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บริษัท เชียงใหม่ฟรozenฟู๊ดส์ จำกัด (มหาชน)

149/34 ซอยแองโกลพลาซ่า ถนนสุรวงศ์ แขวงสุริยวงศ์ เขตบางรัก กรุงเทพฯ 10500

CHIANGMAI FROZEN FOODS PUBLIC COMPANY LIMITED.

149/34 Soi Anglo Plaza Surawongse Rd., Suriyawongse, Bangrak, Bangkok 10500 Thailand

Tel : (662) 634-0061-4, 238-4091 Fax ; (662) 238-4090

## **Corporate Governance and Sustainability Policy Chiangmai Frozen Foods Public Company Limited**

The Company recognizes the importance of good corporate governance, which is a factor in strengthening the organization's business operations with transparency, fairness, and equal treatment of stakeholders. With the goal of achieving stable and sustainable business growth, the Company has appointed the Corporate Governance and Sustainability Committee to supervise the company's continuous compliance with the Corporate Governance and Sustainability Policy. The Policy Compliance is monitored and evaluated and the Policy is updated to be appropriate. In addition, there is a system to monitor and improve the guidelines in line with good corporate governance guidelines to lead to international standard practices.

Corporate Governance and Sustainability Policy covers the Company's Articles of Association Memorandum of Association Public Limited Company Act The Securities and Exchange Act, including the Rules Rules and regulations issued by the Stock Exchange of Thailand The Securities and Exchange Commission and related agencies are responsible for supervising the policy in four parts: Part 1: Corporate Philosophy; Vision, Mission, Corporate Values Corporate Governance and Business Ethics Part 2 Corporate Governance Structure Part 3 Rights and Treatment of Stakeholders SECTION 4 INTERNAL CONTROLS

### **Part 1 Corporate Philosophy Vision, Mission, Corporate Values Corporate Governance and Business Ethics**

#### **Corporate Philosophy**

**"The highest satisfaction of our customers is our highest desire."**

#### **Vision**

**"Committed to Developing for Leadership in Frozen Agricultural Products and Processed Agriculture"**

#### **Mission**

- 1) Aim to develop and recruit quality vegetables that are fresh, clean and chemical-free, and deliver products quickly as required by customers.
- 2) Aim to manage the business to achieve good returns on investment, adhering to the principles of corporate governance and sustainability.

#### **Corporate Values**

- 1) To treat shareholders and stakeholders equally and fairly.
- 2) We will always consider and manage risks appropriately.
- 3) It will create leadership at all levels. Promote a good working atmosphere
- 4) Happy and safe at work
- 5) It will build a good relationship with society. Community and Environmental Protection
- 6) It will build a quality organization and aim to become a learning organization.



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- 7) It will fight against all forms of corruption and corruption.
- 8) We will not violate or support any activities that violate human rights..

#### **Corporate Governance Principles**

- 1) Any action will be honest, honest, fair, moral, and honest in their duties both to themselves and to all stakeholders. Do not take advantage of the interests of the organization.
- 2) It will conduct business and operate with transparency and will be ready to accurately disclose important information related to the Company. It is complete, timely, up-to-date, ready to be audited, and is open to receiving comments from all parties involved for continuous improvement and development.
- 3) Equity will conduct business and treat shareholders, customers, partners, competitors, creditors, employees, and all stakeholders with equality and equality. religion, gender, age, marital status or physical incapacity;
- 4) The Company will conduct business and treat shareholders, customers, business partners, competitors, creditors, employees, and all stakeholders with fairness for the sake of mutual balance.
- 5) Holding on to the promise, we will conduct our business and operate with responsibility to shareholders, customers, business partners, official competitors, creditors, employees, and all stakeholders in operating in accordance with the policy. Good work system and commitments made to various stakeholders.
- 6) We will conduct business by treating stakeholders. The community and society are based on the rights they should be entitled to according to the law, and carry out various activities by taking into account environmental and social factors for sustainable development and growth.
- 7) Confidentiality: The Company will not disclose confidential information of shareholders, customers, business partners, competitors, creditors, employees, and all stakeholders, intentionally or unintentionally, to third parties, except with the consent of the information owner, and will not use the information obtained for personal financial gain and others.
- 8) Disclosure of Directors' Interests Executives and employees will disclose the interests of their personal or other businesses, including any matter that is a conflict of interest or may lead to a conflict of interest.
- 9) Compliance with the law will be adhered to the law. Rules and regulations related to business operations are strictly enforced.

