

Executive Committee Report

Dear Shareholders

The Executive Committee is appointed by the Board of Directors to oversee, manage, and control the Company's operations in alignment with the policies and business strategies established by the Board. The Committee is also responsible for ensuring that operations are conducted in accordance with the Executive Committee Charter, the Company's Code of Conduct, and all applicable laws and regulations.

In 2025, the Executive Committee comprised three members, as follows:

Name	Position	Number of Attendance
Mr. Chirayu Chueyam	Chairman of Executive Committee	16/16
Mr. Prapat Yorkhant	Executive Committee Member	16/16
Ms. Suvicha Kaewfacharoen*	Executive Committee Member	15/15

Remark * Approved the appointment as an Executive Committee Member on January 17, 2025

In 2025, the Executive Committee convened a total of 16 meetings to perform its duties as assigned. At each meeting, the Committee jointly considered significant matters for submission to the Board of Directors for acknowledgment and/or approval, as the case may be. The key matters can be summarized as follows:

1. Proposing business goals, strategies, and annual plans to the Board of Directors, as well as taking responsibility for managing the Company's operations in accordance with the established policies, directions, and objectives.
2. Carefully and prudently considering related party transactions and transactions involving the acquisition or disposal of assets, ensuring reasonableness in pricing and related terms and conditions, with due regard to the best interests of the Company and its shareholders.
3. Supporting and encouraging management and affiliated companies to explore business opportunities, products, and services to generate revenue and enhance value-added for products and services.
4. Reviewing and approving the annual budget, the Company's investments, as well as significant financial transactions.
5. Overseeing, promoting, and supporting directors, executives, and employees to ensure awareness and understanding of the Company's anti-corruption policy and related practices.
6. Reviewing the Executive Committee Charter to ensure that its guidelines remain appropriate and aligned with the current circumstances.

The Executive Committee is committed to managing the business to achieve the Company's goals and strategies under the principles of good corporate governance, with transparency, accountability, and fairness. This is carried out alongside responsible business practices toward society and the environment, as well as continuous support for anti-corruption efforts, to ensure the Company's sustainable growth and stability.

-Signed-

(Mr. Chirayu Chueyam)

Chairman of the Executive Committee

Report of the Governance Committee

Dear Shareholders,

The Company recognizes the importance of conducting its business in accordance with good corporate governance principles and ethical management, while taking into account all stakeholders to ensure sustainable business growth. The Board of Directors has resolved to appoint a Corporate Governance Committee to oversee the Company's operations, management systems, and administrative processes to ensure quality and compliance with good corporate governance principles, the Company's policies, and relevant regulations. The Company also ensures transparent and verifiable disclosure of information and maintains standardized performance to drive the business toward sustainable growth.

In 2025, the Corporate Governance Committee fully performed its duties in accordance with its charter and as assigned by the Board of Directors. A total of two meetings were held, as follows:

Name	Position	Number of Attendance
1. Mr. Priyong Teerasathian ¹⁾	Chairman of the Corporate Governance Committee	2/2
2. Mr. Supreedee Nimitkul ²⁾	Corporate Governance Committee Member	1/1
3. Mr. Chirayu Chueyam	Corporate Governance Committee Member	2/2
4. Mr. Kosol Phosuwan ³⁾	Corporate Governance Committee Member	1/1

Remark: ¹⁾ Resigned from the position of director on December 2, 2025

²⁾ Resigned from the position of director on September 5, 2025

³⁾ Appointed to the position of director on November 7, 2025

The details of its performance are as follows:

- There was a review of the corporate governance policy, business ethics, charters of the Board of Directors and subcommittees to improve practices in line with the Principles of Good Corporate Governance for Listed Companies 2017 (CG Code) and the criteria of the Corporate Governance Report of Thai Listed Companies (CGR). However, for certain practices under the eight CG Code principles that are not yet suitable for the Company's business or for which the Company is not yet ready, the Corporate Governance Committee will review them annually for further improvement and appropriateness.
- The Corporate Governance Committee recognizes the rights and equitable treatment of shareholders by encouraging minority shareholders to nominate candidates for directorship, propose agenda items for shareholders' meetings, and submit questions about the Company in advance of the Annual General Meeting of Shareholders.

- The Committee considers and reviews the criteria for annual self-assessment of the Board of Directors as a whole and on an individual basis, subcommittees, as well as the performance evaluation of the Chief Executive Officer and the Company Secretary, in order to use the results to improve operational efficiency.
- The Committee approved the establishment of the Company Secretary Charter.

The Corporate Governance Committee has also promoted employees to strictly adhere to and comply with good corporate governance principles. In 2025, the Company received a “Very Good” rating (4 stars) from the Corporate Governance Report of Thai Listed Companies (CGR) and was also rated in the “Excellent” category (4 medals, score 90–99.5) in the 2025 Annual General Meeting (AGM Checklist) assessment.

The Company believes that conducting business with transparency, in compliance with good corporate governance principles and a code of ethics, will support efficient and sustainable growth, while building confidence among shareholders and all stakeholders.

-Signed-

(Mr. Chirayu Chueyam)

Corporate Governance Committee

Report of the Nomination and Remuneration Committee

Dear Shareholders,

The Board of Directors has appointed the Nomination and Remuneration Committee to screen and nominate qualified individuals for positions as directors and members of subcommittees. The Committee is also responsible for formulating strategies and human resource policies focused on enhancing management efficiency and human capital development, as well as considering policies, remuneration structures, and criteria for compensation to ensure alignment with the Company's strategies and operational objectives.

