



ESG Performance Report for Listed Companies in 2024

SIAM GLOBAL HOUSE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 3 March 2025



ESG Performance

Company Name : SIAM GLOBAL HOUSE PUBLIC COMPANY LIMITED Symbol : GLOBAL

Market : SET Industry Group : Services Sector : Commerce

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Siam Global House Public Co., Ltd and its subsidiaries (“The Company”) are committed to operating the business efficiently and sustainably with environmental management and awareness of compliance with laws, regulations, and government policies to meet the United Nations Sustainable Development Goals (SDGs). Therefore, the Company has established the Environmental Management Policy to demonstrate its commitment to social and environmental responsibility and to serve as a guideline for executives and employees at all levels.

Reference link for environmental policy and guidelines : <https://investor.globalhouse.co.th/wp-content/uploads/2024/07/Environmental-Management-Policy.pdf>

Information on review of environmental policies, guidelines, and/or goals over the past year

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

Review of environmental policies, guidelines, and/or goals over the past year	:	Yes
Changes in environmental policies, guidelines, and/or goals	:	Waste Management, Greenhouse Gas and Climate Change Management

3.3 Reduction of Greenhouse Gases towards Net-Zero: Promoting Clean Energy Use, Energy Conservation and Natural Resources Utilization

- To replace coal and oil use for electricity generation, use clean energy from sunlight through solar rooftop installations in every Global House store, and use 65% of total energy consumption from renewable sources.
- Develop new technologies and upgrade equipment to reduce energy consumption and greenhouse gas emissions. Support low-carbon products and services and clearly exhibit greenhouse gas emission information on product labels.

3.5 Waste Management towards Zero Waste: Properly sorting waste and applying circular economy principles and the 3Rs (Reduce, Reuse, Recycle) to use resources efficiently

- Develop a waste sorting system in an attempt to maximize resource reuse.
- Reduce and eliminate single-use plastics, hazardous chemicals, and non-biodegradable materials in House Brand products and packaging.
- Promote using environmentally friendly alternative materials and establish targets to reduce landfill waste.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

Information on incidents related to legal violations or negative environmental impacts

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

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	90
Actual number of disclosure boundaries	:	90
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

1. The company has policy to install Automated Storage & Retrieval System: ASRS (which is closed system, no lighting required in working result in reducing electricity consumption, besides of energy saving, the ASRS also helps to improve the efficiency in warehouse management)
2. In 2017, the company have changed the air-conditioning system from Misting Fans to be Air-Condition and improve lighting system inside the store which need to use more electric energy, then, have policy to install Solar Rooftop to generate electric energy from solar energy for energy saving in long term, and the company have already installed completely for all stores in 2019, resulted in reduction of operating expenses of the company. Moreover, in 2020, the company have developed the Air-condition control program causing more reduction of energy consumption

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Increase of electricity consumption from renewable energy sources	-	2027 : Increased by 63%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Since the year 2017, the company has policy for renewable energy consumption, so the company starts the Solar Rooftop Installation Project. To generate electricity from solar energy, no effects on environment, as its clean energy and also helps to reduce the operating expenses. In 2024, the company has Solar Rooftop to generate its own electricity covered in all stores, totally 90 stores, producing 87,963,304.64 kWh/year of clean energy and reducing carbon dioxide emissions by 49,347.41 tCO₂e/year

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	148,917,328.00	160,755,603.12	181,873,432.56

	2022	2023	2024
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	69,305,359.00	74,017,211.48	93,910,127.92
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	79,611,969.00	86,738,391.64	87,963,304.64
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	14,798.50	14,634.10	15,768.46

Additional explanation : ⁽¹⁾ Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	45.25000000	41.16000000	56.86000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	344,046,288.87	431,000,548.99	474,555,714.81
Percentage of total electricity expense to total expenses (%) ^(**)	1.09	1.46	1.58
Percentage of total electricity expense to total revenues (%) ^(**)	0.96	1.31	1.44
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	34,189.24	39,235.37	41,144.07

Additional explanation : ⁽¹⁾ Exclude electricity expense outside of the Company

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	148,917,328.00	160,755,603.12	181,873,432.56

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ⁽¹⁾	4.13907580	4.86935270	5.50881792
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	45.25000000	41.16000000	56.86000000

Additional explanation : ⁽¹⁾ Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	90
Actual number of disclosure boundaries	:	90
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The company manages water consumption management within the building the building store and the staff canteen for cleaning purposes. The company aims to reduce water consumption by assigning the technical department to regularly inspect plumbing, washing equipment, and water meters every month. For new store expansions and renovations of existing stores, the company has mandated the installation of water-saving sanitary fixtures, automatic urinals, and faucets. Additionally, the company operates a project to reduce wastewater emission into the environment by recycling wastewater from the stores through a wastewater treatment process, which is then reused for watering plants. This helps reduce consumption of both tap water and groundwater.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2020 : Water withdrawal 296,394.00 Cubic meters	2027 : Reduced by 10%

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

In 2024 the company's total water consumption was 440,421 cubic meters m³, with 323,091 m³ sourced from tap water and 117,329 m³ from groundwater, which results in an average water consumption per store of 4,893.57 m³. Also, the average tap water consumption per store decreased by 13.70% compared to the base year.

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	401,585.00	427,679.00	440,421.00
Water withdrawal by third-party water (cubic meters)	343,113.00	329,504.00	323,092.00

	2022	2023	2024
Water withdrawal by groundwater (cubic meters)	58,472.00	98,175.00	117,329.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	39.91	38.93	38.18
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01	0.01	0.01

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

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	401,585.00	427,679.00	440,421.00

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	250,560.00	170,778.00	198,683.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01116184	0.01295457	0.01334004
Intensity of total water consumption (Cubic meters / Branch)	5,215.40000000	5,152.77000000	4,893.57000000

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	8,861,751.64	9,106,520.85	9,352,729.00
Total water withdrawal expense from third-party water (Baht)	8,861,751.64	9,106,520.85	9,352,729.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.03	0.03	0.03

	2022	2023	2024
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.02	0.03	0.03
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	880.63	829.00	810.88

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	90
Actual number of disclosure boundaries	:	90
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The company efficiently manages waste by implementing proper waste separation and adopting a circular economy approach. This promotes the efficient use of resources. Since 2022, the company has organized campaigns and conducted training for employees on waste separation to enhance their knowledge, understanding, and awareness of the importance of effective waste management.

The company has conducted waste separation, which can be categorized into 3 types:

- × Recycled Waste: This includes paper, cardboard, paper cartons, metal scraps, plastic bottles, glass bottles, and other metal scraps. The company processes and sells these items to local buyers, organizing an annual bidding.
- × General Waste: This category encompasses plastic bags, plastic cups, tubes, foam boxes. The company arranges for separation and storage to facilitate disposal by municipal authorities following sanitary guidelines.
- × Wet Waste (Organic Waste): This involves food scraps from the company's cafeteria. The waste is separated and made available for employees interested in using it for animal feed or for creating organic compost.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	-	2030 : Reduced by 0.00 Kilograms	• Landfilling

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	4,852,000.00	445.00
Total non-hazardous waste (kilograms)	N/A	4,852,000.00	445.00

	2022	2023	2024
Non-hazardous waste - Landfilling (Kilograms)	N/A	N/A	272.00
Non-hazardous waste – Others (kilograms)	N/A	N/A	173.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.15	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	0.15	0.00

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

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

Information on waste management

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	2,430,000.00	4,450,000.00	72.00
Reused/Recycled non-hazardous waste (Kilograms)	2,430,000.00	4,450,000.00	72.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	91.71	16.18
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	91.71	16.18

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	90
Actual number of disclosure boundaries	:	90
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company operates a retail business specializing in construction materials and home decoration products, so its activities inherently consume energy and natural resources. Acknowledging its environmental impact, the Company is committed to reducing both direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions. Key initiatives include transitioning from fuel-based equipment, tools, and vehicles to electric alternatives, utilizing solar energy to replace transmission-line electricity, and adopting energy conservation measures to reduce electricity consumption, which accounts for 58% of the Company's total greenhouse gas emissions. These efforts reflect the Company's dedication to sustainability and minimizing its carbon footprint.

Long-Term Goals

1. By 2030, the amount of greenhouse gas emissions Scope 1 and Scope 2 per total revenue has decreased by 20% from the base year (Base year: 2022.)
2. By 2050, the amount of net greenhouse gas emissions is zero (Net Zero.)

Strategy

1. Increase renewable energy and reduce greenhouse gas emissions.
2. Modify or improve processes and equipment to be more efficient.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Other Greenhouse Gas Emission Reduction Target

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2022 : Greenhouse gas emissions 48,323.00 tCO ₂ e	-	2030 : Reduced by 20% in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Thailand Voluntary Emission Reduction Program: T-VER

The Company has been registered in the Thailand Voluntary Emission Reduction Program (T-VER) under the Thailand Greenhouse Gas Management Organization (TGO). Demonstrating its commitment to sustainability, the Company joined this voluntary greenhouse gas reduction initiative through the "Solar PV Rooftop Project by GLOBAL HOUSE." As part of its efforts to mitigate greenhouse gas emissions the Company has successfully registered the following T-VER projects: 2023: Registered the first phase of the T-VER project, covering 29 stores, expected to achieve a reduction/sequestration of 16,760 tCO₂e/year. The credit period for this project runs from May 1, 2022, to April 30, 2029.

- 2024: Registered the second phase of the project, which is expected to deliver a reduction/sequestration of 6,311 tCO₂eq/year. The credit period for this phase runs from January 1, 2025, to January 31, 2031.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	58,234.00	57,454.00	74,087.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	14,529.00	11,142.00	14,131.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	33,794.00	36,998.00	48,209.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	9,911.00	9,314.00	11,747.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.001619	0.001740	0.002244
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	5.79	5.23	6.42
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00000000	0.00000000	0.00000000

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

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : V Green KU Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	16,760.00	6,311.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

	2022	2023	2024
Other projects (Metric kilograms of carbon dioxide equivalent)	0.00	16,760.00	6,311.00
Thailand Voluntary Emission Reduction (Metric kilograms of carbon dioxide equivalent)	0.00	16,760.00	6,311.00
Thailand Voluntary Emission Reduction (Metric kilograms of carbon dioxide equivalent)	0.00	16,760.00	6,311.00
Thailand Voluntary Emission Reduction (Metric kilograms of carbon dioxide equivalent)	0.00	16,760.00	6,311.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Other projects (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : SIAM GLOBAL HOUSE PUBLIC COMPANY LIMITED Symbol : GLOBAL

Market : SET Industry Group : Services Sector : Commerce

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

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

Siam Global House Public Company Limited and subsidiaries (the company) recognizes the corporate responsibility to respect human rights and related to all stakeholders such as customers, employees, partners, creditors, communities involved in business operation of the company. The company determines Human rights policy in accordance with national laws and international standard such as UN Guiding Principles on Business and Human Rights: UNGPs, to be a guideline across the organization regard as responsibility of directors, executives, and all employees to be acknowledged and comply, the compliance guidelines to stakeholders

Reference link for social and human rights policy and guidelines : <https://investor.globalhouse.co.th/wp-content/uploads/2022/07/1.Human-Rights-Policy.pdf>

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

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

Review of social and human rights policies, guidelines, and/or goals over the past year : No

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The Company has a Human Rights Due Diligence encompassing all locations of the Company's business operations, including all activities pertinent to the Company's value chain, covering employees, customers, suppliers, partners, shareholders, as well as business alliances related with the Company's business operations throughout the Supply Chain.