#### **Business Ethics**

- 1) The Board of Directors has approved the Regulation on Business Ethics to encourage directors to Executives and employees at all levels adhere to it regularly as a matter of course. All executives and employees have signed the acknowledgment of the regulation and confirmed compliance, which is considered the framework of the Company's standard operations. In addition, the committee has assigned a person to be responsible. It is responsible for continuously monitoring the performance and always improving the regulations appropriately.



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- 2) The Board of Directors has a strong intention to establish a standardized corporate governance process and spread the practice to employees at all levels throughout the Company in order to create a sustainable good corporate governance culture and conduct business with consideration for all stakeholders. Therefore, the directors are requested to All executives and employees strictly adhere to the Company's corporate governance and sustainability policies and business ethics.

## Part 2 Corporate Governance Structure

### Board of Directors

Roles, Duties, Responsibilities and Approval Powers of the Board of Directors

- 1) The Board of Directors has the authority, duties and responsibilities under the Company's Articles of Association, including supervising the Company's compliance with the law. Objectives Articles of Association and resolutions of shareholders' meetings based on the principles of good practice in accordance with the Corporate Governance and Sustainability Policy.
- 2) Providing an accounting system Prepare a statement of financial position and a comprehensive income statement. Audit has an effective internal control, risk management and internal audit system.
- 3) Define the vision, mission, and values of the organization. Corporate Governance and Business Strategy
- 4) Directors and senior executives are responsible for preparing and reporting on purchases and sales. Transfer or receive transfer of the Company's securities The Company shall submit a copy of the report to the Company within 3 working days from the date of change and submit a copy of the report to the Company for safekeeping as evidence.
- 5) Set goals Guidelines Policies, business plans, budgets, and risk management policies, as well as supervise and supervise the administration and management of the management in accordance with the policies. Work plans and budgets are set efficiently and effectively.
- 6) Establish an anti-corruption and supervisory policy. Assess the risk. Control and prevention, as well as communication so that the directors Executives Employees and all stakeholders Strictly follow the policy. Failure to comply will be considered a disciplinary offense and punished according to the regulations set by the Company.
- 7) Determine the administrative structure, have the authority to appoint the Executive Committee. The Managing Director and other sub-committees as appropriate, including the determination of the scope of authority and duties of the Executive Committee, the Managing Director and the various sub-committees appointed.
- 8) Monitor, manage, correct and control the problem of connected transactions and the acquisition or disposal of assets with conflicts of interest.
- 9) Supervise and prevent human rights violations. Corruption and corruption in the organization



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- 10) Supervise business processes It must be taken into account and not affect the environment. society and the community as a whole.
- 11) Ensure that there is an appropriate system or mechanism for remuneration of executives and employees. To create both short-term and long-term motivation.
- 12) Evaluate the performance of the Managing Director and determine the remuneration in accordance with the performance
- 13) Prepare the annual report of the Board of Directors. The Company is responsible for the preparation and disclosure of financial statements to reflect the financial position and operating results of the past year and to present them to the shareholders' meeting for approval.
- 14) Arrange for accurate, clear, transparent, and reliable information disclosure.
- 15) Provide appropriate and equal communication channels with shareholders and all groups of stakeholders.

#### Roles and Responsibilities of the Chairman of the Board of Directors

- 1) Discuss with the Managing Director to consider the agenda of the Board of Directors. and Shareholders' Meeting
- 2) Responsible as the leader of the Board of Directors. In supervising, monitoring and supervising the management of the Board of Directors. Executive and other sub-committees to achieve the objectives set out in the work plan.
- 3) Chairman of the Board of Directors and Shareholders of the Company
- 4) To vote in the event that the Board of Directors meeting and the shareholders' meeting are held. The votes and votes of the two parties are equal.

