INFRASET PUBLIC COMPANY LIMITED

INFRASET
For Better Solutions

SUSTAINABILITY REPORT

2025

Contents

Scope of Report

This sustainability report covers the operations of Infraset Public Company Limited from January 1, 2025 to December 31, 2025, encompassing the company's core businesses: providing data center construction services, constructing infrastructure, telecommunications and transportation networks for operators in the cloud computing service, information technology, and telecommunications industries

Message from the Chairman of the Board

In 2025, Infraset Public Company Limited (INSET) celebrates its 19th anniversary. The company is prepared to capitalize on business opportunities in the construction of Hyperscale Data Centers for leading global companies in the technology industry. This is achieved through comprehensive policies and strategic plans encompassing finance, resource management, and operational processes. The company is committed to driving stable and sustainable growth, conducting business with a balance of economic, social, and environmental aspects, coupled with good governance and responsibility towards stakeholders. INSET is certified under ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 for quality, environmental, occupational health, and safety management systems. For the fourth consecutive year, the company has received several prestigious awards, including:

1. An A-level sustainability rating from the SET ESG Rating for 2025.

2. A 5-star or "Excellent" Corporate Governance Rating (CGR) for 2025 from the Thai Institute of Directors (IOD).

3. An "Excellent" rating (100%) for the quality of the 2025 Annual Shareholder Meeting from the Thai Investors Association.

This year, the company participated in the Jump+ program for listed companies to build confidence in the Thai capital market, organized by the Stock Exchange of Thailand (SET).

The company pledges to conduct its business with transparency, integrity, and ethics, while also considering social responsibility, environmental protection, and continuously prioritizing good corporate governance according to ESG (Environmental, Social, and Governance) principles to create sustainability in all aspects of its business. The company will continue to strive to be a leader in the high-potential Data Center construction business in Thailand and focus on developing a quality network. Elevating service standards to achieve international recognition in order to create "continuous and sustainable growth" for all stakeholders.

Mr. Kampanart Lohacharoenvanich

Chairman of the Board

Message from the Managing Director

2025 will be a year of opportunity and investment for Infraset Public Company Limited. Artificial Intelligence (AI) technology will play a significant role in business operations across all sectors. The widespread adoption of AI makes investing in the construction of Hyperscale Data Centers a crucial opportunity for our company, a long-standing leader in data center construction, to become part of a leading Hyperscale Data Center in Thailand.

2026 will not just be a year of normal work, but a year in which INFRASET will face one of its most important tests.I hereby announce that this year is "The year of mission critical."

We have a major goal to achieve: the successful completion of the various projects we have been assigned. This mission is not a coincidence, but the result of the learning and preparation we have made over the past several years. I ask all of us employees to adopt a unified mindset (One Team, One Goal). This year may require harder work, more meticulous attention to detail, and more decisive action, but I am confident that if we pass this mission, INFRASET will elevate itself to a new standard that no one else can match. "There is no such thing as impossible." "If we work together," I am ready to support you every step of the way, and I want to communicate frankly that we have a "success agenda" that must be achieved without exception. The three main missions we must accomplish this year are:

These three core missions are central to shaping the future of all of us employees. I don't just want effort; I want results and shared responsibility. I believe the pressure this year will be transformed into a powerful driving force. I urge everyone to stay focused, mindful, and strictly adhere to the planned roadmap. By 2026, we will all be able to proudly say, "We did it!" And I look forward to celebrating this victory with all employees and stakeholders.

Mr.Sakboworn Pukkanasut

Managing Director

The Board of Directors

Mr. Kampanart Lohacharoenvanich
- Chairman of the Board
- Independent Director
- Audit Committee
- Chairman of Sustainability Committee

Mr. Saran Supaksaran
- Chairman of Audit Committee
- Independent Director
- Member of the Nomination and Remuneration Committee

Ms. Lalita Hongratanawong
- Chairman of the Nomination and Remuneration Committee
- Independent Director
- Member of Audit Committee
- Member of Sustainability Committee

Mr. Sakboworn Pukkanasut
- Director
- Member of the Nomination and Remuneration Committee
- Member of Sustainability Committee

Mr. Metha Chotiapisitkul
- Director

Mr. Suwit Jirachananont
- Independent Director

Mr. Kasem Techaiya
- Director

Mr. Akarawatt Akarasuwannachai
- Director

Prof.Dr.Weerakorn Ongsakul
- Independent Director

Mr. Vichien Jearkjirm
- Independent Director

Executive Committee

Mr.Sakboworn Pukkanasut
- Executive Chairman
- Managing Director

Mr. Metha Chotiapisitkul
- Executive Committee
- Deputy Managing Director General Management

Mr. Akarawatt Akarasuwannachai
- Executive Committee
- Deputy Managing Director Installation and Service

Miss Warangkana Techaiya
- Executive Committee
- Deputy Managing Director Finance and Accounting Department
- Company Secretary

Mr.Witoon Siriakaralarp
- Executive Committee
- Deputy Managing Director Commerce

Significant Business Development

2006
- Established Registered Capital 1 MB

2010
- Registered Capital 5 MB

2013
- Registered Capital 50 MB

2018
- Registered Capital 207 MB

2019
- The Company has listed on the Market for Alternative Investment (mai) on 8 October 2019 Securities Symbol **"INSET"**
- Registered Capital 280 MB

2021
- INSET-W1
- Registered Capital 308 MB

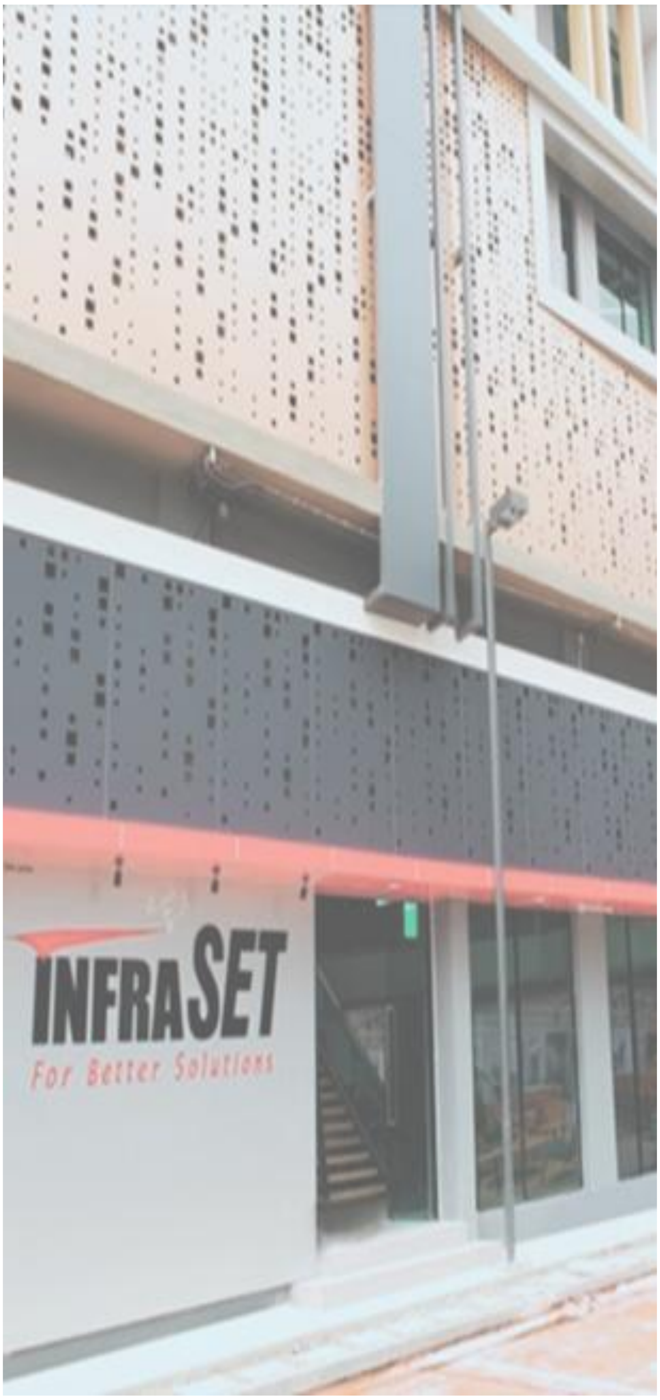
2022
- Move Trading Market from mai to SET
- OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM CERTIFICATION
  - ISO 9001 : 2015
  - ISO 14001 : 2015
  - ISO 45001 : 2018
- Telecommunications Business License Type III from NBTC

2023
- 2 new business type;
  1. Buying and selling telecommunications equipment and IT equipment.
  2. Application service business
- Registered Capital 462 MB

2024
- New vision, We are aiming to become a leading company in the DATA CENTER and telecommunications infrastructure business.
- The Associated company named Charoen Plook Co., Ltd. provides application services in the 5th business category.
- SET ESG Rating "BBB"
- Registered Capital 462 MB

2025
- Hyperscale Data Center
- SET ESG Rating "A"
- CGR Score "5 stars"
- AGM Checklist Score "100"
- Telecommunications Business License Type I from NBTC
- Registered Capital 462 MB

INSET Business
Overview of the Company’s business operation



Infraset Public Company Limited (“the Company”) was founded by Mr. Sakboworn Pukkanasut, who possessed extensive experience and expertise in the data center construction business. He recognized the potential and growth prospects of Thailand's information technology and telecommunications sector at that time. Subsequently, on May 8, 2006, Infraset Company Limited was established to engage in the data center construction business and related information technology and telecommunications services, with a registered capital of 1 million baht. The company gained the trust of both government agencies and private companies to construct data centers and other infrastructure and telecommunications network projects.

The Company's business grew to the point where it was listed on the MAI (Market for Alternative Investment) on October 8, 2019, with a registered capital of 280 million baht, under the ticker symbol “INSET”. On March 11, 2022, the Company transferred its INSET shares from the MAI to the Stock Exchange of Thailand (SET). Currently, the Company has a registered capital of 462 million baht and operates as a provider of infrastructure construction services to operators in the information technology and telecommunications industries. The company's services can be divided into 5 businesses:

(1) Data Center Construction Business

(2) Telecommunications and Transportation Infrastructure Business

(3) Maintenance and Service Business

(4) Trading Telecom & Hardware IT Equipment Business

(5) Application Service Provider Business

In 2025, the company received a Type 1 telecommunications license from the National Broadcasting and Telecommunications Commission (NBTC) for a period of 5 years to expand its core network business.

Revenue Structure

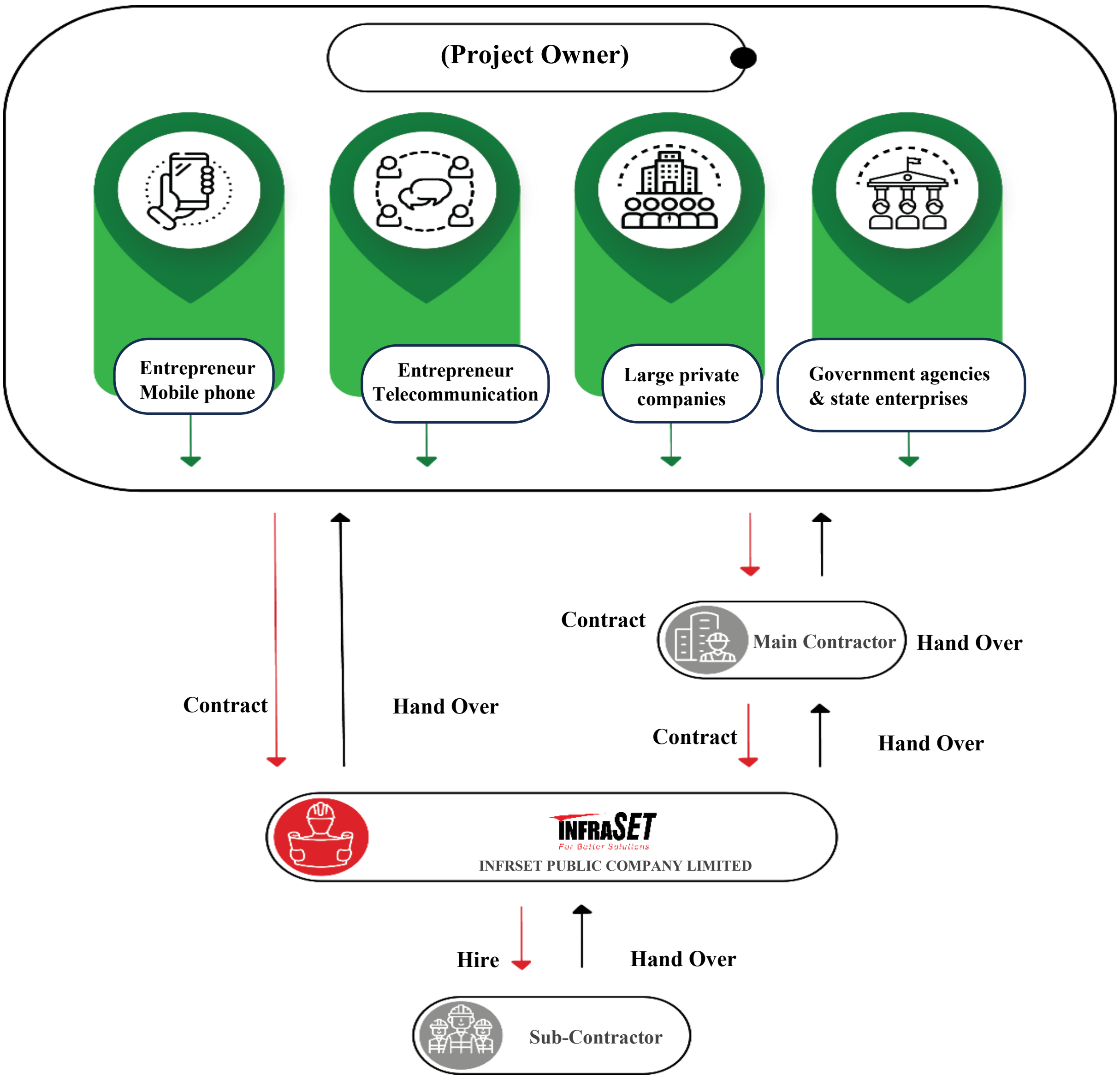
Type of Revenues	For the Year Ended					
	31 December 2023		31 December 2024		31 December 2025	
	MB	%	MB	%	MB	%
1. Revenue from Sales	**526.54**	**31.76**	**89.34**	**4.52**	**33.42**	**2.86**
2. Revenue from Services	**1,105.36**	**66.67**	**1,854.81**	**93.96**	**1,110.57**	**95.16**
2.1 Data Center	641.15	38.67	1,323.66	67.05	783.74	67.16
2.2 Telecommunications and Transportation Infrastructure	206.44	12.45	303.30	15.37	49.06	4.20
2.3 Maintenance and Service	257.77	15.55	227.85	11.54	277.77	23.80
3. Other Income	**26.03**	**1.57**	**29.97**	**1.52**	**23.09**	**1.98**
Total	**1,657.93**	**100.00**	**1,974.12**	**100.00**	**1,167.07**	**100.00**

Note : Other income includes interest earned from the investment and gain from the asset disposals.

Characteristics of Product and Service

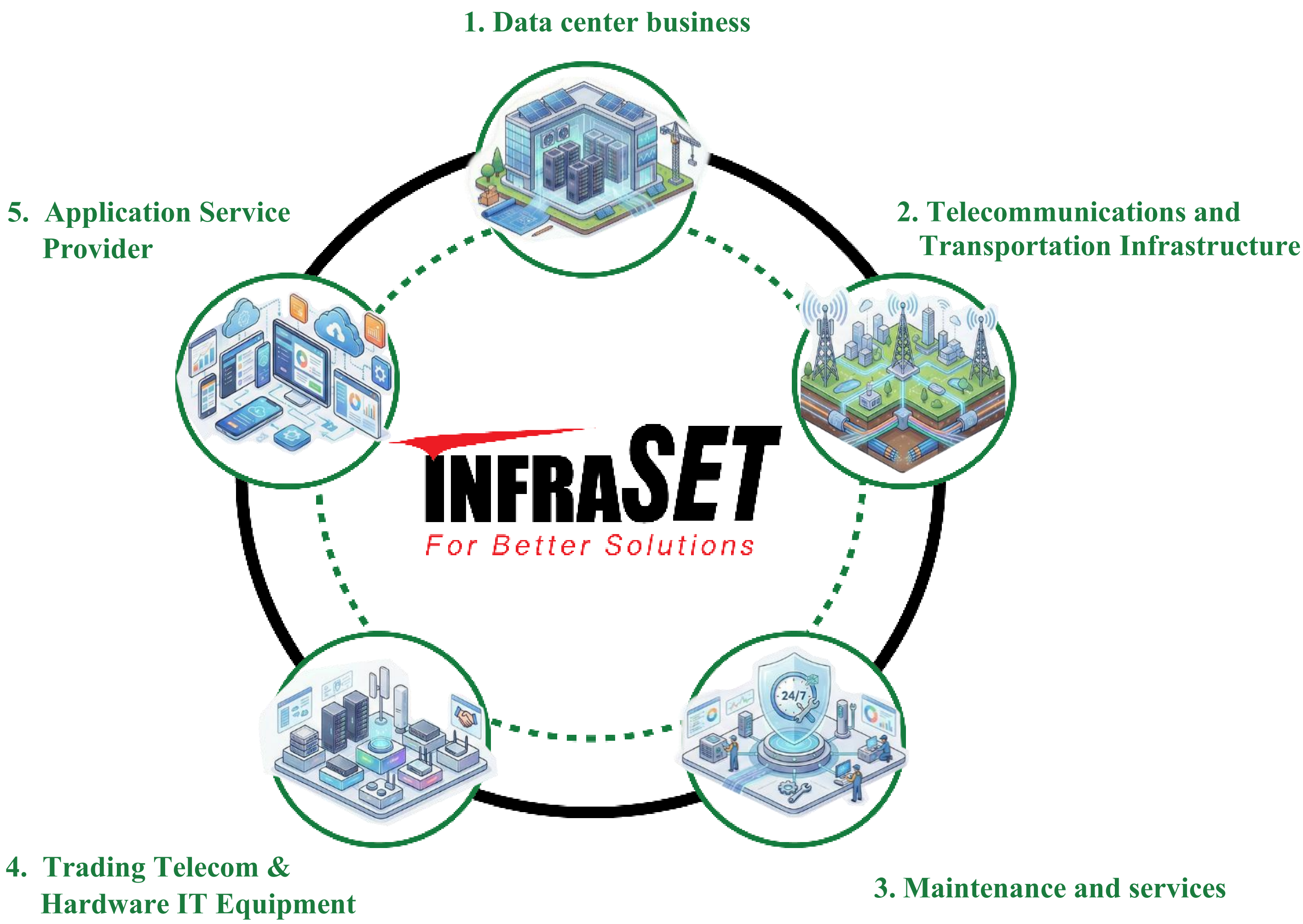
The Company has conducted the business of providing construction services relating to information technology and telecommunications. Our integrated professional service offers the complete solutions, from area surveying, engineering design, structural works together with projects concerning the information and telecommunication technology system engineering industry in Thailand under the terms of reference agreed. The Company will serve as the main contractor hired directly by the project owner and as sub-contractor being directly contracted with the general contractor.

Most of the contract is in the form of the Turnkey Contract meaning that the Company will receive the details from the customer then it will work on project planning and estimating and propose the quotation for price and services to the customer thereafter. After the contract has been agreed upon, the Company will hire sub-contractors to undertake the construction which every stage of construction project would be controlled by its engineering team. The Company positively believe that the afore-said practice would contribute to overall quality of work and service delivered and meet the time specified by the customers as shown in the plan below.



Business Operations

The company operates as a construction service provider for entrepreneurs in the information technology and telecommunications industries. The company's services can be divided into 5 businesses:



1. Data Center Business

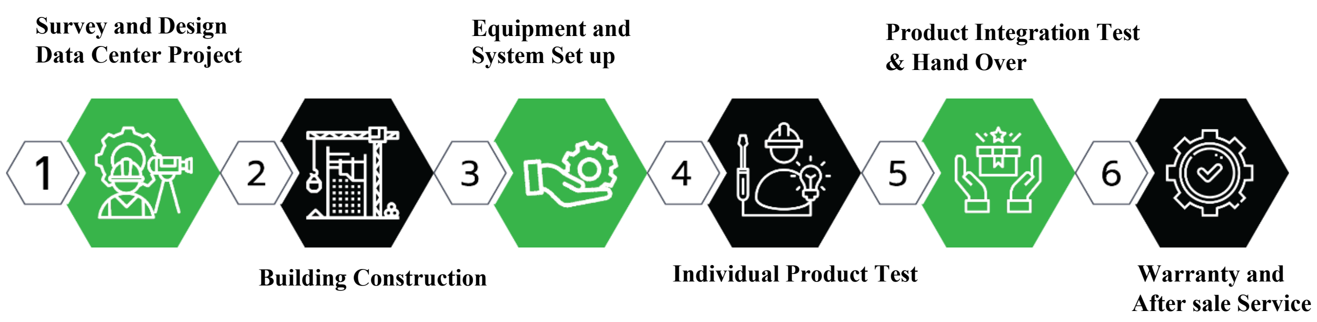
The company has over 19 years of experience in data center and information technology system construction. We have a team with expertise in surveying, design, construction, and installation of data center systems and various information technology systems, offering turnkey project solutions to meet the needs of diverse client groups, including domestic mobile service providers, cloud computing companies, other telecommunications companies, and government agencies. etc.

Data Center Construction

Data Center is a building, dedicated space within a building used to house computer systems and associated components, such as telecommunications and storage systems which will be working 24 hours a day. In the design and construction of the data center, one will have to focus on setting servers to be as stable as possible and to be able to respond quickly and decisively. In addition, the data center is currently helping to facilitate data transfer and communication operations.

Data Center Solutions

Regarding the renovation of existing building space for use as a data center or data center room, the work process is similar to that of a standard data center construction, as shown in the diagram below. However, the difference is that our service for renovating existing building space into a data center does not require the construction of a new data center structure. Furthermore, we must consider additional factors such as the building's load-bearing capacity and the placement of existing systems to avoid impacting existing systems within the building.



The Company offers construction services for the data center, both constructing new data center building and renovating of existing buildings for being used as a data center. This task requires highly experienced experts with extensive knowledge or ability based on this particular subject since the data center must be specially designed and constructed to support the function that is different from the general building or computer room. The details are offered as follows:

Data Center Structure

The data center structure will be especially designed to support not only the weight of building but also the weight many Servers placed therein, not to mention other equipment and system stored which outnumber which stored in the normal building. Furthermore, one needs to consider to vibration level on backup power systems set therein as well. Among other things, the design of data center wall structure must be taken into consideration which it must be thicker than usual, the two- layer concrete wall is preferable insomuch as it helps blocking outside heat and humidity while being able to control the temperature and humidity inside the building.

Cooling system

In order to support the operation of the Server which generating high heat 24 hours, data center building must have an efficient cooling system where it can measure and control the temperature level of 22 degrees Celsius considered appropriate for the Server or 50 percent relative humidity. To achieve this effort, the external insulation may be installed to help control the internal temperature. In addition, in the previous practice, some data centers have been constructed by raising their floors for the benefit of installing the air conditioning system thereunder or employing the cooling system which circulates cold air to maintain comfort.

Backup power system

Data center must have backup power system for the sake of uninterrupted power supply and compensating power when there is a disruption of power, power outages, power surge or over volt, therefore, the design and construction of data center building must have a backup power system so that the Server can work efficiently and continuously at all times. There are many types of backup power systems, such as UPS Power Supply, Oil Powered Backup Generator and Dry Type Backup Generator. These backup systems are used to adjust the input voltage to the usage in data center. Basically, data center would have more than one backup power system, so they can be used interchangeably when a problem occurs.

Security system:

The data center building must have a reliable security system to prevent various accidents within the building due to the large number of electronic devices. Fire suppression system is one sample here. (The fire suppression system should use non-conductive fire extinguishers which will not destroy electronic devices such as Pyrogen, NOVEC, etc.) In addition, the data center building must also have a heat detection system to ensure that it can prevent damage causing from fire along with the high security system of the building under the standard Tier Classification System created by the Uptime Institute, the four distinct Tier classifications for data center infrastructure can be defined as follows:

The standard tier of Uptime Institute for data center can be classified into 4 tiers as follows:

Uptime Institute	Tier I	Tier II	Tier III	Tier IV
Redundancy	N	N+1	N+1	N After any Failure
Distribution Paths	1	1	1 Active 1 Passive	2 Simultaneously Active
Concurrently Maintainable	NO	NO	YES	YES
Fault Tolerance	NO	NO	NO	YES
Compartmentalization	NO	NO	NO	YES
Continuous Cooling	Load Density Dependent	Load Density Dependent	Load Density Dependent	Class A

Source: Uptime Institute

Tier I: Basic Data Center Infrastructure

Tier I data center provides dedicated site infrastructure to support information technology beyond an office setting with Service Level Agreement (SLA) of 99.671% or 28.817 hours of downtime per year. A Tier I basic data center must have non-redundant capacity components and a single, non-redundant distribution path servicing the computer equipment. Tier I infrastructure includes a dedicated space for IT systems; an uninterruptible power supply (UPS) to filter power spikes, sags, and momentary outages; dedicated cooling equipment that won't get shut down at the end of normal office hours; and an engine generator to protect IT functions from extended power outages.

Tier II: Redundant Capacity Components Site Infrastructure

Tier II facilities include redundant critical power and cooling components to provide select maintenance opportunities and an increased margin of safety against IT process disruptions that would result from site infrastructure equipment failures. The redundant components include power and cooling equipment such as UPS modules, chillers or pumps, and engine generators. Furthermore, all IT equipment must be dual-powered and fully compatible with the topology of a site's architecture along with concurrently maintainable site infrastructure with expected availability of 99.982% or hours of downtime per year. In terms of redundancy, Tier II offers N+1 availability. Any unplanned activity such as operational errors or spontaneous failures of infrastructure components can still cause an outage.

Tier III: Concurrently Maintainable Site Infrastructure

A Tier III data center requires no shutdowns for equipment replacement and maintenance. A Tier II allows for any planned maintenance activity of power and cooling systems to take place without disrupting the operation of computer hardware located in the data center. A redundant delivery path for power and cooling is added to the redundant critical components of Tier II so that each and every component needed to support the IT processing environment can be shut down and maintained without impact on the IT operation. In addition, Tier III data center specifications are utilized by larger businesses and feature 99.982% uptime with no more than 1.5768 hours of downtime per year.

Tier IV: Fault Tolerant Site Infrastructure

Tier IV site infrastructure builds on Tier III, adding the concept of Fault Tolerance to the site infrastructure topology. A Fault Tolerant data center will have multiple, independent, physically systems that are isolated and each have redundant capacity components and multiple, independent, diverse, active distribution paths simultaneously serving the computer hardware. The data center must have IT hardware that is dual powered and properly installed to have compatibility with the topology of the site's architecture (N after failure). Complementary systems and distribution paths must be physically isolated from one another (compartmentalized) to prevent any single event from simultaneously impacting both systems and paths. Tier 4 provides 99.995% uptime per year with 26.3 minutes of annual downtime.

Tier III Certificate of Design Documents and Tier III Certificate of Constructed Facility

- **EEC Globel Cloud Project (DC1)**
- **Bang Bua Thong Data Center1 Project (BBT DC 2)**

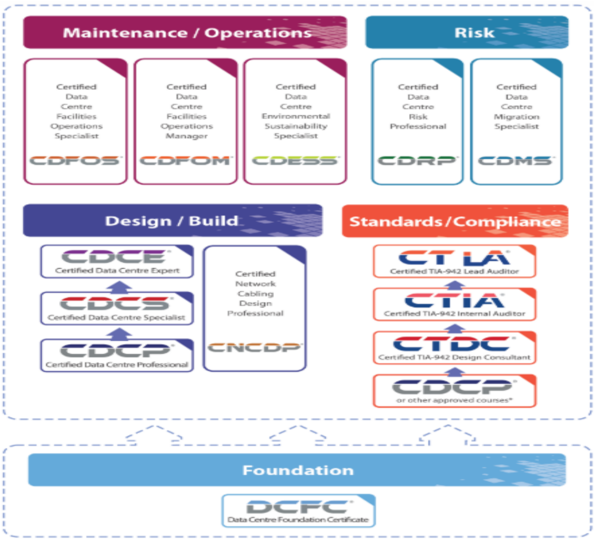
Tier III Certificate of Design Documents

- **True IDC East Bangna 2 Project**

Source: https://uptimeinstitute.com/tier-certification/tier-certification-

The company has 7 experts who have received certificates from the Uptime Institute.

EPI Global Standards: Data Center, a global data center specialist organization from Europe with over 30 years of experience, with a network in over 60 countries and 130 cities through direct standard operations and large partnerships. EPI is also a globally recognized and accredited data center training provider in accordance with the industry's leading ANSI/TIA-942 standard, covering data center design, management, operation and compliance, which plays a key role in many organizations. Reducing the impact and disruption of operations and continuously improving data center efficiency are the most important operational processes.

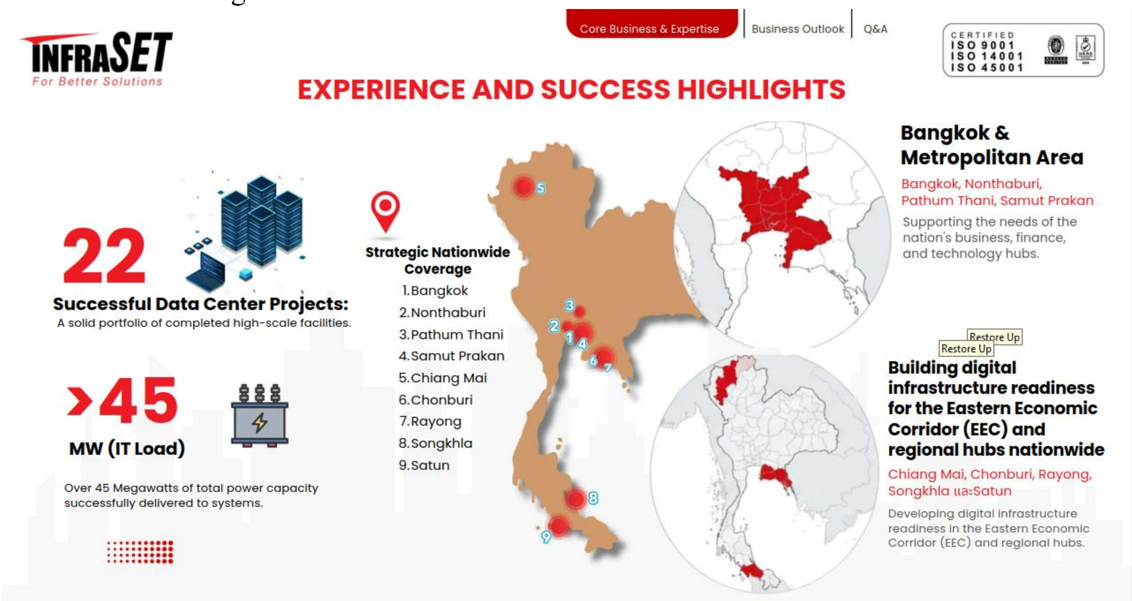


The company has 5 experts who have received certificates.

https://www.trainingcenter.co.th/course_catalog.php?gid=75

Examples of our distinguished accomplishment are as follows:

- ✓ The construction project on submarine cable landing station along with the power building of Symphony Communication Public Company Limited located in Rayong Province.
- ✓ The construction project on Mobile Switching Center (MSC) -TYB (Thanyaburi) located in Pathum Thani Province.
- ✓ The project on constructing Internet Data Center of the True IDC at True Tower 2.
- ✓ The project on providing mobile phone signal and high speed internet service in remote areas, Village in the border area (Zone C +), Office of The National Broadcasting and Telecommunications Commission: NBCT) (establishing schools and community internet centers namely the Universal Service Obligation : USO net in the northern and northeastern areas (USO Phase 1 Project)).
- ✓ The project on providing high speed internet in remote areas (Zone C) of the Office of the National Broadcasting and Telecommunications Commission, Northern Region 1 and Central Region 2 (USO Phase 2 Project).
- ✓ The project on constructing the Computer Operation Center for ICONSIAM Department Store.
- ✓ The project on constructing the CAT IDC data center.
- ✓ DC Power System Installation Project in North, Central, East, and Northeast (CAT Asian Digital Hub).
- ✓ The project on constructing submarine cable landing station, TRUE Landing Station, Songkhla.
- ✓ The construction of a Modular Data Center in the Bang Bua Thong Computer Center complied to Tier III standards of design and construction from the Uptime Institute (New Tier III Modular DC (BBT)).
- ✓ Contract for land procurement and construction of building including mechanical and electrical (M&E) system installation for DATA CENTER compliance to Tier III of Uptime Institute.
- ✓ Contract for projects of mechanical and electrical (M&E) system installation for Data Center and Cable Landing Station.
- ✓ Mechanical and electrical (M&E) system installation for TELLUS2 PH2 (IDC Room 1) PH1 (Floor 3
- ✓ Construction and System Installation of Computer Center (Data Center) Project, Chulabhorn Royal Academy
- ✓ Modular Data Center and Bare Metal Machine/Network System Procurement with Installation of Open Stack Platform for Vaya Ready Project.
- ✓ Sustainable Community Digital Center Ecosystem Development Project, Activity 1
- ✓ MEP-Base Building and Data Center



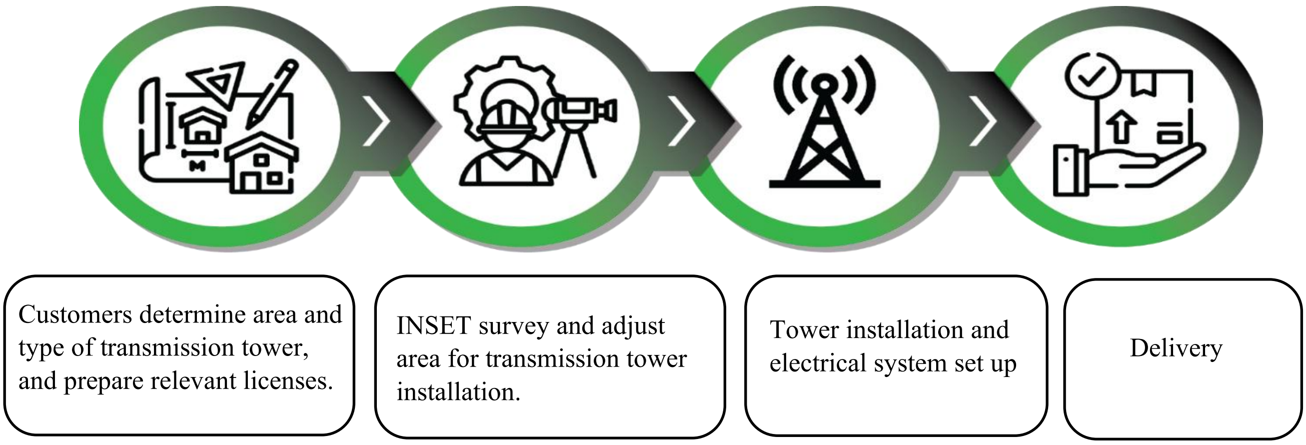
2. Telecommunications and Transportation Infrastructure

Telecommunications Infrastructure is physical medium through which all internet traffic flows allowing telecommunications network interconnecting between providers and users. This includes towers, antenna switching, optical fiber, copper cable. The telecommunications network will enable users to access telecommunications signals from their own devices such as landline, mobile phone or internet modem in which the designing and constructing require specialized expertise. The infrastructure construction and telecommunication network businesses of the Company can be described as follows:

2.1 Installation of telecommunication transmission towers

The Company provides signal installation services for telecommunication to the operators in Thailand such as True Corporation Public Company Limited (TRUE Group) and National Telecom Public Company Limited (NT), for which the Company acts as a sub-contractor hired by the main contractor namely Information and Communication Network Public Company Limited (ICN), and Forth Corporation Public Company Limited etc. Thereafter, the Company hired a small contractor to install telecommunication transmission towers which every stage of construction project would be controlled by its engineering team. The Company positively believes that the afore-said practice would contribute to overall quality of work and service delivered and meet the time specified by the customers.