The Nomination and Remuneration Committee consists of the following directors:

Name	Position	Number of Attendance
1. Mr. Supreedee Nimitkul ¹⁾	Chairman of the Nomination and Remuneration Committee	3/3
2. Mr. Praiyong Theerasathien ²⁾	Nomination and Remuneration Committee Member	5/5
3. Mr. Chirayu Chueyam	Nomination and Remuneration Committee Member	5/5
4. Mr. Kosol Phosuwan ³⁾	Chairman of the Nomination and Remuneration Committee	1/1

Remark: ¹⁾ Resigned from the position of director on September 5, 2025

²⁾ Resigned from the position of director on December 2, 2025

³⁾ Appointed to the position of director on November 7, 2025

In 2025, the Nomination and Remuneration Committee held a total of five meetings and fully performed its duties in accordance with its charter and as assigned by the Board of Directors. The key matters considered are summarized as follows:

- Considered the nomination and proposed qualified individuals for appointment as directors to fill vacant positions and to replace directors retiring by rotation.
- Considered the nomination, selection, and proposal of individuals to serve as members of subcommittees.
- Considered remuneration for the Board of Directors and subcommittees at appropriate levels, commensurate with their responsibilities and comparable to those in similar industries.
- Considered the criteria for annual salary adjustments and bonuses at appropriate levels in alignment with the Company's performance.
- Reviewed the criteria and procedures for the nomination of directors, subcommittee members, and senior executives.
- Reviewed and revised the charter of the Nomination and Remuneration Committee to ensure alignment with the Company's operations and good corporate governance principles.

All members of the Nomination and Remuneration Committee have performed their duties and responsibilities as assigned by the Board of Directors with due care, prudence, transparency, and fairness, while strictly adhering to the principles of good corporate governance for the balanced and sustainable benefit of all stakeholders.

-Signed-

(Mr. Kosol Phosuwan)

Chairman of the Nomination and Remuneration Committee

Risk Management Committee Report

Dear Shareholders

The Risk Management Committee of Peer For You Public Company Limited consists of 3 members to consider and monitor the organization's risk management as follows:

Name	Position	Number of Attendance
Mr. Chirayu Chueyam	Chairman of Risk Management Committee	2/2
Mr. Prapat Yorkhant	Risk Management Committee Member	2/2
Mr. Priyong Teerasathain *	Risk Management Committee Member	1/1

Remark * Resigned from the position on December 2, 2025.

The Risk Management Committee has duly performed its duties in accordance with the scope, authority, and responsibilities as stipulated in its charter, in a complete and effective manner. In 2025, the Committee convened a total of two meetings to consider and provide opinions on various matters, as summarized below:

- Reviewing the risk management plan, as assessed and prioritized by management, with the objective of controlling potential impacts to an acceptable level or reducing the likelihood of future risks. This is to ensure that the risk management plan is aligned with the Company's business plans and objectives in an efficient and sustainable manner.
- Monitoring and reviewing the implementation of the established risk management plan to ensure that the Company maintains a systematic and effective risk management process. The Internal Audit function has been assigned to monitor and review risk management activities to ensure alignment with the defined objectives and plans.
- Reviewing the Risk Management Committee Charter to ensure that it remains up to date, appropriate, and consistent with the current business environment.

The Risk Management Committee has carefully considered and screened key risk factors over the past year and is of the view that the Company's risk management practices are appropriate and aligned with economic conditions, industry trends, and prevailing uncertainties. This provides reasonable assurance that the Company will be able to achieve its business objectives despite increasingly volatile and complex circumstances.

-Signed-

(Mr. Chirayu Chueyam)

Chairman of Risk Management Committee

Report of the Sustainable Development Committee

Dear shareholders,

In 2025, the Sustainable Development Committee held two meetings to monitor and consider various matters. The committee members and attendees were as follows:

Name	Position	Number of Attendance
Mr. Chirayu Chueyam	Chairman of the Sustainability Development Committee	2/2
Mr. Prapat Yorkhant	Sustainability Development Committee Member	2/2
Ms. Suvicha Kaewfacharoen *	Sustainability Development Committee Member	1/1

Remark: * Approved on May 13, 2025.

The company is committed to conducting its business under a sustainable development approach, emphasizing economic growth alongside social responsibility, environmental stewardship, and good governance (Environmental, Social, and Governance: ESG) to create long-term value for the organization and all stakeholders.

Environmental Dimension: The company promotes the efficient use of resources, focusing on reducing energy and paper consumption in its operations through the adoption of digital technologies to minimize environmental impact. In addition, the company supports raising environmental awareness among employees and continuously encourages environmentally friendly workplace practices.

Social Dimension: The company places importance on employee welfare in all aspects, including quality of life, occupational safety, and consistent development of personnel capabilities. Training programs are provided to enhance essential skills for the digital era, while fostering an open organizational culture that respects diversity. The company also conducts its business responsibly toward customers, ensuring product and service quality as well as strict protection of personal data.

Governance Dimension: The company operates with transparency, accountability, and adherence to business ethics. Good corporate governance is implemented alongside systematic risk management to respond to economic fluctuations and market uncertainties. Moreover, the company strictly complies with relevant laws and regulations to build trust among shareholders, investors, and all stakeholders.

Throughout the past year, despite facing external challenges, the company has maintained its commitment to sustainable business practices by improving operational efficiency while generating positive impacts on society and the environment. This approach ensures that the company can grow steadily and sustainably in the long term.

- Signature -

(Mr. Chirayu Chueyam)

Chairman of Sustainable Development Committee