

## Report of the Nomination and Compensation Committee

Dear Shareholders,

The Nomination and Compensation Committee consists of 3 directors, Mr. Supreedee Nimitkul being the Chairman of the Nomination and Remuneration Committee, who was appointed by the Board of Directors' meeting on January 11, 2024 in place of Dr. Pakorn Apaphan, Mr. Priyong Teerasathain and Mr. Chirayu Chueyam, serving as members of the Nomination and Remuneration Committee. To screen and nominate qualified candidates to serve as directors and sub-committee members to determine the human resource strategies and policies to increase the management efficiency and development of human resources. Including, reviewing the policies regarding the compensation structure, to make sure the form and criteria for remuneration are in line with the company's strategy and operational goals.

In 2023, the Nomination and Remuneration Committee There were a total of 11 meetings, A summary of the key content for review are as follows;

- Nominated and proposed the qualified candidates for vacant director positions and to replace directors whose terms are ending.
- Reviewed the nomination and selection of candidates to serve as sub-committee members.
- Reviewed the appropriate compensation for the Board of Directors and sub-committee members, commensurate with the duties and responsibility held, and in line with the industry rate.
- Reviewed the criteria for rate of salary increase and annual bonus at an appropriate rate in line with the company's performance.
- Consider reviewing the criteria and methods for selecting directors. Sub-committee Chief Executive Officer and senior executives
- Consider reviewing the charter of the Nomination and Remuneration Committee. To be appropriate for the current situation and consistent with the principles of good corporate governance.
- Consider recruiting the Chief Executive Officer. and consider the compensation of the Chief Executive Officer based on annual performance.

The Nomination and Remuneration Committee performed its duties with care, caution, transparency and Be moral and independent according to the principles of good corporate governance. By driving the Company's operations as approved by the Board of Directors in order to enhance efficiency and build confidence among shareholders, investors, and all stakeholders.



(Mr. Supreedee Nimitkul)

Chairman of the Nomination and Compensation Committee

## Report of the Governance Committee

Dear Shareholders,

The company recognizes the importance of conducting business operations in accordance with good corporate governance guidelines alongside ethical business management taking into account the stakeholders' benefits for sustainable business growth. Therefore, the Board of Directors has resolved to appoint the Corporate Governance Committee to supervise the operations, administration and management systems to comply with the principles of corporate good governance, the company policies and the related criteria. To maintain the disclosure of information that is transparent, verifiable and standardized, leading to a high standard of performance and competencies resulting in sustainable business growth.

The Corporate Governance Committee consists of three members, namely, Mr. Priyong Teerasathian as the Chairman of the Corporate Governance Committee, Dr. Pakorn Apaphant and Mr. Chirayu Chueyam as directors who have fulfilled all duties as assigned, The Board of Directors in accordance with the Charter of the Corporate Governance Committee. In 2023, the committee held 2 meetings, with the key contents summarized as follows:

- Reviewed and amended the corporate governance policies. To develop operational guidelines for the Board of Directors, executives, and employees in accordance with the principles of good corporate governance. The committee focused on reviewing and revising the corporate governance policy to promote sustainable business operations while maintaining long-term performance, adding value and creating credibility for all shareholders and stakeholders.
- The Corporate Governance Committee recognized the rights and equality of all shareholders. Thus, the committee has encouraged minor shareholders to nominate candidates as their representative to be appointed as directors, to propose agendas at the shareholder meeting and submit questions for the company prior to the annual general meeting of shareholders.
- Reviewed the self-evaluation criteria of the Board of Directors as a whole, including individual directors and sub-committees, along with the performance evaluation of the Chief Executive Officer (CEO) and company secretary annually in order to improve the operational efficiencies.
- Review Consider additional policies for recruiting the Chief Executive Officer. By referring to the principles of good corporate governance for listed companies in 2017 to determine the qualifications and characteristics necessary to drive the organization towards its goals.

The Corporate Governance Committee has encouraged all personnel in the Company to strictly adhere to and comply with the principles of good corporate governance. Earning in the Corporate Governance Assessment for 2023, rating the company "Excellent" (5 stars) for the consecutive 8 year and receiving a score of 94% from the AGM Checklist, and SET ESG Ratings at level A (total score 79) from SET, Thus, enabling the company to conduct business effectively, to achieve higher standards of performance and meeting its goals with efficiency and grow the business sustainably.



(Mr. Priyong Teerasathian)

Chairman of the Corporate Governance Committee

## Report of the Risk Management Committee

Dear Shareholders,

The Risk Management Committee of Peer for You Public Company Limited (formerly One to One Contacts Public Company Limited) consists of 3 members. The Board of Directors reviewed and appointed qualified members to be the Chairman of the Risk Management Committee and The Risk Management Committee consists of Mr. Chirayu Chueyam as Chairman of the Risk Management Committee, Mr. Prapat Yorkhant, and Mr. Priyong Teerasathain as a risk management committee.

The Company placed great importance on the risk management in business operations, in order to achieve the objectives and goals set. The company assigns persons in various departments to be responsible in assessing and mitigating business risks and has regularly assessed risk factors that may affect business operations. Taking into accounts risks and opportunities rising from climate change as well.