#### Board of Directors Meeting

- 1) The Company sets the schedule of Board of Directors meetings annually in advance, and each director is aware of the schedule.
- 2) The Chairman of the Board of Directors and the Managing Director jointly considered the agenda of the meeting.
- 3) All directors have the right to propose matters to be included in the agenda. Check the meeting documents and other important documents if in doubt. The directors and management must take action to answer the doubt.
- 4) Arrange for the directors to send the invitation letter, agenda and supporting documents to the directors at least 7 days before the meeting date to allow sufficient time to consider the information.
- 5) The meeting of the Board of Directors is required to attend at least two-thirds of the entire Board of Directors. When a resolution is considered and voted on important matters such as the acquisition or



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disposal of assets of the Company and its subsidiaries, which have a significant impact on the Company.

Connected Transactions Expansion of investment projects, determination of management authority Financial management and risk management policies, etc.

- 6) At the meeting, if any director is a stakeholder in the agenda to be considered. They must leave the meeting before the start of deliberation on the agenda.
- 7) The Company Secretary or his or her designee must prepare the minutes of the meeting within the time prescribed by law.

#### Structure of the Board of Directors

The number of directors in the Board of Directors shall be as prescribed by the shareholders' meeting but shall not be less than 5 members, not less than half of the total number of directors must be residents of the Kingdom and not less than 3 directors or 1/3 of the total number of directors (whichever is higher) must be independent directors.

#### Definition of Independent Directors

The Company determines the qualifications of independent directors in accordance with the requirements of the Securities and Exchange Commission and the Stock Exchange of Thailand. It is based on good practices in corporate governance. As follows:

- 1) Not holding more than 0.50% of the Company's paid-up capital Subsidiaries Shares held by related persons shall also be counted.
- 2) Being a director in a company listed on the stock exchange. No more than 5 listed companies
- 3) Not participating in the management and not being an employee. Employees and consultants who receive regular salaries or have control over the company. Subsidiaries Associates A related company or a company in which a major shareholder directly or indirectly holds more than 5% of the paid-up capital, or a person in conflict who must not have such interests or interests for at least 2 years.
- 4) Not be a person who is related by blood or by legal registration in the manner of a parent. Spouse Including the spouses of the children, executives, major shareholders, controlling persons or persons who will be proposed to be executives or controlling persons of the Company or its subsidiaries.
- 5) There is no business relationship with the Company or its subsidiaries. Associates or juristic persons who may have conflicts in a manner that may hinder them. The use of independent judgment and without any other characteristics that prevent independent opinion on the operation of the Company.
- 6) Not being or having been an auditor of the Company Subsidiaries Associates or juristic persons that may have conflicts and are not major shareholders. Directors who are not independent directors, executives or managing partners of the audit firm who are auditors of the Company. Subsidiaries Unless the applicant has ceased to have such characteristics at least 2 years before the date of submission of the application for permission to the Office.



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- 7) The Company is not or has been a service provider of any professional services, including providing legal or financial advisory services, which receives a service fee exceeding two million baht per year from the Company, its subsidiaries, or subsidiaries. Associates or juristic persons that may have conflicts. In the case of a professional service provider being a juristic person, it shall include being a major shareholder. A director who is not an independent director, executive or managing partner of the professional service provider, unless he or she has ceased to have such characteristics for at least 2 years before the date of submission of the application for permission to the Office.
- 8) There is no interest or interest, directly or indirectly, in the financial and administrative aspects of the Company. Subsidiaries Associates or major shareholders of the Company
- 9) There are no prohibited characteristics as specified by the Securities and Exchange Commission.
- 10) Not be a director of other listed companies in the group of companies. Subsidiaries Associates Related companies or companies in which major shareholders directly or indirectly hold shares, exceeding 5% of the paid-up capital.
- 11) It is independent and does not involve the management and major shareholders of the company.
- 12) The interests of all shareholders are taken care of equally.
- 13) Able to ensure that there is no conflict of interest between the company and the management. Major shareholders or other companies with the same group of executives or major shareholders.
- 14) Able to attend board meetings to decide on important issues of the Company.
- 15) Be a person with knowledge, abilities, skills, expertise, experience, as well as leadership and vision that will be beneficial to the Company's business operations.