The scope of services of the Company can be summarized as follows:



The common types of telecommunication transmission towers are as follows:

Roof Top Pole : A small signal transmission tower, is to be installed on buildings with a height of 10 - 20 meters. They are assembled in sections with a lattice work of cross braces bolted to three-four sloping vertical tower legs in order to reduce the effect of Wind-Induced Vibration

Stub tower: It is installed on buildings. It's a small transmission tower which is a transmission tower with a height of 10 - 20 meters, with a wire rope as an anchor to help reduce the vibration of the pole when the wind occurs.

Guyed Mast Tower: It is installed on the ground. It is a transmission tower with 3 legs or 4 legs which cannot balance itself. It needs a wire rope to keep it stand. Guyed Mast Tower is a transmission tower with height from 35 - 60 meters.

Self - Support Tower : It is a concrete bases on the ground constructed without guy wires. Self-supporting towers can be built with three- or four-sided structures. They are assembled in sections with a lattice work of cross braces bolted to three-four sloping vertical tower legs with 35 to 120 meters in height.

2.2 Installation of network cabling system

Network cabling system is a communication system that transmits information through cable intermediaries such as Optic Fiber and Copper Cable. The Company provides integrated network cable installation services including surveying, installing of cables along with equipment associated with wireless communications to connect to the telecommunications network. The Company will connect the signal cable from one point to another point such as signal pole or Base Station, or Network Node, etc. The Company's network installation work can be divided into 2 types as follows:

2.2.1 Installation of aerial cable network

The advantages of overhead transmission line is the installing is convenient and repairing is easy. However, it may interfere with the scenery and it presents a risk of accidents that may occur with electric poles.

2.2.2 Installation of underground

The cables are not exposed to the environment, there is less chance of fault, and it is safer as the cables placed underground. As the underground cable is invisible, it is very difficult to find the location of the fault. For this system, the non-economic factors like appearance and public safety are not considered. The underground cable may install in tunnels, rails, or pipes.

Over 19 years of operation, the company has business partners by joining with many well-known companies in the telecommunications industry who are the main contractors or distributors of equipment related to telecommunications infrastructure and networks, such as Forth Corporation Public Company Limited (FORTH), Advanced Information Technology Public Company Limited (AIT), Samart Corporation Public Company Limited (SAMART), Information and Communication Networks Public Company Limited (ICN), etc. This has allowed the company to have the opportunity to receive services as a subcontractor for construction and installation of telecommunications infrastructure and networks from business partners continuously. The company provides services ranging from surveying, designing, installing telecommunications signal poles, installing communication cables and equipment related to telecommunications.

Examples of our accomplishment are as follows:

- ✓ The construction project on telecommunications network tower of True Universal Convergence Company Limited (TUC) in Bangkok area.
- ✓ The construction and renovation project on cellular mobile base stations of CAT Telecom Public Company Limited (CAT).
- ✓ The installation project on Optical Fiber Cable of MEA’s.
- ✓ The installation project on Optical Fiber Cable of True Corporation Public Company Limited.
- ✓ The installation project on Optical Fiber Cable of Ministry of Education (NEdNet).
- ✓ The project on electric wire grounding of Nirvana Daii Public Company Limited (NVD).
- ✓ The installation project on Optical Fiber Cable of ICONSIAM.
- ✓ The installation project on CAT Collocate Tower in national park areas nationwide.
- ✓ The installation of 850 MHz frequency band filter circuit according to the Notification of National Broadcasting and Telecommunications Commission regarding the 824-839/869-884 MHz frequency band for the international mobile telecommunications plan and 885-895/930-940 MHz frequency band for the mobile telecommunications plan of CAT Telecom Public Company Limited.
- ✓ Design, survey, permit request to install an electric meter and construct the base station of the Civil Works for New Sites and Upgrade Sites Project of True Move H Universal Communication Co., Ltd.
- ✓ Replacement of Overhead Power Line with Underground Power Cable System to Enhance Eastern Aviation City’s Landscape

3. Maintenance and Service

Regardless of the construction services described in article 1 and 2, the Company also provides maintenance services for the Information Technology and Telecommunications business Group. The service will be handled by the engineering team of the Company however, sometimes, it might need a service of specialists for that equipment such as electric transformers and high voltage equipment etc.

The company provides maintenance and repair services for data center projects, information technology infrastructure, and telecommunication infrastructure. These services are provided to project owners or subcontracted to main contractors. This maintenance and service business generates recurring income for the company, encompassing both preventive maintenance and corrective maintenance under a 24/7 program. The company focuses on both existing clients with completed projects and ongoing maintenance assignments, as well as new clients requiring maintenance and service for their own systems. Most of the work is a continuation of warranty work for projects undertaken by the company, typically lasting 1-3 years. After the warranty period expires, the company offers repair and maintenance services for other projects for client consideration. To ensure continuous service, the company's sales team also contacts new clients to offer maintenance services for similar projects that the company did not initially undertake. The company's maintenance service model can be summarized as follows:

(3.1) Preventive Maintenance (PM)

Preventive maintenance services are services for checking various systems upon scheduled in favor of preventing or reducing the risk of system damage. The service process can be explained as follows:

- **Planning for scheduled maintenance services**

The Company will survey the underlined project in order to plan the inspection and maintenance of the project according to the agenda agreed, and to prepare a Check List using as a reference for this service. Normally, the frequency of visits is 1 time per quarter.

- **Undertaking system checkup and maintenance servicing**

In accordance with the maintenance service cycle, the Company will operate system checkup using Check List prepared on advance in order to identify and resolve issues occurred so if any damaged parts has been identified, repair service will be performed immediately. In case that the equipment or parts need to be replaced, the Company will inform the employer the replacement cost in order to obtain the approval before proceeding with the repairs. Thereafter, our engineering term will present the report on inspecting and repairing of every service to the employer.

(3.2) Corrective Maintenance (CM)

Corrective maintenance services are maintenance tasks that are performed in order to rectify and repair faulty systems and equipment. The purpose of corrective maintenance is to restore broken down systems as customers or employers required. The service process can be explained as follows:

❖ **Getting notification from customers or employers**

The Company has a call center team being on duty 24 hours a day and 7 days a week in contemplation of getting notifications from customers or employers. Fortunately, the call center team consists of engineering teams which will initially solve issues for customers or employers prior to booking for the service appointments.

❖ **Performing the service**

The engineering team of the Company will inspect and identify whether the issues occurred thereafter if the repairs are needed, the Company will propose the customers or employers a repair quotation for their approval before proceeding the underlined task. Upon the completion of the repairs, the repair is completed, the company will present report and deliver work to customers and submit bill to customer accordingly.



Examples of our accomplishment are as follows:

- ✓ Maintenance service for data communication systems employing dense wavelength division multiplexing (DWDM) technology and IP Core Network technology of the Provincial Electricity Authority (PEA).
- ✓ Maintenance service for the equipment installed in Data Center of the CAT Telecom Public Company Limited.
- ✓ Maintenance service for the support system of the M.R.T Chaloem Ratchamongkhon Line system Including the extensions to Tao Pun Station (MRT Blue Line).
- ✓ Maintenance service for the project on providing mobile phone signal and high speed internet service in remote areas, Village in the border area (Zone C +), The National Broadcasting and Telecommunications Commission (Office of The National Broadcasting and Telecommunications Commission: NBCT) (establishing schools and community internet centers namely the Universal Service Obligation : USO as required by law to promote the use of computer, internet, work typing, printing and others among community people, as well as to be learning centers for children in the northern and northeastern areas (USO Phase 1 Project)
- ✓ Maintenance services for the project to High-speed internet in remote areas (Zone C) of the office of the National Broadcasting and Telecommunications Commission, Northern Region 1 and Central region 2 (USO Phase 2 Project)
- ✓ Maintenance service of optic fiber cable from Office of the Ministry of Higher Education, Science, Research and Innovation.
- ✓ Maintenance service for New Tier III Modular DC (BBT)
- ✓ Facility Equipment maintenance work for IDC services, floors 8 and 16, Bang Rak Telecommunications Building.
- ✓ Personnel Recruitment for Sustainable Digital Community Ecosystem Development Activity 1

4. Trading Telecom and Hardware IT Equipment

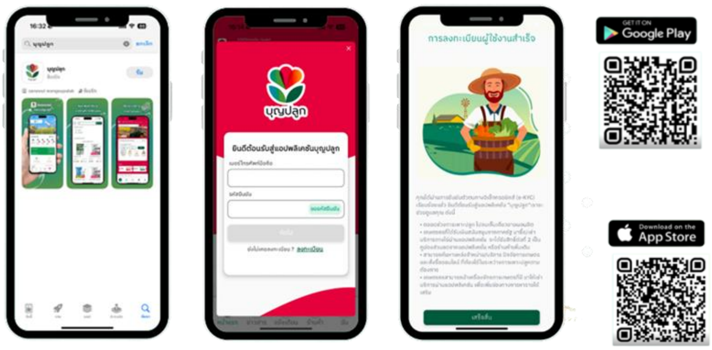
With more than 19 years of engineering experience in telecommunications infrastructure and information technology systems, the company has good knowledge and expertise in equipment used in information and communication technology. In order to fully meet the needs of customers in the information technology and telecommunications industry, in 2024 the company selecting leading brands that meet international standards and have passed strict quality tests. To ensure that customers receive quality products that meet their needs, the main IT equipment currently distributed by the company includes Access Point (AP), Optical Network Unit (ONU) ,CCTV and Set-top box.) etc.


5. Application Service Provider

A complete application service provider, whether it be consulting services, analysis, strategy planning, design, and application development for government and private sector customers. To effectively meet the various needs of application users. Supports a variety of applications as required, such as IOS, Android, Cross Platform and Web App. The company has a team of experts with experience working in all forms of application development. and ready to provide professional after-sales service.

The Company became a shareholder in an associated company, Charoen Plook Co., Ltd., which operates as a central marketplace for buying and selling goods and/or services and conducting other transactions using electronic media via the Internet (e-marketplace). The Company has also launched the “Boon Plook” application, a one-stop service platform where farmers can access comprehensive agricultural information and services. Farmers can create careers and increase their income by opening sales channels via the Boon Plook application (e-marketplace) to rent and provide agricultural inputs, including selling agricultural products. In addition, farmers can access information and select quality agricultural service providers at reasonable prices.

BoonPlook



SUSTAINABLE VALUE FOR STAKEHOLDERS

Vision

"Aiming to become a leading company in the DATA CENTER and telecommunications infrastructure business."

Mission

Responding to customer's needs through the greatest quality of services, providing appropriate return and sustainable wealth to our shareholders, Enhancing the professional development and creating good quality of life for employees, Performing proper and reliable tasks for stakeholders, Committing to conduct business under good corporate governance.

For the year 2025, the Company has received a **"Excellent" (5 stars)** rating in the assessment of corporate governance practices for listed companies

The quality assessment of shareholder meetings for the year 2025, conducted by the Thai Investors Association, has positioned the Company at the "**Excellent, Worthy of Emulation**" level, achieving a perfect score of **100**%.

SET ESG Ratings for 2025 at **A** level (total score 50-64) in the Technology industry group from the Stock Exchange of Thailand

Core Values

INTEGRITY

Work with a sense of morality and ethics.

TEAM SPIRIT

Work efficiently as a team

NOT-STOP SERVICE

Our Service are available

24 hrs. x 7 days

EDUCATION

Focus on knowledge

Training and instruction

FAST

Creating speed in work.

RESPONSIBILITY

Responsible for the assignment

SUCCESS

Focus on work success

AGREEMENT

Focus on customer agreements

1. Vision

“ We are aiming to become a leading company in the DATA CENTER and telecommunications infrastructure business.”

2. Mission

The Company has continuously carried on its business to fulfill its commitment to offer the just and responsible business conduct toward every stakeholder and adherence to the long-standing principles observed and practiced since the Company’s establishment. We are committed to key values, first, to be able to accurately interpret and then satisfy a client's needs with quality service, second, to maximize the sustainable benefits of all shareholders appropriately, third, to develop the business expertise, forth, to improve and enhance employees' quality of life, fifth, to pay close attention to the stakeholders and devote ourselves to the appropriate and reliable business practice, last in order but not of importance, to strive to conduct business in compliance with the principle of good corporate governance.

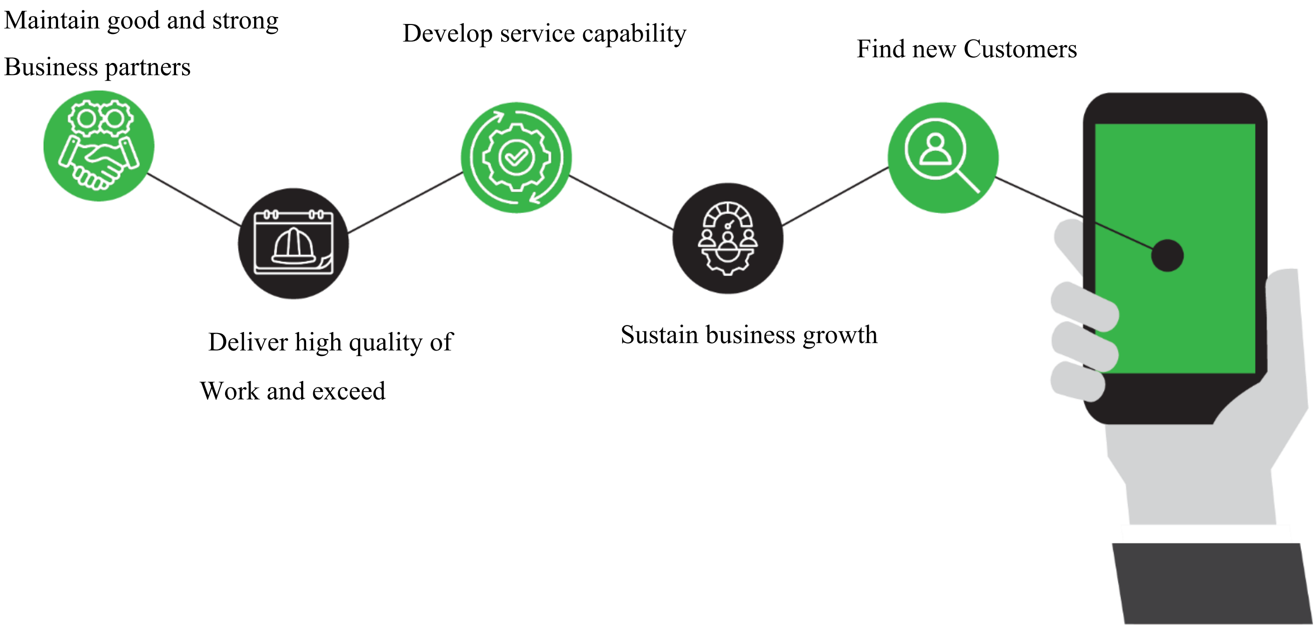
3. Business goals

The Company has a long-standing business goals outlined and carried on continuously since the Company’s establishment. We target on long-term, sustainable business growth in term of the service income and the ability to generate profitability by establishing corporate reputation through the accomplished works and the quality services.

4. Strategy

The company still focuses on operating the business of design, implementation, and construction of data center, the Information technology system, basic telecommunication infrastructure and networks for the public and private sectors as well as the leading telecommunication operators as a main contractor and sub-contractor. We also increase our capability to work on a Hyperscale Data Center construction project by employing the business strategies described as follows

Business Strategy



Acquiring business alliance and potential business partner.

The Company foresees the importance of having business alliance and potential business partner since it helps enhancing competitive ability by combining strengths to attribute the business and satisfy clients' needs. With years of experience and service accomplishments in the telecommunication and information technology industry, the Company has formed good and acceptable business alliance relationships continuously. In addition, the Company also has formed many long- term strategic alliances to cooperate in the services or other business objectives enabling the Company to enhance an efficient service capabilities to cover various size and scope of businesses in contemplation of keeping up with the constant changes in the telecommunications industry, satisfying the needs of clients and users remarkably, also acquiring the increasing number of trusted clients who require the Company's services.

Quickly delivering of excellent service exceeding customer expectations.

The Company realize the significance and benefit assuming that it is in capable of completing the project prior to specified time therefore, the Company then has set up the procedures and systems for implementing any project moreover, regarding the afore-said strategy, the Company also values its business alliances running businesses in almost every area since their cooperation is one essential facilitating factor contributed to our capability to deliver the work more expeditious than expected whilst still maintaining the high level of service. In addition, the Company also provides incentives for engineers being in charge of the project and sets up either invoice approval approach or the fast solution-oriented and easy approach for the business alliances to collect their payments in exchange for the full and expeditious cooperation from all parties with the mission of completing the project quicker. These strategies help us avoid the inconvenience through to late penalty charges from the end customer also to be able to accept more projects. Consequently, the customers certainly will convey their confidence and impression to the Company's project and will surely be repeat customers who have the power to drive our business to success.

Promoting the integrated professional services.

It can't be argued that the accumulation of work experience certainly contributed to knowledge, expertise, and skills in working in different sectors and all areas. Additionally, the Company also consecutively improve the service capability in order to stay abreast of the latest technology trends. Besides, since our clients prefer the integrated professional services, we then propose the complete solutions, from engineering design, construction, installation, and customer services, likewise maintenance and assistance services in the event of operational disruption. In consideration of the customer needs, expectation and satisfaction, the Company then provides competitive and excellent service for a very reasonable price. In addition, the Company also keeps updating with innovations and latest technology developments with the intention of bringing about our expertise and skills to service in different sectors and all areas and fostering our competitive ability while trying to stay head in the world of business.

Accepting a service project offer in consideration of the limitation in ability.

In accordance with our work experience having been accumulated many years, we are positive in stating that we are able to offer services as both the main contractor and sub-contractor nevertheless, the evaluation of project offer will be taken into our consideration prior to accepting that offer. Regarding of our business ability, this strategy would allow the Company to efficiently generate and manage consistent income and cash flow from operations. On the occasion that the spectacular large-scale projects have been offered, with the knowledge, expertise, and skills accumulated over the years, we would contemplate and then make a decision to work as a sub-contractor for the specific part of that project forasmuch as it would allow us, at short notice, to collect our expenses from the main contractor after completing our service on the specific project regardless of whether the entire project has been completed or not. As a result, the Company would be able to efficiently generate and manage consistent cash flow from operations. On the other hand, the Company would contemplate accepting to be the main contractor in appropriate scale project in order to generate consistent income and improve profit margin without affecting the cash flow statement of the Company to a considerable extent.

Improving customer acquisition strategy.

The Company employs strategies to acquire new customers continuously in order to reduce dependency on a key customer and expand new business opportunities, it had been accomplished by employing long-term executive relationships with people across companies and industries and encouraging the sale team to build new business relationship accordingly. Suffice it to say that the Company has a broad practice guideline for acquiring customers not relating to just one particular business so we focus on procuring contracts with business entity in which the Company can apply knowledge, expertise, and skills in a new context so our goal of attracting and acquiring 3 new customers each year will be accomplished

Business Strategy 2025

The Company adheres to the business operations by focusing on four main areas: business growth, customer service, people development and recurring income, with detail as follows:

Business Growth

The company aims to become a leading company in the Data Center construction business, which is a business with high growth in terms of investment value and new customer groups, most of which are world-class leading companies.

Customer Service

The Company aims to develop services for its customers/businesses partners/partners to create maximum satisfaction by knowing and understanding customers' core business to truly meet their needs.

Recurring Income

The Company is now focusing on the revenue from the maintenance and service business. This business could bring the Company the recurring income from obtaining long-term contract with customers. The maintenance and service business is an after service from constructing the Data Center. This business includes the maintenance of building and internal system within Data Center.

People Development

The Company aims to develop people, work systems, and work operations to be more efficient as follows:

1. Gain employees' abilities by focusing on training courses in developing the technique knowledge frequently.

2. Adapt internal operation for example , adjusting company structure to be able to handle with changing environment the company receive accreditation of quality management system, environment, occupational health and safety

ISO 9001:2015
ISO 14001:2015
ISO 45001:2018

to create a continuous development and gain operation efficiency

Value Chain Analysis

The Company adheres to the concept of fostering sustainable growth in the long term. Consequently, it has formulated policies, objectives, and strategies that align with the principles of sustainable development at every stage of its operations, from inception to completion. This begins with sourcing products or materials that meet the customers' needs and are environmentally friendly. The Company focuses on developing technology for high quality products and services, managing internal human resources to enhance capabilities, thereby supporting the key activities to achieve the Company's goals throughout the value chain.

Key Activities Detail Table

Sourcing of Products and Materials in the Project

- **Capital Procurement** from financial institutions
- **Material and Equipment Sourcing** the sourcing and selection of high quality and standardized IT equipment to meet the specific requirements

Project Management and Service Delivery

- **Consultation, Design and System Implementation** site surveys and provides consultation services
- **Customized Services for Government and Private Sector Customers** unique job specifications, the Company is capable of offering consultation, planning, and design services that precisely align with their requirements.
- **Accurate Construction Operations** This ensures compliance with legal requirements and minimizes impact on the environment and surrounding stakeholders.
- **Construction Management in Accordance with International Standards** ISO9001:2015 ISO14001:2015 ISO45001:2018

Delivery of Work and Services

- **Timely Delivery of Work and Services according to Agreement and Customer Needs**

The Company is capable of delivering high quality work and services that meet standardized criteria, precisely on time, and in accordance with the terms and conditions specified in the agreements with customers

Marketing and Sales

- **Consultation and Evaluation Services** A team of specialized technicians collaborating with the sales and marketing departments to assess job conditions and customer requirements
- **Appropriate prices for products and services that meet customer needs.**
- **Public Relations Advertising, Both Offline and Online**
- **Onsite Public Relations Advertising** Actively participates in various trade shows, including organizing seminars and exhibitions showcasing

Post-sales Service

- **24/7 Hotline Service** a hotline on 081-130-1199 providing service around the clock, 7 days a week. The Company's service engineering team, consisting of more than 17 professionals, is responsible for preliminary issue resolution.
- **Post-Sale Maintenance Service** The services include Preventive Maintenance (PM) and Corrective Maintenance (CM), adhering to ISO 9001:2015 standards.

Supporting Activities Detail

Procurement

- Procurement Guidelines in Accordance with ISO 9001:2015 Standards
- Assessment and Selection of Suppliers/Contractors/Sellers to Align with Approved Vendor List (AVL)
- Quality-Based Material Procurement
- Negotiating Prices with Suppliers
- Promote/establish standards for fair and transparent business practices in collaboration with business partners and suppliers (Supplier Code of Conduct).

Technology Development

- Research and Development of New Innovations

Human Resource Management

- Employee Training to Enhance Competencies
- Recruitment and Workforce Planning to Meet Workload Demands
- Fair wage and compensation management.

Infrastructure

- Public Utilities System
- Accounting and Financial System
- Development Software BIM, SAP B1 and Power App
- Cloud System Implementation for Departmental Work Data Storage
- Conducting Online Conferences through Microsoft Teams
- Occupational Safety, Health and Environment Agency

Managing Impact on Stakeholders in the Business Value Chain

The Company recognizes the importance of stakeholder engagement, believing that strong relationships based on trust, as well as the opinions and suggestions of stakeholders toward the organization, are valuable assets that influence the achievement of sustainable development goals. Additionally, effective stakeholder management enables the organization to respond efficiently to the needs of stakeholders. The details are as follows:

Stakeholders	Expectations/Demands	Guidelines for Meeting Expectations	Communication Channels
Employees	- Providing appropriate remuneration and benefits. - Ensuring stability and progress in career paths. - Prioritizing the development of employees' knowledge and abilities by providing comprehensive opportunities. - Maintaining a safe working environment for life, property, and promoting good health during work. - Implementing plans for the development of competencies, knowledge, and abilities as deemed suitable.	- Regularly surveying market remuneration to ensure that the Company establishes fair and competitive compensation within the industry each year. - Establishing a provident fund and providing life insurance, accident insurance, and health insurance, along with annual health check-ups for all employees comprehensively. - Providing training and development opportunities for employees by selecting training courses that meet their needs and adapt to technological changes. - Organizing annual team-building activities to strengthen relationships. - Implementing measures to create a safe working environment, including installing fire alarm systems and constructing office buildings that meet standards, as well as consistently improving the interior environment for safety and good health.	- Annual executive meetings with employees. - Communication through various channels, such as the Labor Welfare Committee within the business premises. - Establishing avenues for receiving complaints or feedback. - Conducting surveys on employee engagement with the organization. (Once a year)

Stakeholders	Expectations/Demands	Guidelines for Meeting Expectations	Communication Channels
Customers 	• Swift and timely responsiveness to customer needs • Delivering projects on schedule, meeting established standards, and maintaining high quality. • Ethical business conduct. • Maintaining confidentiality and privacy of customer information.	• Commit to provide quality services in accordance with standards to ensure maximum customer confidence and satisfaction, evidenced by conducting customer satisfaction surveys annually. • Strict adherence to contracts to ensure timely and damage-free delivery to customers. • Adherence to business ethics and corporate morality, with established channels for appropriate complaint handling. • Implementation of policies and measures to uphold customer privacy and confidentiality.	• Annual customer satisfaction surveys. • Mechanisms for complaints, suggestions, and feedback through various channels such as email and phone. • Customer relationship activities and marketing events. • Public relations efforts to communicate policies through the Company website.
Suppliers and Partners 	• Collaboration in business development and mutual growth. • Equality in business operations, achieving returns from work in a fair and equitable manner. • Transparent and fair procurement processes. • Supplier Code of Conduct.	• Respect for the rights and fair treatment of all suppliers. • Regular evaluation of suppliers to foster mutual and sustainable growth by consistently promoting and adhering to ethical business conduct, communicated and practiced through the publication of Supplier Code of Conduct.	• Ongoing selection and performance evaluations of suppliers and contractors. • Collaborative meetings with business partners and joint ventures. • Public relations efforts to communicate policies through the Company website and email.
Community and Society 	• Support activities that contribute to the overall benefit and refrain from any actions that violate the law.	• Utilize business knowledge and experience to develop projects that can bring fair and equitable benefits to the community. The Company ensures that it does not create or cause negative impacts on the community, society, and the environment. • Establish projects and activities for community and social development, including the care and conservation of nature, and the consistent conservation of energy.	• Implement two-way communication through activities carried out by the Company in collaboration with the community. • Surveying and inquiring about the needs directly from the community.

Stakeholders	Expectations/Demands	Guidelines for Meeting Expectations	Communication Channels
Shareholders 	- Stable business operations and growth with good profitability. - Good corporate governance of the Company by conducting business with transparency and fairness toward shareholders. - Systematic and efficient risk management. - Fair treatment of shareholders.	- Conducting business with fairness and transparency. - Treating shareholders equally and fairly, with governance structures based on ethical principles and compliance with the law. - Implementing risk management by covering economic, social, and environmental risk factors, with the Company's Risk Management Team operating under the COSO-ERM 2017 standard.	- Annual General Meeting (AGM) for shareholders - Opportunity Day - Form 56-1 (One Report), Sustainability Report and quarterly/yearly financial reports of the Company - Providing diverse communication channels, including the Company's website, telephone, mail, and other means, as well as announcing news through the stock market.
Government/Private Agencies 	- Compliance with the Securities and Exchange Act. - Collaboration in advocating government policies. - Supporting beneficial activities for communities and society as a whole. - Adherence to regulations, rules, laws, and policies of regulatory bodies.	- Adhering to standards, regulations, and laws, while collaborating for the benefit of the government. - Responding to government policies related to the Company's business, such as the Digital Economy in the economic and social context. - Regularly reporting operational and performance results to relevant government agencies as per their requirements.	- Reporting operational and performance results through official documents, email, and telephone. - Form 56-1 (One Report) and Sustainability Report
Banks/Creditor 	- Timely debt repayment. - Appropriate interest rates and fees. - Ensuring the Company can operate continuously.	- Timely and complete payment. - Providing convenient, efficient, and secure service and payment channels.	- Maintaining diverse communication channels, including the Company's website, telephone, email, and other means, along with scheduling direct appointments for in person meetings.

INSET and Driving Business Toward Sustainability

Goals for Driving Sustainable Business

The Company has established sustainable development goals to foster business growth and simultaneously support social and environmental development in a balanced manner. These goals align with the United Nations Sustainable Development Goals (SDGs) and the Company's future business direction. The sustainable operational objectives encompass dimensions related to the environment, society, and corporate governance and economics (ESG).

Goals for Driving Sustainable Business 2030

Environmental

6 CLEAN WATER AND SANITATION

- ❖ Reduce water usage by 10% compared to the previous year.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

- ❖ Four projects promoting environmental conservation and reducing global warming.
- ❖ Four projects aimed at reducing greenhouse gas emissions.
- ❖ The proportion of renewable energy use must not be less than 30 percent.

14 LIFE BELOW WATER

15 LIFE ON LAND

- ❖ The amount of waste decreased by 15 kilograms per day.
- ❖ 180 old calendars donated

Social

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

- ❖ 3 projects promoting the development of safety, occupational health, and environmental conditions in the workplace
- ❖ The number of accidents is zero every year
- ❖ Labor disputes totaled 0.

5 GENDER EQUALITY

- ❖ 0 of complaints regarding human rights violations/child labor

11 SUSTAINABLE CITIES AND COMMUNITIES

- ❖ The number of employee training hours is 15 hours per person per year.
- ❖ Number of projects promoting employee relations and participation: 4 projects.

