial risks and should approve the risk appetite of the company.

  6.1.2 The board should ensure the establishment and implementation of risk management policies that are consistent with the company's goals, objectives, strategies and risk appetite. The risk management policies should support identification and prioritization of early warning signals of material risks. The risk management policies should be reviewed regularly.

  6.1.3 The board should ensure that the company's principal and substantial risks are identified through consideration of internal and external factors. Key risks the board will put emphasis on include strategic risk, operational risk, financial risk, regulatory risk and etc.

  6.1.4 The board should ensure that the impact and likelihood of identified risks are assessed and prioritised, and that suitable risk mitigation strategies and plans are in place.

  6.1.5 The board may ask the Audit Committee to review 6.1.1-6.1.4 first before their consideration.

  6.1.6 Risk management effectiveness will be regularly reviewed by the board.

  6.1.7 The board has to ensure and monitor that the company complies with relevant and applicable law and standards, whether domestic, international or foreign.

  6.1.8 In assessing the effectiveness of the company's internal controls and risk management, the board should consider the results of internal controls and risk management at its subsidiaries and businesses in which it has a significant investment (between 20 percent to 50 percent of shares with voting rights).

- **Principle 6.2**

The board shall establish an audit committee that can act effectively and independently.

6.2.1 The board shall establish an audit committee that comprises at least three directors, all of whom must be independent directors, with required qualifications, and comply with applicable legal requirements, including those promulgated by the Securities and Exchange Commission and Stock Exchange of Thailand.

6.2.2 The board should clearly set out in writing the audit committee's duties and responsibilities. They must at least cover those stated in the charter of the Audit Committee.

6.2.3 The board should ensure that procedures are established that allow the audit committee to fulfil its duties and responsibilities, including by having access to management, employees and staff, professional advisers (such as external auditor), and information relevant and necessary to perform their duties.

6.2.4 The board should ensure the designation of an internal auditor or establish an independent internal audit function that is responsible for reviewing and improving the effectiveness of the risk management and internal control systems, and reporting review results to the audit committee. The result of the internal audit review must be disclosed in the company's annual report.

6.2.5 The audit committee should express its opinion on the adequacy of the Company's internal control and risk management systems, and disclose its opinion in the company's annual report.

- **Principle 6.3**

The board should manage and monitor conflicts of interest that might occur between the company, management, directors, and shareholders. The board should also prevent the inappropriate use of corporate assets, information, and opportunities, including preventing inappropriate transactions with related parties.

6.3.1 The board should establish an information security system, including appropriate policies and procedures, to protect confidentiality, integrity, and availability of business information, including market-sensitive information. The board should monitor the implementation of the information security policies and procedures and the adherence to confidentiality requirements by insiders, including directors, executives, employees and staff, and professional advisers, such as legal or financial advisers.

6.3.2 The board should ensure management and monitoring of conflict of interest situations and transactions. The board should adopt an ethics and conflicts of interest policy consistent with applicable law and standards (including fiduciary duties), and establish clear guidelines and procedures for disclosure and decision-making in conflict of interest situations. For example, any party who has a vested interest in a particular transaction, should disclose that interest, and not be involved in the decision-making.

6.3.3 The board should set requirements for all directors to report conflicts of interest in relation to any meeting agenda item at least before consideration of the matter at the meeting and record the reported conflict of interest in the meeting minutes. The board should also ensure that all directors that have a conflict of interest in relation to an agenda item abstain from being present for discussion of or voting on that agenda item.

- **Principle 6.4**

  The board should establish a clear anti-corruption policy and practices (including communication and staff training), and strive to extend its anti-corruption efforts to stakeholders.

- **Principle 6.5**

  The board should establish a mechanism for handling complaints and whistleblowing.

Principle 7: Ensure Disclosure and Financial Integrity

- **Principle 7.1**

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

7.1.1 The board should ensure that any person (including chief financial officer, accountant, internal auditor, company secretary, Investors Relation officer) involved in the preparation and disclosure of any information of the company has relevant knowledge, skills and experience, and that sufficient resources, including staffing, are allocated.

7.1.2 When approving information disclosures, the board should consider all relevant factors, including for periodic financial disclosures:

(1) The evaluation results of the adequacy of the internal control system;

(2) The external auditor's opinions on financial reporting, observations on the internal control system, and any other observations through other channels;

(3) Opinion of the audit committee; and

(4) Consistency with objectives, strategies and policies

7.1.3 The board should ensure that information disclosures (including financial statements, annual reports, and Form 56-1) reflect the company's financial status and performance accurately and fairly. The board should promote the inclusion of the Management Discussion and Analysis (MD&A) in quarterly financial reports in order to provide to investors more complete and accurate information about the company's true financial status, performance and circumstances.

7.1.4 For disclosures related to any individual director, that director should ensure the accuracy and completeness of the information disclosed by the Company, including of shareholders' information and any shareholders' agreement.

- **Principle 7.2**

The board should monitor the company's financial liquidity and solvency.

7.2.1 The board should ensure that management regularly monitors, evaluates and reports on the company's financial status. The board and management should ensure that any threats to the company's financial liquidity and solvency are promptly addressed and remedied.