#### Term of office

One-third of the Board of Directors shall retire at every Annual General Meeting of Shareholders. In the event that 1/3 of the directors who will retire from such positions cannot be divided exactly, the number closest to 1/3 of the directors who have retired from office according to their term of office may be re-elected. In addition to retiring from office according to the term. Director resigns from office when

- 1) Dead
- 2) Resignation
- 3) Lack of qualifications or prohibited characteristics under the Public Limited Companies Act.
- 4) The shareholders' meeting voted to dismiss.
- 5) The court ordered the dismissal.



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Nomination and Election of Directors

The Nomination and Remuneration Committee will consider the list of persons who are suitable to be directors in the Board of Directors from the nominations of each shareholder and director, and the list of persons from the directors' database. The Board of Directors must have professional skills, business expertise related to the Company's business and/or accounting and financial skills, as well as necessary skills of the Board of Directors regardless of gender, age, race, religion, and submit to the Board of Directors for consideration and approval. The Company will present the shareholders for consideration of the next election.

Treatment of new directors

The Company provides a director's handbook or orientation for new directors. Memorandum of Association and Articles of Association The latest annual report and other important supporting documents include the roles and responsibilities of the Company's directors, corporate governance policy, and other important supporting documents. Business Ethics Anti-Corruption Policy and Corruption and other policies, as well as the roles and duties of all subcommittees.

Training and Knowledge Development

The Company has a policy to support new directors in the training course of becoming a director. To enhance knowledge and understanding of the roles and duties of being a director as well as to know the relevant rules, regulations, regulations, and laws.

Positions in other companies of directors and managing directors

The Company has a policy on the holding of directors and managing directors in companies listed on the Stock Exchange of Thailand in accordance with good practices. Hold the position of director in a company listed on the stock exchange. No more than 5 listed companies

**Subcommittee**

The Company appoints a sub-committee consisting of the Executive Committee. Audit Committee Nomination and Remuneration Committee Each subcommittee has the following composition, roles, and duties:

**1. Executive Committee (Management)**

The Executive Committee consists of a number of directors of the Board of Directors and/or executives of the Company. The number of not less than 3 members has a term of office for 3 years at a time, and the Executive Director who retires from office according to the term of office may be re-appointed. The Executive Committee has the powers and duties of the Executive As follows:

- 1) Operate and manage the business in accordance with the objectives, regulations, policies, regulations, requirements, orders and resolutions of the Board of Directors' meetings. and/or the resolution of the shareholders' meeting.



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- 2) Consider and moderate the formulation of policies, directions, and business strategies. Business Expansion Determine financial plans, human resource management, and investment in information technology to be presented to the Board of Directors for further consideration and approval.
- 3) It has the authority to approve investment in the purchase of assets. Other expenses and/or loans within the limit specified by the Board of Directors.
- 4) It has the power to appoint a working group for the operation or administration of the business and the determination of powers. Duties and responsibilities of the appointed working group in accordance with the specified policies and goals.
- 5) Monitor the performance to ensure that it is in accordance with the policies and targets set and supervise the quality and efficiency of the operation.
- 6) Consider the allocation of the annual budget as proposed by the management. Before presenting it to the Board of Directors for approval.
- 7) Determine the organizational structure, organizational management authority, hiring, and transfer. Dismissal Determination of wages, remuneration, employee bonuses and various benefits.
- 8) Report on the results of the audit in accordance with the Anti-Corruption Policy to the Board of Directors, the Audit Committee and the Corporate Governance Committee on a regular basis.
- 9) Take any other actions as assigned by the Board of Directors.

## 2. Audit Committee

The Audit Committee consists of 3 independent directors of the Board of Directors, of which at least 1 member of the Audit Committee must have knowledge of accounting and finance. The Audit Committee has a term in office. For 3 years at a time, the Audit Committee has the authority and duties. As follows:

- 1) Consider and propose to the Board of Directors to appoint the Company's auditors.
- 2) Review the Company's financial statements to ensure that they are truthful, complete, adequate and reliable.
- 3) Approving the appointment and removal Transfer or dismissal and consider the merits of the Internal Audit Department.
- 4) Coordinate with the Company's internal auditors and auditors on the scope of audits and audit planning, as well as ensure that internal auditors and auditors can operate independently.
- 5) Consider and review with the Company's internal auditors and auditors the efficiency and effectiveness of the internal control system, including the adequacy of resources used for internal control, and problems encountered from the audit and recommendations of the internal auditor and auditors.
- 6) Review and consider with the management and auditors of the Company at the end of the annual audit regarding the annual financial statements. Notes to the Financial Statements Auditor's Report Major issues



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encountered during the audit and audit-related matters that must be reported to the Board of Directors in accordance with generally accepted auditing standards.