Governance

8 DECENT WORK AND ECONOMIC GROWTH

- ❖ Employee engagement rate is 90%
- ❖ The employee turnover rate is not less than or equal to 1 percent.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

17 PARTNERSHIPS FOR THE GOALS

- ❖ At least one collaborative project with a business partner for innovation development.
- ❖ The number of products and/or services resulting from at least one innovative research project.
- ❖ The number of data leaks is 0
- ❖ The damage from cyberattacks totaled 0.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

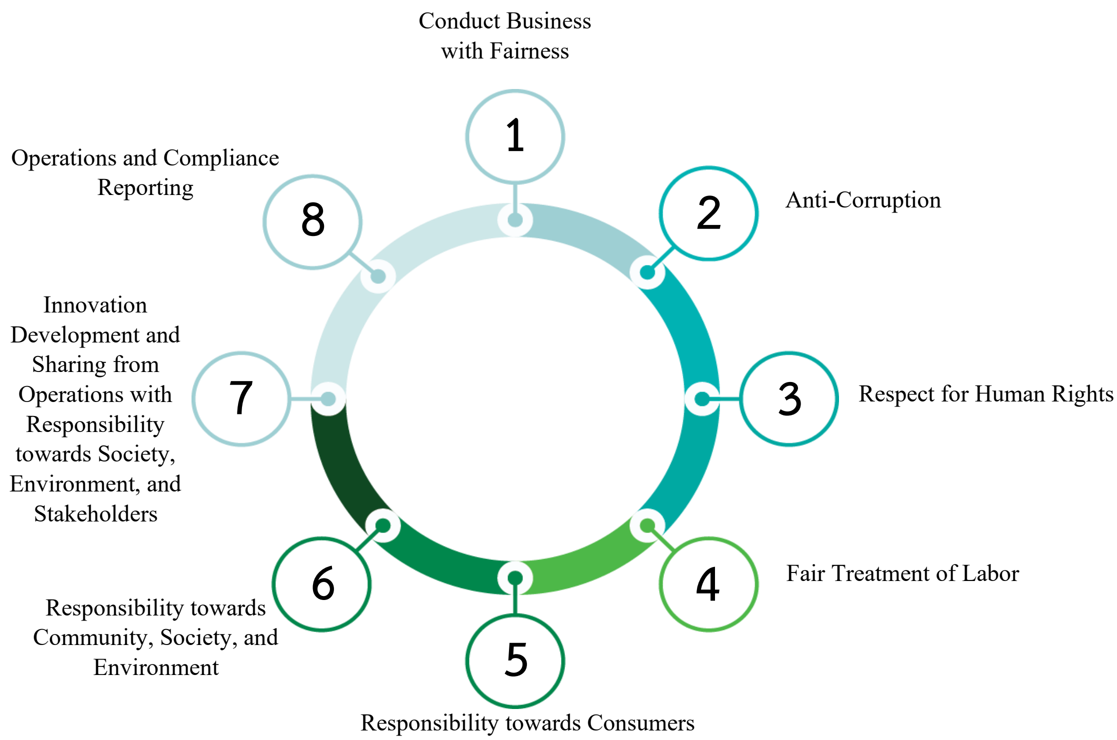
- ❖ 80% of business partners passed the ESG Onsite Audit.
- ❖ 85% of business partners were aware of the procurement policy and SCC.
- ❖ Customer satisfaction rate is 90%

Organizational Management Guidelines

Sustainable Development Framework

The Company operates under a framework of good corporate governance and upholds ethical principles, coupled with a genuine commitment to caring for society and the environment. There is a sincere sense of responsibility toward both internal and external stakeholders of the organization, encompassing shareholders, employees, customers, communities, and society at large. This commitment is aimed at fostering sustainable business development.

In this regard, the Company has formulated policies on social responsibility, environmental stewardship, and stakeholder engagement. These policies serve as a framework for various operational aspects, and the Board of Directors, executives, and all employees are expected to adhere to them with confidence, commitment, and understanding of the principles of good corporate governance. The goal is to instill a sense of responsibility toward society and the environment at every level, actively supporting communities and society. The focus is on promoting development that aligns with the community's needs, aiming to uplift the quality of life and well-being in the long term. This approach follows the principles and guidelines of social and environmental responsibility set by the Stock Exchange of Thailand, covering the following eight dimensions as following;



For additional details, one can refer to the policies on Responsibility toward society, environment, and stakeholders Revised Edition 1

Policies on Responsibility toward society, environment, and stakeholders Revised Edition 1

Under the sustainability disclosure guidelines, in accordance with the GRI Standards and ESG Metric of the Stock Exchange of Thailand, which provide a clear sustainability framework aligned with the needs of investors and various stakeholders, and driven by efficient management, consideration is given to economic, social, safety, occupational health, environmental issues, and the interests of all stakeholders, as per the company's relevant policies as follows:

- Environmental, Occupational Health, and Safety Management System Policy
- Organization's Risk Management Policy
- Human Capital Development Policy
- Whistleblowing and Complaints Policy
- Personal Data Protection and Privacy Policy
- Cybersecurity Policy
- Anti-Corruption Policy
- Computer and Information Technology Usage Policy
- Conflict of Interest Policy
- Internal data usage policy

Sustainability Key Issues

Sustainability Key Issues Assessment

Identification

Prioritization

Verification

Review Key Issues

1. Identify Sustainability Issues Relevant to the Company

Identify issues that impact the sustainability of the Company, covering dimensions related to the economy, society, and the environment, both internal and external to the Company. Consider the risks and opportunities for the Company's business, stakeholder expectations from within and outside the Company, and gather information from various departments responsible for relevant matters within the Company. The detailed results of identifying the sustainability key issues for the Company are as follows:

Rankings	Sustainability Materiality
1	Human capital development
2	Business ethics
3	Risk management
4	Health and safety in workplace
5	Environmental care
6	Good corporate governance
7	Labour practice and human rights
8	Supply chain management
9	Digital innovation
10	Data privacy and protection
11	Sustainable waste reduction and disposal
12	Climate resiliency

Economic Dimension

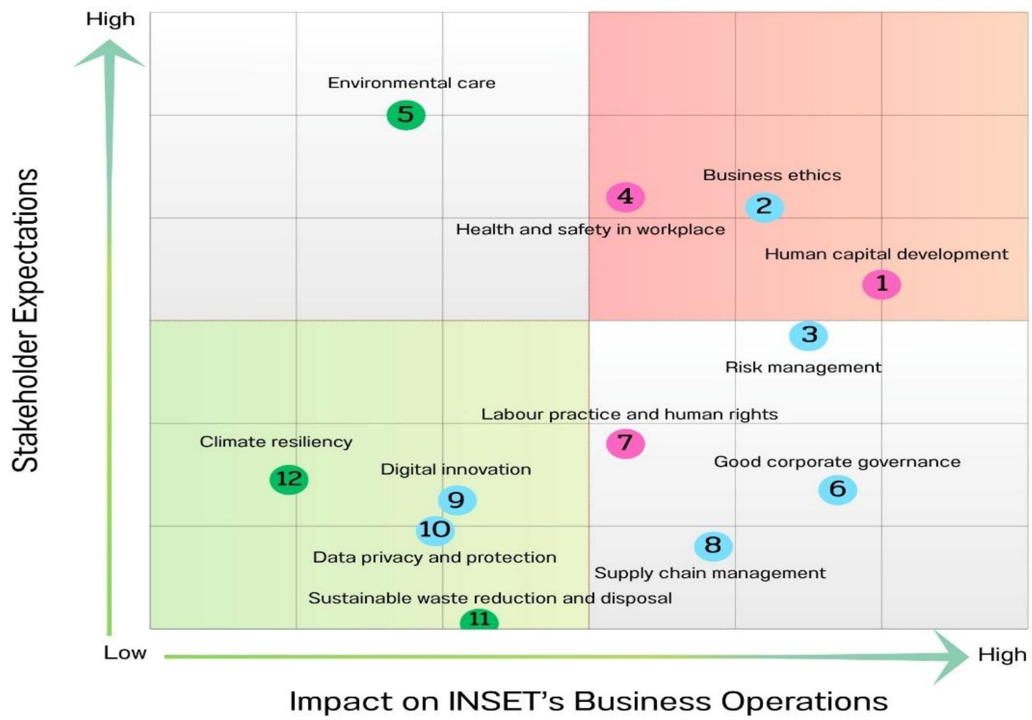
Social Dimension

Environmental Dimension

2. Prioritization

Prioritize the level of importance for each sustainability issue while establishing strategies and short-term and long-term goals. This is aimed at assessing the significance that these issues have on the Company's operations, encompassing economic, social, and environmental aspects, as well as the impact on decision-making by stakeholders from all perspectives. Compile and gather information through interviews with the organization's executives and surveys distributed to stakeholders, including employees, suppliers, communities, customers, shareholders, and regulatory bodies. and had approved by the Sustainability Committee meeting No. 1/2569.

Prioritization of Key Issues for Infraset Public Company Limited



The issues located in the upper-right quadrant indicate the significance accorded by both the Company and stakeholders.

3. Verification and Acknowledgment of Prioritized Issues

The Company will conduct verification procedures to ensure accuracy, providing a basis for formulating operational guidelines in key issues. Relevant information will be presented in the sustainability development report, with disclosure on the Company's website.

4. Regularly Review Assessment Issues

The Company engages in periodic reviews of relevant issues to ensure confidence in the data. This process enables the identification of crucial sustainability issues and facilitates the conduct of new assessments on an annual basis.

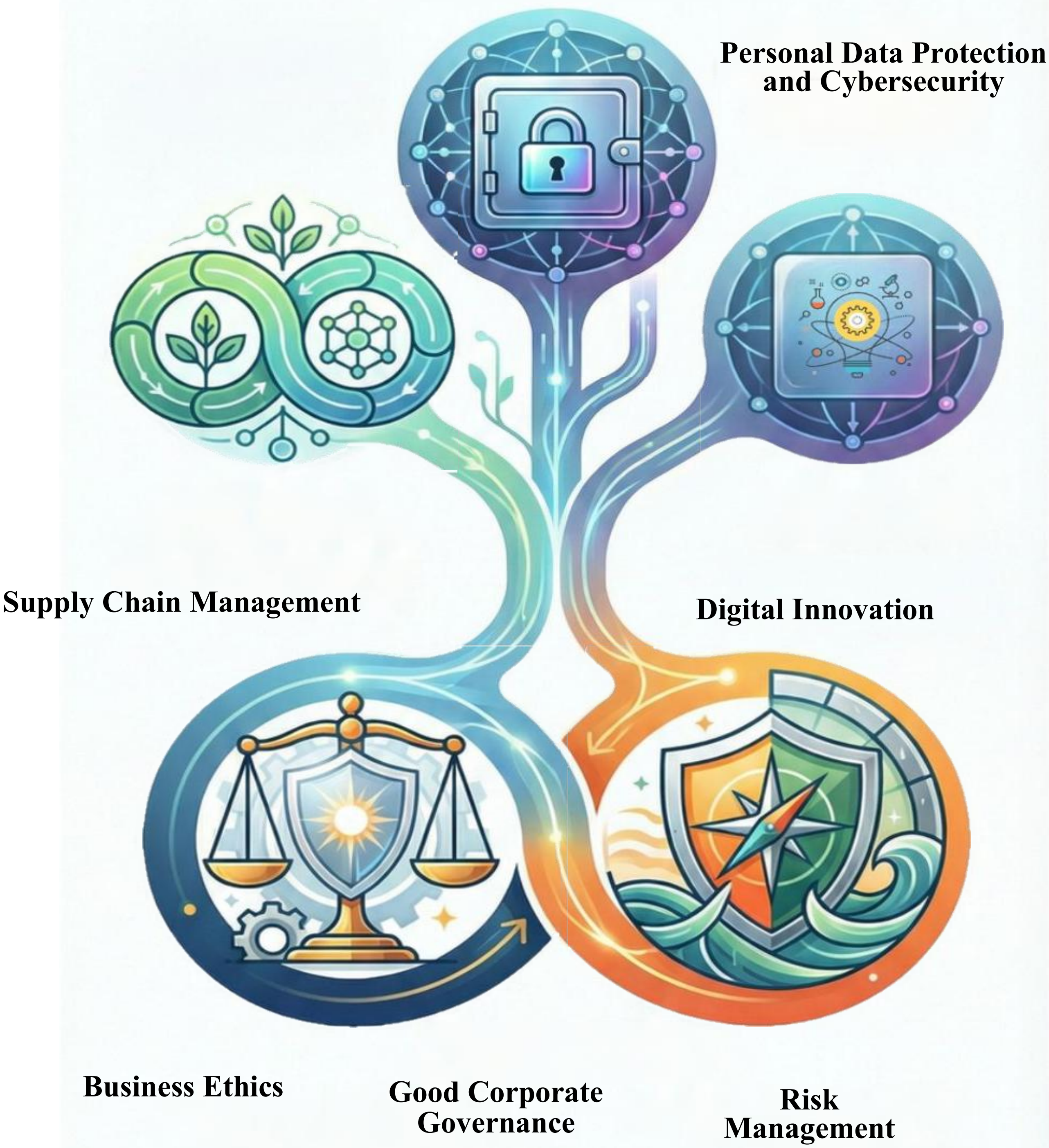
Impact of Sustainability Key Issues on Business and Stakeholders

Key Issues	Factors Affecting	
	INSET	Stakeholders
Human Capital Development	The Company has a policy to enhance and develop its workforce, cultivating individuals with knowledge, expertise, and work experience. Employees are expected to uphold ethics and morality in their job performance with integrity, demonstrating responsibility to themselves and other stakeholders.	The development of employee potential aligns with business strategy and sustainable operations. This includes attending to and listening to employee feedback, creating opportunities for career growth.
Business Ethics	The Company instills a sense of business ethics among executives and employees by establishing policies and organizational values, emphasizing working with a sense of morality and ethics.	Operating steadfastly on the principles of corporate governance, transparency, and compliance with legal requirements fosters confidence from stakeholders associated with the Company and promotes sustainable long-term business growth.
Risk Management	Establishing guidelines and a risk management framework serves as a tool to analyze potential risks in each business activity, considering both the opportunities that may arise and the potential impacts. Prioritizing and ranking these risks are essential for planning risk management strategies, monitoring, and communicating risks to all relevant operational areas. This approach aims to minimize and prevent risks that could lead to business interruptions.	Implementing systematic risk management and adaptability to changes throughout the value chain, overseen by the risk management team, requires at least two annual meetings. These meetings facilitate the assessment and analysis of potential damages, ensuring that the Company manages risks within acceptable standards.
Health and Safety in the Workplace	Conducting business with a focus on quality, stability, occupational health, safety, and environmental conditions in the workplace (ISO 14001:2015 and ISO 45100:2018) is crucial for enhancing the quality of work life and promoting the well-being of employees. This approach aims to reduce the risks of dangers and various accidents.	Individuals involved in work are ensured freedom from harm or potential dangers that may arise, including the absence of work-related diseases. The Company promotes the overall health of its employees by conducting regular health check-ups. Additionally, personnel at job sites are equipped with personal safety gear.

Key Issues	Factors Affecting	
	INSET	Stakeholders
Environmental Care	The Company is committed to environmental management and the responsible use of resources. It advocates, promotes, and instills habits for environmental conservation, fostering awareness for energy conservation, contributing to global warming reduction, and minimizing greenhouse gas emissions.	Emphasis on environmental concerns throughout the value chain, efficient management of pollutants and waste, and contributing to the creation of a sustainable society and environment. This includes the use of alternative energy sources and efforts to conserve energy and reduce expenses.
Good Corporate Governance	In conducting the Company's operations, it adheres to the principles of good corporate governance, encompassing transparency in work and business operations with honesty, integrity, and fairness toward all stakeholders. The Company is committed to legal compliance and practices ethical business conduct rigorously.	Adhering to the Company's principles of good governance contributes to fostering transparency in operations and promotes the development of governance and ethical standards in business dealings with stakeholders across all sectors in the value chain of the Company.
Labor Practice and Human Rights	The Company practices fair, equitable, and unbiased treatment of its workforce, regardless of factors such as ethnicity, religion, gender, language, age, skin color, educational background, covering individuals with disabilities, and various disadvantaged groups. Child labor is strictly prohibited, and the Company vehemently opposes sexual harassment.	Respecting human rights and taking actions to prevent and mitigate the risks of human rights violations throughout the value chain will foster equality and fairness within the Company's value chain.
Supply Chain Management	The Company is mindful of and gives importance to all stakeholders involved in its business operations, considering both direct and indirect impacts. The Company adheres to globally recognized standards in its operational practices (ISO 9001:2015).	Fair competition in the procurement process and continuous monitoring and evaluation of operations, covering economic, social, and environmental aspects. This involves quality assessments of suppliers and adherence to ESG criteria.

Key Issues	Factors Affecting	
	INSET	Stakeholders
Digital Innovation	The Company has established guidelines to promote and support innovation through R&D, aiming to enhance products and services, thereby creating comprehensive value for stakeholders from various perspectives.	The development of innovation and technology that addresses lifestyle needs and fosters a culture of innovation within the organization for employees. This includes fostering a culture of innovation and technology by developing and sharing ideas with suppliers, especially in digital innovation.
Data Privacy and Protection	The Company respects the privacy rights of customers, suppliers, shareholders, employees, and all stakeholders to ensure confidence that their personal information is protected, and their rights are fully secured, aligning with the provisions of the Personal Data Protection Act B.E. 2562 (2019).	Protection of personal data, such as ensuring that employees accessing customer information sign acknowledgment agreements regarding the confidentiality and privacy of customer data
Sustainable Waste Reduction and Disposal	The Company conducts waste separation before disposal, adhering to the principles of Reduce, Reuse, and Recycle (3R). It actively participates in the “Care the Bear” and “Care the Whale” program and integrates these practices into the organization, aligning with the ISO 14001:2015 and ISO 45100:2018 standards.	The Company fosters employee collaboration by discouraging the use of foam, reducing plastic consumption through the utilization of cloth bags and personal glassware. It opts for recyclable decorative materials and minimizes waste by serving appropriate portions during various company organized activities.
Climate Resilience	The Company engages in strategic planning and risk assessment to determine the business direction and set goals that align with environmental considerations.	Implementation efforts are undertaken to reduce greenhouse gas emissions, involving collaborative efforts from all relevant stakeholders across different sectors.

Sustainability Management: Corporate Governance and Economy



Good corporate governance

The Board of Directors of the Company is cognizant of the importance of effective corporate governance to ensure transparency in business operations, enhance competitiveness, and instill confidence among shareholders, investors, and stakeholders. The Company adheres to the criteria of good corporate governance set by the Stock Exchange of Thailand and the regulations of the Securities and Exchange Commission. These standards serve as the basis for fortifying the organization with efficient management systems, fostering transparency in operations, conducting business ethically, establishing various internal control systems, and placing significant emphasis on shareholder interests. The Board of Directors will periodically review and adopt the appropriate practices from the CG Code at least once a year.

Performance results for the year 2025

The company aims to maintain its performance in accordance with good governance principles as follows:

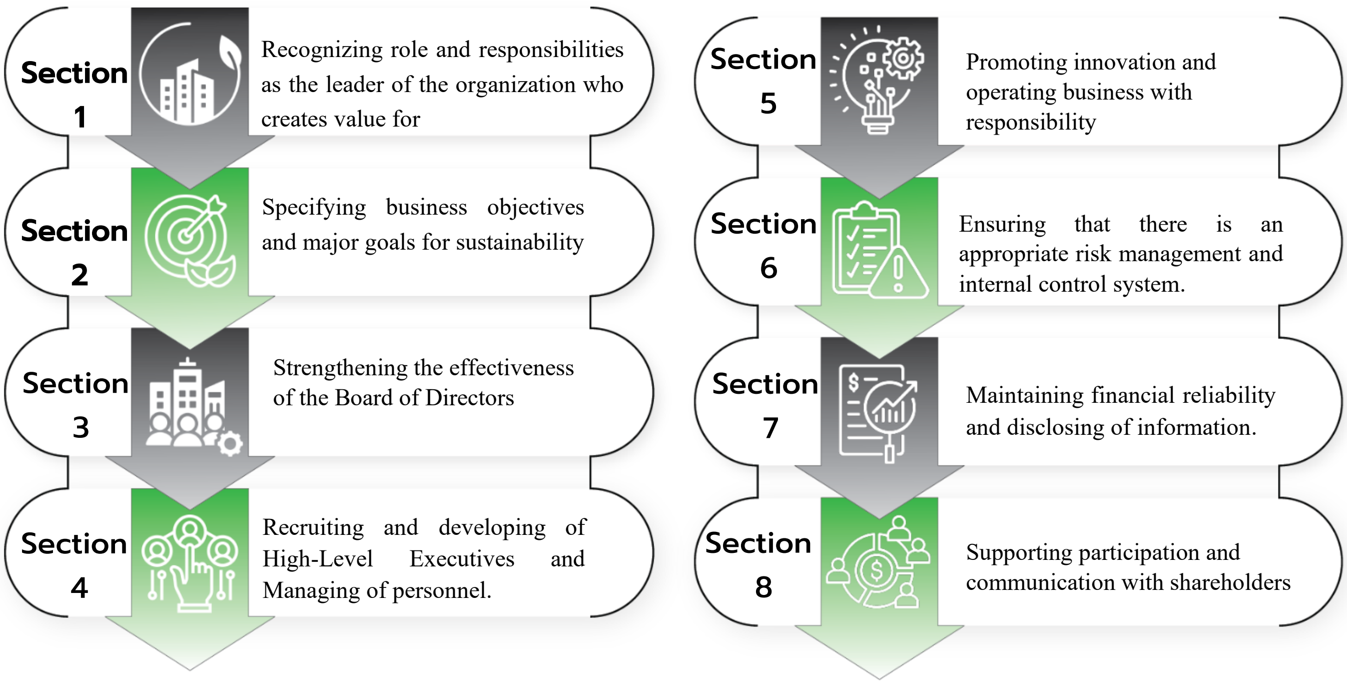
For the year 2025, the Company has received a **"Excellent" (5 stars)** rating in the assessment of corporate governance practices for listed companies. This evaluation was conducted on 844 listed companies, by the Thai Institute of Directors Association in collaboration with the Securities and Exchange Commission and the Stock Exchange of Thailand.

The quality assessment of shareholder meetings for the year 2025, conducted by the Thai Investors Association, has positioned the Company at the "**Excellent, Worthy of Emulation**" level, achieving a perfect score of **100**%.

The Company received the SET ESG Ratings for 2025 at the **A** level (total score 50-64) in the Technology industry group from the Stock Exchange of Thailand, with 265 listed companies that passed the selection process and received the SET ESG Ratings for 2025.

Corporate governance policy

The Board of Directors has considered and reviewed the good governance policy with respect to the 2017 good corporate governance policy for listed company conforming to good corporate governance policy of the Stock Exchange of Thailand and the Securities and Exchange Commission referring to the definition "Corporate Governance" of G20/OECD Principles of Corporate Governance consisting of eight categories which can be described as follows:



Corporate governance policy and good corporate governance practices are disclosed on the website.
www.infraset.co.th under the heading of "Good Corporate Governance"

Section 1 Recognizing role and responsibilities as the leader of the organization who creates value for sustainable business.

- The Board of Directors has set the objectives and goals of the Company, and has defined strategies concerning operational policies, key resources allocation in order to achieve the Company's objectives and goals. The Board of Directors also has monitored, evaluated, and reported the Company performance as well.
- The Board of Directors has established policy regarding operational guidelines for directors, executives and employees which will assist the Company in term of competing with other businesses and achieving good long-term performance, implementing appropriate business policies and practice to the Company, contributing benefit to society and reducing environmental impact. The Company also focuses on a follow-up of the policy implementation as well as provides regular policy reviewing.
- The Board of Directors has had a duty to ensure that directors and executives perform their duties with responsibility and prudence while maintaining their honest to the organization, also overseeing operations in accordance with the laws, regulations and resolutions of the shareholders' meeting for the greatest benefit of the Company.
- The Board of Directors has had an understanding in the scope of their duties and responsibilities and they has clearly set the scope of duties and responsibilities for the managing director and

management of the Company as well as followed up the operations of the managing director and management.

Section 2 Specifying business objectives and major goals for sustainability.

The Board of Directors has specified the vision, mission, and values of the organization. The Board of Directors has also specified strategies, goals and annual operational plan requiring the Company's personnel to comply with so the Company would reach its goals within the specified period and it would promote the sustainability.

Vision: We are Aiming to become a leading company in the DATA CENTER and telecommunications infrastructure business.

Mission: Responding to costumer's needs and wants through the highest quality of service, maximizing shareholder value appropriately as well creating a long-term and sustainable shareholder wealth. Raising business competence by actively pursuing the development of professional and focusing on improving employees' quality of life, meeting the expectation of all stakeholders in business sector by dedicating to doing what is appropriate and reliable for the Stakeholder also committing to conducting business under good corporate governance.

Corporate Values: The Board of Directors, executives and employees are all drive the Company's strengths whilst they are ready to learn and challenge new things, always enjoy working so a strong corporate culture will lead the Company to reach the goal securely.

In addition, the Board of Directors will ensure that objectives and goals as well as the annual operational strategy or plan mentioned above consistent with the achievement of the objectives and main goals of the Company. The Company also has taken into account environmental factors, opportunities and acceptable risks by employing innovation and technology appropriately and safely. Henceforth, the Board of Directors will convey the main objectives and goals of the Company through strategies and plans which will be informed throughout the organization.

Section 3 Strengthening the effectiveness of the Board of Directors.

- The Board of Directors consists of directors with appropriate qualifications beneficial to the Company's operations. There must be at least one out of the 3 of total number of directors have to be an independent director but not less than 3 persons. The number and qualifications of independent directors shall be in accordance with the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. Furthermore, the Board of Directors shall ensure that independent directors are able to work efficiently with all committees and can express opinions independently.
- Details concerning the Board of Directors, qualifications of directors, tenure, authority and responsibility, performance evaluation have been specified in the charter of the various committees of the Company. In addition, the directors' information, number of years in the position and holding positions in other listed companies must be disclosed in the annual report and on the company's website as well.
- The Board of Directors has appointed the Nomination and Remuneration Committee. (Nominating Committee) in order to consider the criteria and methods of recruiting people in order to acquire qualified directors that will contribute to the effectiveness of the Committee. In this regard, the role of the Nominating Committee has already been specified in the charter of the said committee.
- The Board of Directors will oversee and supervise that every director is responsible for performing duties and allocating sufficient time by specifying in the charter and notifying all directors. The Board of Directors will also specify the appropriate number of listed companies

that each director can hold his position as well as determine the number of attendances in the meetings so the directors will perform their duties effectively and efficiently.

- Establishing investment policies and performance evaluation policy regarding the operations of subsidiaries, associate companies and joint ventures.
- Arranging for the performance evaluation of the Board of Directors, sub-committee and individual directors at least once a year.
- Supporting all directors to acquire knowledge, understanding and enhance operational skills regarding roles and responsibilities, nature of business and related laws. Arranging meeting schedule and meeting agenda in advance so the directors can arrange the time and attend the meeting.

In this regard, the Company has appointed the company secretary to perform duties relating to the meeting of the Board of Directors, shareholder meeting, to support the operation of the Board of Directors as well as to coordinate to ensure that all resolutions have been implemented and complied with. The company secretary must have the knowledge and experience necessary and appropriate to support the work of the Board and should obtain continuous training and knowledge development which is beneficial to the performance of duties.

Section 4 Recruiting and developing of High-Level Executives and Managing of personnel.

- The Board of Directors has assigned the Nomination Committee to consider the criteria and methods for recruiting suitable persons for the position of managing director. However, the Board of Directors has specified the qualifications of the managing director, high-level executives, succession plan, with details as according to the policy on recruiting executives to inherit important positions of the Company,
- The Board of Directors will oversee that the remuneration structure and the evaluation of high-level executives have been carried on appropriately by comparing to the duties, responsibilities, and estimated remuneration level among other businesses in the same industry, the company performance as well as performance and capabilities of each high-level executive.
- The Board of Directors will ensure that the structure and shareholder relations are not a barrier to the Board's operation. In the case of a change of director or a new director, the Board will inform new directors of business character and business direction accordingly.
- The Board of Directors will monitor the management and development of personnel regarding the number of personnel, knowledge obtained, skills, experience and appropriate motivation. Besides, the Board of Directors will promote the training and educating for those involved in the corporate governance system of the company such as directors, audit committee, executives and company secretary.

Section 5 Promoting innovation and operating business with responsibility.

The Board of Directors was conscious of the importance and the support of innovations development since it creates business value and contributes to the company's sustainable growth. In the meantime, the Company has created mutual benefits for the Company, customers, business partners or related parties and adhere to its responsibility to society and the environment. The Company also has allocated and efficiently managed resources. The Board of Directors will promote innovation then will monitor and encourage the management to use innovation as part of the operational development strategy and to use it to define business model and thinking methods, improve operational process, manage the information technology management as well as supervise the risk management for the Company will be able to achieve objectives, business strategy and the main goal. In this regard, the guidelines for each group of stakeholders are as follows:

Shareholder: The Company is determined to operate the business to ensure sustainability in order to increase the value of the Company so it will benefit the shareholders with good returns they have expected.

Employees: The Company will ensure that all employees' capabilities will be promoted and developed to their fullest. The Company also has provided fair employment conditions, appropriate compensation and channels for commenting moreover providing good welfare and a good working environment. Last but not least, the processes of hiring, appointing, transferring and considering punishment must be considered based on fairness.

Customers: The Company is committed to providing quality service which will meet the standards required, being punctual, offering a variety of services and abiding strictly by the agreement to meet the needs of customers both short and long term and to build customers confidence and maximum satisfaction in the service.

Business Partners: The Company will respect the rights and treat all partners with equality and fairness also strictly fulfilling the contract or various conditions agreed. In addition, the Company has had guidelines for monitoring and evaluating business partners for sustainable business development.

Creditors: The Company will strictly comply with the terms and conditions of contracts and financial obligations, including repayment of principal, interest, and maintenance of collateral under related contracts, and will not use dishonest methods, conceal information or facts that will cause damage to creditors. In the event that any of the terms and conditions cannot be complied with, creditors must be notified in advance to jointly consider solutions.

Community, society and environment: The Company brings business knowledge and experience to develop projects that can materially benefit the community. For the environmental aspect, the Company will ensure that the Company will not cause a negative impact on the environment.

Competitors: The Company will operate the business openly, transparently and the Company will not initiate an unfair competition or encourage corruption.

Section 6 Ensuring that there is an appropriate risk management and internal control system.

- The Board of Directors has appointed the Audit Committee to oversee and supervise the Board of Directors regarding its operational duty towards the Company. Moreover, the Audit Committee will also provide honest opinions on financial reports, internal control system and risk management so the Company will effectively achieve the objectives desired. Besides, the Audit Committee will provide opportunities for management and auditors to have consultations in order to manage potential risks and for the financial report to be reliable. The scope of duties and responsibilities of the Audit Committee is specified in the Audit Committee Charter.
- The Board of Directors has established a risk management policy and appointed a risk management working group to oversee the company's risk management.The Board of Directors will monitor and resolve the issues concerning the conflicts of interest that may occur among the Company, management department, Board of Directors and shareholders. The Board will assure that there have measures or methods in contemplation of preventing improper use of the property, information and opportunities of the Company as well as dealing with doing transactions improperly with persons who have a relationship with the company. Furthermore, the Board of Directors should establish anti-corruption policies and guidelines subsequently.
- The Company has established the reporting system encourages the disclosure of any potential violations or corruption and the Company also provides employees and third parties with the opportunity to make a report through a dedicated channel, anonymously. Thereafter, the Audit Committee will order the investigation and find a solution (if any) and report to the Board of Directors in the future. Reporting of corruption complaint has been stated in the anti-corruption policy.

Section 7 Maintaining financial reliability and disclosing of information.

- The Board of Directors adhere to the importance to the disclosure of financial information that is accurate, sufficient, timely, by ensuring that there will be sufficient number of personnel involved in the preparation and disclosure of information who have knowledge, ability and are suitable for their responsibilities. Besides, the Board of Directors will ensure that the disclosure of information, financial statements, annual report, Form 56 - 1 and preparation of Management Discussion and Analysis (MD&A) have adequately reflected financial status and performance of the Company.
- The Board of Directors will monitor the adequacy of the company's liquidity and Long-term debt paying ability. In which the management has to regularly report to the Board of Directors and there must be a discussion between the management and the Board of Directors to find a solution in the event that there have business factors indicating liquidity problems.
- In the event that the Company experiences financial problems or is likely to encounter such problem, the Board of Directors will ensure that the Company has a plan, having been considered in consideration of the reasonableness of the afore-mentioned plan, creditors and right of all stakeholders.
- The Board of Directors will prepare a sustainability report as appropriate. By considering the appropriateness of disclosure, legal compliance Code of Conduct Anti Corruption Policy Treatment of Employees and Stakeholders. Including social and environmental responsibility and taking into account a nationally or internationally recognized reporting framework. Which may be disclosed in the annual report Or prepared as a separate book as appropriate.
- The Company has recruited the Investor Relations officers to appropriately, equally and timely communicate with shareholders and other parties. In addition, these officers will be responsible for disseminating of the Company information, financial information and general information of the Company to the shareholders, Securities Analyst, credit rating companies and relevant government agencies through various channels for instance reporting to the Securities and Exchange Commission and The Stock Exchange of Thailand as well as publishing on the Company's website etc.
- The Board of Directors will promote the use of information technology in the dissemination of information. The Board of Directors is also conscious of importance of disclosing information regularly for the shareholders to receive regular news via the Company website. However, the said information has to be kept up to date.