7.2.2 The board should ensure that it does not consciously approve any transactions or propose any transactions for shareholder approval which could negatively affect business continuity, financial liquidity, and solvency.

- **Principle 7.3**

The board should ensure that risks to the financial position of the company or financial difficulties are promptly identified, managed and mitigated, and that the company's governance framework provides for the consideration of stakeholder rights.

7.3.1 In the event of financial risk or difficulties, the board should enhance monitoring of the affairs of the company, and duly consider the company's financial position and disclosure obligations.

7.3.2 The board should ensure that the company has sound financial mitigation plans that consider stakeholder rights including creditor rights. The board should monitor management's handling of financial risk or difficulties and seek regular reports.

7.3.3 The board should ensure that any actions to improve the company's financial position are reasonable and made for a proper purpose.

- **Principle 7.4**

The board should ensure sustainability reporting, as appropriate.

7.4.1 The board should consider and report data on the Company's compliance and ethical performance (including anti-corruption performance), its treatment of employees and other stakeholders (including fair treatment and respect for human rights), and social and environmental responsibilities, using a report framework that is proportionate to the Company's size and complexity and meets domestic and international standards. The company can disclose this information in the annual report and in separate reports, as appropriate.

7.4.2 The board should ensure that the Company's sustainability reporting reflects material corporate practices that support sustainable value creation.

- **Principle 7.5**

The board should ensure the establishment of a dedicated Investor Relations function responsible for regular, effective and fair communication with shareholders and other stakeholders (such as analysts and potential investors).

7.5.1 The board should establish a communication and disclosure policy to assist the Company in meeting its disclosure obligations and to ensure that all information relevant and material to the company's shareholders, the market and third parties is disclosed in an appropriate, equal, and timely manner, using appropriate channels, while protecting the company's sensitive and confidential information. The board should ensure company-wide communication and implementation of the Company's communication and disclosure policy.

7.5.2 The board should ensure the creation of an Investor Relations function responsible for regular, effective and fair communication with shareholders and external parties. The Company's designated Investor Relations contact should be suitable for the role and have a thorough understanding of the nature of the company's business, and its objectives and values. Examples of suitable Investor Relations contacts are the chief executive officer, the chief financial officer, and the Investor Relations manager.

7.5.3 The board should ensure that management sets clear directions for and supports the Investor Relations function (such as through a code of conduct), and clearly defines the roles and responsibilities of the Investor Relations function, so as to ensure effective communication between the Company, the financial community and other stakeholders.

- **Principle 7.6**

The board should ensure the effective use by the Company of information technology in disseminating information.

7.6.1 In addition to the Company's mandatory periodic and non-periodic disclosure of information pursuant to applicable requirements, the board should consider regularly disclosing relevant information in both Thai and in English through other channels, such as the Company's website. Information to be disclosed on the Company's website includes:

(1) the Company's objectives and values;
(2) nature of the Company's business and the Company's operations;
(3) list of the Company's board of directors and of executives;
(4) financial statements and reports about the financial status and the company's financial and non-financial performance for current and previous year
(5) downloadable version of annual reports and SEC Form 56-1
(6) information and documents that the company discloses to the investment community and external parties;
(7) Direct and indirect shareholding structure;
(8) the Company's group structure, including subsidiaries, affiliates, joint ventures, and special purpose enterprises/vehicles (SPEs/SPVs);
(9) direct and indirect major shareholders, holding at least 5 percent of paid-in capital with voting rights;
(10) direct and indirect shareholdings in the Company held by directors, major shareholders, and key executives of the Company;
(11) invitation letters to the shareholders' ordinary and extraordinary meetings;

(12) the Company's regulations, and memorandum and articles of association;
(13) the Company's corporate governance policy and related policies including IT governance policy, anti-corruption policy and practices, and risk management policy;
(14) a charter or statement of duties and responsibilities, directors' qualifications, board composition, terms, and authority of the board and board committees;
(15) the Company's code of ethics and conduct
(16) contact information (name of department or relevant person, phone number, and e-mail) for complaints, investor relations and the company secretary.

Principle 8: Ensure Engagement and Communication with Shareholders

- **Principle 8.1**

The board should ensure that shareholders have the opportunity to participate effectively in decision-making involving significant corporate matters.

8.1.1 The board should ensure that significant corporate decisions are considered and/ or approved by the shareholders pursuant to applicable legal requirements. Matters that require shareholder approval should be included in the agenda for the shareholders' meeting and shareholders should be provided sufficient notice thereof.

8.1.2 The board should support participation of all shareholders through reasonable measures, including:

(1) Establishing criteria that allow minority shareholders to propose agenda items for shareholders' meetings. The board should consider shareholders' proposals to be included in the agenda, and if the board rejects a proposal, the reasons should be given at the meeting.
(2) Establishing criteria for minority shareholders to nominate persons to serve as directors of the Company.

The board should ensure that measures and criteria are established and promptly disclosed to ensure shareholder engagement and participation.

8.1.3 The board should ensure that the notice of the shareholders' meeting (including the Annual General Meeting (AGM)) is accurate, complete, and sufficiently in advance for the Shareholders to exercise their rights.