The Company has considered human rights issues with potential risks associated with its operations such as the use of forced labor, human trafficking, child labor, employment condition, health and safety of employees, infringement of data privacy, rights and freedom to association and collective bargaining, illegal labor in supply chain, etc. Therefore, the Company must place an importance on auditing the Company's business operations to protect the human rights violation of any relevant person group throughout the business chain. In addition, to protect, mitigate, and manage human rights impacts occurring in business activities, the Company conducts the Human Rights status auditing follow to UN Guiding Principles on Business and Human Rights: UNGPs

Reference link for the information and an HRDD process : <https://investor.globalhouse.co.th/wp-content/uploads/2024/08/Human-Rights-Due-Diligence.pdf>

Page number of the reference link : 1-5

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

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	90
Actual number of disclosure boundaries	:	90
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Occupational health and safety in workplace

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	Average number of training hours of all employees (hours per person)	-	2025: 8.5
• Others : Employee Engagement	-	-	2025: 90%

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	Yes
--	---	-----

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	10,063	10,985	11,534
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	10,063	10,985	11,534
Male employees (persons)	5,770	6,248	6,579
Percentage of male employees (%)	57.34	56.88	57.04

	2022	2023	2024
Female employees (persons)	4,293	4,737	4,955
Percentage of female employees (%)	42.66	43.12	42.96

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	4,120	4,464	4,673
Percentage of employees under 30 years old (%)	40.94	40.64	40.51
Total number of employees 30-50 years old (Persons)	5,345	5,863	6,139
Percentage of employees 30-50 years old (%)	53.12	53.37	53.23
Total number of employees over 50 years old (Persons)	598	658	722
Percentage of employees over 50 years old (%)	5.94	5.99	6.26

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	2,299	2,516	2,672
Percentage of male employees under 30 years old (%)	39.84	40.27	40.61
Total number of male employees 30-50 years old (Persons)	3,092	3,319	3,464
Percentage of male employees 30-50 years old (%)	53.59	53.12	52.65
Total number of male employees over 50 years old (Persons)	379	413	443
Percentage of male employees over 50 years old (%)	6.57	6.61	6.73

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	1,821	1,948	2,001
Percentage of female employees under 30 years old (%)	42.42	41.12	40.38
Total number of female employees 30-50 years old (Persons)	2,253	2,544	2,675
Percentage of female employees 30-50 years old (%)	52.48	53.70	53.99

	2022	2023	2024
Total number of female employees over 50 years old (Persons)	219	245	279
Percentage of female employees over 50 years old (%)	5.10	5.17	5.63

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	7,930	8,695	9,086
Percentage of employees in operational level (%)	78.80	79.15	78.78
Total number of employees in management level (Persons)	2,121	2,278	2,437
Percentage of employees in management level (%)	21.08	20.74	21.13
Total number of employees in executive level (Persons)	12	12	11
Percentage of employees in executive level (%)	0.12	0.11	0.10

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	4,459	4,847	5,110
Percentage of male employees in operational level (%)	77.28	77.58	77.67
Total number of male employees in management level (Persons)	1,303	1,393	1,461
Percentage of male employees in management level (%)	22.58	22.30	22.21
Total number of male employees in executive level (Persons)	8	8	8
Percentage of male employees in executive level (%)	0.14	0.13	0.12

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	3,471	3,848	3,976
Percentage of female employees in operational level (%)	80.85	81.23	80.24
Total number of female employees in management level (Persons)	818	885	976

	2022	2023	2024
Percentage of female employees in management level (%)	19.05	18.68	19.70
Total number of female employees in executive level (Persons)	4	4	3
Percentage of female employees in executive level (%)	0.09	0.08	0.06

Number of employees categorized by department over the past year

Significant changes in the number of employees

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

The number of the Company's employees has been continuously increasing since 2022. This is due to the store expansion, with details as follows:

In 2022, there were 77 stores with 10,133 employees.

In 2023, there were 83 stores with 10,985 employees.

In 2024, there were 90 stores with 11,534 employees.

Number of male employees categorized by region

Number of female employees categorized by region

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	108	102	107
Percentage of disabled workers to total employment (%)	1.07	0.93	0.93
Total number of employees with disabilities (Persons)	85	79	85
Total male employees with disabilities (persons)	53	39	54
Total female employees with disabilities (persons)	32	40	31
Percentage of disabled employees to total employees (%)	0.84	0.72	0.74
Total number of workers who are not employees with disabilities (persons)	23	23	22
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	1,601,057,560.00	1,993,634,280.00	2,045,018,901.00
Average remuneration of employees (Baht / Person)	159,103.40	181,486.96	177,303.53

Provident fund management policy

Provident fund management policy : Have

The Company has provided the provident fund as the benefit for employees with the objective to promote long-term savings of the Company's employees, which will allow them to have reserve money for retirement or resignation for paying contributions to the provident fund that the employees can choose the accumulated rate at 3 to 15 percent of wages, including choose an investment program as appropriate. The Company pays the contributions to the fund according to the years' experience of employees at 3 to 7 percent

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	9,116	9,724	10,365
Proportion of employees who are PVD members (%)	90.59	88.52	89.86
Total amount of provident fund contributed by the company (baht)	51,896,863.00	54,439,901.00	61,386,392.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	3.24	2.73	3.00

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	8.08	8.59	9.45
Total amount spent on employee training and development (Baht)	1,940,965.09	1,799,219.50	3,267,964.31
Percentage of training and development expenses to total expenses (%) ^(*)	0.000061	0.000061	0.000109
Percentage of training and development expenses to total revenue (%) ^(*)	0.000054	0.000054	0.000099

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

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
--	------	------	------

	2022	2023	2024
Total number of hours worked by employees (Hours)	27,113,703.11	N/A	N/A

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	104	106	77
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	N/A	N/A
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	N/A	N/A

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	0	2,104	N/A
Proportion of voluntary resignations (%)	28.10	26.77	19.81

	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

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

Responsible sales and marketing policy and guidelines

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

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

- Policy and guidelines on communicating the impact of products and services to customers / consumers : No

Information on customer management plan

Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Development of customer satisfaction and customer relationship

Information on setting customer management goals

Setting customer management goals

- Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer Satisfaction	-	2025: -

Information on performance and results of customer management

Performance and outcomes of customer management

- Performance and outcomes of customer management : No

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes
customers/consumers

Telephone : 1160

Fax : -

Email : -

Company's website : <https://globalhousenews.com/whistleblower-with-com>

Address : -

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the : Employment and professional skill development company over the past year

The Company has continuously developed as it aims to be a part of improving quality of life and creating well-being for societies and communities where the company operates all 90 stores over the country

Thus, the Company has established "Changdee project" to provide opportunities for technicians or local small entrepreneurs to join the company. And throughout the time that we've provided opportunities to technicians or small entrepreneurs who operate installations by distributing over 70 installation services such as installation of electrical appliances, electrical system, toilets, water pump, solar cell, gutters, digital door locks, automatic door system, garages, kitchenwares, etc., to technicians and small entrepreneurs. Besides, the Company has cooperated with Business Partners; Mitsubishi, Samsung, Haier, Midea, C Hi-Tech, and SCG, etc.

Presently, there are total 2,130 teams of technicians who are interested to join the company for all 90 stores covering area of over 77 provinces. By 2024, the technicians can generate income from product installation service for more than 62,000 items. For each year, the technicians have developed and obtained the trainings from Department of Skill Development and also trainings from Business Partners' Brands to increase skills for technicians. Besides, the Company has increased the installation technicians every year to be sufficient with customer's needs.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management : Yes goals

Details of community and social management goal setting

Target	Indicators	Base year	Target year
• Disadvantaged and vulnerable groups	The employment of disabled persons (person)	-	2025: The Company employs a total of 120 people with disabilities.

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social : Yes management

The Company supports and promotes the use of business processing in creating multiple value to society and community through the projects and activities, such as; generating income for small entrepreneurs, promoting distribution channels for agriculturist group, and strengthening skills and knowledge to students for better quality of life, as well as promoting employees to participate in volunteer working with the communities.

1. Promoting the distribution channels of products for agriculturist group through "Sharing Happiness, creating smile and Kasetdee Platform project" supported over 300 farming households and resulted in a total purchase of 214 tons of products from the farmers.

2. Promoting Hom Mali Rice distribution project for Kasetwisai Agricultural Cooperatives

The Company have purchased Hom Mali Rice in 5 kg package, from Kasetwisai Agricultural Cooperatives, in number of 27,550 bags or 137tons, and distributed to “Happiness Sharing Area” of all 90 stores over the country, which have received well feedback.

3. Generating Income for small entrepreneurs “Changdee Project”

Presently, there are total 2,130 teams of technicians who are interested to join the company for all 90 stores covering area of over 77 provinces. By 2024, the technicians can generate income from product installation service for more than 62,000 items.

Diagram of performance and outcomes in community and social management



Kasetdee Platform project



2. Promoting Hommali Rice distribution project for Kasetwisai Agricultural Cooperatives

เริ่มต้นปี 2562
CHANGD
Powered By Global

<p>ยอดจ่ายช่างทั้งหมด 112 ล้านบาท</p>	<p>E-Withholding Tax 1% 1,060,000 บาท</p>	<p>Transaction 62,000+ Cases</p>	<p>จำนวนช่างทั้งหมด 2,130 ทีม 3,790 ราย</p>	<p>พื้นที่บริการ 77 จังหวัด</p>
--	--	---	---	--

ช่างดีบริการครบ จบเรื่องบ้าน

Changdee Project

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development? : Yes

	2022	2023	2024
Value of purchasing goods and/or services from the community (Baht)	11,600,000.00	1,100,000.00	8,000,000.00
Total purchase for technicians (Baht)	80,000,000.00	93,000,000.00	112,000,000.00

Non-financial benefits

Does the company measure the non-financial benefits from : Yes
social development?

	2022	2023	2024
Hiring local employees (Persons)	3,570.00	3,650.00	3,790.00

Expenses from social and environmental development project

Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : SIAM GLOBAL HOUSE PUBLIC COMPANY LIMITED Symbol : GLOBAL

Market : SET Industry Group : Services Sector : Commerce

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company has its intention to conduct business under the good corporate governance principles following to the practical guidelines of the Stock Exchange of Thailand. By realizing that the important factor for strengthening the efficient management with transparency and accountability, which can help to build the reliability and confidence to shareholders, investors, all stakeholders and related persons, and increase the competitive advantage that leads to sustainable business growth. Therefore, the Board of Directors has established the Corporate Governance Manual, Business Ethics, and Code of Conduct for directors, executives to adhere to be practical guidelines

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

1. Selection and Nomination of Director

Criteria in selection and nomination of directors

The company has appointed the Nomination and Remuneration Committee to consider and nominates candidates for directorship by considering the criteria from business and strategy of the company for determining the qualifications in accordance with business operation strategy. Considering the requisite qualifications and establishing Board Diversity policy considering by skills, competency, expertise, knowledge and ability in particular fields related to the business of the Company without restrictions on age, gender, region, or any restrictions. The company also considers by knowledge, competency and experiences related to the business to be in accordance with the business operation strategy by selecting those from the director pool database from Thai Institute of Director (IOD).

Anyway, the appointed directors or executives of the company shall be qualified according to the Public Limited Companies Act B.E.2535 and relevant laws and regulations.

Reference link for Nomination of Directors : <https://investor.globalhouse.co.th/wp-content/uploads/2022/08/Criteria-for-nomination-and-appointment-of-directors-and-top-executives.pdf>

Determination of Director Remuneration

The policy for remuneration of the Board of Directors and Sub-Committee

The Nomination and Remuneration Committee shall consider to determine fairly and properly the format and criteria of remuneration for the board of directors and sub-committee by comparing with other companies in same business, scope of authority, responsibilities, expected benefits from each director, and performance appraisal of directors both group committee and individuals, operating results of the company in each year, and presenting opinions to the Board of Directors in order to consider presenting to the shareholder's meeting for consideration to approve onwards.

1. Cash Remuneration

Director's remuneration is the remuneration for giving advice to employees of the company and attendance fee for each meeting. The company use the remuneration criteria as same as other companies in the same industry. The resolution of the Annual General Meeting of Shareholders 2024 on 10 April, 2024 approved the remuneration for the directors with amount of

not exceeding Baht 24,000,000 The directors' remuneration consists of the monthly remuneration only directors who are not employees of the Company, attendance fee of all director committees and bonus at the rate of 0.70% of dividend paid to shareholders. Details of remuneration payment for the Board of Directors and sub-committee for the year 2024 are as follows;

Monthly Remuneration

- × The Chairman
70,000 Baht/person/month
- × Director
35,000 Baht/person/month

Attendance fee for the Board of director

- × The Chairman
40,000 Baht/person/time
- × Director
35,000 Baht/person/time

Attendance fee for the Sub Committee*

- × The Chairman
30,000 Baht/person/time
- × Director
25,000 Baht/person/time

Remark: * The Sub-committee consists of audit and risk management committee, nomination and remuneration committee and Sustainability and Corporate Governance Committee.