Section 8 Supporting participation and communication with shareholders.

- The Board of Directors will ensure that Shareholders are involved in the decision-making on important matters of the Company so meeting invitations letter along with relevant documents will be sent to them meanwhile having been published on the Company’s website prior to the meeting date according to the period specified by relevant laws or relevant regulations so the shareholders will have time to study the information in advance of the meeting date. The Company will specify the criteria for minority shareholders to propose additional meeting agenda. And nominate a person to be a director.
- The Board of Directors will ensure that the proceedings on the shareholders' meeting proceed with transparency, efficiency and efficiency allowing shareholders to exercise their rights equally so they can freely express their opinions, offer suggestions or asking questions on related agenda at their discretions prior to voting on any agenda and prior to all directors and relevant executives will attend the meeting to answer the questions of the shareholders at the meeting
- The Board of Directors will oversee the disclosure of the resolutions of the meeting and the preparation of the minutes of the shareholders' meeting correctly and completely according to relevant rules and regulations

Shareholder rights

The Board of Directors values and respects the rights of all shareholder groups equally and encourages shareholders to fully exercise their rights, especially fundamental rights such as buying, selling, or transferring shares; sharing in the company's profits; receiving sufficient company information; proposing agenda items; nominating individuals to be directors of the company; participating in shareholder meetings to vote on the appointment or removal of directors; expressing opinions independently at meetings; approving director remuneration; appointing auditors; and matters affecting the company, such as dividend payments, amendments to the memorandum of association and articles of incorporation, capital reduction or increase, as well as approving significant transactions that affect the company's business direction, etc. The company will not engage in any actions that violate or infringe upon the rights of shareholders. The company has established the following policy regarding shareholder rights:

1. Right to Share in Profits:

The company has a policy to pay dividends to shareholders of not less than 40% of net profit after corporate income tax.

2. Right to Information:

• The company discloses important company information completely, accurately, sufficiently, reliably, and in a timely manner, and refrains from any actions that restrict shareholders' opportunities to access company information.

• The company has taken steps to disseminate important information to shareholders and the general public. • In accordance with the legal and regulatory requirements of the Stock Exchange of Thailand, information is disseminated through the Stock Exchange of Thailand's Setlink information dissemination system. For other information, the company discloses it through its website (www.infraset.co.th), which is an easily accessible and convenient channel.

• The company regularly presents its performance results, financial information, and non-financial information to analysts, investors, and shareholders every quarter, and provides opportunities to meet with management to ask questions in order to gain a better understanding of the business and strengthen the relationship between the company and analysts, investors, and shareholders throughout the year, as follows:

Investor Relations Activities 2025	No.
Press Visit	19
Road Show	3
Annual General Meeting of Shareholder 2025	1
Total	**23**

3. Right to Attend Meetings

The Company has a policy to allow all shareholder groups, including institutional shareholders, to fully exercise their rights to attend and vote at meetings, and to refrain from any actions that restrict shareholder opportunities to attend meetings. The following guidelines have been established for the organization and conduct of annual general shareholder meetings:

• The Board of Directors ensures that information regarding the date, time, location, and agenda of the meeting, along with explanations and justifications for each agenda item, is provided in the meeting invitation letter. The meeting venue must also be easily accessible.

• The Board of Directors recognizes and respects the rights of shareholders and will not take any action that violates or infringes upon those rights.

The Board acts to fairly safeguard the interests of shareholders and to support and encourage all shareholder groups, whether domestic or international, major shareholders, minor shareholders, or institutional shareholders, to exercise their rights. These include fundamental shareholder rights, the right to access sufficient and timely information, and the right to attend shareholder meetings to determine the direction of operations and make decisions that have a significant impact on the Company.

The Board of Directors will not add agenda items or change important information without prior notice, especially important agenda items that require shareholders to spend time studying the information before making a decision.

• The Board of Directors will give shareholders the opportunity to propose agenda items, submit questions in advance, and nominate individuals for election as directors of the company before the shareholders' meeting through the company website, by publishing information through the information dissemination system (Setlink) of the Stock Exchange of Thailand.

• During the shareholders' meeting, shareholders have the right to ask questions and express opinions at the meeting regarding the company.

The chairman of the meeting will allocate appropriate time for answering questions and expressing opinions.

• The Board of Directors promotes the use of technology in shareholders' meetings to ensure accuracy, speed, and transparency.

Voting will be conducted on each agenda item. Shareholders have the right to vote separately on each agenda item, and in the agenda item for electing directors, shareholders will vote to elect directors individually.

• The Board of Directors grants shareholders the right to approve the remuneration of the company directors annually, proposing clear policies and

criteria for director remuneration for each committee, considering the duties and responsibilities, revenue and profits of the company, as well as the number of directors, and comparing it with the remuneration of directors in businesses of similar or comparable size in the same industry group.

• The Board of Directors will disclose the resolutions of the 2025 Annual General Meeting of Shareholders to the public, including the voting results.

Each agenda item will be delivered in both Thai and English via the Setlink system of the Stock Exchange of Thailand and published on the company's website on the day of the meeting and after its conclusion.

Furthermore, in 2025, the company has taken steps to organize the Annual General Meeting of Shareholders to allow shareholders to exercise their rights, as follows:

Shareholder Meeting

The Board of Directors has stipulated that an annual general meeting of shareholders shall be held within 4 months of the end of the company's fiscal year. If it is necessary to consider special agendas related to the rights and interests of shareholders, the Board of Directors will convene an extraordinary general meeting of shareholders as needed and appropriate.

The company strictly adheres to the law, along with the best practices outlined in the Thai Investors Association's AGM Checklist. Furthermore, it takes into account the rights of shareholders and treats them equally according to the principles of good corporate governance.

The company held its 2025 Annual General Meeting of Shareholders on April 23, 2025, at 2:00 PM in the main meeting room on the 2nd floor of the company building.

Prior to the Shareholders' Meeting:

• At the Board of Directors meeting No. 1/2025 on February 11, 2025, a resolution was passed to set the date for the 2025 Annual General Meeting of Shareholders.

The Board notified the Stock Exchange of Thailand on the same day, approximately two months in advance, of the resolution, the record date, and the agenda items.

• The Company published the invitation letter for the Annual General Meeting of Shareholders, along with proxy forms A, B, and C, on the Company's website from March 25, 2025, 28 days prior to the meeting. This allowed shareholders time to study the information and submit questions to the Company in advance, as well as to authorize independent directors or other individuals to attend the meeting on their behalf if they could not attend in person. The Company also announced this publication through the Stock Exchange of Thailand's information dissemination system (Setlink) for shareholder awareness.

• The Company provided shareholders with the opportunity to propose agenda items and nominate individuals for consideration as Company directors.

From November 1, 2024 to December 31, 2024, the company announced the guidelines and methods for proposals through its website and notified shareholders through the Stock Exchange of Thailand's information dissemination system (SETlink). However, no shareholders proposed agenda items or nominated individuals for consideration for election as directors.

• The company provided shareholders with the opportunity to submit questions in advance of the meeting to inquire about information related to the agenda items of the 2024 Annual General Meeting of Shareholders or other important information of the company between November 1, 2024 and January 31, 2025. The company clearly defined the guidelines for submitting questions in advance and published them on its website and announced them through the Stock Exchange of Thailand's information dissemination system (SETlink). However, no shareholders submitted questions in advance.

• The company prepared a Thai-language version of the invitation letter for the 2025 Annual General Meeting of Shareholders and supporting documents for Thai shareholders and an English translation for foreign shareholders. The company has assigned Thailand Securities Depository Co., Ltd., the company's securities registrar, to send the invitation letter for the 2025 Annual General Meeting of Shareholders to shareholders via registered mail on March 25, 2025, 28 days prior to the meeting. The invitation letter contains details regarding the meeting, registration procedures, documents and evidence, proxy procedures, proxy forms, and the meeting agenda. Each agenda item will include appropriate supporting information and the board's opinions on the matter. The company will also publish this invitation letter on its website, www.infraset.co.th, between April 1-3, 2025, for three consecutive days prior to the meeting.

• The company facilitates institutional shareholders and custodians in submitting documents to request verification of securities holdings and submitting proxy forms in advance. For institutional shareholders or custodians who authorize an independent director, the company will send a copy of the proxy form with the signature of the authorized independent director back to the shareholder after the shareholders' meeting.

Shareholder Meeting Day

• The Company held its 2025 Annual General Meeting of Shareholders on Wednesday, April 23, 2025, at 2:00 PM at the Grand Meeting Room, 2nd Floor, No. 165/37-39 Ramintra Road, Anusawari Subdistrict, Bang Khen District, Bangkok 10220, which is the location of the Company's head office. The location was convenient for attending the meeting by public transportation, and the meeting time was suitable. A total of 46 shareholders attended the meeting in person and by proxy, representing a total of 377,291,542 shares, or 46.42% of the Company's total issued shares. There were no additional agenda items added to the meeting.

• The Company allowed shareholders to register to attend the meeting up to 2 hours prior to the meeting time, as notified to shareholders in advance in the meeting invitation letter. A barcode system was used for registration and vote counting to ensure accuracy, speed, and precision. Personnel, photocopiers, and stamp duty were provided to facilitate shareholders granting proxies.

• The Company facilitated the participation of shareholders who could not attend the meeting in person, allowing them to attend and exercise their rights.

The shareholder may authorize another person to attend the meeting and vote on their behalf. This includes appointing a specific individual or an independent director to attend and vote on their behalf. If authorizing an independent director, the proxy form must be submitted to the company in advance. For the 2024 Annual General Meeting of Shareholders, the company has nominated five independent directors: Mr. Kampanart Lohacharoenvanich, Mr. Sarun Supaksaran, Ms. Lalita Hongratanawong, Professor Dr. Veerakorn Ongsakul, and General Suwit Jirachananont, as proxies to attend and vote on behalf of shareholders. The information of these independent directors has been attached to the meeting invitation letter sent to shareholders.

- The Board of Directors, the Audit Committee, the Nomination and Remuneration Committee, the Sustainability Committee, the Managing Director, the Chief Financial Officer, and the Auditor convened to answer various questions. At the 2025 Annual General Meeting of Shareholders, 10 out of 10 directors (100%) attended the meeting.
- The Chairman of the Board presided over the meeting, conducting it in accordance with the company's regulations.

At the 2025 Annual General Meeting of Shareholders, the various matters were considered in the order listed in the invitation letter. No additions or amendments to the agenda items were made beyond those specified in the invitation letter.

- The meeting facilitator informed the attendees of the number and proportion of shareholders attending in person and by proxy, and explained the voting method, vote counting method, and barcode processing to the attendees. Shareholders were required to vote in the order of the agenda items.
- The company used ballot papers for all agenda items, and votes were counted at the end of each agenda item. For the agenda item of appointing directors, individual voting was conducted. Furthermore, a representative of shareholders not directly related to the company was invited to verify the vote count for transparency in accordance with good governance principles. For each agenda item, the chairman of the meeting requested shareholders or proxies who disagreed or abstained from voting to sign the ballot, and the officials then collected the ballots. • Shareholders who vote against and abstain will have their votes recorded. Shareholders who vote in favor will sign the voting ballot, and officials will collect all ballots after the meeting concludes.
- The chairman will give shareholders the opportunity to express opinions, suggestions, or ask questions on various agenda items, and will allocate appropriate and equal time for shareholders on each agenda item before voting. The company secretary will record the questions, answers, suggestions, and opinions in the meeting minutes.
- The results of the vote count for each agenda item will be announced to the meeting after the voting on that item is completed.

In cases where the vote count takes longer than usual for any agenda item, the chairman may request the meeting to proceed to the next agenda item first to ensure the meeting continues smoothly. Once the vote count is complete, the meeting facilitator will immediately inform the meeting of the results. The resolution of the meeting on each agenda item will be divided into votes for, against, abstaining, and invalid ballots, without any shareholders objecting or disagreeing with the resolution.

- The company grants shareholders who attend the meeting after the chairman has opened the meeting

the right to vote on agenda items that are under consideration and have not yet been voted on. These votes will be counted towards the quorum from the date of the agenda item they attend. Therefore, there may be unequal numbers of votes cast on each agenda item.

After the Meeting:

- The Company Secretary records the resolutions of the Annual General Meeting of Shareholders and

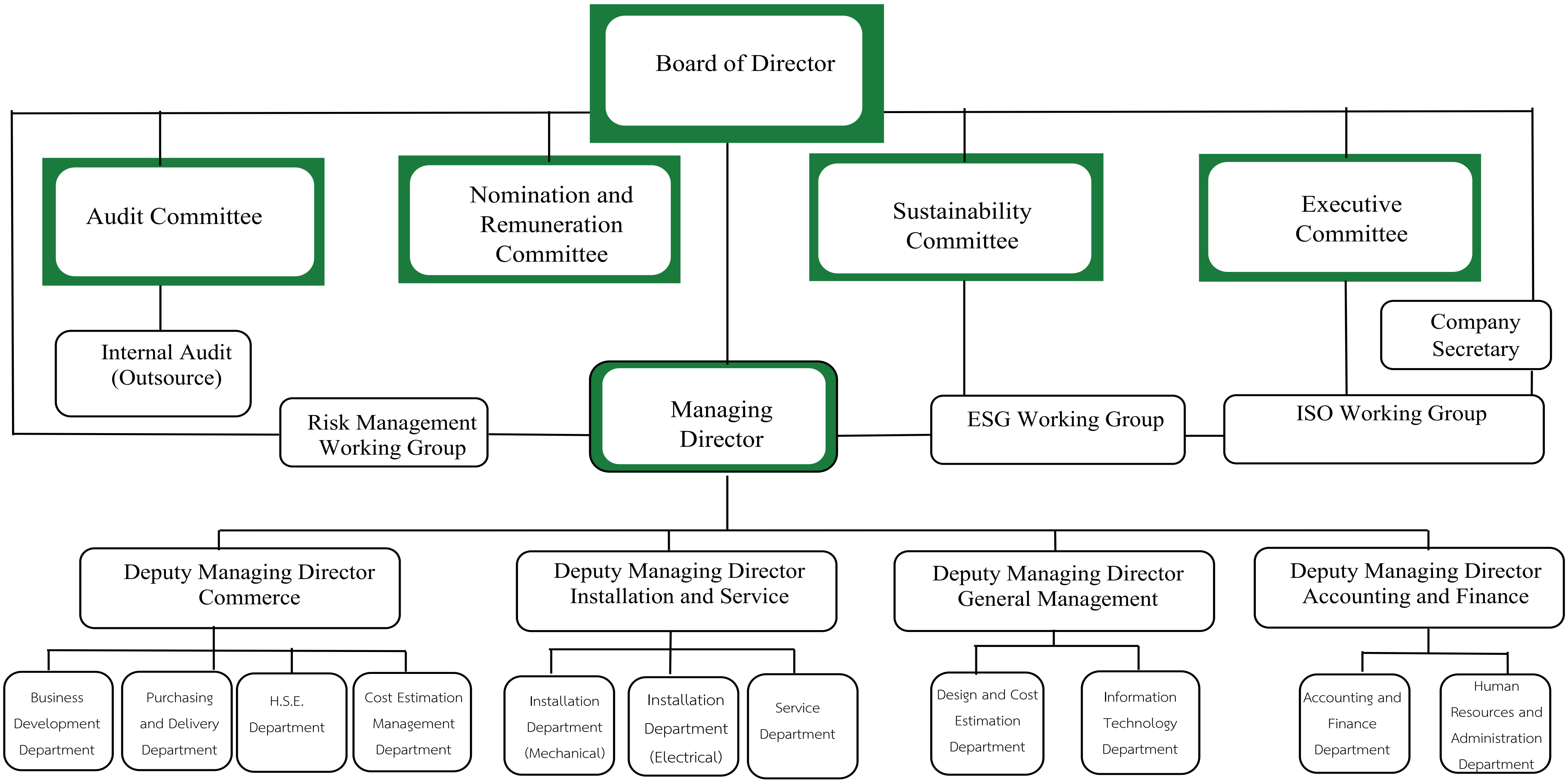
publishes the resolutions and voting results for each agenda item in both Thai and English through the Stock Exchange of Thailand's Information Dissemination System (Setlink) on the day of the meeting and on the company's website on the next business day. The company has a robust voting ballot storage system that shareholders can verify.

- The company arranges for video and photographic recording of the meeting to be available to shareholders who did not attend.
- These recordings are published on the company's website.
- The Company Secretary prepares an accurate Minutes of the Shareholders' Meeting, recording all details and essential information completely.

This includes: the names of directors attending/not attending the meeting; key explanations; voting procedures; questions, answers, or opinions; a summary of the details of each agenda item reflecting the facts of the meeting; and a summary of the votes for each agenda item, broken down as "for," "against," and "abstain," in accordance with the Stock Exchange of Thailand's principles of good corporate governance. The Minutes of the 2025 Annual General Meeting of Shareholders, signed by the Chairman of the Board (who chaired the meeting), will be submitted to the Stock Exchange of Thailand on May 2, 2025, no later than 14 days from the meeting date. The information and video recordings of the shareholders' meeting will also be published on the company's website in both Thai and English, allowing shareholders to access and verify the information without waiting for the next meeting. Furthermore, the documents will be forwarded to the Ministry of Commerce within the timeframe stipulated by law.

Corporate Governance structure and important information about the committee

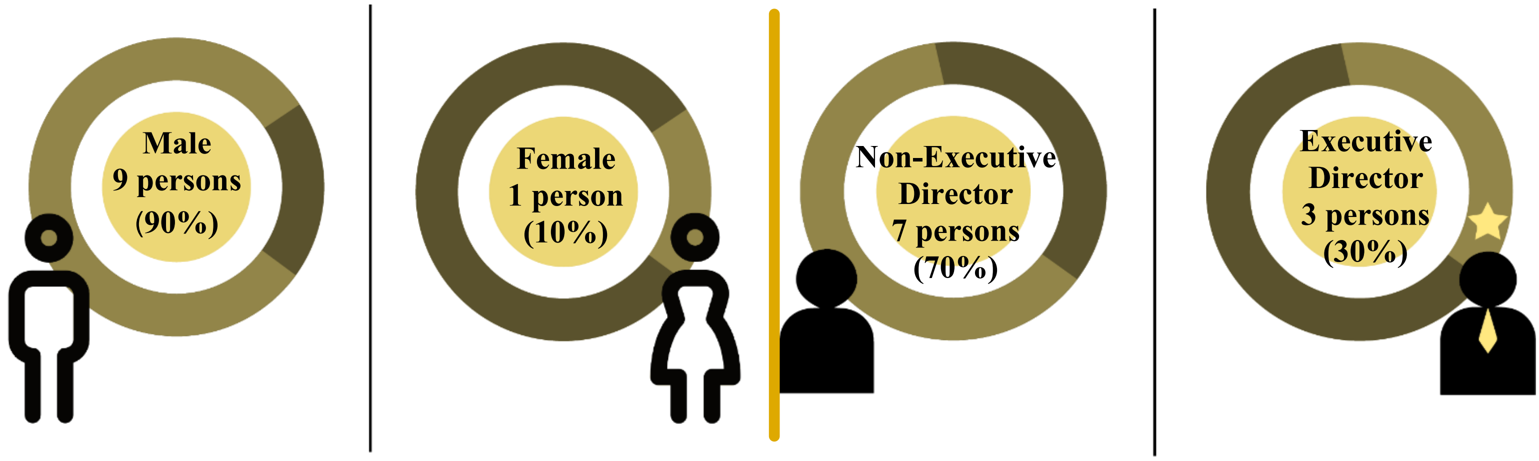
Subcommittees, executives, employees, and others as of December 31,2025



Note: the abbreviation for "H.S.E." stands for Occupational Safety, Health, and Environment Department.

Management Structure of Infraset Public Company Limited

Director 100% (10 persons)



The Board of Directors will establish and review the composition and structure of the committees in terms of size, components, and the proportion of independent directors, which are suitable and necessary for achieving the objectives and main goals of the Company. This can be summarized as follows:

The Board of Directors

The Company has four subcommittees:

1. Audit Committee
2. Nomination and Remuneration Committee
3. Executive Committee
4. Sustainability Committee

The Company has established three working committees:

1. Risk Management Working Group
2. Corporate Governance and Sustainable Development Working Group
3. Quality Management, Environmental, Occupational Health, and Safety Working Group

Board of Directors and Subcommittees Structure

As of December 31, 2025, the management structure of the Company comprises the Board of Directors and four subcommittees, namely the Audit Committee, Executive Committee, Nomination and Remuneration Committee, and Sustainability Committee. The scope of authority and responsibilities for each of these committees is outlined as follows:

Board of Directors

The Board of Directors shall consist of the Chairman, the Managing Director, and other directors, totaling no less than 5 persons. At least half of the directors must reside in the Kingdom of Thailand and possess the qualifications prescribed by law. Furthermore, at least one-third of the total number of directors must be independent, and there must be at least 3 independent directors.

The company's board of directors consists of 10 members as follows:

Name	Position
1. Mr.Kampanart Lohacharoenvanich	Chairman of the Board, Independent Director
2. Mr. Saran Supaksaran	Independent Director
3. Miss Lalita Hongratanawong	Independent Director
4. Mr. Sakboworn Pukkanasut	Director
5. Mr. Metha Chotiapisitkul	Director
6. Mr. Akarawatt Akarasuwannachai	Director
7. Mr.Vichien Jearkjirm	Independent Director
8. Mr. Kasem Techaiya	Director
9. Prof.Dr.Weerakorn Ongsakul	Independent Director
10. General Suwit Jirachananon	Independent Director

* Mr. Vichian Jearkjerm assumed the position of independent director on April 23, 2025.

Miss Warangkana Techaiya holds the position of company secretary.

Independent Director

The independent directors are as follows (6 members):

Name	Position
1. Mr.Kampanart Lohacharoenvanich	Independent Director
2. Mr. Saran Supaksaran	Independent Director
3. Miss Lalita Hongratanawong	Independent Director
4. Mr.Vichien Jearkjirm	Independent Director
5. Prof.Dr.Weerakorn Ongsakul	Independent Director
6. General Suwit Jirachananon	Independent Director

Performance results of the Board of Directors for the year 2025

- Review and approve the operational and financial results for each quarter and the financial statements for the year 2025.
- Review and approve the disclosure of information in the 2025 annual report in the form of the 56-1 One Report.
- Consider and approve the appointment of auditors and determine their remuneration for the year 2025 for purpose to the AGM
- Determine the schedule for the 2025 annual shareholders' meeting

- Consider and approve the distribution of annual dividends and allocating legal reserves

- Consider and acknowledge the performance report of the sub-committee and risk management working group
- Review the results of the internal control assessment for the year 2025.
- Consider and approve the review of policies and charters of sub-committees.
- Review and approve the budget and remuneration of directors for the year 2025.
- Consideration the selection and appointment of committee member and appointment of sub-committees.
- Consider approving related party transactions or conflicts of interest transaction for the year
- Consider participating in the various programs offered by the Stock Exchange of Thailand, including the Treasury Stock program and the Jump+ program.
- Consider approving other matters according to the approval authority schedule.

Authorized Signatories for the Company

Authorized signatories for the Company are Mr. Sakboworn Pukkanasut or Mr. Metha Chotiapisitkul or Mr. Akarawatt Akarasuwannachai. Two-thirds of the directors sign jointly and affix the Company's seal.

Audit Committee

The committee consists of three independent members who are not executives of the Company, as follows:

Name	Position
1. Mr. Saran Supaksaran	Chairman of the Audit Committee
2. Mr. Kampanart Lohacharoenvanich	Audit Committee
3. Miss Lalita Hongratanawong	Audit Committee

Mr. Saran Supaksaran,and Miss Lalita Hongratanawong who possesses expertise and experience in accounting and finance.

Miss Warangkana Techaiya holds the position of Secretary of the Audit Committee.

Performance result of the Audit Committee for the year 2025

- Review and approve the operational and financial results for each quarter and the financial statements for the year 2025
- Consider the appointment of auditors and determine their remuneration for the year 2025
- Consider the appointment and determine the remuneration of internal auditors for the year
- Approve the internal control system adequacy assessment for the year 2025.
- Acknowledge and provide approval for related party transactions or conflicts of interest transaction for the year 2024.
- Review the results of the internal control assessment for the year 2025
- Review of Audit committee charters.
- Hold a private meeting with the auditors, without management present, and report the results to the board of directors once a year.
- Report on the performance over the past year to the company board of directors
- Perform other tasks as assigned by the company's board of directors.

Nomination and Remuneration Committee

The Nomination and Remuneration Committee consists of three directors of the Company, as follows:

Name	Position
1. Miss Lalita Hongratanawong	Chairman of the Nomination and Remuneration Committee
2. Mr. Sakboworn Pukkanasut	The Nomination and Remuneration Committee
3. Mr. Saran Supaksaran	The Nomination and Remuneration Committee

Miss Warangkana Techaiya holds the position of Secretary of the Nomination and Remuneration Committee.

Performance result of Nomination and Remuneration Committee for the year 2025

- Consider and acknowledge the results of granting of rights to shareholders to propose agenda for the Annual General meeting and to nominate individuals for consideration for election as directors in advance.
- Approve the election of new directors to replace those retiring by rotation.
- Approve the remuneration for the directors for the year 2025
- Consider electing executives in the commercial division.
- Review of Nomination and Remuneration Committee charters.
- Review succession plan
- Report on the performance over the past year to the company board of directors
- Perform other tasks as assigned by the company's board of directors.

Sustainability Committee

The Sustainability Committee consists of independent directors accounting for not less than half of all members, as follows:

Name	Position
1. Mr. Kampanart Lohacharoenvanich	Chairman of the Sustainability Committee
2. Mr. Sakboworn Pukkanasut	Sustainability Committee
3. Miss Lalita Hongratanawong	Sustainability Committee

Miss Warangkana Techaiya holds the position of Secretary to the Sustainability Committee.

Performance result of Sustainability Committee for the year 2025

- Review and approve the Sustainability Committee Charter and related policies, including: the Good Governance Policy, the Code of Conduct for the company, directors, executives, and employees, the Conflict of Interest Policy, and the Inside Information Policy.
- Review the disclosure of information in the 2025 Sustainability Report.
- Acknowledge the performance of the Corporate Governance and Sustainable Development Working Group.
- Consider ESG Risk Management and emerging Risk
- Consider the analysis results regarding stakeholder engagement and the materiality matrix.
- Acknowledged the results of the SET ESG Ratings assessment and ranking by the Stock Exchange of Thailand and considered and reviewed the implementation of the criteria of the Corporate Governance Survey Project of Thai Listed Companies and CGR Listed Companies assessed by the Thai Institute of Directors Association (IOD), the assessment of the quality of the annual general meeting of shareholders (AGM Checklist) assessed by the Thai Investors Association, etc.
- Perform other tasks as assigned by the company's board of directors

Executive Committee

The Executive Committee consists of four executive directors, as follows:

Name	Position
7. Mr. Sakboworn Pukkanasut	Chairman of the Executive Committee
8. Mr. Metha Chotiapisitkul	Executive Committee
9. Mr. Akarawatt Akarasuwannachai	Executive Committee
10. Ms. Warangkana Techaiya	Executive Committee
11. *Mr. Witoon Siriakaralarp	Executive Committee

* Mr. Witoon Siriakaralarp assumed the position of Executive Committee on February 11, 2025.

Miss Warangkana Techaiya holds the position of Secretary of the executive committee

Performance result of Executive Committee for the year 2025

- Review the financial statements and quarterly operational results for the year 2025
- Consider the operational plan and budget for the year 2024.
- Review the organizational structure.
- Monitor employee performance to ensure it aligns plans and budget
- Consider, approve, and review the Executive Committee Charter.
- Review and acknowledge the performance of the Quality, Environmental, Occupational Health and Safety Management System Working Group.
- Consider and acknowledge the opinions and suggestions from the workplace welfare committee.
- Perform other tasks as assigned by the company's board of directors.
- Other matters within the scope defined in the company's policies and procedures regarding approval authority.

Management Group

There are five members of Management group as follows:

Name	Position
1. Mr. Sakboworn Pukkanasut	Managing Director
2. Mr. Metha Chotiapisitkul	Deputy Managing Director - General Management
3 Mr. Akarawatt Akarasuwannachai	Deputy Managing Director - Installation and Service
4. Ms. Warangkana Techaiya	Deputy Managing Director - Finance and Accounting
5. *Mr. Witoon Siriakaralarp	Deputy Managing Director - Commerce

* Mr. Witoon Siriakaralarp assumed the position of Executive Committee on February 11, 2025

Remuneration for Directors, Executives and Employee for the Year 2025

The remuneration of the directors will be in line with the duties, responsibilities assigned, and in accordance with the good practices of the Thai Institute of Directors Association. In determining the remuneration of the directors, the Board of Directors has established criteria for setting the remuneration for both the Board of Directors and subcommittees. This involves considering 1) appropriateness based on the Company's performance, 2) comparability with industry and similar-sized businesses, and 3) appropriateness based on the duties and responsibilities of each director.

Monetary compensation for committee members

1. Meeting Allowance

The Company has established meeting allowances for directors (only non-executive directors) as follows:

Board of Directors

- Chairman of the Board meeting allowance 15,000 baht/person/meeting
- Director meeting allowance 12,000 baht/person/meeting

Subcommittee including the Audit Committee, the Nomination and Remuneration Committee, and the Sustainability Committee.

- Subcommittee Chairman meeting allowance: 15,000 baht/person/meeting
- Subcommittee Director meeting allowance: 12,000 baht/person/meeting

Name - Surname	Meeting Allowance Unit: Baht	
	2024	2025
1. Mr. Kampanart Lohacharoenvanich	168,000	168,000
2. Mr. Saran Supaksaran	144,000	144,000
3. Miss Lalita Hongratanawong	159,000	159,000
4. Mr. Sakboworn Pukkanasut	-	-
5. Mr. Metha Chotiapisitkul	-	-
6. Mr. Akarawatt Akarasuwannachai	-	-
7. Mr.Vichien Jearkjirm	72,000	72,000
8. Mr. Kasem Techaiya	72,000	72,000
9. Prof.Dr.Weerakorn Ongsakul	48,000	48,000
10.General Suwit Jirachananon	48,000	48,000
Total	**711,000.00**	**774,000.00**

2. Monthly Remuneration

The Company has determined the monthly remuneration for directors (only non-executive directors)
as follows:

- Chairman of the Board remuneration 8,000 baht/person/month
- Director remuneration 8,000 baht/person/month

Name - Surname	Monthly Remuneration Fee	
	2024	2025
1. Mr. Kampanart Lohacharoenvanich	96,000.00	96,000.00
2. Mr. Saran Supaksaran	96,000.00	96,000.00
3. Miss Lalita Hongratanawong	96,000.00	96,000.00
4. Mr. Sakboworn Pukkanasut	-	-
5. Mr. Metha Chotiapisitkul	-	-
6. Mr. Akarawatt Akarasuwannachai	-	-
7. Mr.Vichien Jearkjirm	96,000.00	96,000.00
8. Mr. Kasem Techaiya	96,000.00	96,000.00
9. Prof.Dr.Weerakorn Ongsakul	66,400.03	96,000.00
10.General Suwit Jirachananon	66,400.03	96,000.00
Total	**612,800.06**	**672,000.00**

3. Director Remuneration

The Annual General Meeting of Shareholders held on April 23, 2025, resolved to approve the payment of a remuneration to the board of directors at 2% of the dividend payment but not exceeding 1 million baht (for the entire board of directors).

Name - Surname	Compensation Fee	
	2024	2025
1. Mr. Kampanart Lohacharoenvanich	200,000.00	156,450.92
2. Mr. Saran Supaksaran	200,000.00	156,450.92
3. Miss Lalita Hongratanawong	200,000.00	156,450.92
4. Mr. Sakboworn Pukkanasut	-	-
5. Mr. Metha Chotiapisitkul	-	-
6. Mr. Akarawatt Akarasuwannachai	-	-
7. Mr.Vichien Jearkjirm	200,000.00	156,450.92
8. Mr. Kasem Techaiya	200,000.00	156,450.92
9. Prof.Dr.Weerakorn Ongsakul	-	108,872.70
10.General Suwit Jirachananon	-	108,872.70
Total	**1,000,000**	**1,000,000**

Executive Remuneration

The Board of Directors has reviewed and approved the salary structure for executives and employees, including other benefits such as bonuses and allowances. This decision is based on the Company's performance and the past work performance of each executive. Furthermore, according to the authority approval regulations, any changes to the salary structure of executives must receive approval from the Board of Directors.