The Risk Management Committee serves to monitor and control risks. Conducting assessments and grading of key risks such as strategic and operational risk, financial risk, regulatory risk, technological risk and risk of corruption. In the year 2023, there were a total of 2 meetings, the results of which can be summarized as follows:

1. Review the risk management plan and corporate risk in 2023 in which the management has assessed and rated the risk levels. To moderate the impact of such risks to an acceptable level or to reduce the probability (likelihood) of such risks occurring in the future to ensure that the risk management plan is consistent with the Company's business plans and goals.
2. Monitor and review the implementation of the risk management plan set by the Company's management to ensure that the Company has systematic and efficient risk management. Along with assigning the Internal Audit Department to monitor and review the Company's risk management to achieve the set goals.
3. Review the Risk Management Committee Charter to be in line with the current circumstances.

The Risk Management Committee holds the opinion that the Company has consistent and systematic risk management. Proceeding with caution, prudence, and efficiency in order for the Company to achieve its set goals and objectives according to the business plan.



(Mr.Chirayu Chueyam)

Chairman of the Risk Management Committee

## Report of the Sustainable Development Committee

### Dear Shareholders

The Sustainability Development Committee of Peer for You Public Company Limited is committed to performing its supervisory duties and support the management in managing the business effectively under the framework of good governance, transparency, accountability and ability to drive the organization to continuous stable growth.

Sustainability Committee appointed by the Board of Directors, consisting of:

- |                               |          |
|-------------------------------|----------|
| 1. Mr. Chirayu Chueyam        | Chairman |
| 2. Mr. Prapat Yorkhant        | Member   |
| 3. Mr. Chaiwat Phithakraktham | Member   |
| 4. Ms. Warunee Poodee         | Member   |

In 2023, the Sustainability Development Committee has performed duties in full accordance with the Charter of the Sustainable Development Committee. As assigned by the Board of Directors there were 4 meetings. The main points in performing duties can be summarized as follows:

- 1) Support and enhance business operations to be consistent with good corporate governance, including society, community, and environment (ESG).
- 2) There is risk management throughout the supply chain related to the business.
- 3) Create innovations to strengthen potential to reduce environmental impacts.
- 4) Organize activities for employees in the organization and nearby communities to participate.
- 5) Prepare self-evaluation results according to the guidelines of the Thai Institute of Directors Association. The evaluation results were at the “excellent” level.

In addition, the company has organized social and environmental activities for the directors, executives, and employees to participate, such as

- Participating in the Care The Bare project of the Stock Exchange of Thailand. To help reduce the amount of greenhouse gases that affect global warming.
- “Club Sunday” Psychological Counseling” project for problem management services Relieve discomfort, reduce anxiety, and have a way to develop yourself to your fullest potential. Have an

understanding of yourself and be able to solve current problems and problems that will occur in the future. and be able to plan their own way of life

- The company joins with the Center for Development of the Capacity of the Blind and the Visually Disabled. By inviting employees who are stressed or achy from work. Get a neck and shoulder massage to relax from work.
- OTO Project: “Punsuk” for Change There are activities for executives and employees to share happiness as follows:
  - “OTO Punsuk Year 2 Ep.1” inviting the company's executives and employees to donate old desk calendars. To be used to make teaching media for the visually impaired at the Educational Technology Center for the Blind, Nonthaburi Province
  - “OTO Punsuk Year 2 Ep.2” Invite you to join in donating essential items that are used in daily life. It is a new item that has not yet been used. for disabled people, Disabled Protection and Development Center, Ban Nonthabhun, Nonthaburi Province
  - “OTO Punsuk Year 2 Ep.3” Invite executives and employees Share happiness with people with disabilities By donating new clothes to children with disabilities at the Ban Nonthaphun Disabled Protection and Development Center. Nonthaburi Province
  - “OTO Punsuk Year 2 Ep.4” The company joins with the Mirror Foundation Donate things and leftover items in good condition, such as clothing, electrical equipment, dolls, bags, and others, in order to share the donated items and deliver them to those in need in various areas across the country.

Sustainability Development Committee Is committed to performing duties within the framework of sustainability policies and strategies. So that the company can drive its business operations to achieve concrete results under the company's sustainability strategy. Ready to deal with social and environmental change factors. and attach importance to the participation of all stakeholders which is an important factor in creating value for the business to sustainably exist. In 2023, the company was selected to be on the list of sustainable stocks (THSI) for the 4th consecutive year.



(Mr.Chirayu Chueyam)

Chairman of the Investment Committee

## Investment committee report

### Dear Shareholders

The Investment Committee of Peer for You Public Company Limited (“the Company”) consists of 2 members, by the Board of Directors considers appointing qualified members to be the Chairman of the Investment Committee. The Investment Committee consisting of Mr. Chirayu Chueyam as the Chairman of the Investment Committee and Mr. Issara Roungsuk-udom as investment committee.

Due to the company's investment policy by taking advantage of the remaining liquid asset management to invest in securities, equity instruments and/or debt instruments and/or invest in businesses that have better returns than bank fixed deposits by considering returns and risks as appropriate. The Board of Directors has therefore appointed and assigned an Investment Committee is responsible for investment management by following the Company's investment policy framework which has been approved by the Board of Directors. In 2023, the Investment Committee there were a total of 16 meetings, which can be summarized as follows:

1. Consider investment Follow up on performance and evaluate the investment situation
2. Analyze and compare the rates of return received. with the expected rate of return Modifying investment plan strategies To reduce the risk that will affect the company's investment plans In order for the results of operations to meet the goals as much as possible.
3. Consider and review investment policies to be appropriate for the current investment situation. To present to the Board of Directors' meeting

The investment committee will be carried out carefully, various risks are analyzed along with considering the appropriate return on investment. And there is a process for closely monitoring and evaluating the investment situation of the investment market and in accordance with the Charter of the Investment Committee to truly benefit the company.



(Mr.Chirayu Chueyam)

Chairman of the Investment Committee