Independence of the Board of Directors from the Management

Director Development

The Committee determines guidelines for development of Directors and Executives as follow;

1. The Board of Directors promote and support directors to attend training course or seminars in order to accumulate knowledge that will benefit the company annually at least 1 person. The Board of Directors assigned the secretary of the Board of Directors to collaborate and notify directors of upcoming training courses and seminars.
2. The company has policy to organize orientation to every newly direct or in order to acknowledge the roles, duty and responsibility and nature of business. By presenting information, manual of the code of conduct and company's Articles of Association. Including training programs for newly directors held by Thai Institute of Directors (IOD).
3. The Board of Directors assigns the Chairman of the Executive Directors to acknowledge about the development plans and prepare a succession plan in case incapable of performing duties.
4. The Board of Directors Form Directors' development project and the Chairman of Executive Director report back the progress every year and assess in conjunction with the succession plan.

The Company has directors who have full of knowledge and abilities, and always acquire new knowledge and do understanding in role of director. All directors have been trained by Thai Institute of Directors, including attended the training, seminar, and factory visiting to develop knowledge in business operation. In 2024, there are the directors who have attended the training and seminar as the following;

Name

Position

Course

Training Date

Mr. Pairoj	Juarprathoom	Director	Chairman of Audit and Risk Management Committee	Preventing, Deterring and Suppressing Improper Behaviors of Listed Companies	26 March 2024
Dr.Boonchai	Pitugdamrongkija	Director	Audit and Risk Management Committee	/Chairman of the Sustainability and Corporate Governance Committee	Preventing, Deterring and Suppressing Improper Behaviors of Listed Companies

26 March 2024

Three Lines of Defense for Listed Companies

24 September 2024

Ms. Siriwan

Na-nan

Company Secretary

GRI Certified Training Program Reporting with GRI Standards 2021 Update

21-22 August 2024

Board Performance Evaluation

The Company assess annually of the Board of Directors, Sub-Committee and Executives by assessment in 3 forms such as Board of Directors Assessment form, Sub-Committee Assessment form and Individual Assessment form. The Company's secretary sent assessment form to all directors to assess the performance of the Board of Director and Sub-Committee. Then the secretary collected and summarize the performance assessment before submit to the chairman, which has criteria of performance assessment be in line with the Stock Exchange of Thailand as follows;

1. Performance assessment form of Board of Directors by group cover 6 main categories;

- Structure and qualifications of the Board of directors
- Roles, duties and responsibilities of the Board
- Board of Directors' meetings
- Performances of the duties of directors
- Relationship with management
- Self-development of directors and development of executives

2. Performance assessment form of Sub-Committee by group cover 3 main categories;

- Structure and qualifications of Sub-Committee
- Sub-Committee's meeting
- Roles, duties and responsibilities of Sub-Committee

3. Performance assessment form of Board of Directors and Sub Committee by individual (self-assessment) cover 3 main categories;

- Structure and qualifications of directors
- Directors' meeting

Roles, duties and responsibilities of directors

Corporate Governance of Subsidiaries and Associated Companies

The company has a policy to invest in businesses that are either the same as or related to the company's current operations, in compliance with legal requirements and good corporate governance, with the aim of enhancing competitiveness and achieving stable, long-term performance. In considering investments, the company will analyze the feasibility of the investment, determine the appropriate proportion, estimate expected returns, and assess the company's financial status before making any investment decisions. All investments must be approved by the Board of Directors before proceeding.

To ensure effective oversight of the operations of subsidiaries and joint venture, the company has established measures to monitor management both directly and indirectly, as follows:

- 1) The Board of Directors is responsible for appointing directors or executives of the company who possess the qualifications and experience relevant to the business, to serve as directors in subsidiaries or joint ventures, based on the proportion of shares held in those companies, in accordance with applicable laws, regulations, and the guidelines set by the Capital Market Supervisory Board, the Securities and Exchange Commission (SEC), and the Stock Exchange of Thailand. Appointed directors are responsible for representing the company in establishing business policies that align with the company's policies and corporate governance.
- 2) The representative director of subsidiaries is responsible for disclosing the operating results and business performance continuously and consistently, reporting the results to the Board of Directors at regular intervals, as well as whenever there are significant changes to the financial position and operational performance. Additionally, they must ensure that accounting records are properly and accurately maintained, and that financial statements are prepared on time.
- 3) The representative directors of subsidiaries are required to ensure that the subsidiaries have appropriate and sufficient internal control systems, risk management, and anti-corruption measures in place, to ensure that the subsidiaries' operations comply with the company's policies, laws, regulations, and relevant guidelines.
- 4) Specify that the work systems in subsidiaries must be audited by the Internal Audit Office, and the results of the audit must be reported to the Audit and Risk Management Committee and the Board of Directors to ensure that the

subsidiary operates in accordance with the established system.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders	:	Yes
Guidelines and measures related to shareholders and stakeholders	:	Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society

Shareholder

The company emphasizes on being good representative of shareholders in business operating for building shareholders' satisfaction by taking into account on long term growth including good controlling system and good internal audit, transparent disclosure of information.

Employee

The company will support potential development of human resource to maximize the benefit since the company realizes that employee is a part of main resource which is important in the organization's development to be growth. In order that, the company treats all employees equally, fairly, non-discrimination with giving appropriate compensation and welfares, conform with average compensation in the same business which include provident fund, activities encouragement for employees such as annual sports event, new year celebration activity, for employees to do activities together, maintain working environmental to be safety and sanitary as well as giving employees a chance to complain in case of any unfair actions as stipulated.

Customer

- The company shall treat all customers equally with honest and fair.
- The company shall provide good products and quality services for customers.
- Executives and staffs must have knowledge and good understanding in the company's products and services as well as giving product information correctly and completely to customers.
- Executives and Staffs must study and try to understand thoroughly customer's needs before presenting products or services to customers in order to respond customers' needs correctly. Furthermore, they must always attend to seek knowledge and collect working experience for more efficiency in order to increase customer satisfaction.
- Executives and Staffs must treat customers politely, respect customers with gentle verbal.
- Executives and staffs must have good attitude to services job, have service-mind, give importance to service job and perform their duties fully, influence to service value and efficiency leads to be excellence on services.
- Executives and Staffs must respect decision and opinions of customers including not infringe personal right of customers.

The company provides the department, system, or action process to listen suggestions, opinions, or complaints about products or other services by taking such matters into consideration to improve and resolve quickly within appropriate time.

Business competitor

The company will compete ethically with competitors, avoiding unfair competition practices to harm competitors. In 2024, there were no disputes or complaints between the company and commercial competitors.

Business partner

The company will treat suppliers with trading in good faith by holding fast to execution of a contract, commercial terms and commitment with suppliers in order to build good relationship in business beneficial to all parties. Furthermore, the company has established the policy and sustainable practical guidelines of suppliers, aim for its suppliers to comply accordingly. The company has stipulated the policy and practical guidelines to suppliers

Reference link for Business partner : <https://investor.globalhouse.co.th/en/policy-and-target-in-sustainable-management-en/>

Creditor

The Company practices fairly towards creditors, comply with the agreements of contracts, manage loan follow the objective, control the repayment for capital and interest on due date including making a contract with creditors correctly and transparently according to the laws.

Government agencies

The Company operates its business with moral, transparency and complies with the regulations of laws.

Community and society

The Company gives an importance to maintain environment in community around the company by energy saving campaign including business operation not against the traditions or not cause of damages to society.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Company has established Business Ethics and Code of Conduct Manual and has annual review and revises regularly. There are operational principles regarding ethics for directors, executives, and all employees of the company and subsidiaries to be guidelines in working, conducting, giving the importance for customers, having social responsibility, as well as community and environment, not engage in politics, respecting on all stakeholders including human rights as stipulated by laws, respect human rights, anti-corruption, non-infringement of intellectual property. The company has publicized the aforesaid manual to the directors, executives, and all employees of the company, has provided training courses for giving knowledge and understanding concerning the right practical guidelines in working, building awareness and indoctrination to employees to follow and participate in activities leads to the operations of the company proceeds with quality, morality, transparency, and accountability.

Reference link for the full version of business code of conduct : <https://investor.globalhouse.co.th/corporate-governance-manual-business/>

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Anti-unfair competitiveness, Information and IT system security, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

Board of Directors sets the policy for conflict of interest bases on the principle that any decision- making on business operation shall be taken for the highest benefits of the company and avoid the action leading to conflict of interest.

1. Person related to or connected to the considering issue shall inform the company about the relationship or the connection to the issue, and shall not take part in the consideration, or has any authority to approve the transaction.
2. Audit Committee shall propose the connected transactions and the transaction with the conflict of interest which is considered carefully to the Board of Director.
3. The company shall follow the criteria of SET strictly about pricing and conditions to the person that potentially have conflict of interest as same as to the outsider, and send the report at the time required by SET.
4. Executives, employees, families, and the residents in the same residency shall not run the business or any activity that misleads the public to understand that it is the business or activity that has conflict of interest with the company directly and indirectly.
5. Executives and employees shall not cooperate with the family member or the intimate person to operate business or activity that may lead to the conflict of interest directly or indirectly. To avoid the potential inappropriateness, the relationship of family member or other people that may lead to conflict of interest should be disclosed to the supervisor in written.

Anti-corruption

The Company strives to operate business following the good corporate governance principles by giving the importance to Anti-Corruption, as well as adhering to the principles of integrity, morals, ethics, code of conduct, and good

governance, managing with transparency and responsibility to all stakeholders. Therefore, the Company has established the “Anti-Corruption” policy to adhere to be distinctly practical guidelines in business operations and develop the organization to grow continuously and sustainably. Directors, executives and employees shall not act or accept any form of corruption, either directly or indirectly, covering all business of the Company in all categories and related departments. As well as requiring to check and review the compliance to the anti-corruption policy in order to prevent and against corruption problems of the company more clearly, by creating a corporate culture for everyone to be aware of the dangers of corruption, creating correct values and increase confidence to all stakeholders, to effectively combat corruption. The Company has announced and communicated to the Directors, Executives and employees to acknowledge and adhere to changes of the business, rules, regulations, and related Laws. In 2022, the Company has participated in the declaration of intent to join Thailand's Private Sector *Collective Action Coalition against Corruption (CAC)* since 26 April 2022, and the Company is on process of submitting a proposal for certification of anti-corruption standards by CAC.

Whistleblowing and Protection of Whistleblowers

The company has determined the practical guidelines regarding whistleblowing or complaints handling to be in accordance with Anti-Corruption policy. Besides, the company gives all stakeholders a chance to inform complaints or whistleblowing to the company in various channels as prescribed by the company.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://investor.globalhouse.co.th/wp-content/uploads/2024/09/whistleblowing-Policy-new.pdf>

Prevention of Misuse of Inside Information

The company is aware of the importance of preventing the company inside information. There is a policy prohibiting directors, executives, and employees from using inside information related to the company for personal benefit or relevant person in an unauthorized manner, or disclosing it to external parties without permission. The company considers this as a disciplinary offense, which has been publicly disclosed, including the penalties specified in the regulations and rules regarding the company's operations. It has been published on the company's internal website (Intranet) to inform the executives committee and employees in general. This includes specifying that directors, executives, and employees who have access to inside information that is material and may affect or potentially affect the change in the company's securities' prices must refrain from trading the company's securities for a period of at least thirty (30) days before the financial statements or the inside information is disclosed to the public. And within the 24-hour period following the public disclosure of such information by the company (Blackout Period), directors and top executives are required to notify the board of directors or those appointed by the board of directors at least 1 day in advance before engaging in securities trading.