During the 5/2021 Board meeting on November 3, 2021, the Board of Directors passed a resolution approving the current method of determining the remuneration for executives in the Company. It was deemed appropriate for their responsibilities and served as an incentive for the Board and executives to lead the organization in achieving both short-term and long-term goals. These remunerations include salary, bonuses, and other compensations (excluding the remuneration of the Board mentioned earlier) as follow:

Year	No. of Executives (person)	Remuneration (Baht)
2023	4	14,670,275
2024	4	14,839,305
2025	5	17,682,564

Note: The gratuity paid to the Executive Committee as a whole will be calculated at a rate not exceeding 5% of the annual profit distribution, capped at 5 million baht.

Other Remuneration

- **Other remuneration of directors**

  - None -

- **Other remuneration of executives**

  - Provident fund. The Company has provided a provident fund for executives, with the Company contributing 5 percent of the salary. In 2024 fund contribution for 4 executives in the amount of 608,926.80 baht. And in 2025 fund contribution for 5 executives in the amount of 726,893.33 baht.

- **Other remuneration of employees**

  -None-

Employee Remuneration

Monetary Remuneration

The total remuneration for the Company's employees in the years 2023, 2024, and 2025 as follows:

Remuneration	2023	2024	2025
Employees	109	140	191
Salary	43,008,583.10	59,688,902.91	79,936,898.26
Commission / Incentive / Bonus	1,470,052.29	5,441,097.57	5,775,806.00
Contribution to provident fund	2,127,925.56	2,607,342.08	3,432,634.71
Other welfares	7,870,250.55	7,273,361.55	10,240,714.44
Total	**54,476,811.50**	**75,010,704.11**	**99,386,244.41**

Personnel

The number of employees in the Company for the years 2023, 2024, and 2025, categorized by job description, is as follows:

Work Group	Department	Employees (person)		
		2023	2024	2025
1. Management	1.1 Executive Office	4	4	5
	1.2 Secretary	2	3	3
2. Commerce	Sales and Marketing Department			
	2.1 Sales and Marketing	11	3	3
	2.2 Business Development	-	1	1
	2.3 Commerce	-	-	1
3. Project Management	Installation and Service Department			
	3.1 Installation	35	64	94
	3.2 Service	17	22	24
	3.3 Project Coordinator	13	14	16
	3.4 BIM			5
	3.5 Quality Control			2
4. General Management	4.1 Information Technology	3	3	3
	4.2 Design and Estimate	13	11	14
5. Purchase and Transport	5.1 Purchase and Transport	4	4	5
	5.2 Occupational Safety, Health and Environment	2	6	10
	5.3 Sale Support	-	-	
6. Finance and Accounting	6.1 Finance and Accounting	5	4	4
	6.2 Human Resources and Administrative	4	5	6
	Total (Including five executives)	113	144	196
	Total Employee	**109**	**140**	**191**

- None of Labor Dispute -

The attendance of the meeting of the entire Board of Directors year 2025

Name	Number of Meeting Attendance 2025													
	AGM		EGM		Board of Directors		Audit Committee		Nomination & Remuneration Committee		Executive Committee		Sustainability Committee	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Mr.Kampanart Lohacharoenvanich	1	100	-	-	6/6	100	4/4	100	-	-	-	-	2/2	100
Mr.Saran Supaksaran	1	100	-	-	6/6	100	4/4	100	2/2	100	-	-		
Miss Lalita Hongratanawong	1	100	-	-	6/6	100	4/4	100	2/2	100	-	-	2/2	100
Mr.Sakboworn Pukkanasut	1	100	-	-	6/6	100	-	-	2/2	100	6/6	100	2/2	100
Mr.Metha Chotiapisitkul	1	100	-	-	6/6	100	-	-	-	-	6/6	100		
Mr.Akarawatt Akarasuwannachai	1	100	-	-	6/6	100	-	-	-	-	6/6	100		
Mr.Vichien Jearkjirm	1	100	-	-	6/6	100	-	-	-	-	-	-		
Mr.Kasen Techaiya	1	100	-	-	5/6	98	-	-	-	-	-	-		
Prof.Dr.Weerakorn Ongsakul	1	100	-	-	6/6	100								
General Suwit Jirachananont	1	100	-	-	6/6	100								
Miss Warangkana Techaiya	1	100	-	-	-	-	-	-	-	-	6/6	100		
***Mr. Witoon Siriakaralarp**	-	-	-	-	-	-	-	-	-	-	5/5	100		

Note : * Date of Appointment as a member of Executive Committee : February 11, 2025

Meetings of non-executive directors

The Audit Committee convened meetings specifically with the external auditors, without the management present, to discuss information of materiality and INSET's internal control systems related to accountancy and financial reporting and other relevant matters, including obstacles to their operation. The Audit Committee found that the auditors were given full cooperation from the management and provided with operational independence. In addition, the external auditors were knowledgeable and possessed experience and expertise commensurate with their duties as auditors.

In the year 2025, the company held 1 meeting and reported to the company board for their information.

Performance evaluation of the Board of Directors, Sub-Committees

The Company has provided an evaluation of the performance of the Board of Directors and sub-committees one time a year in contemplation of evaluating the performance effectiveness of the Committees which have been performing according to guidelines on good corporate governance besides, assisting the Committees to review the work issues and obstacles during the past year whilst utilizing the evaluation results to improve the Committees' performance. There has the criteria for evaluating the Board of Directors in term of the committee and individual which covers six topics including structure and qualifications of the Committees, roles, duties and responsibilities of the Committees, the Committees’ meetings, duties of members of the Committees, relationship with the management department and self-development of directors and executive development.

1. Structure and features of the board
2. Roles, Duties and Responsibilities of the Board of Directors
3. Board meetings
4. Director's Duties
5. Management Relationship
6. Self-development of directors and executive development

Thereafter, the Company secretary will submit the Risk Management Working Group the performance evaluation report of the committees including the Board of Directors, the Audit Committee, the Nomination and Remuneration Committee in order to evaluate the performance of the entire committees and individual committee. The performance evaluation of the Board of Directors and sub-committees can be summarized as follows:

Evaluate the performance of the entire Board of Directors.

Board of Directors / Sub - Committees	Year 2025 Performance Evaluation of the Board (%)
The Board of Directors	98
The Audit Committee	100
The Nomination and Remuneration Committee	99
The Executive Committee	97
The Sustainability Committee	98
Managing Director	100

Evaluation of the performance of individual directors

Board of Directors / Sub - Committees	Year 2025 Performance Evaluation of Individual Directors (%)
The Board of Directors	99
The Audit Committee	99
The Nomination and Remuneration Committee	100
The Executive Committee	99
The Sustainability Committee	99

Performance evaluation of the Managing Directors

The Company arranges the performance evaluation to the Managing Directors to evaluate the performance in the past year on their leadership, set up and implementation of strategy, planning and financial performance, relationship with the Board of Directors, outsiders, and employees, operational management and relationship with other personnel, succession plan, knowledge on product and service, risk management and internal control, corporate governance and business ethics, personal characteristics based on the assessment guideline provided by the Stock Exchange of Thailand.

The Nomination and Remuneration Committee is the evaluator and the results of the assessment will be considered to determine the appropriate remuneration to Managing Directors.
Results of the evaluation for the year 2025, The performance evaluation of the Managing Directors at 100% in the "**Excellent**" category.

Charter of the Board of Directors and various sub-committees

Company Board Charter

Audit Committee Charter

Nomination and Remuneration Committee Charter

Sustainability Committee Charter

Executive Committee Charter

Director Development Plan

The Company encouraged all directors to attend the training courses as recommended by the Securities and Exchange Commission. The Board of Directors of the Company is organized by the Thai Institute of Directors (IOD) such as the Directors Accreditation Program (DAP), the Directors Certification Program (DCP), the Audit Committee Program (ACP), most of the company's directors the course has already passed. In addition, training is encouraged to educate the directors, Audit Committee, Executive Committee and Company Secretary. The company secretary will be responsible for informing the interesting training program to all directors if a new director is appointed. The director shall be briefed on the nature and business conduct of the Company from the Chairman.

The Company also encourages the Company Secretary and the Secretary of the Audit Committee to attend various training courses and listen / talk about relevant / consistent with the situation and is beneficial to the operation, organized by the Securities and Exchange Commission, Thai Listed Companies Association and other agencies.

During the year 2025, the company directors and company secretary underwent various training courses to enhance their knowledge in related work, as follows:

Director's Name	Position	Course's Name
Mr.Kasem Techaiya	Director	Director's Guide to Legal Obligations and Duties (DLD) 6/2025
Mr.Kampanart Lohacharoenvanich	Chairman of the board/Audit Committee/Chairman of sustainability committee	The Evolving Role of Audit Committee in Fostering Trust and Transparency
Mr. Saran Suphaksaran	Director/Chairman of Audit Committee/Nomination and Remuneration Committee	The Evolving Role of Audit Committee in Fostering Trust and Transparency
Ms.Lalita Hongratanawong	Director/ Chairman of Nomination and Remuneration Committee/ Audit Committee/ Sustainability Committee	Advanced Executive Program on Administration Governance and Development of Broadcasting, Television, and Telecommunications, (Gen 2)
Prof. Dr. Weerakorn Ongsakul	Independent Director	-Role of the Chairman Program (RCP) 61/2025 -Advanced Audit Committee (AACP) 57/2025 -The Board's Role in Climate Governance (BCG) 5/2025
Ms.Warangkana Techaiya	Company Secretary/ Executive Committee /Deputy Managing Director Accounting and Finance	The Advanced Strategic Finance Program for C-Suit (ASP)
Mr.Witoon Siriakkalarp	Executive Committee /Deputy Managing Director Commerce	-Thammasat Executive Program for Society (Thammasat 24) - Advanced Executive Program on Administration Governance and Development of Broadcasting, Television, and Telecommunications, (Gen 1)

New director orientation

Board of Directors orientation for all new directors to prepare to perform duties and acknowledge the role Responsibilities of directors, create knowledge and understanding in the overall business and various operations of the company, investment structure, organizational structure, guidelines for the practice of corporate governance, social and environmental responsibility, rules, regulations, business ethics policy of the company as well as compensation, benefits and various welfare.

Succession Plan

Revise No.1

Nomination and Appointment of Directors and High-Level Executives

The Company has had personnel preparation/professional development policies in favor of preventing shortage of personnel in important positions in the organization in the future. The succession plan has been established for continuity of the work and organizational management. The succession plan initiating with the Management Level in furtherance of preparing the manpower and potential personnel being capable of efficiently taking important positions of the organization, meeting the objectives and supporting the sustainable growth of the Company.

Recruitment and Appointment of Directors

The Nomination and Remuneration Committee will select and nominate suitable individuals for various positions, including directors, committee members in sub-committees thereafter proposing to the Board of Directors.

Definition and qualifications of independent directors.

Independent director means a director who can express opinions and perform duties independently, and who possesses the qualifications set by the Company and in accordance with the criteria of the Capital Market Supervisory Board and/or the Securities and Exchange Commission, as follows:

1. Holds no more than 1 percent of the total voting shares of the Company, its subsidiaries, associated companies, or any legal entity that may have a conflict of interest. This includes the shareholdings of related persons of that independent director.

2. Is not, and has not been, a director involved in management, an employee, a salaried consultant, or a controlling person of the Company, its subsidiaries, associated companies, or any legal entity that may have a conflict of interest, unless such characteristics have ceased to exist for at least 2 years prior to appointment.

3. Is not a person with a blood relationship or a legally registered relationship as a father, mother, spouse, sibling, or child, including the spouse of a child, of an executive, major shareholder, controlling person, or person to be nominated as an executive or controlling person of the Company or its subsidiaries.

4. Does not have or has not had a business relationship with the Company, its subsidiaries, associated companies, or any legal entity that may have a conflict of interest in a manner that may hinder their independent judgment, and is not, and has not been, a major shareholder, a director who is not an independent director, or an executive of a person with a business relationship with the Company, its subsidiaries, associated companies, or any legal entity that may have a conflict of interest. Unless they have ceased to have such characteristics for at least 2 years prior to appointment.

5. Is not, and has never been, an auditor of the Company, its subsidiaries, associated companies, or any legal entity that may have a conflict of interest, and is not a major shareholder, a director who is not an independent director, an executive, or a managing partner of an auditing firm to which the auditors of the Company, its subsidiaries, associated companies, or any legal entity that may have a conflict of interest belong, unless they have ceased to have such characteristics for at least 2 years prior to appointment.

6. Is not, and has never been, a provider of any professional services, including legal or financial advisory services, who has received fees exceeding two million baht per year from the Company, its subsidiaries, associated companies, or any legal entity that may have a conflict of interest. In the case where the professional service provider is a legal entity, this also includes being a major shareholder, a director who is not an independent director, an executive, or a managing partner of that professional service provider, unless they have ceased to have such characteristics for at least 2 years prior to appointment.

7. Is not a director appointed as a representative of the Company's directors, a major shareholder, or a shareholder who is related to the Company's major shareholders.

8. Does not engage in business of the same nature and in competition with the Company's or its subsidiaries' business, or is not a partner in a partnership, or a director involved in management, an employee, a salaried consultant, or holds more than 1 percent of the total voting shares of another company. 8. Which operates businesses of a similar nature and compete with the business of the Company or its subsidiaries.

9. There are no other characteristics that would prevent the company from providing an independent opinion on its operations.

Company Secretary

In accordance with the principles of good corporate governance, at the Board of Directors meeting No. 1/2019 on March 22, 2019, the Board of Directors resolved to appoint Ms. Warangkana Techaiya as Company Secretary to assist in overseeing the activities of the Board of Directors in managing the company's affairs in a correct, transparent, and efficient manner. The duties and responsibilities of the Company Secretary are as follows:

1. Inform relevant management of the resolutions and policies of the Board of Directors and shareholders, and provide initial advice and recommendations to the Board of Directors in accordance with the Company's procedures, policies, bylaws, and best practices in corporate governance.

2. Prepare and maintain the following documents:

   (a) Directors Registration

   (b) Notices of Board meetings, minutes of Board meetings, and the Company's annual report

   (c) Notices of shareholder meetings and minutes of shareholder meetings

3. Ensure that Board directors and management prepare reports on their own and related parties' conflicts of interest as required by law, and maintain such reports, including sending copies to the Chairman of the Board and the Chairman of the Audit Committee.

4. Conduct shareholder meetings, Board of Directors meetings, and meetings of various sub-committees in accordance with the law, Company's bylaws, the charters of each committee, and best practices, including recording meeting minutes and following up on the implementation of meeting resolutions.

5. Oversee the disclosure of information and reporting of information within their area of responsibility to the relevant authorities.

6. Contact and communicate with the general public shareholders to inform them of their rights.

7. Oversee the affairs of the Board of Directors and act as a liaison between the Board and management, providing directors with information and news on issues related to the Company's business, including reporting significant changes to directors.

8. Arrange for performance evaluations of the Board of Directors and all sub-committees, including individual self-evaluations. and report the results of the assessment to the company's board of directors.

9. Carry out any other actions to comply with the regulations announced by the Securities and Exchange Commission, the Securities and Exchange Act, and other relevant laws and regulations.

10. Carry out any other actions assigned by the company's board of directors.

Skill Matrix and Diversity of the Board of Director and Executive as of 31st December 2025

2

Name of Director	Diversity		Board								Skill, experience and expertise					Director's Program (Organized by the Thai Institute of Directors Association (IOD)								
			Board of Directors				Sub-Committees									Compulsory		Optional						
																Basic		Continuous development for directors	Continuous development for sup-committee					
																DAP	DCP	FSD	AACP	BNCP	SBM	DLD	RCP	BCG
	Sex	Age	Non- Executive	Executive	Independent Directors	Audit Committee	Nomination and Remuneration Committee	Executive Committee	Sustainability Committee	Business/ Management	Accounting/ Finance	Engineering	Economics	Good corporate governance	Information Technology in Business	Director Accreditation Program	Director Certification Program	Financial Statements for Directors	Advanced Audit Committee Program	Borad Nomination and Compensation Program	Strategic Board Master Class	Director's Guide to Legal Obligations and Duties	Role of the Chairman Program	The Board's Role in Climate Governance
1. Mr. Kampanart Lohacharoenvanich	M	75	/		/	/			/		/		/	/		/	/							
2. Mr. Saran Supaksaran	M	51	/		/	/	/				/			/		/			/	/				
3. Miss Lalita Hongratanawong	F	47	/		/	/	/		/		/			/	/	/	/		/	/	/			
4. Mr. Sakboworn Pukkanasut	M	50		/			/	/	/			/		/		/	/	/						
5. Mr. Metha Chotiapisitkul	M	46		/				/		/		/	/	/		/								
6. Mr. Akarawatt Akarasuwannachai	M	45		/				/				/		/		/								
7. Mr.Vichien Jearkjirm	M	72	/								/		/	/		/	/							
8. Mr. Kasem Techaiya	M	49	/							/				/		/	/							
9. Prof.Dr.Weerakorn Ongsakul	M	57	/		/							/		/		/	/		/				/	/
10. Gen. Suwit Jirachananon	M	62	/		/					/	/			/		/								
11. Miss Warangkana Techaiya	F	46						/		/	/			/		/								
12. Mr.Witoon Siriakaralarp	M	46						/				/		/										

Business ethics

Fair business operation

The Company has had a business approach with regard to equality, fairness, without taking any advantage. Moreover, the Company has operated business with honesty, integrity and transparency. The Company does not act in a way that would be unthinkable for professionals so being honesty in business means the Company will not tolerate any benefit that is up against a code of ethics. The Company shall not demand, receive or offer any benefits in bad faith in trading with business partners. The Company will adhere to the fair competition rules which induces fair returns for both parties with consideration to the rights of all stakeholders whether he/she is internal stakeholders namely employees and executives of the Company or external stakeholders, shareholder, customers, creditors, government agencies, and other relevant agencies, as well as communities, society and the environment which not only complying with the law but also refraining from any actions that violate / deprive the rights of those interested parties.

2025, there were no cases of business ethics violation.

Code of Conduct and Business Ethics of the Company

INSET believes that the Code of Conduct and Business Ethics are essential foundations for enhancing and raise good corporate governance and is the cornerstone of stability and sustainable growth. In addition, it is something that will support the Company to achieve its intended objectives. Therefore, the Company promotes business operations and performance of duties of the Company's stakeholders to be in accordance with this Code of Conduct and Ethics.

1. Honesty
2. Compliance with Laws & Regulation
3. Use of knowledge, competence& expertise, care & attention
4. Good management and effective and tight internal control
5. Standards set for entrepreneurs
6. Treatment of various stakeholders
7. Supervision of Conflict of Interest
8. Customer Confidentiality
9. Communicating information about products or service to customer
10. Providing advice or acting on behalf of the customer
11. Maintaining a good relationship with the authorities
12. Records and Reporting
13. Service and Perfomance
14. Accepting gifts or incentives from customers or others
15. Maintaining a good reputation
16. Rights of person and external activities

Measures to prevent violations of business ethics

The company provides annual training and testing on the code of business ethics for the company, its directors, executives, and employees. The objective is to ensure employees understand, are aware of, and can appropriately adhere to the code of business ethics.

By 2025, 100% of employees passed the test.

Code of Conduct and Business Ethics of the Company

(full version)

Code of Conduct and Business Ethics of the Director Executive and Employee

Anti-Corruption Policy

Anti-Corruption

The Company adhere to operates business with transparency and accuracy by encouraging employees to work with honesty thus the Company does not encourage building success from corruption. The Company has implemented the specific procedures for deterring, detecting, and dealing with incidents of misconduct or corruption, the procedure also will assist in check and balance of power process in order to prevent corruption. The Company has declared its Anti-Corruption Policy and the operation methods to prevent the involvement with the corruption and then has disclosed the Company Good Corporate Governance Guide and business ethics to communicate with directors, executives and employees with all processes are within the scope of the law. There also has the reporting system encourages the disclosure of any potential violations or corruption and the Company also provides employees and third parties with the opportunity to make a report through a dedicated channel, anonymously in order to ensure the appropriate safeguarding of reporting persons or those who cooperate in reporting corruption.

As of December 2025, the company has announced its intention to join the Collective Action Against Corruption (CAC) in Thailand to contribute to efforts in addressing corruption within the Thai private sector.

In 2025, there were no cases of complaints and corruption case

CAC DECLARED

Whistle blower for Stakeholders

Whistle Blower Policy

In accordance with its whistleblowing and complaints policy, the company encourages and supports the participation of all stakeholders in providing suggestions and opinions. These suggestions and opinions will be collected and reviewed before being presented to management, including the Board of Directors, for further consideration.

The company promote stakeholders to suggest and complain about the product, service, fraud and corruption in order to propose to the Management and the Board. The channel provided are as followings:

Besides, the company provides the channel for stakeholders both external stakeholders and employee for complain and inform about fraud and corruption at

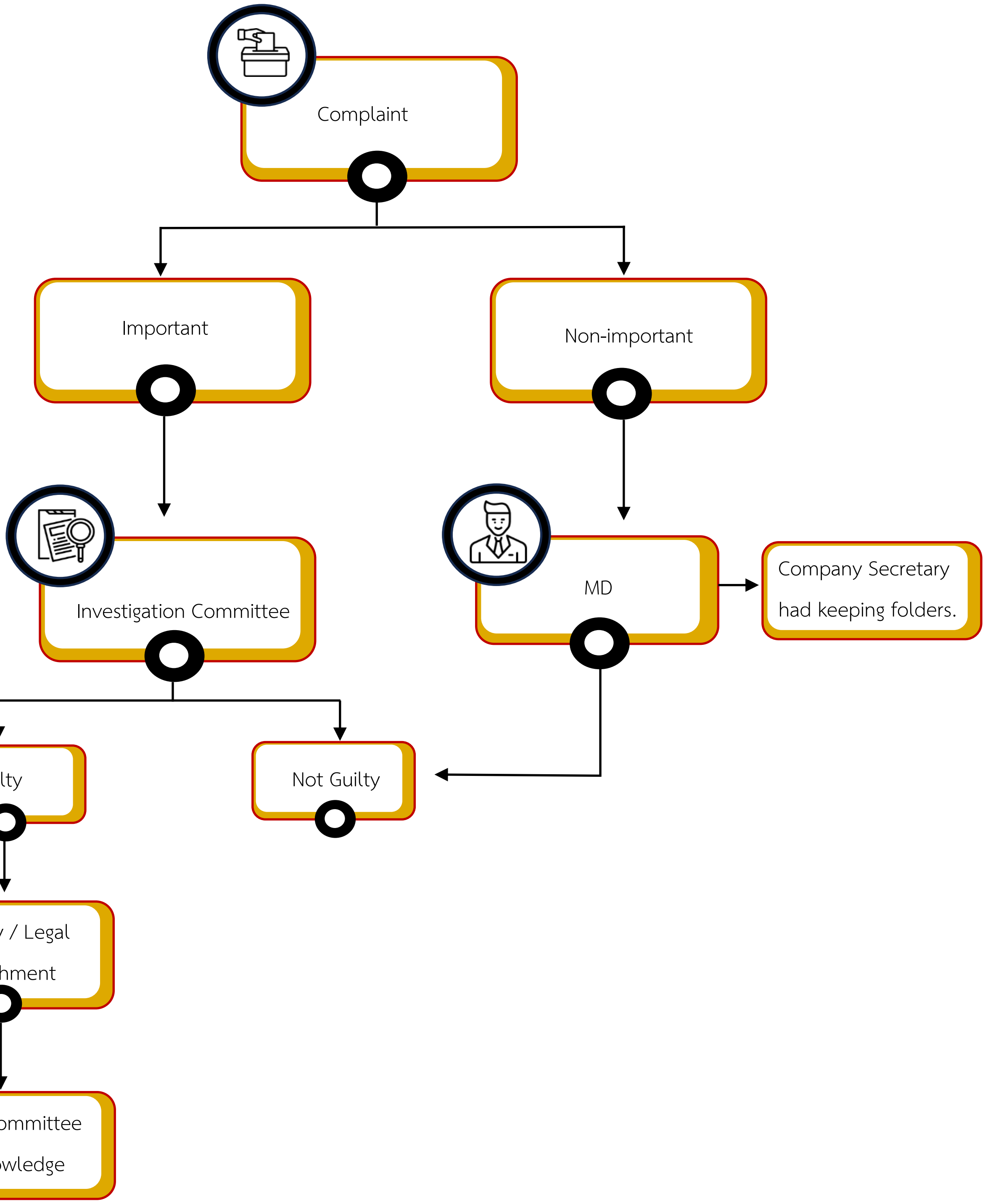
Mail:	**Board of Directors or Chairman of the Audit Committee Infraset Public Company Limited** 165/37-39 Ram Intra Road, Anusawari, Bang Khen, Bangkok 10220			
Email:	ifssec@infraset.co.th			
Company website:	https://www.infraset.co.th			
Telephone	Investor Relation	**0 2092 7444 Ext 104**	**Email**	**ir@infraset.co.th**
	Independent Director	**0 2092 7444**	**Email**	**ifssec@infraset.co.th**
	Company Secretary	**0 2092 7444 Ext 901**	**Email**	**companysecretary@infraset.co.th**

The company has appointed an investigation and fact-finding committee to handle complaints and consider disciplinary action in accordance with fair and confidential policies and procedures. Measures are also in place to protect whistleblowers from potential harm. Furthermore, the company secretary will be responsible for coordinating, receiving, forwarding, compiling, and monitoring the investigation results of all whistleblower and complaint reporting channels.

Complainant or Whistleblower Protection and Confidentiality

- The Company will keep information and details of whistleblowers or complainants, and the person being complained as a secret or it may be revealed only to those involved in the investigation, or persons involved in a limited circle. In this regard, for any disclosure of information, the Company will consider the case carefully, taking into account the safety and damage of the whistleblowers or the complainants, sources of information, or related persons.
- The Company will appoint an investigation committee in order to jointly consider whistleblowing and complaints in detail with prudence, and fairness to all parties.
- If the complainants or those who cooperate in the investigation deem that they may be unsafe or may suffer damage, they can request the management or the investigation committee to prescribe appropriate protection measures.

Procedures for receiving complaints.



Supply chain management

The company recognizes and values all stakeholders involved in its business operations and their direct and indirect impacts. The company has established internationally recognized operating standards (ISO 9001:2015) to meet customer needs with quality services, selected from an Approved Vendor List that adheres to the company's established operational standards. This is coupled with managing potential environmental, social, safety, and occupational health impacts (ISO 140001:2015 and ISO 45001:2018) that may arise from project implementation, as well as fostering business partnerships to enhance competitiveness, create sustainable growth, and deliver returns to shareholders.

Suppliers and Contractual Partners

- The Company has established a Supplier Code of Conduct and procurement policy that stipulate suppliers must operate comprehensively covering environmental, social, and corporate governmental issues.
- The Company is committed to sourcing products and providing services of standardized quality based on the Fair Trade principle. There are criteria for evaluating and selecting suppliers and contractual partners, as outlined in the AVL. Suitable contract templates are developed, and a management and monitoring system is in place to ensure compliance with contract conditions, prevent corruption, and mitigate misconduct at every stage of the procurement process. In cases where compliance is not feasible, negotiations with suppliers must be initiated in advance to collaboratively find solutions and prevent damages. Payments to suppliers and contractual partners are made on time, adhering to the agreed-upon payment terms.
- The Company is dedicated to developing and maintaining sustainable relationships with suppliers and contractual partners who have clear objectives regarding the quality of products or services that align with the value for money, technical quality, and mutual trust. Onsite ESG Audit assessments are conducted.
- Employees are prohibited from soliciting or accepting any benefits that are not fair or are for personal gain from suppliers and contractual partners.
- Organize various activities with business partners and suppliers, such as training sessions, etc.

Target for 2025 and 2026.

This includes 40% of business partners who passed the ESG Onsite Audit and 80% who acknowledged and signed up to comply with the procurement policy and Supplier Code of Conduct.

Tier of Suppliers in 2025	Number (Companies)	Purchase Ratio %
Critical Tier 1 Suppliers	15	80 %
Non-Critical Supplier	396	20 %
Supplier ESG Risk Assessment	73	39.25 %
Percentage of new suppliers of the Company passing the screening for sustainability issues	10	0.25 %
Percentage of key suppliers who have signed up to comply with the Supplier Code of Conduct	11	31.5 %

In 2025, no high-risk factors were identified from the ESG Risk assessment of suppliers/business partners.

The company prioritizes and focuses on developing its business partners for sustainable growth, by using a sustainable supply chain management framework as a guideline in its interactions with partners, as follows:

Develop a sustainable procurement guideline that includes a code of conduct for suppliers, covering environmental, social, and corporate governance (ESG) aspects, and encourage all suppliers to adhere to these guidelines.

The procedures for procurement, selection, and evaluation of vendors/contractors according to ISO 9001:2015 are as follows:

1. Vendor/Contractor Selection:
   Compare prices from 3 vendors.

2. Evaluation and selection
   Approve Vendor List (AVL)
   Acknowledge the company procurement policy and Business code of conduct and Supplier Code of Conduct

3. Procurement Procedures:
   Issue Purchase Requisitions (PR) and Purchase Orders (PO) in the SAP B1 system.

4. Safety Control of Procurement:

5. Procurement Monitoring

6. Annual Vendor/Contractor Evaluation (ESG Onsite Visit)
   If fails to meet the evaluation criteria on three times in a row, the company may cancel the listing and remove them from the seller registry.

7. ESG Onsite Visit
   Based on the annual random plan.

Supply Chain Risk Analysis Process

Criteria for analyzing and categorizing key suppliers

1. Critical Tier 1 Suppliers:

- Suppliers who provide materials, goods, and services crucial to the Company's business processes.
- Suppliers with a combined trading value accounting for no less than 80%.
- Suppliers capable of sourcing products and services that are difficult to find.

2. Non-Critical Suppliers:

- Products or services readily available in the general market.
- Suppliers with a combined trading value accounting for less than 20%.

Suppliers ESG Risk Assessment

- Identify economic impact.
- Identify environment impacts
- Identify social and service impact

Risk Mitigation Measures

- Establish a plan for onsite visits to suppliers.
- Internal Audit
- Implement corrective and preventive actions
- Monitor and evaluate supplier performance.

Supplier Code of Conduct

Supplier Code of Conduct

The Company has developed and published the Supplier Code of Conduct to articulate the business practices expected from every supplier intending to engage in business with the Company. This is to ensure ethical business conduct, compliance with laws, respect for human rights, fair treatment of labor, adherence to safety standards, occupational health practices, and environmental conservation. Furthermore, it includes monitoring and ensuring compliance with the Supplier Code of Conduct as appropriate.

Principles

1. **Business Ethics**

Honesty, Integrity, and Fairness

Conflict of Interest

Anti-corruption Measures

Suppliers must cooperate with the Company in combating corruption in all forms. They must not undertake any actions that involve demands for action or accept actions falling within the scope of corporate corruption. Suppliers shall not offer, promise, or provide money, items, or special privileges, directly or indirectly, to directors, executives, and employees of the Company, with the aim of obtaining business benefits or advantages.

The Company also aims for suppliers to establish measures or guidelines to prevent their employees or staff from being involved in corporate corruption. Suppliers are expected to cooperate in adhering to the Company's anti-corruption policy, which is publicly available on the website www.infraset.co.th.

Intellectual Property Right

Confidentiality

2. **Human Rights and Labor**

Fair Treatment of Labor

The Company practices equal and fair treatment toward the employees or workers of its suppliers without discrimination or hindrance based on differences in race, ethnicity, gender, age, skin color, religion, place of origin, marital status, expression of thoughts, physical condition, or social status.

Labor Protection

- Suppliers must not employ child labor below the legal age limit. In the event that child labor is utilized, suppliers must ensure the protection and compliance with the laws regarding the use of child labor. Female employees should not be engaged in work that may pose risks to their health and safety. Pregnant employees must receive protection and benefits as stipulated by law.
- Suppliers must refrain from hiring labor in violation of the law. If employing foreign labor, proper authorization and registration for government employment must be undertaken in accordance with legal requirements.
- Suppliers must treat labor in accordance with the law. No actions of coercion, intimidation, threats, or confinement of labor are permitted in any form. They must not engage in or support any actions toward labor that fall within the scope of forced labor or human trafficking.
- Termination of employment should not occur without just cause, and termination must follow the legal processes as stipulated by labor laws or other relevant regulations.
- Suppliers must provide proper working hours, overtime work, and leave days as mandated by labor laws. In cases of overtime or work on holidays, such arrangements must be voluntary on the part of the employees.

Wages and Benefits

Payment of wages, overtime pay, and holiday work pay that employees are entitled to under the law must be provided to employees or their staff correctly, fairly, and proportionately to the nature of the work and working hours. The wage rate must not be lower than the rate prescribed by law. Payment should be made promptly as scheduled, including providing the benefits that employees are entitled to under the law.

