

## Report to the Corporate Governance Committee

Dear Shareholders,

The Company recognizes the importance of conducting business in accordance with good corporate governance practices and ethical management, along with taking into account stakeholders for the sustainable growth of the business. The Board of Directors resolved to appoint the Corporate Governance Committee. To supervise the Company's operations, quality management and management systems in accordance with the principles of good corporate governance, in line with the Company's policies and related rules, as well as transparent disclosure of information. Auditable and standard performance leads the business to sustainable growth. The Corporate Governance Committee consists of 3 member, namely, Mr. Priyong Teerasathain as the Chairman of the Corporate Governance Committee, Mr. Supreedee Nimitkul and Mr. Chirayu Chueyam as a director. In 2024, a total of 3 meetings were held, the main points of which are summarized as follows:

- Review and revise the corporate governance policy to develop the operational guidelines of the Board of Directors. The Company shall ensure that the Board of Directors and employees shall comply with the principles of good corporate governance by focusing on development to ensure that the business operates sustainably, has good long-term performance, creates value for the business, and builds credibility for shareholders and all stakeholders.
- The Corporate Governance Committee is aware of the rights and equality of shareholders. The Company encourages minority shareholders to nominate individuals for appointment as directors. Propose the agenda of the shareholders' meeting and submit questions about the company in advance of the Annual General Meeting of Shareholders
- Consider reviewing and improving Criteria for self-assessment of the Board of Directors as a whole and individually Sub-committees and performance evaluations of the Chief Executive Officer and Company Secretary on an annual basis to improve operational efficiency.
- Consider reviewing and updating the Charter to comply with the changes.
- Promoting participation in the Corporate Governance Survey Project of Thai Listed Companies The results of the Company are excellent. Excellent for the 9th consecutive year.

The Corporate Governance Committee has encouraged all employees in the Company to adhere to and comply with the principles of good corporate governance. The Company must have a code of business ethics and sustainability management, as well as the importance of transparent, fair, and verifiable operations so that the Company can effectively operate its business towards its goals and build strength for sustainable growth.



(Mr. Phairyong Theerasathian)

Chairman of the 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 the recruitment of qualified persons to serve as directors. Sub-committee members to formulate strategies and policies on human resources that focus on optimizing human resource management and development, including considering policies and remuneration structures. The remuneration payment format and criteria are in line with the Company's operational strategy and goals.

Nomination and Remuneration Committee It consists of a total of 3 directors as follows:

- |    |                            |   |
|----|----------------------------|---|
| 1. | Mr. Supreedee Nimitkul     | Chairman of the Nomination and Remuneration Committee |
| 2. | Mr. Praiyong Theerasathien | Directors   |
| 3. | Mr. Chirayu Chueyam        | Directors   |

In 2024, the Nomination and Remuneration Committee There were 5 meetings. The income fee is fully performed in accordance with the Charter of the Nomination and Remuneration Committee. As assigned by the Board of Directors, the main points to be considered are summarized as follows:

- To consider and propose qualified persons to serve as directors to replace vacant positions and to replace directors who are due to leave their positions according to their terms.
- To consider the nomination, selection and nomination of persons to serve as directors in the sub-committees.
- Consider the remuneration of the Board of Directors and sub-committees at a rate suitable for their duties and responsibilities and at a rate comparable to that of the industry in the same way.
- Consider the criteria for determining the rate of annual salary increase and bonus at an appropriate rate. In line with the Company's operating performance.
- Consider reviewing the evaluation and performance evaluation criteria of the Chief Executive Officer.
- Consider reviewing the criteria and procedures for the nomination of directors. Sub-committee members and senior executives
- Consider reviewing and amending the Charter of the Nomination and Remuneration Committee. In order to be in line with the operation and principles of good corporate governance.
- To consider and propose a person to serve as the Company Secretary.

The Nomination and Remuneration Committee has performed its duties with caution. It is prudent, transparent, and honest in accordance with the principles of good corporate governance for the best interests of shareholders and all stakeholders.



(Mr. Supreedee Nimitkul)

Chairman of the Nomination and Compensation Committee

## Risk Management Committee Report

Dear Shareholders

Risk management committee report Peer for You Public Company Limited (Original name One to One Contacts Public Company Limited) Consisting of 3 members, the Board of Directors considers appointing members with appropriate qualifications to hold the positions of Chairman of the Risk Management Committee and the Risk Management Committee, namely Mr. Chirayu Chueyam Chairman of Risk Management Committee, Mr. Prapat Yorkhant and Mr. Priyong Teerasathain Risk Management Committee Member.

The company attaches great importance to business risk management to achieve established goals and objectives and appoints personnel responsible for risks in each department. The company also continuously evaluates potential risk factors that may affect operations. In addition, the company considers the risks and opportunities brought about by changes in the investment environment.

The Risk Management Committee is responsible for monitoring and controlling risks, assessing and evaluating key risks such as strategic risks, financial risks, operational risks, information technology risks, regulatory risks, and emerging risks. In 2024, two meetings were held. The performance summary is as follows;

1. The Risk Management Committee has considered the risk management plan and corporate risk for the year 2024 as assessed and classified by the management with the aim of controlling the impact to an acceptable level or to reduce the possibility of future risks. This is to ensure that the risk management plan is consistent with the company's business plans and goals for efficiency and sustainability.
2. The Risk Management Committee monitored and reviewed the implementation of risk management based on the risk management plan developed by the company's management to ensure that the company effectively manages risks, and designated an internal audit unit to monitor and review the implementation of risk management. Ensure that risk management aligns with established goals and plans, and effectively achieves established results
3. Review the charter of the Risk Management Committee to make improvements based on the current situation and business operations

The Risk Management Committee has considered that the Company has continuously and systematically managed risks, and has operated with caution, prudence, and efficiency, which will enable the Company to achieve its business objectives and operations according to the 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 overseeing and supporting management in managing business within a framework of good governance, transparency, and accountability. In order to maximize resource efficiency and effectiveness, promote business, and drive organizational stability and sustainability.

The Sustainability Development Committee is appointed by the Board of Directors includes:

- 1) Mr. Chirayu Chueyam, Chairman
- 2) Mr. Prapat Yorkhant, Director
- 3) Ms. Warunee Poodee, Director (*retiring on August 30, 2024*)

In 2024, The Sustainability Development Committee fulfilled its responsibilities in accordance with its Charter and the designation of the Board of Directors. Four meetings were held, and the summary is as follows:

- 1) Consider the essence of the proposal to meet the needs and expectations of stakeholders.
- 2) Consider setting annual energy targets.
- 3) Promote the participation of executives and employees in community and social activities.

The company continuously organizes social and community activities, such as promoting the career development and income of visually impaired people in the "Who's tired... Let's massage" project, and massaging the neck, shoulders, and shoulders from the "Skill Development Centre for the blind male " to encourage people with disabilities to showcase their potential and income. In addition, employees can relax from work, promote organizational culture, effectively utilize resources, reduce waste, and help reduce greenhouse effect that affect everyone's health and well-being.



(Mr. Chirayu Chueyam)

Chairman of the Sustainable Development Committee