- 7) Review and consider together with the management and the Company's internal auditors on the deficiencies detected. Complexity during inspection Scope of Operation Access to Required Information, Budgets and Ratios, Internal Audit Charter and Performance Standards
- 8) Consider and review with the Internal Auditor to supervise the performance of directors. Executives and employees must strictly comply with the anti-corruption policy.
- 9) Review the Company's compliance with relevant regulations, regulations and laws.
- 10) Consider and review transactions that may cause conflicts of interest.
- 11) Prepare a report on the performance of the Audit Committee. The report must be signed by the Chairman. Audit Committee
- 12) Review significant risks and ensure that the Company's risk management is appropriate.
- 13) Review and propose amendments to the Audit Committee's Charter to be modern and suitable for the organizational environment.
- 14) Perform any other duties related to audit activities as assigned by the Board of Directors.

### 3. **Nomination and Remuneration Committee**

The Nomination and Remuneration Committee consists of at least 3 directors of the Board of Directors, executives and/or other qualified persons, of which the Nomination and Remuneration Committee must be independent directors and the Chairman of the Nomination and Remuneration Committee must be an independent director. Nomination and Remuneration Committee There is an agenda for the position. For 3 years at a time, members of the Nomination and Remuneration Committee who retire from office may be re-appointed. The Nomination and Remuneration Committee has the following powers and duties:

- 1) Determine the qualifications of the Company's directors to be nominated in accordance with the structure, size and composition set by the Board of Directors.
- 2) Nominate and nominate suitable persons to serve as directors. The Board of Directors shall consider
- 3) Consider the form and criteria for payment of remuneration.
- 4) Consider determining the annual remuneration.
- 5) To consider the appropriateness of offering new securities to directors and employees.

### 4. **Corporate Governance and Sustainability Committee**

The Corporate Governance and Sustainability Committee consists of directors of the Board of Directors, executives and/or other qualified persons. The number of not less than 5 members and at least 1 member of the Corporate Governance and Sustainability Committee must be an independent director. The Corporate Governance and



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Sustainability Committee members who retire from office may be re-appointed. The Corporate Governance and Sustainability Committee has the authority and duties of the Corporate Governance and Sustainability Committee. As follows:

- 1) Corporate Governance and Sustainability Committee They must devote their time and exercise their discretion freely and aim for the best interests of the company. Good corporate governance
- 2) Study and prepare corporate governance and sustainability policies within the framework of the law. Criteria Up-to-date rules and regulations of supervisory organizations such as the Stock Exchange of Thailand. The Securities and Exchange Commission and related agencies as well as Guidelines for good corporate governance that meet international standards
- 3) Present the Corporate Governance and Sustainability Policy to the Board of Directors for approval and use as a guideline for the Board of Directors. Prepare a written corporate governance policy.
- 4) Give advice to the directors. The Company's executives and employees in performing their duties in accordance with the framework and criteria of the Corporate Governance and Sustainability Policy to ensure the smooth performance of the supervisory duties of directors and management of the management. It is practical and has an appropriate continuity in accordance with the expectations of shareholders and all groups of stakeholders.
- 5) Regularly consider, review and update corporate governance policies. To ensure the Company's corporate governance and sustainability policy. Modern and in line with international standards compliance guidelines as well as laws and guidelines. Regulations, regulations, and recommendations of internal organizations that are responsible for corporate governance.
- 6) Monitor and evaluate the performance of directors and the Company's management in accordance with the good practices set forth in the Corporate Governance and Sustainability Policy at the end of each year.
- 7) Prepare a report on the results of the Corporate Governance and Sustainability Assessment and present it to the Board of Directors, as well as provide necessary opinions and suggestions.
- 8) Suggesting good practices regarding ethics and the code of conduct in business operations of directors. Executives and employees of the Company
- 9) Appoint a working group to support corporate governance and sustainability as necessary and appropriate.