3. Safety and Occupational Health

4. Environmental Management and Sustainable Development

- Perform duties in accordance with and comply with relevant environmental laws or regulations, as well as laws and regulations related to public health and safety.
- Conduct business with consideration for the impact on the community, society, and the environment resulting from its operations, and ensure control measures are in place to manage environmental impacts that may arise from operations.
- Implement preventive measures to minimize environmental impacts from production and transportation processes, covering the stages before, during, and after construction. Consider energy and resource use efficiently for maximum benefit. Develop plans for wastewater, solid waste, and air pollution management, while also reducing environmental impact following the principles of the 3R approach: Reduce, Reuse, and Recycle.
- Enhance efficiency and foster innovation through collaborative thinking, operations, and the exchange of knowledge and experiences to achieve ongoing improvement and development in the operations collectively.

Tax Operations

Tax Policy

Tax Policy

Infraset Public Company Limited recognizes the importance of tax management under the principles of good corporate governance to ensure the Company's sustainable and stable growth. In carrying out tax-related operations, the Company adheres to the principles of accuracy and compliance with tax laws, ensuring proper and transparent tax payments in accordance with legal requirements. The Company conducts regular audits and establishes guidelines for tax planning and practices that align with creating honesty, integrity, social responsibility, and fairness to stakeholders. Recognizing the associated risks with both direct and indirect taxes, the Board of Directors of the Company hereby establishes the following tax policy:

Tax Planning and Practice Guidelines

1.1 Comply with relevant regulations, practices, laws, and international standards and perform duties in accordance with the principles and letter of the law.
1.2 Manage tax payments or refund requests accurately within the timeframes stipulated by applicable laws or regulations, ensuring a commitment to the responsibilities of good citizenship by adhering to tax laws to reflect transparency in tax operations.
1.3 Evaluate the tax implications when initiating new investment projects or transactions, including studying tax benefits or exemption measures related to aligning with business strategies, legal compliance, and encompassing the benefits for stakeholders.
1.4 No policy is in place to exploit tax structure differences between countries to evade taxes or use tax structures unrelated to business operations.
1.5 Avoid conducting business in countries classified as tax havens to evade taxes.
1.6 Mandate relevant departments to maintain and retain accounting and tax information for the duration specified by the law, ensuring the ability to provide complete information when requested by tax authorities.

Tax Reporting

For the fiscal years 2023–2025, the Company had Effective Tax Rates of 21.46%, 20.45%and 21.46%, respectively.

Unit: million baht

	2023	2024	2025
Profit Before Tax	138.98	111.78	44.92
Comprehensive Profit	109.16	88.92	35.28
Income Tax According to Tax Rate	27.80	22.36	8.98
Income Tax Expenses	29.83	22.86	9.64
Effective Tax Rate (%)	21.46	20.45	21.46%

Risk Management

Risk Management Policy

Risk Management Policy

The Company has developed a risk management policy and established organizational risk management in accordance with the standards of “COSO-ERM 2017” (The Committee of Sponsoring Organizations of the Treadway Commission-Enterprise Risk Management 2017). And considering the likelihood of occurrence and potential impact, and prioritizing risks, a risk management plan should be developed. Risks should be monitored and communicated across all relevant operational lines to control events that could hinder the company's achievement of objectives and targets, or to manage risks to an acceptable level, minimizing negative impacts on the company. Consideration should be given to the advantages/disadvantages, cost-effectiveness, benefits, and alignment with the company's core strategies and policies.

The Company’s risk management encompasses 5 type of risks including 1) strategic risk, 2) operational risk 3) financial risk 4) regulatory risk and 5) ESG risk and emerging risks.

In addition, the Company has adopted a sustainability framework based on international standards (UN Sustainable Development Goals: SDGs) as a guideline for managing environmental, social, and governance risks (ESG Risk).

Risk Management Structure

The Company’s Board of Directors has appointed a Risk Management Working Group and Corporate Governance & Social Responsibility Working Group with the Managing Director serving as the both committee’s chairman and employees from every department serving as risk owners. The committee is responsible for overseeing and managing risk management activities, evaluating various risk factors, establishing guidelines for risk management and in accordance with the working group charter, the working group holds meetings twice a year and reports on the results of organizational risk management and environmental, social, and governance (ESG) risk management to the company's board of directors and the sustainability committee once a year. This was completed in 2025.

Risk Culture

In 2025, the Company reinforced its risk management culture by conducting training sessions to impart knowledge related to risk management to employees and executives within the organization. The training sessions were conducted in November 2025 and were honored to have the Chairman of the Nomination and Remuneration Committee / member of Audit committee and member of sustainability committee as a guest speaker. This initiative aims to support employees in developing the right mindset and understanding of risk management going forward. A total of 35 management-level employees participated.

1. Strategic Risk

1.1 Risks from external factors that may affect the company's bidding for projects.

Because most of the projects assigned to the company by clients are large-scale projects related to the information technology and telecommunications industries, factors that may affect project acceptance include discontinuity, decreases, or increases over time, which may result in inconsistent financial performance from the company from the above-mentioned projects.

- **Changes in investment plans for expanding or improving the efficiency of telecommunications operators' networks.**

Telecommunications operators will decide to invest in network expansion based on several factors, including trends in usage demand, government telecommunications policies, and advances in related technologies, etc. Telecommunications operators may decide to increase or decrease investment based on these factors, which will affect the company's revenue.

- **Economic conditions.**

If the economy slows down, organizations or companies may adjust their investment plans related to information technology within their organizations, such as reducing or postponing the construction of data centers or other related projects. This may result in a decrease or inconsistency in the amount of work the company can offer for its services.

Risk management measures: Develop new businesses that can generate continuous revenue growth.

1.2 Risks associated with dependence on large customers.

As a subcontractor, the company has consistently received work from main contractors. Therefore, the majority of the company's revenue comes from major main contractors, companies within the TRUE Group, with whom the company has a long-standing business relationship. This dependence on such a large client poses a risk and could significantly impact the company's revenue, operating results, and financial position.

Risk Management Measures: The company has policies and strategies to reduce dependence on large clients in both the short and long term. The goals include expanding the customer base, developing a one-stop service model, and reducing reliance on any single client, such as:

1) Aiming to acquire at least three new clients annually to expand the customer base and increase the company's brand recognition.

2) Expanding the scope of work to cover all customer groups beyond telecommunications and data centers, such as the real estate sector.

3) Focusing on providing repair and maintenance services for network and data center equipment to project owners the company has previously served or to new clients, thereby increasing the company's recurring income.

4) Bidding on projects directly from the government or project owners.

1.3 Risks from Business Competition and New Competitors

Risks from business competition and new competitors can be categorized according to the company's core businesses: Data Center construction and telecommunications and transportation infrastructure.

- **Data Center Construction Business**

This includes both renovation projects (renovating existing organizational spaces) and greenfield projects (constructing separate data center buildings). Renovating existing spaces is relatively simple, mainly involving the placement of data storage and backup power equipment. In contrast, constructing a separate data center building is highly complex and requires specialized knowledge and expertise. This involves foundation construction capable of supporting weight and withstanding vibrations, as well as precise building design, equipment placement, and system connectivity to ensure safety, operational stability, and data security. Therefore, contractors undertaking such construction must possess the knowledge, skills, and experience in designing and constructing large-scale data centers, such as Tier 3 data centers and above. The industry has limited competition, and new contractors need experienced personnel and may need time to build experience and a proven track record to gain industry recognition. This has resulted in relatively low competition in the Hyperscale Data Center construction sector.

Risk management measures: The company must consistently maintain the quality of its work to remain one of the leading contractors in the industry.

- **Infrastructure and Telecommunications Network Business**

Because the construction and installation of telecommunications infrastructure and networks is not very complex but involves a relatively large volume of work for each project, most contractors must hire subcontractors. This requires supervision of the subcontractors' work to ensure quality work and timely delivery to the client. In addition, the company's clients, who are the main contractors, may change their business approach to carry out the work themselves without hiring subcontractors like the company, which would affect the company's revenue and performance.

Risk Management Measures: The company must be able to control and maintain the quality of delivered work, meet client requirements, deliver projects on time, and maintain good relationships with subcontractors.

2) Operational Risk

2.1 Risk from Reliance on Personnel

As the company's business involves construction and installation of various projects, it requires personnel from various departments to ensure the efficient completion of each project. These include the company's executives, supervising engineers, and subcontractors.

- **Risk from Reliance on the Company's Executives**

Mr. Sakboworn Pukkanasut ("Mr. Sakboworn"), the Managing Director and founder of the company, and the founding executive team, all possess expertise in data center construction, experience in constructing various network systems, and have strong connections with the company's major clients and contractors. Historically, most high-value projects undertaken by the company have come about through Mr. Sakbovorn or the aforementioned executive team. Therefore, it can be said that securing large-scale projects from major contractors stems from the connections of the company's senior executives. Without this executive group, the company might not receive such large projects, potentially impacting its revenue and performance.

Risk Management Measures: After more than 18 years of operation, the company has a track record of delivering high-quality work accurately, completely, and on time. The company demonstrates its service capabilities to clients/main contractors, leading to opportunities for bidding on projects. Main contractors almost always notify the company about open bidding for projects aligned with the company's services. This demonstration of the company's capabilities and the quality of its work has reduced reliance on executive connections for securing projects. Furthermore, the company has a succession planning system for senior management, with defined qualifications and abilities aligned with the company's business, coupled with a suitable compensation policy for executives, thus incentivizing long-term employment with the company.

- **Risks arising from reliance on the company's supervising engineers:**

Supervising engineers are a crucial group of personnel in the execution of each project, as they are responsible for overseeing the work of subcontractors to ensure that the quality of work meets the client's requirements and that projects are delivered on time. This impacts project delivery to the client and the company's financial performance.

Risk Management Measures: Because supervising engineers are vital to the company's success and financial performance, the company has a policy to manage its personnel efficiently and retain skilled and experienced personnel for the long term by: (1) developing the knowledge, skills, and work processes of employees to enable them to adapt and adjust their work to align with technological changes in the industry; (2) adjusting the number of employees to be appropriate for the workload, neither too many nor too few; and (3) providing incentive compensation to engineers (installation and service departments) in addition to their regular salaries and bonuses, which are received upon project completion and payment from the client, to encourage efficient work and timely project completion.

2.2 Risk of Project Delays Beyond the Contractual Timeline

Most service contracts between the company and its clients include clauses regarding penalties for failure to deliver work according to the contract. These penalties are usually set as daily fines. Therefore, if the company fails to deliver on time, it will be responsible for these daily penalties, which will increase project costs and reduce project profits. The determination of penalties for late delivery is usually based on the compensation rate of each work order or the project value, depending on the type of work in the contract. Therefore, high-value projects will have correspondingly high penalties. Reasons for potential delays include insufficient subcontractors, subcontractor abandonment of work, and substandard work delivered by subcontractors requiring rework or replacement with new subcontractors.

Risk Management Measures: The company has implemented practices to reduce delays caused by subcontractor performance. The company maintains good relationships with subcontractors in each area, ensuring that sufficient subcontractors are available for each project. The company only hires subcontractors from its approved list. Furthermore, the quality of work of each contractor is evaluated for consideration in the selection process for each type of work. In addition, for each project, the company has strict work guidelines and supervising engineers who closely and consistently monitor, evaluate, and evaluate the work of subcontractors. This results in minimal errors and delays and allows for timely problem resolution. Consequently, the company has never incurred penalties due to delayed project delivery.

3) Financial Risk

3.1 Risk from Uncollected Revenue

The Company recognizes project revenue based on a percentage of completion, which is derived from the ratio of actual construction costs for completed work to the estimated total cost. Generally, this ratio does not align with the contract payment schedule, which is typically divided into installments. This results in uncollected revenue (shown in the statement of financial position as "Assets Arising from Contracts"). The Company may face liquidity risks and the risk of being unable to collect payments from clients for whom it has completed services.

Risk Management Measures: The Company recognizes this risk and has a policy of monitoring, holding meetings with clients, and reporting progress on project completion, payment collection, and client payments. This ensures that the Company can collect payments as per contract and promptly resolve any potential issues. Furthermore, the Company has never experienced problems with uncollected payments or project cancellations, and maintains good liquidity management. Most of the Company's clients have long-standing relationships, are reputable, and financially stable. As a construction and telecommunications equipment installation contractor with expertise and trusted by clients, and with whom it has maintained strong relationships, the likelihood of client non-payment is low.

3.2 Risks from Cost Control in Business Operations

As most of the company's work is turnkey projects, a key factor impacting the company's performance is controlling costs for each project to stay within the estimated levels provided in the bid proposal to the main contractor. Failure to meet project cost estimates can reduce the company's profits and affect overall performance. For example, in 2022, the prices of goods and materials used in projects increased significantly, making it difficult to maintain costs within the estimated levels in the bid proposal.

Risk Management Measures: The company prioritizes operational costs, from cost estimation to cost control during implementation. The company's primary cost is labor for hiring subcontractors. The company establishes a standard price for each type of work to ensure that subcontractor hiring costs remain within the company's defined range, allowing for early cost control. Furthermore, the company employs project engineers to oversee, monitor, and resolve any issues that may arise during subcontracting. Regular meetings are also held with subcontractors to quickly identify and resolve problems. Furthermore, if a subcontractor is unable to complete the work correctly and on time, the company can immediately select a new subcontractor to continue the work. This allows the company to control operating costs, prevent cost overruns, and minimize the impact on the profitability of each project.

4. Regulatory Risks

4.1 Risks related to the Personal Data Protection Act B.E. 2562 (2019)

The Personal Data Protection Act B.E. 2562 (2019), enacted on June 1, 2022, is of paramount importance. The collection of personal data from customers, whether offline or online, can be risky if not properly managed, potentially violating the PDPA. Therefore, to ensure the company, its employees, and related parties are aware of the importance of secure personal data protection,

Risk Management Measures: The company has established a personal data protection risk assessment guideline to serve as a common standard for assessing and managing personal data protection risks. This focuses on considering risks specifically related to data processing operations, covering the entire process from collection, storage, use, transfer or disclosure, and deletion or disposal, which may result in loss, leakage, or breaches of personal data, impacting the rights and freedoms of data owners. This defined risk assessment will be used as information to determine… Appropriate and sufficient personal data protection measures are in place to minimize the risk of data breaches and ensure that the company's personal data protection is effective and appropriate.

5. Environmental, Social, and Governance Risk (ESG Risk)

5.1 Risk from Changes in Information Technology Systems

The Company engages in construction contracting services related to information technology and the telecommunications and transportation infrastructure. This includes surveying, design, and engineering works in the information technology and telecommunications industry in Thailand, in the scope outlined by the customers. The Company's business is associated with innovative and rapidly advancing information technology systems and telecommunications. It operates within the scope defined by customer requirements. The Company's business is linked to information technology systems that are innovative or technologically advanced, leading to a rapid transformation in business operations (Disruptive Technology). This may impact customer demands and current business operations. Therefore, the Company places importance on formulating business strategies to adapt to changes. Failure to respond promptly to changes may adversely affect the Company's business operations and performance in the future.

Risk Management Measures: The Company has implemented measures to mitigate risks arising from such technological changes. This involves closely monitoring information, news, and developments in industries related to its business. The Company adapts promptly to changes and ensures continuous development of both products and services, as well as the knowledge and capabilities of its employees. This enables the Company to respond to customer needs promptly. The Company conducts surveys on current customer requirements, as well as investigations into technological trends and changes in the global market, such as the increasing trend in the use of Cloud Storage. This has led smaller and medium-sized companies to prefer renting data centers from service providers to store their data. Larger organizations, on the other hand, tend to establish their own data centers. Considering these factors, the Company may be impacted by a decrease in construction projects and/or upgrades of smaller data centers. However, there still exists an opportunity to secure contracts for the construction of larger data centers or to construct data centers for service providers.

5.2 Risk Related to Workplace Safety

Currently, accidents caused by work result from many reasons. Managing workplace safety and having a workplace environment that meets safety standards includes providing employees with complete tools and personal protective equipment to completely protect employees' personal safety in order to prevent violations of the right to life and access to a good standard of living.

Risk management measures: The Company has a policy for a quality, environment, occupational health and safety management system and strictly comply with ISO 14001 standards to reduce accidents, illness, injuries, work losses and build confidence among employees and customers.

5.3 Climate change risks

Currently, Thailand is experiencing frequent floods, heavy rain and earthquake due to climate variability and higher average temperatures.

Risk management measures: The company has a plan to support and increase the number of workers according to labor and human rights laws in order to deliver quality work on time for both partners and customers and strictly comply with ISO 9001:2015 standards to build confidence for customers. The company regularly monitors weather news. If there is a sudden change in weather, the company will proceed with the Business Continuity Plan (BCP Plan) to support such incidents.

Emerging Risks

Cyber Security Risk

Relying more on digital technology may lead to increased risk in terms of cybersecurity threats. This encompasses both the service systems and operational networks that must be connected to the internet, making them susceptible to data theft and potential disruptions in service. This could impact the continuity of business operations, and the credibility, image, and reputation of the Company.

Presently, the Company operates as an organization that heavily relies on information technology systems for its business operations. This reliance may introduce new risks or impact the organization's systems and practices due to the emerging cyber threats. In the current business landscape, many organizations are experiencing the consequences of cybersecurity threats. For the Company, facing issues from cyber threats could lead to disruptions in internal information systems and pose a risk that may result in business operations coming to a halt, incurring expenses, losing time, and experiencing significant data losses crucial to the business operations. Cyber threats and challenges currently prevalent include:
Malware, Web Application Attack, Phishing, DDoS (Distributed denial of service) , Spam, Botnets, Ransomware and Data Breaches

Risk Management Measures: The Company has implemented measures to protect critical information systems and mitigate the impact, as follows:

- Implementation of accurate and regularly updated licensed software to prevent various threats at a certain level.
- Installation of Firewall devices to safeguard crucial systems.
- Selection and usage of antivirus and anti-spam programs that adhere to security standards, installed for every user and consistently updated.
- Choosing Email Hosting and Web Hosting service providers with established standards to ensure the delivery of secure protection systems.
- Establishment of guidelines for systematically managing crucial organizational data backups, including the frequency of backup periods that allow for recovery without adversely affecting normal business operations. There is a segregation of storage for vital databases to prevent potential threats, such as cyber threats, that may arise from compromising the network connection to databases connected to the main operating systems.

The Company continuously monitors and addresses cyber threats through key measures, including:

- Tracking and monitoring emerging cyber threats in both data and service systems, conducting regular testing and assessments of systems. This enables proactive planning for defense measures before any potential attacks occur.
- Conducting regular drills for cyber threat response and information system recovery plans to effectively manage and respond to cyber threats and minimize damage to information systems.
- Establishing an information security management system in accordance with international standards and best practices in cybersecurity asset management following relevant global standards.

The Company has implemented a IT Emergency Plan ,Cybersecurity Incident Response Plan, SOP and Business Continuity Plan (BCP) that addresses crisis situations and covers various significant risks. The plan encompasses five key areas, namely fire incidents, natural disasters, demonstrations, pandemics, and information technology system breaches.

Data privacy and cyber security

Privacy Notice

Personal Data Protection Policy

Personal Data Protection Act (PDPA)

The Company respects the privacy rights of customers, suppliers, shareholders, employees, and all individuals associated with the Company. To ensure confidence that these individuals receive comprehensive legal protection of their rights under personal data protection laws, the Board of Directors has approved the adoption of a Personal Data Protection Policy. This policy aims to establish clear and appropriate criteria, mechanisms, oversight measures, and management practices for personal data.

The company promotes awareness and education on protecting the personal data of customers, business partners, and employees. Furthermore, it has established a systematic framework for reviewing data protection, including regularly reviewing and updating documents and contracts related to the company's business operations to ensure compliance with the Personal Data Protection Act B.E. 2562 (2019).

Complaints relate to personal data violations
Data Leakage

2025 0 Case

Number of Cyber-attack incidents

2025 0 Case

Cybersecurity

Cybersecurity Policy

The Company recognizes the importance of mitigating cybersecurity risks. Therefore, the Company's Board of Directors has announced the adoption of a cybersecurity policy to effectively manage and address potential risks as following

1. To establish the direction, principles, and details of the provisions for managing and overseeing cybersecurity in compliance with relevant laws, regulations, regulatory requirements, frameworks, standards, and other requirements associated with the Company.
2. To enhance employees' knowledge and understanding, ensuring compliance with policies, standards, work procedures, guidelines, and relevant laws accurately and appropriately.
3. To enable employees and individuals connecting to or using the Company's computer systems to operate such systems accurately and appropriately with SOP and Company computer usage guidelines.
4. To prevent unauthorized access, theft, destruction, interference, or any form of cyber threats to the Company's computer systems and information, avoiding potential harm to business operations.

The Company has continuously monitored cybersecurity threats through key measures, as follows:

1. The Company will identify operational processes and information assets that pose risks of cyber threats and require security measures to manage and mitigate risks to the systems, assets, and data of the Company effectively.

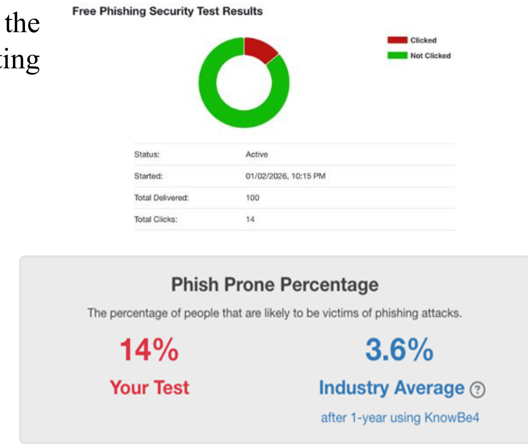
2. The Company will implement appropriate preventive measures to limit the impact of cybersecurity threats, encompassing access controls, training, and awareness programs for employees and stakeholders. This includes safeguarding data security and various security measures covering processes, practices, and technologies. Additionally, the Company will regularly maintain and update relevant equipment and software associated with electronic systems to ensure continuous operational readiness.

3. The Company will establish continuous monitoring and detection processes for cybersecurity threats, promptly notifying any abnormalities. This includes tracking cybersecurity events both internally and externally, analyzing vulnerabilities or weaknesses in the face of threats, and providing valuable information for consideration in reviewing risk prevention strategies and potential future impacts.

4. The Company will formulate plans to respond to cybersecurity threats and outline corrective measures, including developing continuous business continuity plans, IT Emergency plan, Cybersecurity Incident Response Plan that encompass scenarios where the impact or damage from cybersecurity threats leads to operational disruptions. This is to maintain security levels and uninterrupted service delivery. The Company will also conduct analyses to identify the causes and gather evidence of the cybersecurity threats that occurred. Additionally, there will be communication processes established with customers and stakeholders to ensure accurate understanding of the Company's situation.

5. The Company will define plans and processes for recovering systems to resume normal operations within the specified timeframe. This includes conducting reviews and updates of the recovery plan to stay current with the situation and incorporate lessons learned from cybersecurity threats. The aim is to enhance the efficiency of the recovery plan and processes, preventing recurring issues and their potential impacts in the future.

6. 2025 the Company performed phishing Security Test of computer systems and information technology to ensure readiness for emergency situations, with one test conducted during the year with employees test 100 people.



Digital innovation

Digital Innovation Policy

The Company is aware of the importance of supporting innovation that contributes value to the business while creating benefits for all stakeholders. There is a strong emphasis on cultivating an organizational culture that fosters creativity, making it an integral part of strategic planning, development, operational enhancements, and performance monitoring. This is aimed at enhancing capabilities and competitiveness, ensuring sustainable development goals for the Company in both the short and long term.

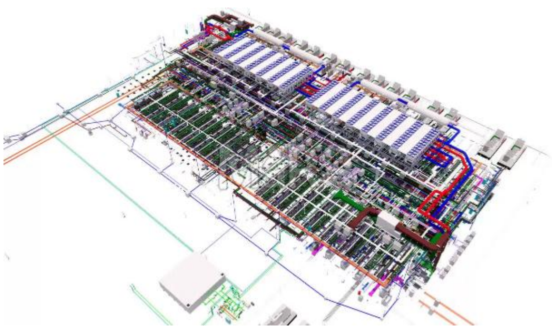
Policy for Innovation Development and Practices

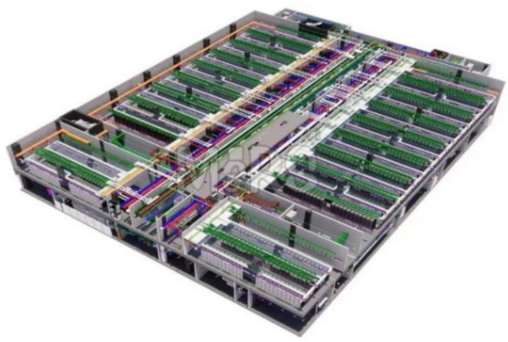
- Establish goals, plans, and operational processes to support the development and creation of new innovations that will be adapted by the organization, addressing the needs of customers and stakeholders throughout the supply chain.
- Promote the creation of innovation at the individual, managerial, and team levels to explore and apply them for increased operational efficiency and the generation of new business models for the organization.
- Ensure financial and other resource support for the development of innovation, both in the short and long term, as appropriate.
- Establish a systematic process for identifying and collecting essential knowledge for innovation creation to ensure future success. Seek this knowledge both internally and externally through collaborations with various institutions, technology acquisitions, partnerships, R&D activities, etc.
- Implement a systematic process for evaluating opportunities and risks in innovation creation from proposed concepts. This ensures confidence that the innovation generates sustainable economic, social, and environmental value.
- Implement a supervision process that can track, review, provide feedback, and effectively consider each step to ensure confidence in the creation of innovative products, services, or processes that generate value for both the business and its customers and stakeholders.
- Promote the expansion of successful innovation outcomes to facilitate continuous learning and inspire employees.
- Develop the potential of personnel to consistently create high quality innovations.

In 2025 to enhance competitiveness and sustainable development, the Company has adopted the BIM technology, a comprehensive design and construction solution used in the construction industry. BIM technology utilizes computer systems as the primary component to create accurate virtual models of buildings, covering various aspects such as design, drafting, structural calculations, cost estimation, procurement, and planning for different building systems.

Benefits of Using BIM

- ✓ BIM focuses on creating 3D models as its core feature.
- ✓ The construction elements in BIM utilize parameter-based controls for size and proportions through a 3D perspective. When there are changes in the details of any material or component, whether in terms of size or proportions, it automatically affects and correlates to other perspectives.
- ✓ Emphasis on presenting architectural, structural, and systems design more comprehensively.
- ✓ BIM is a technology designed and developed as a tool for architects and designers to create designs in architecture, structural engineering, and systems more comprehensively than traditional software that focuses solely on drawing and presentation tasks.
- ✓ It helps reduce steps and working time significantly.
- ✓ We can use BIM technology to streamline processes and reduce repetitive work resulting from design changes. The system can process various data together, and when there is a change in the system data, it automatically calculates and updates the relevant information.
- ✓ Reducing the use of human resources and operational expenses.
- ✓ With the capabilities of BIM technology, it plays a role in processing and analyzing preliminary data, allowing architects to have sufficient time for showcasing full potential in decision-making tasks, creative thinking, or more critical assignments.
- ✓ Accurate analysis of designs in various aspects is possible.
- ✓ BIM has the ability to analyze various aspects of design, including construction models, expansion designs, and detailed analysis of different parts in a building with precision. This includes structural analysis, area analysis, water systems, electrical systems, indoor air circulation, lighting direction, energy conservation, etc.
- ✓ Promoting collaboration in large-scale team environments.
- ✓ Working in a large team refers to collaborative work or coordination with relevant responsibilities. The BIM system allows for the assignment of rights and responsibilities in different parts of the building. It also enables the linking of files related to various components of the project, facilitating the division of tasks among team members based on their roles or expertise.





Source: **https://bimspaces.com**

Sustainability Management Social

Responsibility to Customers

Workplace Safety and Occupational Health

Labor Practice and Human Rights

Human Capital Development

Responsibility to Communities and Societies

Labor practice and human rights

Corporate Social Responsibility, Environmental and Stakeholder Engagement Policy Revised Edition 1

Fair Treatment for Labor

The company believes that human resources are the most important factor in conducting business, creating value, and generating returns. Since various company operations require knowledge, skills, and dedication to achieve goals, the company prioritizes and recognizes the importance of equality, treating all employees fairly and without discrimination. The company has explained its code of conduct to all employees on their first day of employment and has also emphasized the details of its employee training programs. The company has a system in place to care for all employees fairly, in accordance with company regulations and guidelines for employee treatment. Management is required to treat employees fairly and impartially, support employee potential for advancement and increased efficiency, promote employee understanding of ethical conduct, provide appropriate employee benefits, and treat employees with integrity by listening to their opinions and suggestions thoughtfully.

Respect for human rights

The company recognizes the importance of and respects the fundamental human rights of all its personnel in all aspects. This includes treating everyone equally according to human rights principles without discrimination, respecting human rights, treating each other with respect and honor, and treating each other equally without discrimination based on physical, mental, race, nationality, country of origin, ethnicity, religion, gender, sexual orientation, language, age, skin color, education, social status, culture, customs, or any other basis. Management and employees should treat each other with respect for the dignity and value of all human beings equally. Therefore, the company promotes a collaborative work environment and provides equal opportunities for career advancement, along with appropriate compensation and benefits commensurate with abilities.

The company recognizes the importance of and respects the fundamental human rights of all its personnel in all aspects. This includes treating everyone equally according to human rights principles without discrimination, respecting human rights, treating each other with respect and honor, and treating each other equally without discrimination based on physical, mental, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other basis. Management and employees should treat each other with respect for the dignity and value of human beings equally. Therefore, the company promotes a collaborative work environment and provides equal opportunities for career advancement, along with appropriate compensation and benefits according to ability.

❖ Avoid actions that violate human rights and exercise caution in performing duties to prevent the risk of human rights violations in business operations. Maintain a commitment to respecting human rights.

❖ Implement practices related to child labor, refraining from hiring and supporting the hiring of children below the legal age within the Company and its supply chain. Prohibit and discourage child labor in hazardous conditions that may pose risks to health, safety, and well-being.

❖ Communicate, disclose, share knowledge, and ensure understanding of guidelines, overseeing and providing support to employees, suppliers, business partners in the business value chain, product and service suppliers, contractors, and joint ventures. This is to promote their participation in conducting business ethically, respecting human rights, and adhering to the principles outlined in the human rights policy.

- ❖ Do not overlook or ignore instances of human rights violations. Report such incidents to superiors or responsible individuals and collaborate in investigating the facts. In case of doubts or questions, seek advice from superiors or designated individuals through the specified channels.

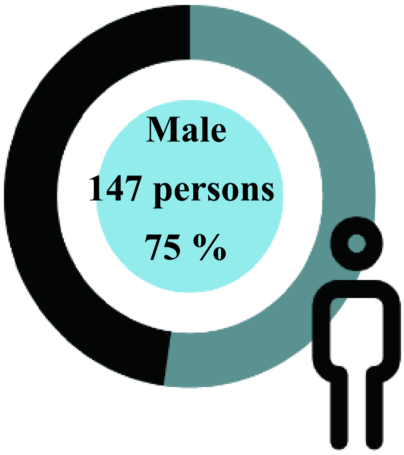
- ❖ Ensure fairness and protection for individuals reporting human rights violations related to the Company. Utilize protective measures for complainants or those who cooperate in reporting human rights violations, as outlined in the Company's whistleblower and complaint policies.

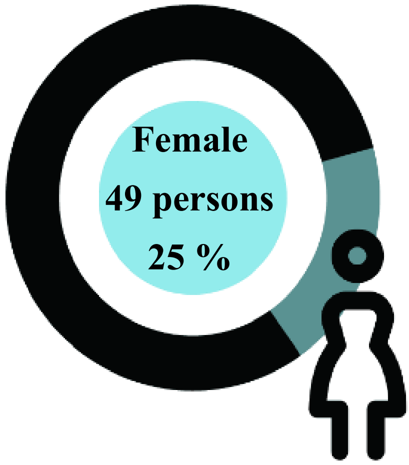
- ❖ For individuals involved in human rights violations, including discriminatory or abusive behaviors, such actions are considered unethical. The Company will take corrective measures or consider disciplinary actions according to the established company procedures. Additionally, legal actions may be pursued if the actions are in violation of the law.

- ❖ There are legal remedies.

- ❖ Provide opportunities for employees and stakeholders to express their opinions freely through the Company's suggestion channels.

2025
Total Employees: 196 Persons





	Male	Female
Operational Level	117	39
Executive Level	26	9
High-level Executives	4	1

Employees	Contract Employees
176 (90%)	20 (10%)

Age	Male	Female
Over 50 years old	13	3
30-50 years old	100	30
Less than 30 years old	38	12

Place of Birth	Male	Female
Bangkok	30	15
Northern Region	14	4
Central Region	47	14
North-Eastern Region	36	9
Western & Eastern Region	15	3
Southern Region	5	4

Employee Voluntary Resignation Ratio

1.36%

54 Persons

The company does not employ disabled persons. But has been transferred money to the fund for the promotion and development of the quality of life of the disabled

Internship 3 person

None of Labor Disputes Case

2025

Number of grievances of Human rights violation and Child labor complaints

0 ครั้ง

Customer stewardship

In addition to complying with the law, the company also has a policy for all employees to perform their duties in accordance with business ethics in dealing with customers or business partners fairly. By following fair and reliable business conditions under an appropriate contract form. And there is a management and monitoring system to ensure complete compliance with contract conditions and prevent corruption and misconduct at every step as following;

- ✓ Commit to strictly adhere to the business conditions applicable to customers with fairness and reliability.
- ✓ Commit to provide complete, accurate, timely information, promote communication, and continuously build relationships with customers.