Gift giving or receiving, entertainment, or business hospitality

- 1) The Company's personnels must not request, accept to participate in social activities, sports events, hospitality, reception, gifts, or incentives for benefits of themselves or others from persons involved in the business.
- 2) If it is unavoidable, managers and employees may accept benefits or gifts for business advertising or customary practices in case the value of the benefits or gifts does not exceed 3,000 Baht. In cases where the value exceeds 3,000 Baht, managers and employees must notify supervisors in writing and submit the benefits or gifts to the company.
- 3) In the event that managers and employees act as representatives of the company and join entertainment events or social activities of business partners or travel for off-site training or work-related activities, and receive benefits or gifts exceeding 3,000 Baht, whether obtained through raffles, draws, or commemorative items, they are to adhere to the same guidelines as mentioned above.
- 4) Expenditures for entertainment and business hospitality, such as hosting meals and beverages, hosting sporting events, and other related business or trade customs, are permissible as long as they are reasonable and do not compromise decision-making in the performance of duties. Such expenses should not result in conflicts of interest and must comply with legal regulations, following the certification criteria specified by the company.

Anti-unfair competitiveness

The company gives the importance in conducting its business with fairness according to the law, realizes to business ethics, benefits of customers and business partners, including fairness in competition with other entrepreneurs. So, that the company determines the following practical guidelines to executives and employees to do understand and comply.

1. To ensure that pricing for products and services of the company must not excessively lower than market price or lower than the cost as deemed pricing for eliminating the competitors to out of the market.

2. Avoid any agreements with competitors, or other entrepreneurs in the manner of monopoly or reduce competition in the market
3. Joint Venture, merger or Acquisition must be not considered to be monopoly or be unfair in competition.
4. Avoid unfair trade practices or behavior of bargaining power using for setting conditions to limit opportunity or options of customers or behavior of market dominance.
5. Avoid any agreements or contracts with foreign business person in the manner of monopoly market or limit opportunity in products or services selection of consumers in the country.

Reference link for Anti-unfair competitiveness : <https://investor.globalhouse.co.th/wp-content/uploads/2024/11/%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%88%E0%B8%A3%E0%B8%B4%E0%B8%A2%E0%B8%98%E0%B8%A3%E0%B8%A3%E0%B8%A1-en.pdf>

Information and IT system security

The Company aims to create value for products and services to suit the needs of customers in each area, while managing costs and expenses of business operations to the appropriate level in order to the Company enable to deliver the highest value for products and services to customers. The Company also focuses on developing distribution channels, building customer relationships, working with business partners, along with the development of information technology systems and the human resource development, to support the growth and the creation of appropriate added value for the stakeholders and overall society. Thus, the Company has established the Information Technology and Cyber Security Policy to ensure the company's activities and the relevant laws.

Human rights

The company realizes that respecting human rights is the important responsibility and concern with all stakeholders such as customers, employees, suppliers, creditors, communities related to the business operations of the company. Thus, the company has stipulated the human rights policy in accordance with laws in the country and international standard for instance, UN Guiding Principles on Business and Human Rights: UNGPs in order to apply to be corporate practices regard as responsibilities of directors, executives, and employees need to be acknowledged and comply.

Safety and occupational health at work

The company gives the importance and be responsible to all company personnel to be always safe in working, healthy and live in the appropriate work environment. So that, the company has determined good practical guidelines to promote its conduct as follow;

Practical guidelines

1. The company gives the importance for safety, occupational health and work environment of employees by providing Employee safety manual, appointing various level of safety officers and forming the safety, occupational health and work environment committee.
2. The company provides the training and publicizes information through intranet (Global Share) for building knowledge and comprehensive to the company personnel regarding rules, regulations, safety working standard, occupational health and work environment. Including the correctly practical guidelines and cautions together with determining employees to strictly
3. The company has established the accident protection system which may occur from working and prepared personal protective equipment including having regular improving and maintenance all tools and office spare to be in good and proper for working in order to reduce the risk or opportunity of injuries or accidents at work.
4. The company gathers the information and keep the record of any injuries or accidents for route cause analysis to seek the resolution and preventing going forward.

Promotion of compliance with the business code of conduct

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks	:	Yes
Anti-corruption networks or projects the company has joined or declared intent to join	:	Thai Private Sector Collective Action Against Corruption (CAC) CAC membership certification status : Certified Certification document of CAC membership status : -

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

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

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter	:	Yes
Material changes and developments in policy and guidelines over the past year	:	Yes

In 2024, the Board of directors has developed and enhanced the Company's corporate governance system which summarizes details of major changes and developments as follows;

According to the resolution of the Company's Board of Directors meeting No. 1/2567, the Board of Directors charter has been approved to define the roles and responsibilities of the Board of Directors.

- Reviewed and revised the anti-corruption policy according to the resolution of the Company's Board of Directors meeting No. 1/2567 to ensure clear and effective content.
- Reviewed and revised the Corporate Governance Manual to ensure comprehensive content, approved according to the resolution of the Company's Board of Directors meeting No. 5/2567.
- Implementing projects and various activities related to good corporate governance, business ethics, and sustainable development.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

The Board of Directors gives the importance to the good Corporate Governance Code for listed companies 2017 as stipulated by the Securities and Exchange Commission (SEC). The Boards has approved to review and revise the Corporate Governance and Business Ethics Manual of the company to be up-to-date and conform to new principal, as well as apply properly with the company's business. For 2024, the company has followed CG Code as mentioned, exclude the following issues:

Unpracticed

The Chairman should be independent Director

Although the company's chairman is not independent director, but the Chairman performs his duties to govern the company with fairness and transparency, the company have adequate internal control system, checks and balances in operational machinery and transparent, adhere to good corporate governance code and perform his duties with always regard to benefits of stakeholders.

Other corporate governance performance and outcomes

The company has reviewed and operated to regularly enhance and improve its policy and a practical guideline follows the good corporate governance principle annually. The objective for keeping standard according to the corporate governance principles in the country and international level namely good corporate governance principles for listed companies as stipulated by the Securities and Exchange Commission and the Stock Exchange of Thailand, Corporate Governance Report of Thai Listed Companies – CGR by **Thai Institute of Directors Association (IOD)**

The company has been evaluated and awarded regarding corporate governance as below;

1. The Company was selected as a member of The Sustainability Yearbook 2024, which announces the names of leading

companies in sustainability across various industries, evaluated by S&P Global. This reinforces the Company's commitment to growth while considering Environmental, Social, and Governance (ESG) factors.

2. The company has received the 2024 SET ESG Rating with an AA rating in the Services sector. It is one of 228 listed companies that have been assessed and met the standard criteria set by the Stock Exchange of Thailand. Additionally, the company has been ranked in the SETESG Index for the fourth consecutive year

3. The Company received an excellent (5-star) rating in the Corporate Governance Report of Thai Listed Companies (CGR) in 2024 from the Thai Institute of Directors Association, in collaboration with the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET).

4. The Company achieved a perfect score of 100 points (5 medals) in the AGM Checklist assessment for 2024, being rated as "Excellent and Exemplary" for the sixth consecutive year in the assessment of the quality of annual general meetings of listed companies, conducted by the Thai Investors Association.

5. The Company received the Thailand's Best Managed Companies 2024 award from Deloitte Thailand for the first time, recognizing companies with outstanding performance in the industry, excellent management, and sustainable growth. The assessment is based on the four core pillars: strategy, culture and commitment, capabilities and innovation, and governance and finance.

6. The Company was certified as a member of Thai Private Sector Collective Action Against Corruption for the first time on June 30, 2024.

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	10	
	10	0
Executive directors	2	
	2	0
Non-executive directors	8	
	8	0
Independent directors	4	
	4	0
Non-executive directors who have no position in independent directors	4	
	4	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	100.00	0.00
Executive directors	20.00	
	20.00	0.00

	2024	
	Male (%)	Female (%)
Non-executive directors	80.00	
	80.00	0.00
Independent directors	40.00	
	40.00	0.00
Non-executive directors who have no position in independent directors	40.00	
	40.00	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average director age	62	
	62	0

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. APISIT RUJIKATKAMJORN Gender: Male Age : 79 years Highest level of education : Master's degree Study field of the highest level of education : Master of Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Chairman of the Board of Directors (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	26 Feb 2008	Engineering, Leadership, Risk Management, Strategic Management
<p>2. Mr. NITHI PATARACHOKE Gender: Male Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	23 Nov 2012	Construction Materials, Finance, Engineering, Risk Management, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. VONGSAK SWASDIPANICH Gender: Male Age : 73 years Highest level of education : Doctoral degree Study field of the highest level of education : Public Affairs Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	10 May 2016	Law, Risk Management, Strategic Management, Economics
<p>4. Mr. WITON SURİYAWANAKUL Gender: Male Age : 66 years Highest level of education : Honorary degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 33,382,751 Shares (0.641746 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	10 May 2017	Construction Materials, Information & Communication Technology, Corporate Management, Strategic Management, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. PARAMATE NISAGORNSEN Gender: Male Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	9 Nov 2018	Finance, IT Management, Engineering, Risk Management, Strategic Management
<p>6. Mr. PAIROJ JUARPRATHOOM Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Public Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	23 Apr 2019	Law, Accounting, Finance, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. BOONCHAI PITUGDAMRONGKHA Gender: Male Age : 70 years Highest level of education : Doctoral degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	23 Apr 2019	Economics, Finance, Risk Management, Audit, Governance/ Compliance
<p>8. POL. GEN. KAWEE SUPANUN Gender: Male Age : 66 years Highest level of education : Doctoral degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years : - DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	23 Apr 2019	Law, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. KRIANGKAI SURIYAWANAKUL Gender: Male Age : 36 years Highest level of education : Master's degree Study field of the highest level of education : Logistics & Supply Chain Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 534,956,555 Shares (10.283946 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	30 Oct 2021	Transportation & Logistics, Procurement, Governance/ Compliance, Risk Management, Construction Materials
<p>10. Mr. WIROAT RATTANACHAISIT Gender: Male Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	23 Nov 2022	Risk Management, Strategic Management

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. APISIT RUJIKATKAMJORN	Chairman of the Board of Directors		✓			✓
2. Mr. NITHI PATARACHOKE	Director		✓			
3. Mr. VONGSAK SWADIPANICH	Director		✓	✓		
4. Mr. WITON SURİYAWANAKUL	Director	✓				✓
5. Mr. PARAMATE NISAGORNSEN	Director		✓			✓
6. Mr. PAIROJ JUARPRATHOOM	Director		✓	✓		
7. Mr. BOONCHAI PITUGDAMRONGKHA	Director		✓	✓		
8. POL. GEN. KAWEE SUPANUN	Director		✓	✓		
9. Mr. KRIANGKAI SURİYAWANAKUL	Director	✓				✓
10. Mr. WIROAT RATTANACHAISIT	Director		✓			
Total (persons)		2	8	4	4	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	20.00
2. Construction Materials	3	30.00
3. Transportation & Logistics	1	10.00
4. Information & Communication Technology	1	10.00
5. Law	3	30.00
6. Accounting	1	10.00
7. Finance	4	40.00
8. Procurement	1	10.00
9. IT Management	1	10.00
10. Corporate Management	1	10.00
11. Engineering	3	30.00
12. Leadership	1	10.00
13. Strategic Management	6	60.00
14. Risk Management	10	100.00
15. Audit	1	10.00
16. Governance/ Compliance	2	20.00

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	No
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	No

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

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

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

The measures for balancing the power between the board of : Doesn't Have
directors and the Management

Information on the roles and duties of the board of directors

Board charter : Have

The company's board of directors plays a crucial role in driving the organization. They have responsibilities in defining strategies and policies for the company's business operations, as well as overseeing the management of the company to align with its objectives and goals, creating maximum benefits for the company and shareholders based on social responsibility. They consider the environmental impact, act ethically to all stakeholders under corporate governance policy, and Anticorruption policy. They operate within the framework of laws, objectives, regulations, and resolutions of the shareholder meetings, with responsibility, accuracy, and honesty.