8.1.4 The board should ensure that the company arranges for the notice of the shareholders' meeting and related papers to be sent to shareholders and posted on the company's website at least 14 days before the meeting.

8.1.5 Shareholders should be allowed to submit questions prior to the meeting. The board should therefore ensure that there are clear criteria and a process for shareholders to submit questions. The criteria should be posted on the Company's website.

8.1.6 The notice of the shareholders' meeting and related papers should be fully translated into English and published at the same time as the Thai version.

The notice of the shareholders' meeting should comply with applicable legal requirements and include the followings:

(1) Date, time, and place of the meeting;

(2) Meeting agenda and matters to be proposed for information, consideration or approval. The agenda should clearly specify each individual matter or item of information to be considered or approved, such as the separate listing of election of directors, and approval of directors' remuneration instead of a general reference to matters related to directors;

(3) Sufficient information, objectives and reasons, and board of directors' opinions, concerning each agenda item, including as follows:

a. Approval or rejection of dividend payment: dividend payment policy, proposed dividend payment rate, including reasons and supporting information, or reasons and supporting information for rejecting a dividend payment;

b. Appointment of directors: name, age, gender, education, experience, the number of listed companies and other companies where they each hold directorial positions, the criteria and procedures for selection, and types of proposed directors. Where proposed directors are those who are re-entering the same position, information must be identified about participation in meetings in previous years and the date of original appointment as a director;

c. Approval of directors' remuneration: the policy and criteria for determining role-specific director remuneration and all monetary and non-monetary components of a director's remuneration

d. Appointment of external auditors: auditor's name and the name of the auditor's audit firm, auditor's experience, independence, and audit and non-audit fees.

(4) Proxy form and supporting documentation using the form specified by the Ministry of Commerce.

(5) Other supporting information, including on voting procedures (such as voting count and verification of voting results criteria, voting rights of each class of shares), details concerning independent directors proposed by the company to act as proxies for shareholders, and map of meeting venue.

Principle 8.2

The board should ensure that the shareholders' meetings are held as scheduled and conducted properly, with transparency and efficiency, and ensure inclusive and equitable treatment of all shareholders and their ability to exercise their rights.

8.2.1 The board should set the date, time, and place of the meeting by considering the interests of shareholders, such as allocating sufficient time for debate, and choosing a convenient location.

8.2.2 The board should ensure that the company does not through its meeting attendance requirements or prerequisites prevent attendance by or places an undue burden on shareholders, including as a result of identification requirements that exceed applicable legal and regulatory requirements.

8.2.3 In the interest of transparency and accountability, the board should promote the use of information technology to facilitate the shareholders' meetings, including for registration and vote counting.

8.2.4 The chairman of the board is the chairman of the shareholders' meeting with responsibility for compliance with applicable legal requirements and the Company's articles of association, allocating sufficient time for consideration and debate of agenda items, and providing opportunity to all shareholders who wish to share their opinions or ask questions related to the Company.

8.2.5 To ensure the right of shareholders to participate in the Company's decision-making process in relation to significant corporate matters by participating and voting at shareholder's meetings on the basis of sufficient notice and information, directors who are shareholder should not be allowed to add items to the meeting agenda that have not been duly notified in advance.

8.2.6 All directors and relevant executives should attend the meeting to answer questions from shareholders on company-related matters.

8.2.7 The attending shareholders should be informed of the number and the proportion of shareholders and shares represented at the meeting in person and through proxies, the meeting method, and the voting and vote counting methods before the start of the meeting.

8.2.8 There should not be any bundling of several items into the same resolution. For example, the appointment of each director should be voted on and recorded as separate resolution.

8.2.9 The board should promote the use of ballots for voting on resolutions proposed at the shareholders' meeting and designate an independent party to count or to audit the voting results for each resolution in the meeting, and to disclose such voting results at the meeting by identifying the number of "for", "against" and "abstain" votes. The voting results for each proposed resolution should be included in the minutes of the meeting.

- **Principle 8.3**

The board should ensure accurate, timely and complete disclosure of shareholder resolutions and preparation of the minutes of the shareholders' meetings.

8.3.1 The board should ensure that the company discloses the results of voting on proposed resolutions at the shareholders' meeting through the designated Stock Exchange of Thailand channels and through the company's website by the next business day.

8.3.2 The board should ensure that minutes of the shareholders' meeting is submitted to the Stock Exchange of Thailand within 14 days from the shareholders' meeting date.

8.3.3 The board should ensure that minutes of the shareholders' meeting is submitted to the Stock Exchange of Thailand within 14 days from the shareholders' meeting date.

(1) attendance of directors, executives, and the proportion of attending directors;

(2) voting and vote counting methods, meeting resolutions, and voting results ("for", "against", and "abstain") for each proposed resolution; and

(3) questions asked and answers provided during the meeting, including the identity of the persons asking and answering the questions.

This Good Corporate Governance Policy comes into force from 13 August 2020 as it was approved by the meeting of the Board of Directors no. 3/2020.

(Mr. Prasarn Tanprasert)
Chair of the Board of Directors
Pinthong Industrial Park Public Company Limited