#### 5. Risk Management Committee

The Risk Management Committee consists of directors of the Board of Directors, executives and/or other qualified persons. The Risk Management Committee has a term of office of 3 years at a time. The Risk Management Committee has the following powers and duties:

- 1) Define a clear business direction. Identify, analyze, and investigate key risk factors and determine Risk Management Strategies



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- 2) Establish standards of risk management to be used as a guideline for various departments according to their responsibilities.
- 3) Supervise to ensure that such measures are thoroughly communicated and that employees comply with them.
- 4) Provide systematic and continuous assessment and analysis of potential damages to ensure that risk surveys cover all stages of the Company's business operations.
- 5) Support and develop risk management continuously throughout the organization and in line with international standards.

**The members of the sub-committee shall be relieved of their positions when**

- 1) Term maturity
- 2) Retired as a director and/or the Company's executives.
- 3) Resignation
- 4) Dead
- 5) Lack of qualification to be an audit committee member according to the rules of the Stock Exchange of Thailand.
- 6) The Board of Directors resolved to dismiss the Company.

**Separation of powers**

For the benefit of the performance of corporate governance duties and transparency of operations within the position and authority of the Chairman of the Board of Directors and the Managing Director. It is clearly segregated. This is in accordance with the principle of separation of duties between the formulation of corporate governance and sustainability policies.

**Balance of Non-Executive Directors**

The Company's Board of Directors consists of executive directors and non-executive directors. There are 1/3 or no less than 3 independent directors, allowing for independent audit of management. Therefore, all stakeholders can be assured that the directors who are executives have performed their duties in a pure, fair, and equal manner as representatives of shareholders and there is an appropriate balance of power.

**Compensation**

The Nomination and Remuneration Committee is responsible for recommending the remuneration of the Board of Directors. Subcommittee Managing Director Executive directors and senior executives who are appropriate according to the increased workload by comparing with the same industry data or reporting on the remuneration of directors of the Thai Institute of Directors Association or equal to the remuneration of the previous year and the remuneration appropriate to the workload. Knowledge The ability to retain the directors and executives that the Company needs. The Company has a policy to pay remuneration to the Board of Directors, Sub-committees, and Directors of the Company. Managing



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Director Executive directors and senior executives at an appropriate level in accordance with their obligations to comply with relevant laws and regulations.

### **Self-assessment**

The Company conducts an annual evaluation of the performance of the Board of Directors, in which the Company Secretary will send the evaluation form to each director and compile and propose to the Chairman of the Nomination and Remuneration Committee. To make an assessment The results of the evaluation will be discussed at the Board of Directors' meeting. The Company will use it to improve the efficiency of the work of the Board of Directors. In order to maximize the benefits of the Company's corporate governance.

### **Succession**

The Company has implemented a development plan to replace jobs with the objective of preparing manpower both qualitatively and quantitatively. Establish appropriate management continuity to select and prepare suitable personnel to hold positions that are the Company's main positions, including the Company's top executives, including important positions in the Company's management structure or business operations, or positions with specific skills. Have in-depth expertise or are difficult to replace. It has set the criteria for the preparation of succession plans, such as important positions. Criteria for consideration and selection as well as the process of preparing a succession plan, etc.

### **Company Secretary**

The Board of Directors appoints qualified officers to serve as Company Secretaries to perform duties as prescribed by law, including the following duties:

- 1) Provide initial guidance to directors on the Company's requirements, rules, regulations, and regulations, and monitor their correct and consistent implementation, including reporting significant changes to directors.
- 2) Organize the Board of Directors and shareholders' meetings in accordance with the law. The Company's Articles of Association and Code of Conduct
- 3) Record the minutes of the Board of Directors and shareholders' meetings, as well as monitor the compliance with the resolutions of the Board of Directors and the resolutions of the shareholders' meeting.
- 4) Ensure the disclosure of information and information reports in the areas of responsibility in accordance with the regulations and regulations of the Stock Exchange of Thailand. and the Securities and Exchange Commission
- 5) Communicate with general shareholders to be informed of the rights and news of the Company.
- 6) Supervise the activities of the Board of Directors.