The board of directors has therefore established this charter to ensure that every board member is aware of their duties and responsibilities, and to perform their duties correctly, comprehensively, and beneficially in creating sustainable value for the business.

Reference link for the board charter : <https://investor.globalhouse.co.th/en/manual-board-charter-en/>

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Executive Committee

Role

- Sustainability Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

-

The Nomination and Remuneration Committee

Role

- Nomination Subcommittee
- Remuneration Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

<https://investor.globalhouse.co.th/wp-content/uploads/2022/08/Nomination-and-Remuneration-Committee-Charter.pdf>

The Audit and Risk Management Committee

Role

- RiskManagement Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

<https://investor.globalhouse.co.th/wp-content/uploads/2024/02/AuditCommitteeCharterENG-2.pdf>

Sustainability and Corporate Governance Committee

Role

- Nomination Remuneration Subcommittee
- Climate Change Governance

Scope of authorities, role, and duties

-

Reference link for the charter

<https://investor.globalhouse.co.th/wp-content/uploads/2023/12/%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99-en.pdf>

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. PAIROJ JUARPRATHOOM^(*) Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Public Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	23 Apr 2019	Law, Accounting, Finance, Risk Management
<p>2. Mr. VONGSAK SWASDIPANICH Gender: Male Age : 73 years Highest level of education : Doctoral degree Study field of the highest level of education : Public Affairs Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	10 May 2016	Law, Risk Management, Strategic Management, Economics
<p>3. Mr. BOONCHAI PITUGDAMRONGKHA Gender: Male Age : 70 years Highest level of education : Doctoral degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	23 Apr 2019	Economics, Finance, Risk Management, Audit, Governance/ Compliance

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. WITOON SURIYAWANAKUL Gender: Male Age : 66 years Highest level of education : Honorary degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes</p>	Chairman of the executive committee	10 May 2017
<p>2. Mr. KRIANGKAI SURIYAWANAKUL Gender: Male Age : 36 years Highest level of education : Master's degree Study field of the highest level of education : Logistics & Supply Chain Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	30 Oct 2021
<p>3. Mr. Anawat Suriyawanakul Gender: Male Age : 64 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Secondary school Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	26 Feb 2008
<p>4. Mrs. Warunee Suriyawanakul Gender: Female Age : 64 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Secondary school Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	26 Feb 2008
<p>5. Mr. Yuttana Suriyawanakul Gender: Male Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	23 Nov 2012

List of committee members	Position	Appointment date of executive committee member
6. Ms. Chutikan Srisaengchan Gender: Female Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	23 Nov 2012
7. Mr. WIROAT RATTANACHAISIT Gender: Male Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	10 Feb 2024

Other Subcommittees

Subcommittee name	Name list	Position
The Nomination and Remuneration Committee	POL. GEN. KAWEE SUPANUN	Chairman (Independent director)
	Mr. WITON SURİYAWANAKUL	Member
	Mr. VONGSAK SWASDIPANICH	Member (Independent director)
The Audit and Risk Management Committee	Mr. PAIROJ JUARPRATHOOM	Chairman (Independent director)
	Mr. VONGSAK SWASDIPANICH	Member (Independent director)
	Mr. BOONCHAI PITUGDAMRONGKJA	Member (Independent director)
Sustainability and Corporate Governance Committee	Mr. BOONCHAI PITUGDAMRONGKJA	Chairman (Independent director)
	POL. GEN. KAWEE SUPANUN	Member (Independent director)
	Mr. KRIANGKAI SURİYAWANAKUL	Member

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. WITON SURİYAWANAKUL Gender: Male Age : 66 years Highest level of education : Honorary degree Study field of the highest level of education : Economics Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>CHAIRMAN OF EXECUTIVE COMMITTEE (The highest-ranking executive)</p>	10 May 2017	<p>Construction Materials, Information & Communication Technology, Corporate Management, Strategic Management, Risk Management</p>
<p>2. Mrs. Warunee Suriyawanakul Gender: Female Age : 64 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Secondary school Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Vice-CEO Human Resource	26 Feb 2008	Human Resource Management
<p>3. Ms. Chutikan Srisaengchan^(*) Gender: Female Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes</p>	Vice Chief Executive Officer - Accounting & Financial	23 Nov 2012	Commerce, Accounting, Finance, Fund Management, Data Analysis
<p>4. Mr. KRIANGKAI SURİYAWANAKUL Gender: Male Age : 36 years Highest level of education : Master's degree Study field of the highest level of education : Logistics & Supply Chain Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Vice Chief Executive Officer	30 Oct 2021	Transportation & Logistics, Procurement, Governance/ Compliance, Risk Management, Construction Materials

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

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

Organization structure of the highest-ranking executive and the : 31 Dec 2024
next four executives as of date

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



Remuneration policy for executive directors and executives

The Board of Directors has established a policy on remuneration for Chief Executive Officer (CEO) and top executives with fairness, aligning with their duties and responsibilities, and the Company's goals and objectives in both long-term and short-term. This is based on the disclosed remuneration information from peer companies of comparable size within the industry, ensuring substantial amount to retain the qualified CEO and top executives. In addition, an annual performance assessment is conducted with the following factors:

- The Company's performance evaluation based on specific key performance indicators
- Performance benchmarking against industry peers

Business development and operational efficiency optimization

The Company's processes the remuneration assessment with fairness and transparency. The short-term remuneration includes salary, bonus and other benefits, while the long-term remuneration consists of provident funds and retirement compensation.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	75,703,750.00	75,016,800.00	75,153,100.00

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	1,046,030.00	1,550,630.00	1,705,198.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mrs. Supat Sutti	supat@globalhouse.co.th	0898619696

List of the company secretary

General information	Email	Telephone number
1. Ms. siriwan na-nan	siriwan.n@globalhouse.co.th	0863311269

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Siriwan Na-Nan	siriwan.n@globalhouse.co.th	0863311269

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Yuttana Suriyawanakul	yuttana@globalhouse.co.th	-

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
M.R. & ASSOCIATES COMPANY LIMITED SUITE # 706, CHAOPHYA TOWER 89, SOI WAT SUAN PLU,NEW ROAD BANG RAK BANG RAK Bangkok 10500 Telephone +66 2630 7500	4,250,000.00	-	1. Mr. METHEE RATANASRIMETHA Email: methee@mrassociates.co.th License number: 3425 2. Mr. AKADET PLIENSAKUL Email: akadet@mrassociates.co.th License number: 5389 3. Ms. KORNTHIP WANICHWISEDKUL Email: kornthip@mrassociates.co.th License number: 6947 4. Ms. MUNTANA SUPANURUK Email: muntana@mrassociates.co.th License number: 4151

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. APISIT RUJIKKATKAMJORN	Chairman of the Board of Directors	26 Feb 2008	Engineering, Leadership, Risk Management, Strategic Management
Mr. NITHI PATARACHOKE	Director	23 Nov 2012	Construction Materials, Finance, Engineering, Risk Management, Strategic Management
Mr. WIROAT RATTANACHAISIT	Director	23 Nov 2022	Risk Management, Strategic Management

Selection of independent directors

Criteria for selecting independent directors

Selection and Nomination of Independent Directors

Regarding independent directors' nomination, the company determines selection criteria of an appropriate individual in accordance with the Company nomination procedure to be nominated as the Director, consists of qualifications of independent directors referring to the company's definition of independent directors as same as the SEC and SET regulations. The company has independent directors 4 persons, in the proportion of 1 Director from totaling of 3 directors An Independent director has tenure of position not exceeding 9 years, at present, no independent director holding position of director exceeding the specified tenure,

Definition of Independent Directors

In according to the corporate governance of the Company's policy and comply with the rules of the Stock Exchange of Thailand. The Company has defined of independent director as follow:

Independent Director means the director, who is independent in expressing his opinion to the operation of the Company, must be a person who has no involvement or interest to the result of operation either directly or indirectly.

Independent Director's qualification

1. Holds no more than 1% of all shares with voting rights of the Company, its affiliates, its associated companies, or its juristic persons. This is inclusive of shares held by anyone who is affiliated with them.
2. Does not have management participation in the Company, employees, staff, consultant with monthly salary, or Entities with Controlling Authority over the Company within 2 years prior to be appointed as an Independent Director, unless in case of termination of government official or an advisor to a government agency which is a Major Shareholder or an Entity with Controlling Authority less than 2 years.
3. Not a person having blood relationship or legal registration of directors or executive directors.
4. Has no business relationship with the Company or being significant shareholders, controlling persons of juristic persons who have a trading transaction with the company with the amount over or equal to 20 million Baht or 3% of net tangible assets (NTA) of the Company, whichever is lower during previous 2 years.
5. Not a person who is an auditor of the Company, the Parent Company, a Subsidiary, a Joint/Associated Company, a Major Shareholder or an Entity with Controlling Authority, and, not a Significant Shareholder within 2 years prior to be appointed as an Independent Director.

6. Not a person rendering any professional service or a Significant Shareholder, an Entity with Controlling Authority over the Company or a partner to such professional service provider who is paid more than Two Million Baht in service fee within two years prior to his/her appointment as an Independent Director. *However, a person being unqualified from No.4 and No. 6, can be an independent director if only the board of directors shows that the board has considered the issue in accordance with the Section 89/7 under Securities & Exchange Act B.E. 2535 regulation and found that there is no interference in the independent opinion, and the following information shall be disclosed in the notice of shareholders meeting under the agenda considering the appointment of Independent Director.
7. Not a person who is nominated to be the representative of directors, major shareholders, or any other related person to major shareholders.
8. Do not operate the same and competitive business with the business of the company, or its subsidiaries, or holds shares for more than 1% of the total shares, or is not an executive director, employee, staff, advisor who receives salary, an Entity with Controlling Authority over the mentioned business.
9. Is not any otherwise which is unable to have the independent opinion regarding the business operation of the company.
10. An independent director can be an independent director for affiliates of the company but the audit director has been prohibited to be a director for the parent company, a Subsidiary, or a subsidiary listed company.
11. After being appointed as the independent director, such independent director may be assigned by the Board of Directors to make decision in respect of collective decisions involving the business of the Company, the Parent Company, a Subsidiary, a Joint venture / Associated Company, a Subsidiary of Equal Level, a Major Shareholder or an Entity with Controlling Authority, where it will not be deemed that such Independent Directors are Directors involved with the administration.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes
through the nomination committee

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

Number of directors from major shareholders

Number of directors from each group of major shareholders : 3
over the past year (persons)

Rights of minority shareholders on director appointment

The Company has policy to treat shareholders equally by assigning independent directors to be responsible for minority shareholders. The minority shareholders are able to suggest or express opinions to independent directors. The independent directors will consider the appropriate of each issue such as the complaint; the independent directors investigated and find appropriate resolution. Therefore, the shareholders able to propose any questions to be include in the agendas and nominating persons to be elected as directors via website of the Company www.globalhouse.co.th
In the Annual General Meeting of Shareholders, the Company conducted the meeting according to the agenda of the meeting and no agenda was added without prior notice to shareholders, as well as no shareholders propose agenda or nominate candidates to be elected as directors prior to the 2024 Annual General Meeting of Shareholders