Customers are the most important thing in doing business of all types. Organizations rely on customers. Therefore, the organization must understand the needs of the customer. Both now and in the future and must try to perform. To achieve the needs of customers as much as possible. In order to maintain a good relationship with each other. The company has a policy to focus on the needs of customers as agreed. Relationship development and grow with customers as well as being trusted by customers which is the factor that leads to the success of the company's business. By treating customers with sincerity and humility to lead to the development of the highest quality and customer satisfaction.

The Company operates in accordance with ISO 9001:2015, an international standard specifies the corporate quality management system, to ensure ability to deliver its work and services that meet the needs and expectations of customers and in accordance with applicable legal obligations.

Moreover, the Company provides training at various levels to employee to have knowledge, understanding of the principles and requirements of the standards for proper application of the system according to the level of responsibility of each group. The Company determines the channel/method of complaints about the quality by completing customer satisfaction survey or directly contact project manager, the company's management or the provided detail are as followings:

Mail:

Board of Directors or Audit Committee

Infraset Public Company Limited

165/37-39 Ram Intra Road, Anusawari, Bang Khen, Bangkok 10220

Email: ifssec@infraset.co.th

Company website: https://www.infraset.co.th

Telephone : +662 092 7444

CERTIFIED ISO 9001

Bureau Veritas Certification

INFRASET PUBLIC COMPANY LIMITED

165/37-39 RAMINTRA ROAD, ANUSAWARI SUBDISTRICT, BANG KHEN DSTRICT, BANGKOK 10220 THAILAND

Bureau Veritas Certification Holding SAS - UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 9001:2015

Scope of certification

DESIGN, CONSTRUCTION, INSTALLATION AND MAINTENANCE OF DATA CENTER AND TELECOMMUNICATIONS

Original cycle start date:	25 April 2022
Expiry date of previous cycle:	NA
Certification / Recertification Audit date:	NA
Certification / Recertification cycle start date:	24 April 2025
Subject to the continued satisfactory operation of the organisation's Management System, this certificate expires on:	24 April 2028

Certificate No.: TH024583 Version: 1 Issue date: 24 April 2025

0008

Signed on behalf of BVCH SAS UK Branch

Certification Body Address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

Local Office: Bureau Veritas Certification (Thailand) Ltd. 16th Floor, Bangkok Tower, 2170 New Petchburi Road, Bangkapi, Huaykwang, Bangkok 10310, Thailand

Further clarifications regarding the scope and validity of this certificate, and the applicability of the management system requirements, please call: 66 2 670 4800

CER CERTIF ALL TPL 001 Rev 4.3 4 Nov 2024

1/1

The Company adopts the ISO 9001:2015 quality management system standard to govern the procedure and method from the procurement, ordering, inspection and acceptance, and delivery procedures by adhering to the important operating guideline.

Standardization

The Company continuously maintains the standard product and service delivery level, and improves and develops, listens to the suggestions for upgrading the standards to be higher, and consistent with the laws, rules, and regulations of the government sector agencies.

Time

The punctual delivery shall be carried out based on the schedule and delivery standard requirements of the customer, and the next delivery shall be mutually planned.

Rapidity

The Company focuses on the rapidity of product and service delivery, customer fulfillment in case of requirement of urgent product usage, and the procedure for managing the importance and service provision to the customers.

Correction

The correctness of product, requirement, and delivery shall be inspected in accordance with Checklist, terms and conditions of delivery, and correction of delivery documents.

Creation of Good Customer Relationship

The Company emphasizes on the product and service development planning in order to fulfill the customer needs in the changing and highly competitive market condition all the time. Thus, the management always reiterates the Sales Department about the requirement of the Company's real accessibility of the personnel to the customer needs by offering products and services that can appropriately address the customer problems, for the continuity of customer communication. Therefore, the Company has held the meetings via Microsoft Teams Program with the main suppliers for the customers for the business continuity.

	Development of Two-Way Communication between the Customers and Suppliers of the Company	Development of System and Technology for Relationship Support
	Continuous development of customer contact channels both by phone and online media, for instance: Website, Email, Line, Mobile, Microsoft Teams / Zoom	Development of various access channels for fulfilling the customer needs without delay
	Regular customer meetings	Face to Face Meeting Virtual Meeting Via Microsoft Teams / Zoom Program
	Yearly satisfaction survey	For development and improvement of products and services

Customer relationship building activities

Throughout the year 2025, the company participated in various activities including : exercising with customers and business partners, such as: football competitions, to promote good health, and to build strong relationships and teamwork.

Customer Satisfaction 2025

In 2025 and 2026 the company aims to increase the overall level of customer satisfaction to 80 percent.

Customer Satisfaction Summary Report 2025

Summary of satisfaction survey results from 14 projects of Infraset Public Company Limited in 2025. The survey covers aspects of products, sales staff, and general services (Installation and Service Line), reflecting excellent operational performance in accordance with the company's standards.

Overall Success and Areas for Development

Executive Summary of Overall Feedback

36% Very Good | 64% Good

0% Average/Fair / Needs Improvement

Recommendations for Improvement

1. The MA (Maintenance Service) Department provides excellent service, resulting in high customer satisfaction.
2. The work quality and operational standards are already excellent. The Sales, Project Management teams, and Executives of Infraset PCL have consistently provided great cooperation in project planning. We encourage the company to maintain these high standards moving forward.
3. Project management characterized by high quality, engineering reliability, and strict adherence to project timelines

87.60%

The Overall Satisfaction Average for 2025
reflecting the high quality of service provided by Infraset PCL.

Customer Satisfaction Summary Report 2025

Summary of satisfaction survey results from 14 projects of Infraset Public Company Limited in 2025. The survey covers aspects of products, sales staff, and general services (Installation and Service Line), reflecting excellent operational performance in accordance with the company's standards.

Satisfaction Score by Dimension

Satisfaction with Products

Needs Improvement	Fair	Average	Good	Very Good
0%	0%	3.50%	67.50%	29%

Assessment Criteria.

1. Quality of Installed Products.
2. Product Variety and Brand Popularity.

Sales Staff Satisfaction

Needs Improvement	Fair	Average	Good	Very Good
0%	2.80%	4.20%	61.40%	31.60%

Assessment Criteria.

1. Product and Service Knowledge.
2. Interpersonal Skills, Communication Etiquette, and Sales Support Enthusiasm.
3. Regular Customer Visits and Punctuality.
4. Problem-Solving Skills and Clarity in Addressing Inquiries.
5. Complaints Resolution and Prevention with Efficient and Timely Response.

General Service Satisfaction (Installation and Service)

Needs Improvement	Fair	Average	Good	Very Good
0%	0%	31.69%	66.15%	31.70%

Assessment Criteria.

1. Project Management, Engineering, and Supervision Capability.

1.1 Prioritization, Planning, Task Assignment, Decision-Making Authority, Integrity, and Trustworthiness.

1.2 Ease and Speed of Communication and Coordination.

1.3 Technical Expertise and Professional Experience.

2. Work Quality.

2.1 Construction and Implementation Quality.

2.2 On-Time Project Delivery / Timely Handover.

Health and safety in workplace

Quality, Environment, Occupational Health and Safety Policy

2025 The company aims for the accident and illness (work-related) rates to be equal to **0** case

Statistics on Accidents or Injury Rates (Work-Related) for the Year 2025 at the Company

List	2023	2024	2025
Fatal accident (death)	0	1	0
Accident resulting in more than 3 days off work	0	0	0
Minor Accidents resulting in 3 days or fewer off work	0	0	0
Lost Time Injury Frequency Rate: (LTIFR)	0	0	0
Complaints from stakeholders regarding quality, environment, occupational health, and safety	0	0	0

The company recognizes the importance of quality, occupational health, safety, and the working environment as key components of its business operations. This aims to improve the quality of working life and the health of employees, reduce hazards and accidents, and enhance business operations safety. Furthermore, the company provides training on safe work practices, ensures sufficient safety equipment is provided, and explains the causes and prevention methods of accidents. The ultimate goal is to improve the quality of working life and the health of employees, If an incident occurs, compensation will be provided remedy in accordance with the Ministerial Regulation on Occupational Safety, Health, and Environmental Management Standards B.E. 2549 (2006).

Quality, Environment, Occupational Health and Safety Policy

The company has an intention to determine the policy for operation in Quality, Environment, Occupational Health and Safety Management to create a continual improvement and ability to favor the customers both environment and pollution protection. Encouragement and sustainable usage of environment including reduction and control the safety risks as follow:

1. The company aims to develop and maintain the working environment safe to protect the injury and illness from work.
2. The company aims to comply with Quality, Environment, Occupational Health and Safety Law and other related regulations.
3. The company encourages, supports, and offers consulting including participation of workers and representatives' opinions on the process improvement, environment and pollution protection which would bring the company's environment consumption sustainably.
4. Operation under Quality, Environment, Occupational Health and Safety Standard for eliminate and reduce the risks of Occupational Health and Safety is responsibility for all employees, contractor, and all company visitors.
5. The company continues developing human resources to gain customers' satisfaction and

keeps continuously developing in both quality and service.

6. Reduce the complaints record from customers and nearby communities is one of the responsibilities of all employees. The company thus considers this matter as all-levels employees' responsibilities and duties which have to follow the policy.

The company manages its safety, occupational health, environment, and working conditions using ISO 14001:2015 and ISO 45001:2018 standards, which are certified annually by Bureau Veritas Certification (Thailand) Co., Ltd.

The Board of Directors has appointed a Quality, Environmental, Occupational Health and Safety Management System Working Group, comprising the Management Director, the Head of the Quality, Environmental, Occupational Health and Safety Management System Working Group, a Quality Health Safety Environmental Management Representative (QHSEMR), and the Document Control Officer, along with representatives from the following departments:

MRT Unit : Management of quality systems, environment, occupational health and safety, and the utilization of the iDoxcons system.

S&M Unit : Review of agreements and project bidding, satisfaction surveys, and handling customer complaints.

D&E Unit : Designing new products, cost estimation, and project work design control.

HRA Unit : Recruitment and training of personnel.

ITM Unit: Information system control.

PUR Unit : Procurement, vendor/contactor selection, and evaluation.

PJM-IN Unit : Planning project activities and progress reporting, requesting project material approvals, controlling construction/installation work, inventory control, monitoring non-compliance, and project delivery and warranty.

PJM-SE Unit : Post-delivery project services and control of measuring equipment.

HSE Unit : Assessment of aspects, risk assessment, safety opportunity, legal requirements and other regulations, chemical control, waste and hazardous material management, and emergency preparedness, communication and participation in consultation, health inspections, safety management, incident investigation, contractor control, monitoring, and measurement.

Standards System of ISO14001:2015 and ISO45001:2018

ISO14001:2015 The international standards for corporate environmental management systems To increase environmental performance within the organization and for environmental sustainability

ISO45001:2018 The international standard that provides requirements for occupational health and safety management systems.

ISO 14001:2015 Standard Accreditation


Bureau Veritas Certification

INFRASET PUBLIC COMPANY LIMITED

165/37-39 RAMINTRA ROAD, ANUSAWARI SUBDISTRICT, BANG KHEN DISTRICT, BANGKOK 10220 THAILAND

ISO 14001:2015

Scope of certification

DESIGN, CONSTRUCTION, INSTALLATION AND MAINTENANCE OF DATA CENTER AND TELECOMMUNICATIONS

ISO45001:2018 Standard Accreditation


Bureau Veritas Certification

INFRASET PUBLIC COMPANY LIMITED

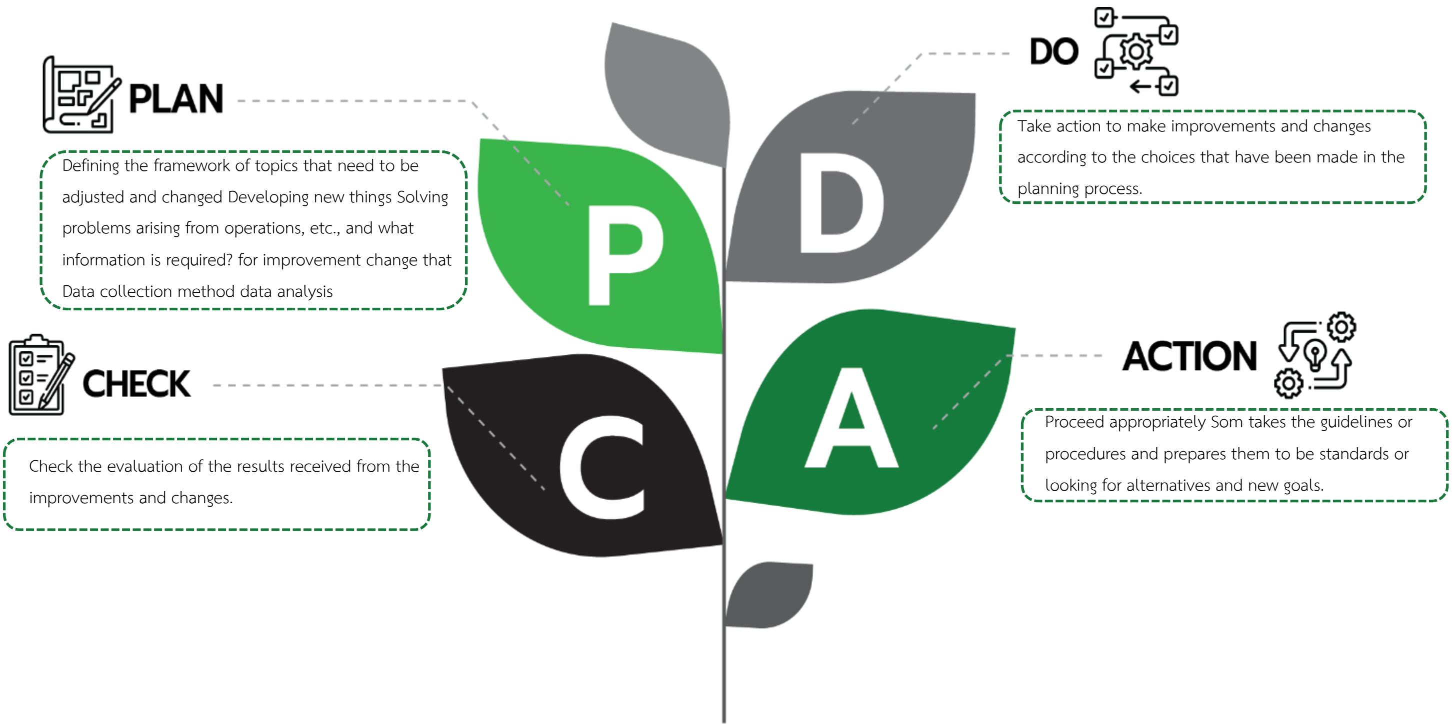
165/37-39 RAMINTRA ROAD, ANUSAWARI SUBDISTRICT, BANG KHEN DISTRICT, BANGKOK 10220 THAILAND

ISO 45001:2018

Scope of certification

DESIGN, CONSTRUCTION, INSTALLATION AND MAINTENANCE OF DATA CENTER AND TELECOMMUNICATIONS

Quality, Environment, Occupational Health and Safety Management Framework



Safety Training

The Company recognizes the necessity of conducting fire drills and emergency evacuation drills annually. The Company has an operational plan for fire control and prevention and emergency response to comply with standards outlined in the Building Control Act. The aim is to ensure that employees are knowledgeable about preventing and responding to emergencies, including knowing how to use tools and equipment. The training also includes practical exercises to assist individuals in the event of an emergency. Therefore, on Friday, October 24, 2025 the Company organized fire drill and emergency evacuation training for the year 2025, with the participation of 60 employees.

The company systematically conducts Safety Training for all levels of employees, tailored to the specific needs of each job and in compliance with relevant laws, as well as for partners, contractors, and stakeholders. The effectiveness of the training is evaluated to ensure that all personnel possess occupational health and safety knowledge. The focus is on reducing risky behaviors that could lead to accidents, by minimizing, eliminating, and avoiding risky actions, promoting self-care, and fostering a caring attitude towards the safety of colleagues. This is achieved through the appointment of Safety Officers at the Management, Supervisory, and Professional levels, who are responsible for overseeing and managing safety, occupational health, and the workplace environment.

In 2025, the company provided two types of training:

1. Legally Mandatory training courses

These are courses required by law for everyone in the organization to learn, such as basic firefighting and evacuation drills, occupational safety officer training for management and supervisory levels, and position-specific mandatory courses such as occupational health and safety and environmental training for contractors.

2. Non-Legally mandatory training courses

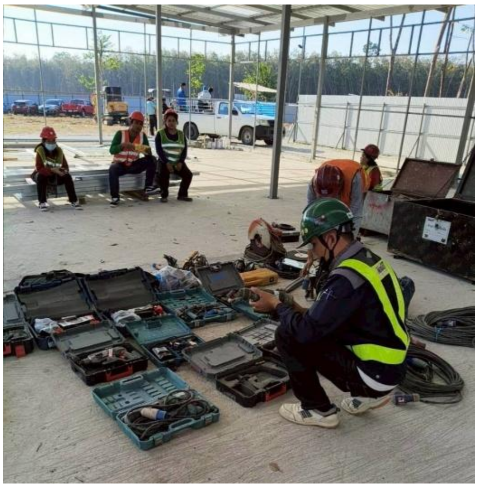
These provide knowledge on enhancing safety and environmental awareness. Activities and training courses include: ISO9001:2015, ISO14001:2015, and ISO45001:2018 training; environmental law and occupational health and safety law; environmental problem assessment; occupational health and safety risk assessment and aspect assessment; contractor control and PPE support manuals; chemical control, waste management, emergency preparedness, communication and consultation, incident investigation, and safety manuals; and internal audit and monitoring courses, etc.

The following is a list of additional courses and the number of participants over the past year:

Safety training Course	Attendance/Person
1. HSE Induction	1,629
2. Lock out –Tag out	198
3. Frist Aid	476
4. Hot work	1,552
5. Basic fire fighting	10
6. Fire watch man	845
7. Work at height/scaffolding	1,561
8. Confined space	26
9. X-Lift	29
10. Flagman	18
11. AED	14
Total	**6,358**

Safety inspections for various project sites (Safety Talk)

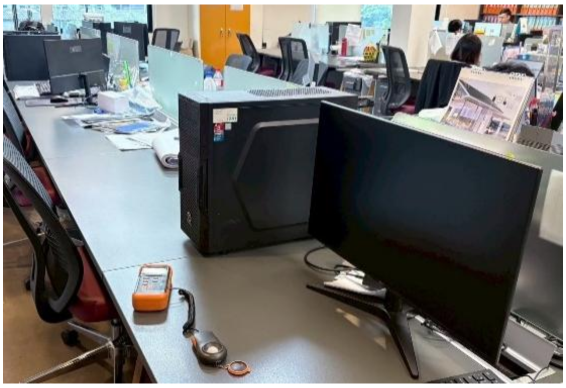
Checking the readiness of equipment before. starting work



Alcohol testing and random drug testing.

Environmental Control in the Workplace

The Company regularly conducts inspections and assessments of the workplace environment in accordance with legal requirements, once per year. This includes monitoring the intensity of light in the working area, assessing air quality in the workspace environment, and measuring noise levels. The latest results indicate compliance with the standard set by the law. Additionally, the Company provides PPE, emergency equipment, Fire extinguisher and basic first aid kits to employees, suitable for the nature of their work, and ensures convenient access for use.



Human capital development

Targets for 2025 and 2026

8 hours of employee training per year

Guidelines for Enhancing Potential of Executives and Employees

- Identify development points rising from business changes , including increasing employees' potential to be ready.
- Analyze and plan for preparing employees for career advancement opportunities and the ability to manage change
- Define clear and concrete methods and expectations for success.
- Conduct many activities following the action plan to enhance employee potential and long-term readiness.

Recruitment

In recruiting new employees, the company considers suitability in terms of knowledge, skills, experience, attitude, and positive behavior. A selection process is conducted to test applicants' qualifications and determine if they meet the company's standards and are suitable for the responsibilities of the position. The company hires without discrimination, upholding equality, fairness, and good governance. We affirm equal opportunity and do not consider political opinions, age, gender, or disability as factors in the hiring decision, in accordance with legally mandated standards.

Human Resources Development Policy

Human Resources Development Policy

The Company has had a human resource development policy focusing on the progressive development in potential, knowledge and ability of employees with emphasis on individual training for career growth and development in pursuance of meeting business needs and preparing to support the business expansion. Thereupon, the Company has determined to develop human resource in all professions at all levels by combining the development of skills, knowledge, capabilities whilst cultivating the culture and ethics of the organization together in compliance with the strategy and guidelines in the business operations of the Company at present and in the future.

Training and Human Resources Development Policy

The Company was conscious that personnel are a valuable resource to drive the organization to succeed and grow sustainably, therefore, the Company then has organized training within the Company in order to assist promoting and developing of the capability of the executives and employees so they would engaged in their works efficiently and effectively with reference to the Company's strategy and goals. The training provided can be divided into internal training courses as follows:

Executives: The Company provides human resource development for executives by arranging high-level management courses to develop leadership skills while adding new knowledge in contemplation of enhancing management expertise to be more efficient and preparing for getting promote to the position consistent with the professional progress and business promotion of the Company. As a consequence, the Company can compete with other businesses and will be ready to be a leader in the industry that the Company operates now and in the future.

Operational level employees: The Company has provided human resource development for operational level employees by organizing a curriculum to develop knowledge and capability according to duties, scope of work and type of work which they are responsible in order to develop skills, knowledge and ability and increase efficiency of their operations. The sample of the above-mentioned curriculums are risk management skill, financial and accounting standards, legal knowledge, computer systems and information technology skills, marketing and sales skills, IT standards, administrative management, electrical safety, etc.

Employees at all levels : The Company has provided human resource development for employees at all levels by arranging training courses for core competencies. For all employees of the Company will be able to work in accordance with the corporate culture and achieve maximum efficiency. The sample of the above-mentioned training courses are orientation for new employees, effective communication, cultivating corporate culture etc.

Training Center

The company has established a Training Center to provide training and knowledge to employees, contractors, and business partners and supplier.

In 2025, the company joined the High-Performance Human Resource Development Project to enhance the capabilities of data center and cloud hosting service providers in Thailand, in collaboration with the National Science, Research and Innovation Policy Council (NSCR) (the agency managing funding for human resource development and funding for the development of higher education institutions, research, and innovation) to increase the production and development of research and development personnel in science, including highly skilled scientists and innovators.

Summary of Executive and Employee Training for the Year 2025

The training expenses amounted to 1,097,044.28 baht and the average number of training hours of employees : 8 hours/person/year

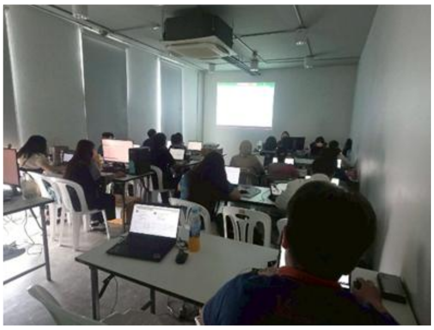
External Training Courses Organized by Various Training Institutions:

- Underground electrical and communication cable systems for development projects in capital and major cities.
- Occupational Safety Officer Training Course (Management Level).
- Design of clean agent fire suppression systems and basic fire protection systems for information technology buildings, 14th edition.
- Labor Law Course for Business Owners
- In-depth Transfer Pricing Strategies Course for Accountants 2025
- Review Course in Mechanical Engineering, 5th Edition, Module 3-1: Air Conditioning and Refrigeration Systems ME-AC01 Air Conditioning and Ventilation Systems
- Collaborative Building Information Modelling (BIM) Senior Management Briefing
- Collaborative BIM: Senior Management Workshop
- Corporate Secretary Professional Development Program
- High Voltage Substation Course
- Air Conditioning, Water Pump, and Fire Sprinkler System Course (No.11)
- Power BI for Accountants and Auditors (Basic Level) Course (No. 1/68)
- Asset Accounting Management Strategies
- Air conditioning and ventilation system for data centers, (No.8)
- Techniques and methods for inventory verification
- TFRS UPDATE & PRACTICAL ISSUES 2025
- Upgrade your knowledge and skills that accountants need to know to add value to accounting work for the modern accountant.
- Certified Project Management Professional (PMP)
- Develop skills and test the proficiency of operators in the topic of "Fire Alarm System" (39th)
- Focusing on withholding tax issues.
- Accounting as a risk mitigation tool and illustrative examples.
- General Safety - G AIS
- Electrical Safety - E AIS
- Work at height - H AIS

In-House Training Courses:

- Primavera P6 Project Management Training 2 days onsite
- Building Information Modelling (BIM) Fundamentals
- Building Information Modelling (BIM) ISO 19650 Part 2: Project Delivery Phase
- Building Information Modelling (BIM) ISO 19650-3: Information Management in the Operational Phase of the Assets
- Building Information Modelling (BIM) ISO 19650 Part 4: Information Exchange
- Building Information Modelling (BIM) ISO 19650 Part 4: Information Exchange (excluding COBie)
- Building Information Modelling (BIM) ISO 19650 Part 5: Security and BIM

➢ ESG Risk Management	No. of employees attending	35 persons
➢ ISO 9001:2015 for Service Department	No. of employees attending	13 persons
➢ Lesson#1_Heat Capacity, Flow Rate and Pressure Loss of Piping Design	No. of employees attending	31 persons
➢ Maintenance of equipment in a data center.	No. of employees attending	19 persons
➢ Data Center Facilities Management	No. of employees attending	19 persons
➢ Data Center Facilities Beginning &	No. of employees attending	21 persons
➢ Cx-Commissioning Process	No. of employees attending	8 persons
➢ Basic use of Excel and key commands for project work.	No. of employees attending	15 persons
➢ National Skill Standard Test with company supplier	No. of employees attending	40 persons



Human Resource Development

The company gives importance to people which is the heart of the operation to achieve the goals. The company has a policy of enhancing and developing people to be knowledgeable, expertise and work experience. Have code of conduct and ethics in operating with honesty. Be responsible to oneself and other stakeholders by aiming for employees to apply their skills and knowledge to the development of service excellence. Including the initiative and dare to express opinions constructively. To expand and develop the business to meet and meet the needs of customers. Causing the company to have stable and sustainable growth. Create returns and create added value for stakeholders in the long term. The company provides training and knowledge development (Training) for the executives and employees on a regular basis. For the company have the capability to operate in accordance with the policies and business plans of the organization. One of the mechanisms to drive the organization to be able to operate according to the vision and mission of the organization with efficiency and sustainable success

1. Principles of fairness and equality with a focus on the moral system. Fair treatment of all employees in regard to employment, promotion, work compensation including the prevention of unfair acts at all levels.
2. Integrity gives importance to and adhere to the performance of duties of all levels of employees with honesty
3. Principles of respect for the individuality of employees emphasize and accept differences in the ideas, beliefs and lifestyles of employees while considering the rules as well as solutions to problems, it will take into account differences in ideas and beliefs, including treating with dignity and putting the self- esteem of employees as individuals.

4. Focus on quality of life. Including enhancing the quality of life of employees for the better. Due to the realization that quality of life plays an important role in job efficiency and is the motivation of employees. Which means quality of life includes job satisfaction, balance in work and personal life, working stress conditions, diversity in work pieces to reduce monotony including encouraging the assignment of appropriate decision-making power according to the competence of the employees (more empowerment).
5. Establishing good working conditions providing a safe, comfortable and a place to be proud for work.
6. Remuration rates are determined by the knowledge, expertise, abilities, and work experience of each individual employee, appropriately adhering to the rates stipulated by labor laws to ensure that employees receive fair compensation commensurate with the current cost of living.

Conceptual Framework of Employee Care

Efficient Corporate Advancement based on the Company's Core Value

- Focus on happy working
- Adhere to working ethics.
- Responsible for oneself, organization, and
- stakeholders.
- Focus on teamwork.
- Commits to excellence.
- Adhere to the core competency of the organization

Focus on Development and Attraction of Organizational Employee with Employee Engagement

- Creation of the employee engagement with the organization, by managing fair remuneration and retaining the employees for growth and progress in career path.
- Creation of good image by building the organizational participation awareness through development and training

Employee compensation

Board of Directors has determined the preparation for performance fairly evaluation up to assess the performance of employees to be in line with the company's operations both short-term and long-term performance to be used as a tool to evaluate work In paying compensation adjustment of wages, salaries, bonuses and others to employees by taking into account the duties and responsibilities and the success of the work as assigned assessment of various skills and features including leave and compliance with corporate discipline rules and in order to evaluate the performance of personnel in accordance with the same regulations and systems assess the ability of employees for development In accordance with company policy use the information that can be used for personnel development and competency level to have knowledge, skills and ability to perform work according to the duties assigned with a systematic evaluation scope of performance. Scope of the system performance evaluation the performance evaluation section is divided into 3 parts as follows:

	2024	2025
Total employee compensation	66,240,766.07	88,209,530.65
Male compensation	45,160,059.94	65,972,349.69
Female compensation	21,080,706.13	22,237,180.96

Performance level based on performance evaluation criteria which personnel will be evaluated by using the weighting criteria for the performance of all 3 parts in the primary which is divided into the assessment score range, which the company has clear and fair criteria for considering salary increases and annual bonuses.

Annual Bonus Payment

- bonus payment is based on the evaluation of the company's performance.

Welfare Benefit

- ordination assistance
- financial aid for the staff wedding ceremony
- funeral assistance
- Maternity allowance and Child allowance.

Health & Life Insurance

- annual employee health check as necessary for each age range and gender appropriately group
- Health insurance and group accident insurance.

Fund

- provident funds,
- social security office.

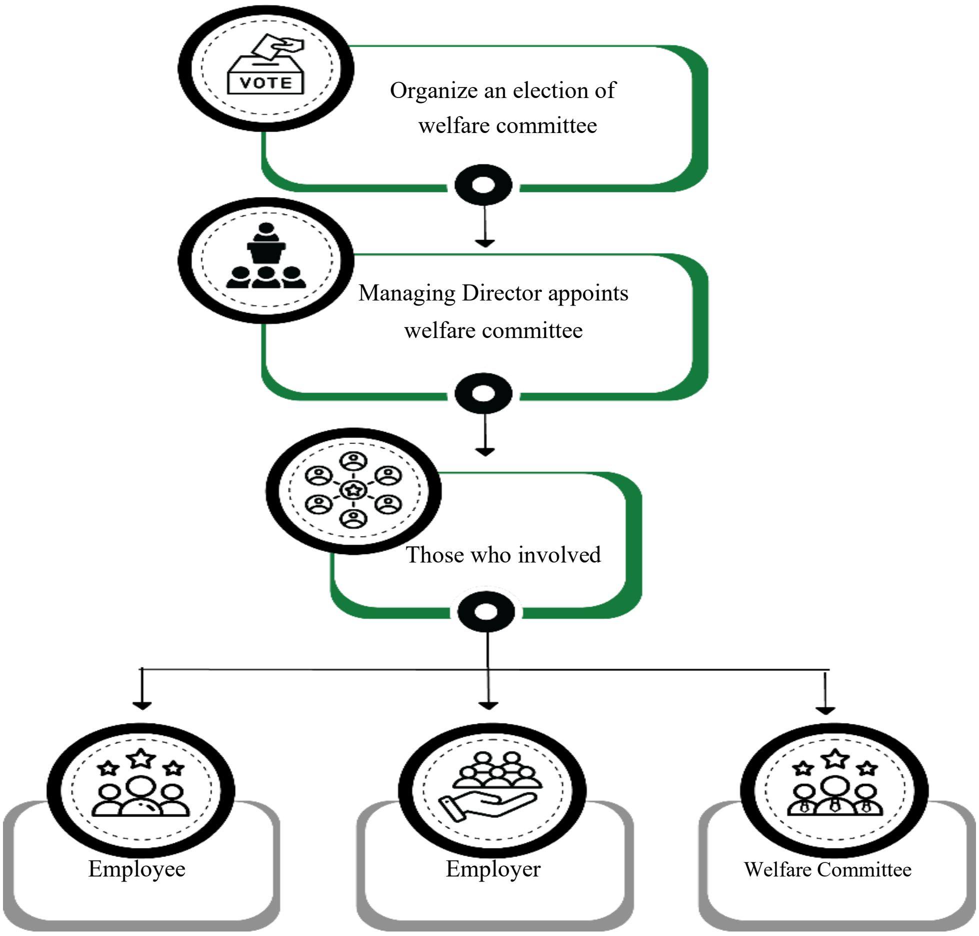
Providing appropriate welfare for employees

The Company had organize an elected of a welfare committee with the role and duty of representing employees of the Company and all subsidiaries in order to present opinions for improving environments, public utilities and benefits specified by law to the Company Employee representatives to provide opportunities for employees s to bargaining welfare, benefits, or changes in regulations that may affect the Company’s employees by defining guidelines of employment and compensation issues that show that the Company does not discriminate and provide equal opportunities for all. This includes women with disabilities or other disadvantaged groups to incentivize talented and experienced workers in the company and to retain employees who have the ability to work with the Company in the long term, as well as stipulating measures in the event of termination of employment in the employee handbook to demonstrate the intention and approach to treating the Company’s employees fairly and giving importance with the best health care and welfare of personnel because the Company believes that personnel is an important part that will drive the organization towards sustainable success.