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## Part 3 Rights and Treatment of Stakeholders

### Treatment of all stakeholders

The Company recognizes the rights of various stakeholders, including shareholders, customers, business partners, competitors, creditors, employees, society, communities, and the environment, as can be seen from the overall vision and the Company's Code of Conduct which are summarized in Part 1 of the Company's Corporate Governance Policy. The Company has a policy to ensure that each group of stakeholders is fully satisfied and entitled to that right based on the principles of fairness and equality for sustainable mutual growth. As follows:

#### 1. Shareholder Treatment Policy

The Company adheres to the principle of fair and equitable treatment of shareholders. As follows:

- 1.1) The Company is committed to creating quality and stable growth so that shareholders can receive sustainable returns from the Company's efficient work and good performance.
- 1.2) The Company will respect the rights of shareholders. To equally obtain the necessary information and disclose the earnings. Financial position with accurate supporting information according to the Stock Exchange of Thailand. and the Securities and Exchange Commission
- 1.3) The Company will perform its duties with honesty, honesty, transparency, and fairness to ensure that any decisions and actions are made. The best interests of all shareholders and all groups of related parties are taken into account.
- 1.4) The Company will control the operation. Comply with the Company's policies and continuously improve the quality of operations.

#### 2. Customer Treatment Policy

The Company has a policy to create customer satisfaction. As follows:

- 2.1) The Company provides a service system to satisfy customers by treating all customers equally and equally without discrimination.
- 2.2) The Company will provide information about the service in a complete, accurate manner and without distorting the facts. Taking into account the interests of customers.
- 2.3) The Company will establish a system so that customers can make complaints about the Company's services or business operations. It acts quickly and responds to customers in the best possible way.
- 2.4) The Company will supervise the environment. The interior and surrounding areas of the factory and office buildings are safe for life. Property of customers and visitors to work with the Company
- 2.5) The company is committed to creating an impression and satisfaction with customers so that customers can receive the best service.



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### 3. Supplier Treatment Policy

The Company aims to provide products and services in a standardized manner and aims to develop and maintain sustainable relationships with suppliers and contractual parties who have a clear objective of quality of goods and services that are worthy of value for money. Technical quality and mutual trust Therefore, the Company has guidelines on the process of procuring goods and services. As follows:

- 3.1) The Company provides competition on the information it receives on an equal footing.
- 3.2) The Company has established criteria for evaluating and selecting suppliers and contractual parties with impartiality.
- 3.3) The Company prepares appropriate and fair contracts with suppliers.
- 3.4) The Company has established a management and monitoring system to ensure full compliance with the terms of the contract and prevent fraud and corruption at every stage of the procurement process.
- 3.5) The Company pays partners and counterparties on time, according to the agreed payment terms.

### 4. Competitor Treatment Policy

The Company operates its business within the framework of fair competition. As follows:

- 4.1) The Company will not seek confidential information of its competitors by dishonest means.
- 4.2) The Company will operate its business within the framework of fair competition. Do not damage the reputation of competitors by accusing competitors of dishonesty and without facts.

### 5. Policy on Treatment of Creditors

The Company has a policy to treat creditors fairly. As follows:

- 5.1) The Company will maintain and strictly comply with the terms and conditions to creditors.
- 5.2) The Company will control the full repayment of loans and interest to all types of loan creditors on time and comply with the terms and conditions of the loan as agreed. without using the loan in a way that is contrary to the purpose of the loan.
- 5.3) The Company will manage to ensure that creditors are financially confident and the Company's ability to repay debts.
- 5.4) The Company will report and provide accurate and complete Company information to creditors.

### 6. Employee Treatment Policy

The Company recognizes the value of human resources and wants its employees to be proud of the organization with a participatory working atmosphere and equal opportunities for career advancement. Personnel will be developed and empowered to have knowledge and abilities thoroughly and continuously to create value and maintain excellence in



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the business. Policy on Knowledge Development and Employee Potential Safety and hygiene policies and other policies.