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

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. APISIT RUJIKKATKAMJORN (Chairman of the Board of Directors)	Non-participating	Thai Institute of Directors (IOD) • 2004: Director Accreditation Program (DAP)
2. Mr. NITHI PATARACHOKE (Director)	Non-participating	Thai Institute of Directors (IOD) • 2017: Director Accreditation Program (DAP)
3. Mr. VONGSAK SWASDIPANICH (Director)	Non-participating	Thai Institute of Directors (IOD) • 2017: Director Accreditation Program (DAP)
4. Mr. WITON SURIYAWANAKUL (Director)	Non-participating	Thai Institute of Directors (IOD) • 2008: Director Accreditation Program (DAP)
5. Mr. PARAMATE NISAGORNSEN (Director)	Non-participating	Thai Institute of Directors (IOD) • 2018: Director Certification Program (DCP)
6. Mr. PAIROJ JUJARPRATHOOM (Director)	Participating	Thai Institute of Directors (IOD) • 2019: Director Accreditation Program (DAP)
7. Mr. BOONCHAI PITUGDAMRONGKIJA (Director)	Participating	Thai Institute of Directors (IOD) • 2012: Director Certification Program (DCP)
8. POL. GEN. KAWEE SUPANUN (Director)	Non-participating	Thai Institute of Directors (IOD) • 2016: Director Accreditation Program (DAP)
9. Mr. KRIANGKAI SURIYAWANAKUL (Director)	Non-participating	Thai Institute of Directors (IOD) • 2021: Director Accreditation Program (DAP)
10. Mr. WIROAT RATTANACHAISIT (Director)	Non-participating	Thai Institute of Directors (IOD) • 2019: Director Certification Program (DCP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Company assess annually of the Board of Directors, Sub-Committee and Executives by assessment in 3 forms such as Board of Directors Assessment form, Sub-Committee Assessment form and Individual Assessment form. The Company's secretary sent assessment form to all directors to assess the performance of the Board of Director and Sub-Committee. Then the secretary collected and summarize the performance assessment before submit to the chairman, which has criteria of performance assessment be in line with the Stock Exchange of Thailand as follows;

1. Performance assessment form of Board of Directors by group cover 6 main categories;
 - Structure and qualifications of the Board of directors
 - Roles, duties and responsibilities of the Board
 - Board of Directors' meetings

- Performances of the duties of directors
 - Relationship with management
 - Self-development of directors and development of executives
2. Performance assessment form of Sub-Committee by group cover 3 main categories;
 - Structure and qualifications of Sub-Committee
 - Sub-Committee’s meeting
 - Roles, duties and responsibilities of Sub-Committee
 3. Performance assessment form of Board of Directors and Sub Committee by individual (self-assessment) cover 3 main categories;
 - Structure and qualifications of directors
 - Directors’ meeting
 - Roles, duties and responsibilities of directors

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

The performance assessment results of the Board of Directors and Sub-Committee In 2024

1.Board-Committee Assessment

Board of Directors 95.83%

Audit and Risk Management Committees 95.00%

Nomination and Remuneration Committees 97.36%

Sustainability and Corporate Governance Committee 97.22%

The overall result of the 2024 Board Assessment indicates an average rating of “Excellent” both Board of Directors & Sub-Committee Assessment and Individual Assessment. The Board of Director will consider assessment result for improving the performance in the future.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Nomination and Remuneration Committee will assess performance of executives by considered from business operation result, business operation according to the Board of Directors’ policy, abilities to business development and improving the business’s operation efficiency yearly. With the overall of economic and social situation that have criteria according to the Stock Exchange of Thailand by separate 3 parts as follows;

1. Progressive of Business Plans
2. Performance Measurement
3. CEO Development

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 6
(times)

Date of AGM meeting : 10 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. APISIT RUJIKKATKAMJORN (Chairman of the Board of Directors)	6	/	6	1	/	1	N/A	/	N/A
2. Mr. NITHI PATARACHOKE (Director)	6	/	6	1	/	1	N/A	/	N/A
3. Mr. VONGSAK SWASDIPANICH (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A
4. Mr. WITON SURIYAWANAKUL (Director)	6	/	6	1	/	1	N/A	/	N/A
5. Mr. PARAMATE NISAGORNSEN (Director)	5	/	6	1	/	1	N/A	/	N/A
6. Mr. PAIROJ JUARPRATHOOM (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A
7. Mr. BOONCHAI PITUGDAMRONGKIJA (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A
8. POL. GEN. KAWEE SUPANUN (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A
9. Mr. KRIANGKAI SURIYAWANAKUL (Director)	6	/	6	1	/	1	N/A	/	N/A
10. Mr. WIROAT RATTANACHAISIT (Director)	6	/	6	1	/	1	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

Director's remuneration is the remuneration for giving advice to employees of the company and attendance fee for each meeting. The company use the remuneration criteria as same as other companies in the same industry. The resolution of the Annual General Meeting of Shareholders 2024 on 10 April, 2024 approved the remuneration for the directors with amount of not exceeding Baht 24,000,000 The directors' remuneration consists of the monthly remuneration only directors who are not

employees of the Company, attendance fee of all director committees and bonus at the rate of 0.70% of dividend paid to shareholders. Details of remuneration payment for the Board of Directors and sub-committee for the year 2024 are as follows;

Monthly Remuneration

- × The Chairman
70,000 Baht/person/month
- × Director
35,000 Baht/person/month

Attendance fee for the Board of director

- × The Chairman
40,000 Baht/person/time
- × Director
35,000 Baht/person/time

Attendance fee for the Sub Committee*

- × The Chairman
30,000 Baht/person/time
- × Director
25,000 Baht/person/time

Remark: * The Sub-committee consists of audit and risk management committee, nomination and remuneration committee and Sustainability and Corporate Governance Committee.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. APISIT RUJIKATKAMJORN (Chairman of the Board of Directors)			2,330,000.00		N/A
Board of Directors	240,000.00	2,090,000.00	2,330,000.00	No	
2. Mr. NITHI PATARACHOKE (Director)			1,130,000.00		N/A
Board of Directors	210,000.00	920,000.00	1,130,000.00	No	
3. Mr. VONGSAK SWASDIPANICH (Director)			1,970,000.00		N/A
Board of Directors	210,000.00	1,585,000.00	1,795,000.00	No	
Audit Committee	0.00	N/A	0.00	No	
The Audit and Risk Management Committee	125,000.00	N/A	125,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
The Nomination and Remuneration Committee	50,000.00	N/A	50,000.00	No	
4. Mr. WITON SURİYAWANAKUL (Director)			260,000.00		N/A
Board of Directors	210,000.00	N/A	210,000.00	No	
Executive Committee	N/A	N/A	N/A	-	
The Nomination and Remuneration Committee	50,000.00	N/A	50,000.00	No	
5. Mr. PARAMATE NISAGORNSEN (Director)			1,015,000.00		N/A
Board of Directors	175,000.00	840,000.00	1,015,000.00	No	
6. Mr. PAIROJ JUARPRATHOOM (Director)			1,860,000.00		N/A
Board of Directors	210,000.00	1,500,000.00	1,710,000.00	No	
Audit Committee	N/A	N/A	N/A	-	
The Audit and Risk Management Committee	150,000.00	N/A	150,000.00	No	
7. Mr. BOONCHAI PITUGDAMRONGKJA (Director)			1,980,000.00		N/A
Board of Directors	210,000.00	1,585,000.00	1,795,000.00	No	
Audit Committee	N/A	N/A	N/A	-	
Sustainability and Corporate Governance Committee	60,000.00	N/A	60,000.00	No	
The Audit and Risk Management Committee	125,000.00	N/A	125,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
8. POL. GEN. KAWEE SUPANUN (Director)			1,660,000.00		N/A
Board of Directors	210,000.00	1,340,000.00	1,550,000.00	No	
The Nomination and Remuneration Committee	60,000.00	N/A	60,000.00	No	
Sustainability and Corporate Governance Committee	50,000.00	N/A	50,000.00	No	
9. Mr. KRIANGKAI SURIYAWANAKUL (Director)			260,000.00		N/A
Board of Directors	210,000.00	N/A	210,000.00	No	
Executive Committee	N/A	N/A	N/A	-	
Sustainability and Corporate Governance Committee	50,000.00	N/A	50,000.00	-	
10. Mr. WIROAT RATTANACHAISIT (Director)			1,130,000.00		N/A
Board of Directors	210,000.00	920,000.00	1,130,000.00	No	
Executive Committee	N/A	N/A	N/A	-	
11. Mr. Anawat Suriyawanakul (Member of the executive committee)			0.00		N/A
Executive Committee	0.00	N/A	0.00	-	
12. Mrs. Warunee Suriyawanakul (Member of the executive committee)			0.00		N/A
Executive Committee	0.00	N/A	0.00	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
13. Mr. Yuttana Suriyawanakul (Member of the executive committee)			0.00		N/A
Executive Committee	0.00	N/A	0.00	-	
14. Ms. Chutikan Srisaengchan (Member of the executive committee)			0.00		N/A
Executive Committee	0.00	N/A	0.00	-	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	2,095,000.00	10,780,000.00	12,875,000.00
2. Audit Committee	0.00	0.00	0.00
3. Executive Committee	0.00	0.00	0.00
4. The Nomination and Remuneration Committee	160,000.00	0.00	160,000.00
5. The Audit and Risk Management Committee	400,000.00	0.00	400,000.00
6. Sustainability and Corporate Governance Committee	160,000.00	0.00	160,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	2,815,000.00
Other monetary remuneration (Baht)	10,780,000.00
Total (Baht)	13,595,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00 (Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	:	Yes
Mechanism for overseeing subsidiaries and associated companies	:	Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Transactions between the company and related parties

The company has a policy to invest in businesses that are either the same as or related to the company's current operations, in compliance with legal requirements and good corporate governance, with the aim of enhancing competitiveness and achieving stable, long-term performance. In considering investments, the company will analyze the feasibility of the investment, determine the appropriate proportion, estimate expected returns, and assess the company's financial status before making any investment decisions. All investments must be approved by the Board of Directors before proceeding.

To ensure effective oversight of the operations of subsidiaries and joint venture, the company has established measures to monitor management both directly and indirectly, as follows:

- 1) The Board of Directors is responsible for appointing directors or executives of the company who possess the qualifications and experience relevant to the business, to serve as directors in subsidiaries or joint ventures, based on the proportion of shares held in those companies, in accordance with applicable laws, regulations, and the guidelines set by the Capital Market Supervisory Board, the Securities and Exchange Commission (SEC), and the Stock Exchange of Thailand. Appointed directors are responsible for representing the company in establishing business policies that align with the company's policies and corporate governance.
- 2) The representative director of subsidiaries is responsible for disclosing the operating results and business performance continuously and consistently, reporting the results to the Board of Directors at regular intervals, as well as whenever there are significant changes to the financial position and operational performance. Additionally, they must ensure that accounting records are properly and accurately maintained, and that financial statements are prepared on time.
- 3) The representative directors of subsidiaries are required to ensure that the subsidiaries have appropriate and sufficient internal control systems, risk management, and anti-corruption measures in place, to ensure that the subsidiaries' operations comply with the company's policies, laws, regulations, and relevant guidelines.
- 4) Specify that the work systems in subsidiaries must be audited by the Internal Audit Office, and the results of the audit must be reported to the Audit and Risk Management Committee and the Board of Directors to ensure that the subsidiary operates in accordance with the established system.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

1. Preventing Conflicts of Interests

Board of Directors sets the policy for conflict of interest bases on the principle that any decision-making on business operation shall be taken for the highest benefits of the company and avoid the action leading to conflict of interest.

- Person related to or connected to the considering issue shall inform the company about the relationship or the

connection to the issue, and shall not take part in the consideration, or has any authority to approve the transaction.

- Audit Committee shall propose the connected transactions and the transaction with the conflict of interest which is considered carefully to the Board of Director.
- The company shall follow the criteria of SET strictly about pricing and conditions to the person that potentially have conflict of interest as same as to the outsider, and send the report at the time required by SET.
- Executives, employees, families, and the residents in the same residency shall not run the business or any activity that misleads the public to understand that it is the business or activity that has conflict of interest with the company directly and indirectly.

Executives and employees shall not cooperate with the family member or the intimate person to operate business or activity that may lead to the conflict of interest directly or indirectly. To avoid the potential inappropriateness, the relationship of family member or other people that may lead to conflict of interest should be disclosed to the supervisor in written.

However, in 2024, there were no misconducts or violations by the directors, executives, and employees concerning conflicts of interest or actions that contradicted relevant policies, regulations, and laws.