Roles and responsibilities of the Welfare Committee are as follows:

- Collaborate with employers to arrange welfare for employees by survey with google form
- Give advice and make recommendations to employers on welfare arrangements for employees
- Inspect, control, supervise welfare arrangements that employers provide to employees.
- Offer ideas and guidelines on organizing welfare that are beneficial for employees with the Company

Welfare Committee Appointment Process



The company foresees the well-being of employees, which covers the family of the employee by providing welfare and various activities for employees to have good health which will benefit the operation and the lives of employees, and these benefits have been publicized to all employees to be aware of their rights. Through the internal communication channels of the company such as.

Relationship-building activities

- The event that is held as to allow employees and the executives to learn and understanding of the operation of each section. As a result, employees can pull their potential in order to do work effectively and efficiently. This is the most important to enable the Company to conduct its business toward policies and goals.
- This activity is held to the personnel in the organization's stress relaxation. Strengthen relationships and harmony between employees and management through recreational activities such as Company Outing, Sport day, New year Party , Annual company merit-making ceremony and etc. Apart from that, there is a great opportunity to all the personnel in the organization to join CSR activities and events together such as the donation.

Vending Machine

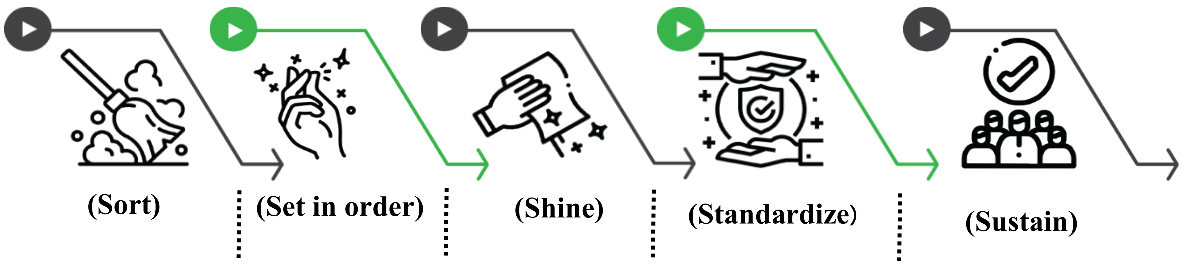
Fitness Room

Build Engagement Through Activities

To promote a cooperative work environment as well as to promote skills, abilities, experience and learning throughout the employee's working period by giving employees a sense of belonging to the organization, love and cherish, bond with the organization through activities that support productivity with the following objectives:

1. To encourage all employees to participate in work improvement, quality and work together as a systematic team, known to solve immediate problems by themselves and know how to improve themselves.
2. To create cooperation in creating work to meet the target quality by searching for weaknesses and finding the root cause in order to fix, improve and plan the quality systematically.
3. To provide incentives for compensation and / or honor certificates to employees who participate in beneficial activities and create value for the organization.
4. To jointly care for the environment and create something that is good for stakeholder. Therefore, the Company focuses on all employees to participate in all activities to increase productivity to promote the objectives and expectations of the organization to be achieved through various productivity activities as follows:

5S Activities



5S is an activity to improve the work of employees by themselves according to the principle of "Sort, set in order, Shine, Standardize and Sustain" in their own workplaces, thus the Company has employees with discipline from the employees' conscience, making the workplace environment clean, tidy, safe and has a proper waste management, create a balance with the environment.

INFRASET On-Time Awards Activity

The company awarded certificates of merit to 18 employees for their punctuality (INFRASET On-Time Awards) for the year 2025, from December 1, 2024 to November 30, 2025, out of 193 employees. These employees demonstrated discipline and responsibility, serving as excellent role models.

Health and Fitness Group Activities

Employees were divided into four teams: Rainbow, Purple, Orange, and Green, to earn points for their annual physical activity. This activity promotes teamwork, fun, and good health among employees.

Annual Company Merit-Making Ceremony and Town Hall Meeting

To celebrate the company's 19th Anniversary, management and employees offered lunch to nine monks for auspiciousness. A Town Hall meeting was held to communicate important information from the Managing Director and management team to all employees, fostering mutual understanding. It also provided an opportunity for employees to express opinions and ask questions. A shared lunch was also held, with employees encouraged to bring their own reusable cups, minimize food waste, and properly separate their waste.

Employee Engagement Survey

A survey of employees' opinions on the organization is a measure of employees' satisfaction and engagement level to the organization. It is also an indicator representing employee well-being according to various factors which cover the working environment and corporate culture. The company continuously does employee engagement survey once a year continuously and uses the results from the survey to improve and develop employee engagement through various tools and activities. This would encourage employees to feel satisfied and improve the level of engagement with the organization resulting in more happiness at work and being able to perform with full potential driving to achieve the organization's goals.

The company has set a goal to develop employee engagement in 2025 is 80% and 2026 is 85%

Results of employee engagement

	2023	2024	2025
Employee Engagement Survey	75%	70%	81%

Remark: The research is made by collecting information from employees with no identification to employee to receive the real

Responsibility Toward Communities and Societies

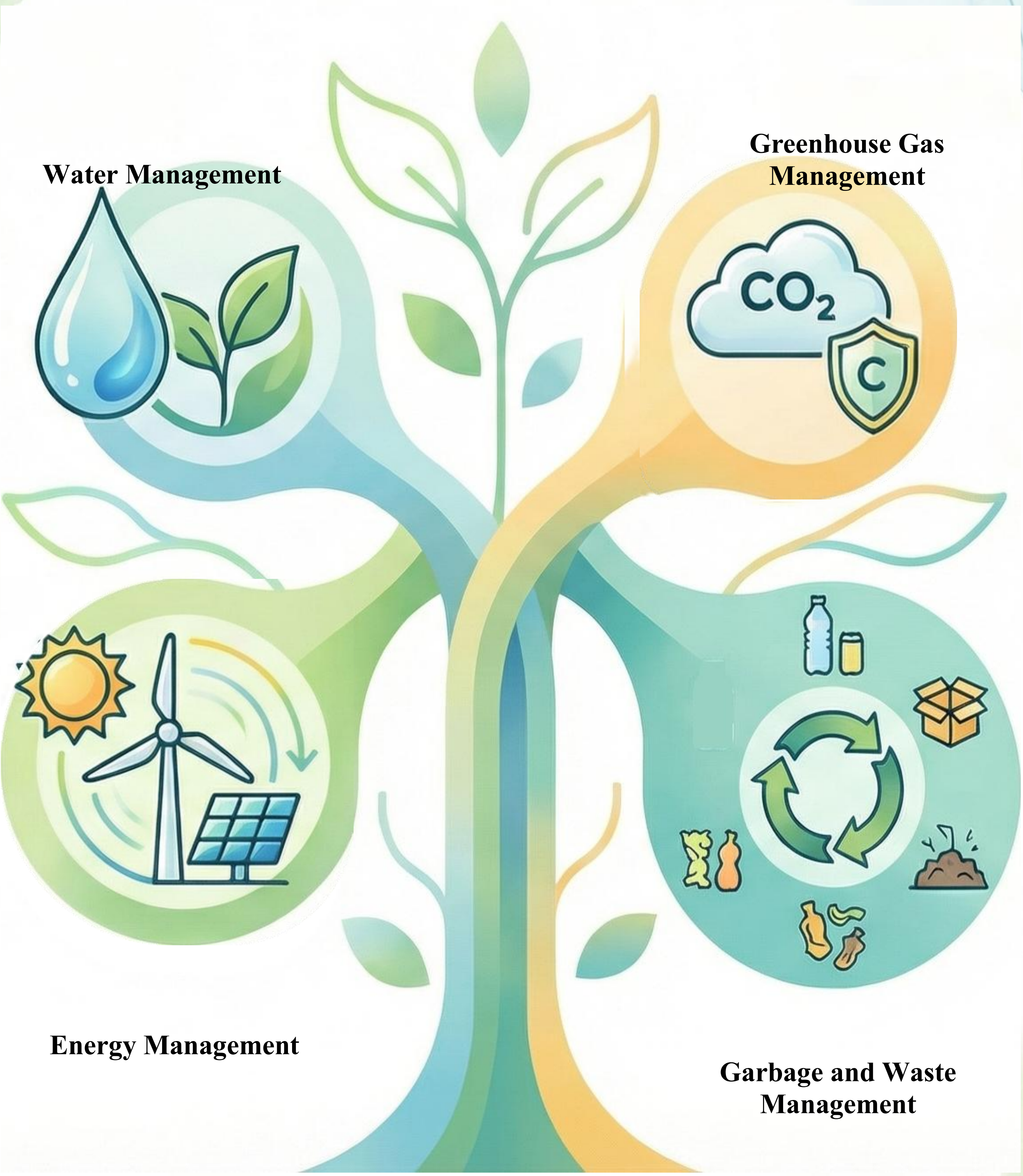
Social Activities

The company has carried out activities with communities in the area of the Community Digital Center Project, various ICT Learning Centers, with the target groups being students and interested people to provide knowledge on accessing technology in various topics such as using the internet, basic information search from Google, basic skills in using Microsoft Word, sending documents via online channels such as sending via the Line application and Line PC, and sending large documents via mail, student development projects to increase knowledge and skills in computer science, and student development projects in ICT, a course on applying digital technology in daily life, etc.

Project “Pan Namsai Term Sangfai by INSET Year 2”

This activity aims to support communities and schools in the area of the Community Digital Project and Community ICT Learning Center, improving the quality of life and health of students and the community. This is part of the company's policy to give back to society. InfraSet Public Company Limited (INSET) donated one water dispenser and upgraded the electrical system by replacing over 93 fluorescent bulbs with energy-saving LED bulbs, with discounts provided by our partner, L&E Lighting Co., Ltd. They also installed seven solar-powered streetlights and ten ceiling fans, totaling 100,000 baht, at the Border Patrol Police Learning Center, Sap Sai Thong, Kok Mamuang Subdistrict, Pakham District, Buriram Province, which serves 100 students and community members. This donation was made on November 1, 2025.

Sustainability Management Environment



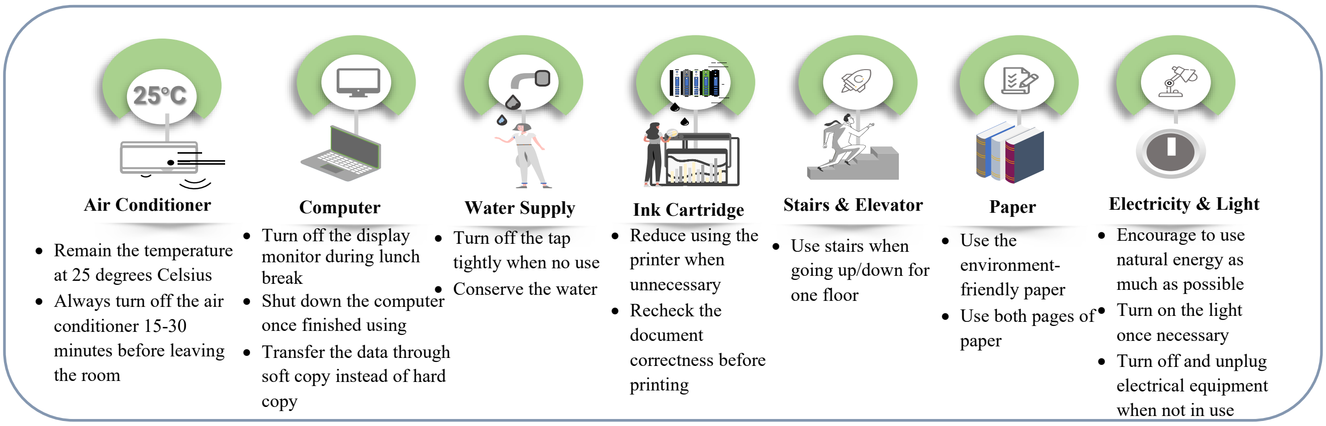
Environmental care

The Company's business itself does not have a direct impact on the environment; nevertheless, great emphasis is placed on environmental conservation and the preservation of natural resources. This is achieved by instilling environmental consciousness among employees through communication, awareness campaigns, and education about basic environmental management practices. These include water and energy conservation, resource efficiency, garbage and waste separation, and responsible consumption to create participation in environmental responsibility. Additionally, they are encouraged to promote and support environmental conservation efforts, including:

1. Adopting digital technologies for meetings to reduce printing activities and paper usage.
2. Encouraging data storage in soft file formats through scanning rather than relying on hard copy documents.
3. Promoting email communication as a substitute for paper-based document used within the organization, as well as judicious paper use by implementing practices such as double-sided printing or utilizing both sides of a single sheet.
4. Supporting and utilizing products that consider environmental impacts. This involves selecting eco-friendly items and products, opting for refillable packaging to minimize the environmental footprint associated with packaging production.
5. Advocating for electricity and water conservation within the organization by turning off appliances and water when not in use.

The company has created environmentally friendly habits for its employees and has joined the Three Green Friends Project to Join Positive Forces to Solve the Global Warming Crisis, which is a collaboration in sustainable environmental management with the goal of reducing greenhouse gases and managing the environment in a balanced way with the Stock Exchange of Thailand, including Care the Bear, a project to reduce greenhouse gases from organizing or organizing corporate events, Care the Whale, a project to reduce greenhouse gases from waste management from the beginning to the end, and Care the Wild, a project to plant trees to absorb greenhouse gases and create balance for the ecosystem. Various principles have been applied in the organization, such as supporting the reuse of materials, turning on the air conditioner at 25 degrees Celsius, turning off computer screens during lunch breaks, reducing unnecessary printing of documents, using the stairs instead of the elevator when going up and down one floor, using both sides of paper, avoiding the use of foam and plastic, and reducing waste by taking just the right amount of food and finishing it in various activities organized by the company. Although these activities do not have a clear effect in terms of energy costs or reduced expenses, they help instill personal habits and bring them back to use in daily life

" INSET Go Green , Reduce Global Warming And Energy Saving "



Community forestation project of Ban Oi and Ban Bun Rueng (Mon Mae Tang)

As listed companies in the Market for Alternative Investment (mai) and the Association of Listed Companies in the Market for Alternative Investment (mai) have collaborated with the Stock Exchange of Thailand to plant trees to increase forest areas under the Care the Wild "Plant & Protect" project on a total planting area of 91 rai at Ban Oi and Ban Boon Rueng community forests, Rong Kwang District, Phrae Province, with a joint planting activity on June 11, 2022. The company supported a 1 rai planting area with 200 trees. The planted tree species include forest trees and edible fruit trees, such as Makha Mong, Paduak, Yom Hin, Ironwood, Pyung, Chongkho, Neem, Olive, Java, Yang Na, etc.

Overview of the planting plot as of June 2025: Average survival rate 95% (replanting during June-July (rainy season)). Average tree height 90-120 cm. Fertilization, weed control, water supply provided through check dams to collect rainwater, firebreaks, and barbed wire fencing at the front entrance to prevent villagers from grazing cattle in the area.



INSET Arsa Thamdee for the Environment Year 2

There was held at the Ao Khung Kraben Development Study Center under the Royal Initiative in Chanthaburi Province. Their speakers provided knowledge about the ecosystem of Ao Khung Kraben, and 145 volunteers participated. They released 80,000 tiger prawns and 25,000 mud crabs, achieving a 90% survival rate, and cleaned up approximately one kilometer of beach.

This demonstrates the commitment and dedication of all employees to environmental protection, and instills in everyone an awareness of the importance of environmental conservation and encourages their participation in creating a sustainable society.




Water Management

Water Usage Target for 2025:

Reduce internal water consumption by 8 percent compared to the previous year.

Water Usage

Referring to the announcement of the Ministry of Natural Resources and Environment regarding the standards for controlling wastewater discharge from Type B buildings, the Company has a wastewater treatment system with a Septic Tank. The water discharge is regularly monitored and measured before being released outside the project. For 2025, the results comply with the control standards and align with ISO 14001:2015 standards.

Parameter	Unit	Method	WC 11265/68 น้ำทิ้งก่อนระบายออกนอกโครงการ	Standard *
pH	-	APHA, AWWA & WEF, 24th ed., 2023, part 4500-H+ B	7.4 (25°C)	5.5-9.0
BOD	mg/L	APHA, AWWA & WEF, 24th ed., 2023, part 5210 B, 4500-O G	5	≤ 30
Total Suspended Solid	mg/L	APHA, AWWA & WEF, 24th ed., 2023, part 2540 D	< 10	≤ 40
Total Dissolved Solid	mg/L	APHA, AWWA & WEF, 24th ed., 2023, part 2540 C	226	≤ 1,000
Oil & Grease	mg/L	APHA, AWWA & WEF, 24th ed., 2023, part 5520 D	< 2	≤ 20
Total Kjeldahl Nitrogen	mg/L as N	APHA, AWWA & WEF, 24th ed., 2023, part 4500-NH_3 C, N_{org} B	< 5	≤ 35
Sulfide	mg/L as S^{2-}	APHA, AWWA & WEF, 24th ed., 2023, part 4500-S^{2-} F	< 0.10 #	≤ 1.0
Sample Characterization	-	Observation	ใส	

Water consumption

Year	Water Usage Cubic Meter(s)	Water Intensity Cubic Meter(S)/person/year	Percentage of Treated Wastewater Before Discharge
2023	575	5.09	100
2024	489	3.40	100
2025	621	3.17	100

Climate resilience

Green House Gases Management

The Company has conducted the organization's carbon footprint assessment to evaluate greenhouse gas emissions, specifically focusing on activities within the main office of Infraset Public Company Limited, located at 165/37-39 Ramindra Rd., Anusawari Subdistrict, Bang Khen District, Bangkok 10220. The details are as follows:

Scope 1: **Direct emissions and absorption of greenhouse gases**

Including combustion-related activities involving the movement of the Company's vehicles (diesel and gasoline fuels) methane leakage from the Septic Tank, and the use of refrigerants in air conditioning units, refrigerators, and hot-cold water dispensers (R410A, R32).

Scope 2: **Indirect emissions and absorption of greenhouse gases**

Including electricity consumption.

Scope 3: **Other indirect emissions and absorption of greenhouse gases**

Including employee commuting activities.

Carbon footprint for organization of Infraset Public Company Limited has been audited by The Management System Certification Institute (Thailand) (MASCI)

Scope	2023 January 1 – December 31	2024 January 1 – December 31	2025 January 1 – December 31	
Scope 1	233	244	209	tons of carbon dioxide equivalent
Scope 2	32	37	36	tons of carbon dioxide equivalent
Scope 3	112	224	744	tons of carbon dioxide equivalent
Total Carbon Footprint in Category 1 and 2	265	281	245	tons of carbon dioxide equivalent
Greenhouse Gas Emission per Unit in Category 1+2+3 (Carbon Intensity)	0.0239	0.0409	0.0632	tons of carbon dioxide equivalent/day

Energy Management

The company focuses on energy conservation by selecting innovative LED lighting for maximum efficiency and implementing regular 6-month maintenance on its air conditioning system to improve energy efficiency and prioritize a healthy working environment.

Power Usage Data

Year	Power Usage (unit / kWh)	Power Usage Per Unit (Manday/KWh)
2023	**67,274**	**4.267**
2024	**72,949**	**5.918**
2025	**75,577**	**4.833**

The Company has installed a 34.88 kWh of solar rooftop system, which has been operational since October 2022.

In 2023, 2024, and 2025, the amount of renewable energy generated was 38,235.48 kWh, 37,150.57 kWh, and 36,513.40 kWh, respectively.

Target for Greenhouse Gas and Energy Management

The company has set long-term goals to reduce greenhouse gas emissions in accordance with the Paris Agreement, which aims to limit global temperature increase to no more than 1.5 degrees Celsius. The target is to achieve carbon neutrality by 2050 and net zero emissions by 2065.

Furthermore, by 2026, the company is committed to reducing greenhouse gas emissions by 2% (Scope 1 and 2) through:

1. Implementing at least two greenhouse gas emission reduction projects.
2. Using renewable energy at least 25% of the total energy used within the organization.
3. Reducing electricity consumption at the headquarters by 5% compared to the previous year.

Sustainable waste reduction and disposal

Sustainable waste reduction and disposal

In 2026, the Company aims to reduce the waste within the main office by 8 kilograms/day, donate electronic waste at donation points twice a year, and decrease plastic usage among employees by 10%.

Year	Waste and Disposal Quantities (Kg)	Waste and Disposal Quantities that Have Undergone the Reuse and/or Recycling Process (Kg.)
2023	4,464.00	1,158.00
2024	3,591.80	472.04
2025	6,205	1,362

The Company has implemented the ISO 14001:2015 system and advocates waste separation to employees, following the principles of the 3Rs, which are detailed as follows:

3R Principles of Waste Separation

1. Reduce: Minimizing the quantity of potential waste, such as choosing products with larger packaging instead of smaller ones and opting for products with minimal environmental impact.
2. Reuse: Reusing items, such as repurposing packaging for various household items, reusing paper or plastic bags, utilizing both sides of paper, using reusable fabric bags to reduce greenhouse gas emissions, and employing reusable food containers that can be cleaned and reused.
3. Recycle: Promoting the recycling of waste by implementing separation and collection of recyclable materials within the office. For example, desk calendars, staples, etc., can be separated and collected for recycling. These items can then be donated to organizations in need for further use.

Waste Separation by Color-coded Bins

Green Bin – Wet Waste

The green bin is designated for waste that naturally decomposes and has high moisture content. It rapidly emits odors. This type of waste can be effectively managed and utilized by composting, turning it into fertilizer. Examples include vegetable and fruit scraps, fruit peels, animal scraps, food leftovers, wood scraps, and leafy waste.

Blue Bin – General Waste

The Blur bin is designated for general waste, which undergoes a process to convert it into fuel or is appropriately disposed of. This type of waste cannot be recycled and is not sortable into different categories. Examples include shattered glass, candy wrappers, and instant noodle packaging.

Red Bin – Hazardous Waste

The red bin is designated for hazardous waste, which requires careful and proper disposal methods. This includes items such as spray cans, light bulbs, batteries, flashlight batteries, insect repellent cans, makeup products, engine oil, and cleaning product containers. This type of waste is considered dangerous and must be separated as it is flammable, explosive, and contains corrosive and poisonous substances.

Yellow Bin – Recyclable Waste

The yellow bin is designated for recyclable waste, which includes materials that can be reused without undergoing a complicated recycling process. Examples of recyclable waste include plastics, glass, paper, aluminum cans, metal cans, fabric scraps, and other metals. This type of waste can not only be reused without extensive processing but can also be a source of additional income, contributing to energy and resource conservation.

Gray Bin - for disposing of leftover food scraps.

Donate Old Calendars for the blind Project

The Company initiated a project to collect old calendars for the production of Braille letters benefiting individuals with visual impairments at the Educational Technology for the blind Center, Nonthaburi Province totaling of 489 calendars were donated

Electronic waste donation project (E-Waste)

In October 2025, employees and interested persons donated electronic waste E-Waste, including iPads, Power banks, old mobile phones, remotes, collected and donated at the electronic waste donation point, True Shop, Central Ramintra branch.


Donation of IT Equipment to the Mirror Foundation Project

The Mirror Foundation's office is located near its headquarters and provides assistance to communities and those in need with essential items such as clothing and IT equipment.

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Summary of Performance Indicators Table

According to GRI STANDARDS and ESG Metrics by the Stock Exchange of Thailand

Corporate Governance

Topic	GRI	Title	Unit	Quantitative Data		
				2023	2024	2025
		G1 Policy, Structure, and Corporate Governance				
G1.2C	GRI 2	Board Member	Person(s)	8	10	10
G1.3C		Independent Directors	Person(s)	3	5	6
G1.4C		Non-executive Directors	Person(s)	5	7	7
G1.5C		Female Directors	Person(s)	1	1	1
G1.6C		The chairman of the board is an independent director.	Yes/No	Yes	Yes	Yes
G1.7C		The chairman and the managing director are not the same person.	Yes/No	Yes	Yes	Yes
G1.8C		Independent Directors in Each Subcommittee	Person(s)	2	2	2
G1.9C		The chairman of each subcommittee is an independent director.	Yes/No	Yes	Yes	Yes
G1.10C		Number of Years in office of individual directors	Year(s)	3	3	3
G1.11C		Number of Board Meetings	Time(s)	6	6	6
G1.13C		Performance results of the company's board of directors	%	98	98	98
G1.4C		Performance results of the Audit Committee	%	99	99	100
G1.15C		The number of meetings held by each subcommittee.				
		Number of Audit Committee Meetings	Time(s)	4	4	4
		Executive Committee	Time(s)	12	11	6
		Nomination and Remuneration Committee	Time(s)	1	1	2
		Sustainability Committee	Time(s)	-	2	2
G1.22C		Remuneration of Individual Directors	Baht/Person	96,000	96,000	96,000
G1.25C		Total Remuneration of Executives	Baht	14,670,275	14,839,305	17,682,564
G1.36C		Number of Cases of Business Ethics Violations or Corruptions	Case(s)	0	0	0
		G4 Supply Chain				
G4.3R	GRI 308 GRI 414	Percentage of New Suppliers Passing Sustainability Screening	%	2	50	0.25
G4.5R		Percentage of Key Suppliers Signing Code of Conduct for Suppliers	%	55	50	31.50
		G5 Digital Innovation				
G5.3C	N/A	Expenditure on Innovation Research and Development	Baht	N/A	N/A	N/A

Social

Topic	GRI	Title	Unit	Quantitative Data					
				2023		2024		2025	
S1 Human Rights									
S1.3R	GRI 412	Number of Incidents Related to Human Rights Violations	Case(s)	0		0		0	
S2 Fair Treatment of Employees									
				Female	Male	Female	Male	Female	Male
S2.1C	GRI 401	Total Number of Employees	Person(s)	36	77	43	97	49	147
		- Below 30 Years Old	Person(s)	9	22	13	24	16	34
		- 30 to 50 Years Old	Person(s)	25	49	29	70	30	100
		- Above 50 Years Old	Person(s)	2	6	2	6	13	3
		- Operational Level	Person(s)	28	58	33	63	39	117
		- Managerial Level	Person(s)	7	15	8	36	9	26
		- High-level Executive Level	Person(s)	1	3	1	3	1	4
		- Bangkok	Person(s)	11	21	10	20	15	30
		- Northern Region	Person(s)	2	11	4	14	4	16
		- Central Region	Person(s)	9	25	11	34	14	47
		- North-Eastern Region	Person(s)	7	14	9	22	9	36
		- Southern Region	Person(s)	2	2	3	5	4	5
		- Western Region	Person(s)	2	3	2	4	2	6
		- Eastern Region	Person(s)	3	1	2	4	1	7
S2.2C	GRI 405	Number of Employees with Disabilities	Person(s)	0		0		0	
S2.3C		Total Compensation of Employees	Baht	54,476,811.50		75,010,704.11		99,386,244.41	
S2.4C		Percentage of Employees Who Are Members of PVD (Provident Fund)	%	100		100		100	
S2.5R		Gender Pay Gap Ratio	Female:Male	0.3 : 0.7		0.3 : 0.7		0.3:0.7	
S2.7C	GRI 404	Average Training Hours Per Employee	Hour(s)/Person/Year	8		8		8	
S2.10R		Expenditure on Employee Development	Baht	1,023,000		878,062.36		1,097,044.28	
S2.13C	GRI 403	Number of Work-Related Injuries Leading to Job Stoppage	Time(s)	0		1		0	
S2.15R		Lost Time Injury Frequency Rate (LTIFR)	Time(s)/200,000 hours	0		0		0	
S2.17R	GRI 402 GRI 407	Percentage of Voluntary Resignations Among Employees	%	0.94		2.62		1.34	
S2.18C		Number of Significant Labor Disputes with Corrective Measures	Case(s)	0		0		0	
S2.20R		Employee Engagement Assessment Results	%	75%		70%		81%	
S3 Responsibility Toward Customers/Consumers									
S3.2C	GRI 418	Number of Customer Data Breaches	Case(s)	0		0		0	
S3.3C		Number of Incidents or Complaints Related to Consumer Rights Violations Along with Corrective Measures (Quantity)	Case(s)	0		0		0	
S4 Responsibility Toward Communities/Societies									
S4.3R	GRI 413	Number Of Disputes with Communities/Societies Along with Corrective Measures	Case(s)	0		0		0	
S4.6R		Total Amount Spent on Projects or Activities for Community/Social Development and Assistance	Baht	130,000		150,000		100,000	
S4.6R		Number of projects promoting access to digital technology	Case(s)	0		1		1	

Environment

Topic	GRI	Title	Unit	Quantitative Data		
				2023	2024	2025
E1 Environmental Management Policies and Compliance						
E1.2C	GRI 3	Number of Cases or Incidents of Legal Violations or Environmental Impact	Case(s)	0	0	0
E1.2C		Number of Cases or Incidents of Legal Violations or Environmental Impact	Time(s)	0	0	0
E1.3R		Value of Damages or Fines Incurred from Legal Violations or Environmental Impacts	Baht	0	0	0
E2 Energy Management						
E2.2C	GRI 302	Energy Consumption	kWh/hrs.	67,274	72,949	75,577
E2.3C		Renewable Energy Consumption	kWh/hrs.	38,235.48	37,150.97	
E2.5R		Energy Intensity	MW/hrs./person	4.267	5.918	
E3 Water Management						
E3.2C	GRI 303	Water Consumption	Cubic Meter(s)	575	489	621
E3.4R		Water Intensity	Cubic Meter(s)/person/year	5.09	3.40	3.16
E3.5R		Percentage of Treated Wastewater Before Discharge	%	100%	100%	100%
E4 Garbage and Waste Management						
E4.2C	GRI 306	Quantity of Garbage and Waste	Kilogram(s)	4,464	3,591.80	6,205
E4.4R		Quantity of Garbage and Waste That Have Undergone the Process of Reuse and/or Recycling	Kilogram(s)	1,158	472.04	1,362
E5 Grees House Gas Management						
E5.2C	GRI 305	Greenhouse Gas Emissions within Scope 1	tCO2e	233	244	209
		Greenhouse Gas Emissions within Scope 2	tCO2e	32	37	36
		Greenhouse Gas Emissions within Scope 1 and 2	tCO2e	265	281	245
E5.5R		Greenhouse Gas Emissions within Scope 1, 2, and 3	tCO2e	377	505	989
E5.6R		Carbon Intensity	tCO2e/unit	0.0239	0.0409	0.0632

Technology industry, Information and communication technology category

Topic	GRI	Title	Unit	Quantitative Data		
				2023	2024	2025
ICT-S3 Promotion of Female Workforce						
ICT-S3.2	GRI 405	Number of female employees categorized by position level				
		- High-level Executives	Person(s)	1	1	1
		- Executives	Person(s)	10	8	9
		- Employees	Person(s)	27	33	39
ICT-S4 Combating Child Labor						
ICT-S4.3	GRI 408	Number of Cases or Incidents of Complaints or Detection of Child Labor within the Organization and Supply Chain.	Case(s)	0	0	0
ICT-G1 Cybersecurity and Personal Data Protection						
ICT-G1.2	GRI 418	Percentage of Technology Infrastructure Certified to Cybersecurity Standards, such as ISO 27001 or other Relevant Standards.	%	N/A	N/A	N/A
ICT-G1.4		Percentage of Employees Who Have Received Training in Cybersecurity and Personal Data Usage.	%	50%	100%	-
ICT-G1.5		Number of Incidents or Cases Where the Company Has Been Subjected to Cyber Attacks, along with Corrective Measures Taken.	Case(s)	0	0	0
ICT-G1.6		Number of Incidents or Cases of Personal Data Breaches, along with Corrective Measures Taken.	Case(s)	0	0	0
ICT-G2 Computer and Information Technology System Security						
ICT-G2.2	N/A	Number of Times Computer and Information Technology Systems Have Been Tested to Accommodate Emergency Events.	Time(s)	1	1	1
ICT-G2.3		Number of Incidents or Cases Where Computer and Information Technology Systems Have Failed, resulting in an Impact on the Business, along with Corrective Measures Taken.	Time(s)	0	0	0

INFRASET

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