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

1. The Misuse of Inside Confidential Information for Personal Gain

The company's board of directors oversees the use of internal data to ensure compliance with laws and good corporate governance principles. They have established a policy for preventing the misuse of Inside Confidential Information for Personal Gain, which includes the following guidelines:

1. Provide knowledge to the directors and executives about their duties in reporting their securities holdings, as well as those of their spouses, cohabiting partners, and underage children, to the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET) in accordance with Section 59 and penalties under Section 275 of the Securities and Exchange Act of 1992 (including subsequent amendments). This includes reporting the acquisition or disposal of their own securities, as well as those of their spouses, cohabiting partners, and underage children, to the SEC and SET in accordance with Section 246 and specifying the penalties under Section 298 of the Securities and Exchange Act of 1992 (including subsequent amendments).
2. Directors and executives of the company, as well as their spouses or cohabiting partners and underage children, are required to prepare and disclose reports on securities holdings and changes in securities holdings to the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET) in accordance with Section 59 of the Securities and Exchange Act of 1992 (including subsequent amendments). Additionally, they are to submit a copy of these reports to the company on the same day as the submission to the SEC and SET.
3. It is stipulated that directors, executives, employees, and employees of subsidiaries who have access to internal information deemed significant that may impact or potentially impact changes in the securities' prices must refrain from trading the company's securities for a period of at least thirty (30) days before the financial statements or such internal information are disclosed to the public. Furthermore, within 24 hours after the company has disclosed such information to the public, and during this time frame, individuals associated with the disclosed information must not reveal it to others until it has been reported to the Stock Exchange of Thailand.
4. Directors and top executives are required to notify the board of directors or the designated committee at least 1 day in advance before engaging in securities transactions.
5. Directors, executives, and employees of the company and its subsidiaries are prohibited from using inside information of the company, which is not disclosed to the public and may have an impact on the company's securities'

price, for the purpose of buying, selling, offering to buy, offering to sell, or inducing others to buy or sell the company's securities or other securities (if any). This prohibition applies whether directly or indirectly, and regardless of whether such actions are taken for personal benefit or the benefit of others. Moreover, they are prohibited from disclosing such information to others for them to take such actions, whether or not they personally receive any compensation or benefit from it.

6. Directors, executives, and employees of the company and its subsidiaries are prohibited from disclosing inside or confidential information of the company, as well as confidential information about the company's business partners that they have learned in the course of their duties, to external parties. This prohibition applies even if such disclosure does not cause any damage to the company and its business partners. Moreover, they are required to use such information for the sole purpose of benefiting the company's business. Directors, executives, and employees are strictly prohibited from using confidential information and/or internal information of the company for their own benefit or the benefit of others, whether directly or indirectly, and regardless of whether they receive any compensation or not.

In the past year, 2024, the company secretary sent an email to relevant individuals informing them in advance of the Blackout Period, and it was found that no directors, executives, or employees involved in trading securities during the company-specified trading suspension period. Additionally, in the year 2024, there were no instances of directors and executives trading securities using inside information, and there were no violations of the criteria for trading securities set by the Securities and Exchange Commission.

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

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

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

The Company was certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC), demonstrating the commitment to conduct business in a transparent, ethical and consistent manner with the principles of corporate governance to contribute to the creation of a society free from corruption.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

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

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 5

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. PAIROJ JUARPRATHOOM (Chairman of the audit committee)	5	/	5
2 Mr. VONGSAK SWASDIPANICH (Member of the audit committee)	5	/	5
3 Mr. BOONCHAI PITUGDAMRONGKIJJA (Member of the audit committee)	5	/	5

The results of duty performance of the audit committee

The Audit and Risk Management Committee of Siam Global House Public Company Limited consists of three independent directors, each with expertise in financial accounting, risk management, economics, law, and corporate management. All directors meet the qualifications required by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand. The Audit and Risk Management Committee is composed of:

1.

Mr. Pairoj
Juarprathoom
Chairman of Audit and Risk Management Committee

2.

Dr. Boonchai
Pitugdamrongkija
Audit and Risk Management Committee

3.

Dr. Vongsak
Swasdipanich
Audit and Risk Management Committee

In 2024, the Audit and Risk Management Committee held a total of 5 meetings, with all directors attending every meeting. The Company's accounting and financial executives, along with the certified public accountants, attended the meetings on the relevant agendas to present beneficial information and opinions. The Audit and Risk Management Committee reported the results of each meeting to the Board of Directors, summarizing key points related to their duties, as follows;

1. Reviewing the Financial Reports.

The Audit and Risk Management Committee has reviewed the quarterly financial statements and the financial statements for the year 202, both in the separate and consolidated financial statements, together with the executives and the head of accounting and financial before presenting to the Board of Directors. To ensure that the Company's financial statements accurately disclose material information, complete in accordance with financial reporting standards. The auditor has

given an unqualified opinion on the company's financial report.

2. Meeting with auditors without the management team.

The Audit and Risk Management Committee provides a specific meeting agenda with the auditor without the management team, in accordance with good corporate governance practices. To allow auditors to discuss and report information independently regarding the receipt of information, cooperation from the company, the matters that should be improved and Key Audit Matters (KAM), as well as the scope of guidelines and annual audit plans for auditors. In 2024, the Audit and Risk Management Committee held 4 meetings with auditors without the management team.

3. Reviewing the internal control system

The Audit and Risk Management Committee has reviewed the company to have an adequately and appropriate internal control system, risk prevention in the operational systems, a good corporate governance, and places importance on corruption investigation and compliance with anti-corruption measures. By considering the audit of internal audit office, Process analysis and auditors along with useful recommendations for enhancing the efficiency of the internal control system of the Company. The Audit and Risk Management committee has concluded that the company's internal control system is effective, appropriate, and sufficient for conducting business, and no evidence of corruption was found.

4. Monitoring the Risk Management

The Audit and Risk Management Committee emphasizes the importance of risk management by monitoring situations that may impact the Company's operations and consistently acknowledges the report of risk management. This includes establishing a risk management framework to cover strategic risks, operational risks, financial risks, legal and regulatory risks, environmental, social, and governance (ESG) impacts, and emerging risks. The Audit and Risk Management Committee has expressed the view that the Company has an appropriate and sufficient risk management system to support the company's operations, with an ongoing risk management plan in place. In addition, the Committee also reviews risks in line with the changing environment and situations. Furthermore, the committees have considered and approved the risk factors affecting business operations, and the company's risk management guidelines, which have been disclosed in detail in the 56-1 One Report for the fiscal year 2024.

5. Reviewing the related transactions or transactions that may have conflicts of interest

The Audit and Risk Management Committee has reviewed the related transactions that may have conflicts of interest to be correct according to the Announcement of the Securities and Exchange Commission of Thailand (SEC) and the Stock Exchange of Thailand (SET). In 2024, the related transactions of the company were a normal trade transaction, reasonable, and there is a sufficient and correct disclosure in accordance with the securities and exchange laws and regulations of the Stock Exchange of Thailand.

6. Good Corporate Governance and compliance to the Code of Conduct.

The Audit and Risk Management committee has encouraged the good corporate governance, transparency, and accountability following the good corporate governance guidelines of the Stock Exchange of Thailand and Code of Conduct. They assigned the Internal Audit office to conduct the audit to ensure that the Company has consistently and appropriately complied with these practices. In addition, the committee also places an importance to the complaints and whistleblowing procedures regarding corruption. The Committee has not received any complaints regarding corruption and violations of the code of conduct in last year.

7. Overseeing the Internal Audit operations.

The Audit and Risk Management committee has overseen the scope of operations, the independence of Internal Audit function, pushed on human resources development to improve the operational efficiency. Together with considered the approval of Annual Internal Audit Plan, that has conducted the Risk Base Audit in line with strategies and risks of the Company. Additionally, considered the issues from the audit and provided recommendations beneficial for enhancing the efficiency of the internal audit system, as well as consistently monitoring the results of the audits.

8. Charter of the Audit and Risk Management Committee and Self-Assessment

The audit committee and risk management committee has reviewed the charter of the audit and risk management committee and found that the content of the mentioned charter still adequately covers the requirements, with no new regulatory changes from the relevant authorities. Therefore, the Committee has resolved to continue using the current charter. Additionally, the Committee has conducted the Self-Assessment for the fiscal year 2024, both as a group and individually, with the evaluation results indicating a rating of 'Excellent'.

9. Consider and approve the appointment of auditors and determination of the audit fee for the year 2024

The Audit & Risk Management Committee has considered the selection of auditors and audit fee for the year 2024 by considering from the performance, quality of work, scope of operations, independence in performing duties and ethical standards of the auditors. The committee has resolved to propose to the Board of Directors for approval to the Annual General Meeting of Shareholders for the appointment of Mr. Methee Ratanasrimetha, CPA No.3425 and/or Miss. Varaporn Vareesawedsuvan, CPA No. 5087 and/or Mr. Akadet Pliensakul CPA No. 5389 and/or Miss. Kornthip Wanichwisedkul, CPA No. 6497 from M.R. & ASSOCIATES CO., LTD. At the Annual General Meeting of Shareholders, it was resolved and approved to appoint the auditor for the year 2024 as proposed by the board of directors. And approved the audit fee of 4,250,000 Baht (excluding other expenses).

10. Development of Knowledge for Audit and Risk Management Committee

In 2024, two members of the Audit and Risk Management Committee attended seminars on the topics 'Preventing, Deterring, and Suppressing Improper Behaviors of Listed Companies' and 'Three Lines of Defense for Listed Companies,' organized by the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC). These seminars are aimed at supporting listed companies in enhancing their information disclosure and building trust with all stakeholders.

In conclusion, the Audit & Risk Management Committee has fully performed their duties accordance with the charter of the Audit & Risk Management Committee with their knowledge and independence. They have opinions that the Company has complied with the good corporate governance principles, has risk management, and the efficient internal control system, adequate and appropriate to the business operations. Additionally, the financial reporting is accurate as required in key matters, comply with financial reporting standards, as well as oversight to ensure compliance with relevant laws and regulations related to business operations

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Executive Committee

Meeting Executive Committee (times) : 7

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. WITON SURIYAWANAKUL (Chairman of the executive committee)	7	/	7
2 Mr. KRIANGKAI SURIYAWANAKUL (Member of the executive committee)	7	/	7
3 Mr. Anawat Suriyawanakul (Member of the executive committee)	7	/	7
4 Mrs. Warunee Suriyawanakul (Member of the executive committee)	7	/	7
5 Mr. Yuttana Suriyawanakul (Member of the executive committee)	7	/	7
6 Ms. Chutikan Srisaengchan (Member of the executive committee)	7	/	7
7 Mr. WIROAT RATTANACHAISIT (Member of the executive committee)	7	/	7

The results of duty performance of Executive Committee

In 2024, Executive Committee held a total of 7 meetings

Meeting attendance The Nomination and Remuneration Committee

Meeting The Nomination and Remuneration : 2
Committee (times)

List of Directors	Meeting attendance The Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 POL. GEN. KAWEE SUPANUN (Chairman)	2	/	2
2 Mr. WITOON SURIYAWANAKUL (Member)	2	/	2
3 Mr. VONGSAK SWASDIPANICH (Member)	2	/	2

The results of duty performance of The Nomination and Remuneration Committee

In 2024, the Nomination and Remuneration Committee held a total of 2 meetings, the results of which were reported to the Board of Directors. All directors attended the meetings in full to consider important matters, which are summarized as follows:

1. Consider the nomination of qualified persons with suitable qualifications to hold the position of director, to be proposed to the Board of Directors for approval before being presented to the 2024 Annual General Meeting of Shareholders to consider the appointment of directors replacing those who will retire by rotation for the year 2024. The company has provided shareholders with an opportunity to propose names of qualified candidates for the director position from October 2, 2023, to January 15, 2024. However, no proposals for candidates to be elected as the company's directors were received during this period. Therefore, the Nomination and Remuneration Committee has proposed to reappoint the directors whose terms will expire in 2024 for another tenure.
2. Consider determining the remuneration rate for the Board of Directors and sub-committees of the Company fairly and appropriately, linking it to the company's overall performance and comparing it with companies in the same industry. In 2024, the Nomination and Remuneration Committee considered and approved the remuneration of directors, not exceeding Bath 24.00 million. This amount includes monthly remuneration, attendance fees for the Board of Directors, attendance fees for sub-committees, director bonuses, and other benefits such as annual health check-ups and medical treatment. The proposal will be presented to the Annual General Meeting (AGM) of shareholders for approval. The AGM's shareholders' meeting will resolve to approve the proposal. Further details are disclosed in the section "Corporate Governance Key Performance Report" under "Remuneration of Individual Committees."
3. Consider reviewing the self-assessment form of the directors and sub-committees, both at the committee and individual levels, by resolving to use the self-assessment form based on the template provided by the Stock Exchange of Thailand for the annual self-assessment of the Board of Directors in 2024.
4. Monitor and oversee the development of directors in 2024 by supporting directors in attending training courses organized by the Stock Exchange of Thailand and the Securities and Exchange Commission. 2 directors were sent by the company, Mr. Pairoj Juarprathoom and Dr. Boonchai Pitugdamrongkija, to attend training and seminars on "Preventing, Deterring and Suppressing improper behaviors of listed companies" and "Three Lines of Defense for Listed Companies"

Meeting attendance The Audit and Risk Management Committee

Meeting The Audit and Risk Management : 5
Committee (times)

List of Directors	Meeting attendance The Audit and Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PAIROJ JUARPRATHOOM (Chairman)	5	/	5
2 Mr. VONGSAK SWASDIPANICH (Member)	5	/	5
3 Mr. BOONCHAI PITUGDAMRONGKJA (Member)	5	/	5

The results of duty performance of The Audit and Risk Management Committee

In 2024, the Audit and Risk Management Committee held a total of 5 meetings, with all directors attending every meeting. The Company's accounting and financial executives, along with the certified public accountants, attended the meetings on the relevant agendas to present beneficial information and opinions. The Audit and Risk Management Committee reported the results of each meeting to the Board of Directors

Meeting attendance Sustainability and Corporate Governance Committee

Meeting Sustainability and Corporate Governance Committee (times) : 2

List of Directors	Meeting attendance Sustainability and Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. BOONCHAI PITUGDAMRONGKJA (Chairman)	2	/	2
2 POL. GEN. KAWEE SUPANUN (Member)	2	/	2
3 Mr. KRIANGKAI SURIYAWANAKUL (Member)	2	/	2

The results of duty performance of Sustainability and Corporate Governance Committee

In 2024, the Sustainability and Corporate Governance Committee convened 2 meetings, with all directors fully attending to consider important matters, which are summarized as follows:

1. Considering the approval of all 12 materiality issues for the year 2024, covering the corporate governance, economic dimensions, social dimension, and environmental dimension.
2. Considering the approval of the details in the chapter of the Board of Directors.
3. Considering the approval of the review and improvement of the Anti-Corruption Policy.
4. Approve the guidelines for implementing the KTB-ESG Linked Loan project in collaboration with Krungthai Bank PCL, by using sustainability goals in the economic dimension as an indicator, based on the total sales of ESG products in 2025.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Siam Global House Public Company Limited (the “Company”) places a strong emphasis on sustaining the organization through Environment, Social and Governance Framework: ESG Framework to efficiently and concretely implement the principles of sustainability in all aspects of the Company’s operations. Hence, the Sustainability Development Policy are established with the following details:

Environmental Dimension

The Company minimizes its environmental impact by focusing on operations that prioritize sustainability. This commitment includes sourcing eco-friendly products, developing green service innovations, promoting the use of renewable energy; reducing greenhouse gas emissions from its operations, and cultivating awareness of environmental protection among stakeholders.

Social Dimension

The Company operates responsibly by raising awareness of human rights, protecting labor rights, ensuring occupational health and safety, encouraging a healthy workplace, and creating value in the community’s economy to enhance quality of life.

Governance Dimension

The Company conducts its business with a strong focus on corporate governance, ethics, and compliance with relevant laws and regulations. It emphasizes transparent disclosure of information and operating results. Additionally, the Company prepares risk management approach to adapt to changes and seek the right opportunities for sustainable business growth.

Reference link for sustainability policy : https://investor.globalhouse.co.th/wp-content/uploads/2025/03/ESG_Sustainability-Development-Policy_EN_20250224.pdf

Sustainability management goals

Does the company set sustainability management goals : Yes

ESG Targets

Governance & Economic

Response Rate of Supplier ESG Assessments
Proportion of ESG Product Revenue to Total Sales Revenue
Customer Satisfaction - Product
Customer Satisfaction - Service

Environment

The proportion of renewable energy consumption
Solar power production quantity (kWh/year)
Energy consumption per area decreased from the base year. (The base year 2018)
Amount of Greenhouse Gas Emissions on scope1 and Scope2 per total revenue, has decreased from the base year (%) (base year 2022)
Reduced water consumption per store from the base year (The base year 2018)
The amount of waste sent to landfill (Metric tone)

Social

Development of knowledge and skills per total number of employees (%)
Average number of training hours of all employees (hours per person)
Employee Engagement (%)
Lost time Injury Rate per store
Reduced lost time injury frequency rate (LTIFR)
Work-Related Fatality rate (person)
Occupational illness frequency rate (OIFR) (person)

The employment of disabled persons (person)
Number of technicians in Chang-D project (team)

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

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

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

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

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

Information on impacts on stakeholder management in business value chain

Business value chain

The company has its intention to be creator of products and services innovation for habitation with supporting and improving the people's well-being in the society, together with social responsibility (*Smart Living Solutions*) The company gives the importance to all processes of business both Supply Chain and Value Chain, including operate business fairly and responsible to all stakeholders.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Employees 	<ol style="list-style-type: none"> 1. Proper Compensation and welfares 2. Good quality of life and safety at work 3. Career Advancement and Security 4. Improvement of skill, knowledge and ability in working 5. Practice toward employees by adhering to human rights. 6. Personal Data Retention 	<ol style="list-style-type: none"> 1. Employee Engagement Activities with the company 2. Security and Career growth 3. Receiving Fair compensation including good welfares 4. Good and Safety in work environment. 5. Receiving trainings in skills related to duties and responsibilities. 6. Providing the policy of Occupational Health and Safety 	<ul style="list-style-type: none"> • Online Communication • Complaint Reception • Employee Engagement Survey

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> Customers 	<ol style="list-style-type: none"> Products responsible for the community, Society and Environment Good quality and reasonable price Safety products and services After-sales services Easy and convenient to access products and service Clearly communication in products details Complaints handling and management Personal Data Protection 	<ol style="list-style-type: none"> Procurement of Eco Product Distribution the product having standard and safety Develop distribution channels of products and services Fast and Effective in complaints Treatments both before and after sales including giving service equally. Developing Customer Data Protection System 	<ul style="list-style-type: none"> Online Communication Complaint Reception Satisfaction Survey
<ul style="list-style-type: none"> Suppliers 	<ol style="list-style-type: none"> Fair trade Increasing of Purchase Volume Suppliers Development Growth together in business 	<ol style="list-style-type: none"> Operates business with ethics and code of conduct Cooperates to develop products Treats suppliers equally Have clearly purchasing process Follows the trading terms and conditions. Independent and Fair-trade competition 	<ul style="list-style-type: none"> Visit Online Communication Others <ul style="list-style-type: none"> Policy and ethic in business operation
<ul style="list-style-type: none"> Community Society 	<ol style="list-style-type: none"> Operate business with safety and social responsibility Participation and supporting in community' s activities Community Improvement Employment/Hiring 	<ol style="list-style-type: none"> Participate in activities for supporting community's culture. Encourage occupation of people in community Listening opinions and suggestions of community Save important ecology of the community around the store 	<ul style="list-style-type: none"> Visit Complaint Reception

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Good corporate governance, risk management, and legal compliance	<ul style="list-style-type: none">• Human Rights• Fair Labor Practices• Good Governance• Sustainability Risk Management
Innovation and Technology	<ul style="list-style-type: none">• Innovation Development
Quality products and services procurement	<ul style="list-style-type: none">• Others : Product and Service
Customer Relation Management and responsibility	<ul style="list-style-type: none">• Customer / Consumer Responsibility
Supply Chain Management	<ul style="list-style-type: none">• Sustainable Supply Chain Management
Human Resource Management	<ul style="list-style-type: none">• Human Rights• Fair Labor Practices• Others : Employee compensation, Employee Recruitments
Occupational Health and Safety	<ul style="list-style-type: none">• Others : Occupational Health and Safety
Creating economic value for the community	<ul style="list-style-type: none">• Community / Social Responsibility
Energy Management	<ul style="list-style-type: none">• Energy Management
Water Management	<ul style="list-style-type: none">• Water Management
Waste Management and Secondary Material	<ul style="list-style-type: none">• Waste and Waste Management
Climate Change	<ul style="list-style-type: none">• Greenhouse Gas Management

Information on sustainability report

Corporate sustainability report

The company's corporate sustainability report : Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : GRI Standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

1. The board of directors is responsible for monitoring and controlling risk management in accord with the determinate policy.
2. The audit and risk management committee is responsible for reviewing the appropriateness and efficiency of risk management to ensure that internal control and risk management has adequate efficiency and report to the board of directors.
3. The board of directors is responsible for determining the direction of management and strategy approval, operation objective, and giving advice for risk management, monitoring operation following to the business plan.
4. The management is responsible for placing the system and risk management procedure in accordance with strategy and operation objective. By assessing the risk from internal factors and external cover to strategies, operations, financial, laws and regulations, and information technology.
5. The executives and all employees of the company are responsible for identifying, analysis, evaluating, and risk prioritization of the department they are in charged. Including determining guidelines and appropriate measure to manage important risk respectively.
6. Risks which affect to the company's objective achievement need to be managed as follow;
 - . Identify risk in time
 - . Evaluate the chance of risk occurrence and effects if it is happened.
 - . Manage risk to be in accord with determinate risk management criteria by considering the cost and benefits receiving.
 - . Follow-up the results to ensure that such risk of the company was managed properly.
7. All high-level and Very High-level risks which may affect to the business plan and the company's strategy need to be reported to the executives committee, the audit and risk management committee and the board of directors.

Reference link to risk management policy and plan : <https://investor.globalhouse.co.th/wp-content/uploads/2022/08/5.Risk-Management-Policy.pdf>

Information on ESG risk factors management standards

ESG risk factors management standards

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

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risks from Digital Technology

Related risk topics : Operational Risk

- Information security and cyber-attack

ESG risks : No

Risk characteristics

The Company utilizes digital technology to operate its business and manage data professionally. This assists executives in their decision-making and boosts the Company's performance and competitiveness. Operations linked to the Internet network include using cloud technology to store data, such as trade information and personal data. As a consequence, the Company is exposed to risks from digital technology. For example, it can face cyber threats, such as cyber-attacks, system intrusions, and malware, which could cause operational disruptions or data breaches, impacting business operations and stakeholder trust.

Risk-related consequences

These days, utilizing digital technology can expose the Company to cyber threats, potentially causing breaches or leaks

of critical information, such as trade information and personal data, which could lead to legal action under the Personal Data Protection Act B.E. 2562. The proceedings may include administrative fines of up to 5,000,000 baht; criminal fines of up to 1,000,000 baht (or both imprisonment and a fine); and civil penalties, including compensation and punitive damages of up to twice the compensation amount. Additionally, if internal system operations are disrupted, it could result in operational shutdowns, impacting overall business activities, such as damage to image and reputation, loss of customer trust, and decreased revenue from product and service sales.

Risk management measures

The Company has established practical guidelines for digital technology use that follow international security standards to prevent cyber threats and leaks of critical data. These guidelines contain measures for system access prevention, user access rights permission, logging access to important information, and incident-response plans, such as a Disaster Recovery Plan and a Personal Data Breach Response Plan. Additionally, the Company continuously raises awareness and understanding among employees who are involved with digital technology use.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : Yes

	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	0.00	0.00	100.00

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : Yes

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	100.00	100.00	100.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : Yes

R&D expenses in the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	300,000.00	2,500,000.00	3,000,000.00

Information on process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture

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

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

Remarks - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.