As follows:

- 6.1) The Company selects individuals to be hired to hold various positions fairly by taking into account the qualifications of each position. Educational qualifications, experience, and other requirements required for the job, without barriers based on gender, age, race, religion.
- 6.2) The Company determines remuneration and benefits for employees fairly. It is suitable for the knowledge, ability, condition and nature of the job. The performance is consistent with the Company's performance in both the short and long term, based on the Company's operating results. Management and performance evaluation throughout the organization
- 6.3) The Company encourages employees to receive training, develop knowledge, abilities, and develop their work potential to increase their work efficiency and provide opportunities for employees to advance in their careers.
- 6.4) The Company encourages employees to always receive relevant news as appropriate and as far as possible. To increase efficiency and good working relationships.
- 6.5) The Company has established a human resource management system in terms of appointment, transfer, and reward and punishment of employees in a clear manner by acting in good faith, fairness, and fairness. It is based on the knowledge, competence and suitability of employees.
- 6.6) The Company provides employees with opportunities to make suggestions. Complaints In matters related to work, it is not considered a disciplinary offense, and complaints and grievances are protected and considered confidential. By Feedback Any complaints and grievances will be taken seriously and resolved as soon as possible.

## 7. Safety and Hygiene Practices Policy

The Company recognizes that safety and hygiene are the Company's fundamental responsibilities and are an important factor for the sustainable growth of the organization.

- 7.1) The company will find ways to prevent accidents. Injuries and illnesses This is due to the serious cooperation of all employees, as well as finding ways to limit and control the risk of unsafe operations.
- 7.2) The Company will cooperate with government agencies and other organizations in resolving emergencies or accidents caused by operations as soon as possible. Efficient and cautious.
- 7.3) The Company will comply with various laws and regulations. In terms of safety, it will apply reliable safety management standards in cases where there are no laws and regulations requiring it.
- 7.4) The Company will provide the design of tools, equipment, and the preparation of procedures. Planning, implementing and training employees to have sufficient knowledge and information on occupational safety. To prevent potential hazards caused by machinery. How to work or diseases.



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7.5) Employees who report to work with illegal drugs in their body or have the effect of alcohol or other narcotic substances to a level that can damage their work performance. They must be disciplined according to the company's regulations.

#### 8. Community and Social Development Participation Policy

In order to maintain a healthy community and society, the Company has established guidelines. As follows:

- 8.1) The Company will strictly comply with its rights as a good citizen in accordance with the laws and/or regulations issued by regulatory authorities and regularly cooperate with the government.
- 8.2) The Company encourages employees and related parties to recognize and understand operational practices for participation in community and social development.
- 8.3) The company will continue to carry out projects or social activities to create love. Harmony and unity with the community and society.
- 8.4) The Company will take care to prevent the Company's operations from causing damage to the quality of life of the community and society.
- 8.5) The Company will continuously and seriously create a sense of responsibility to the community and society among employees at all levels.
- 8.6) The Company will jointly promote Creative Community and society support activities related to community development, both in terms of improving the quality of life. Exchange experiences from operations with the community and society. This is to improve the work regularly.

#### 9. Environmental and Natural Resources Policy

The Company is committed to conducting business responsibly, environmentally friendly and natural resources according to the following principles:

- 9.1) The Company will manage its operations with the goal of preventing impacts on the environment and resources.  
Nature
- 9.2) The Company aims to develop its operational processes to comply with international standards as well as regularly review and evaluate its performance.
- 9.3) The Company will cultivate and encourage employees and related parties to be responsible for the environment and natural resources.
- 9.4) The Company will be aware of preserving the environment and natural resources to be livable. Provide a process to educate employees with training so that all employees are aware of the importance of Cherish, preserve and use natural resources in the most cost-effective way.
- 9.5) The Company will maintain the environment and biodiversity in the areas where it operates to achieve a sustainable ecological balance.



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- 9.6) The company will contribute to reducing the emission of greenhouse gases that will affect climate change.
- 9.7) The company will seek exchange opportunities. Learn and share experiences from operations with other departments to continuously improve the company's operations.

#### 10. Human Rights Policy

The Company has a business policy based on the principle of respect for human rights principles in accordance with international principles. As follows:

- 10.1) The Company will treat all employees with respect and dignity.
- 10.2) The Company encourages employees to exercise their legitimate rights as citizens in accordance with the provisions of the Constitution and the law.
- 10.3) The Company will maintain the employee's personal information, such as biographical history, health history, work history, etc. Disclosure or transfer of an employee's personal information to the public is only possible with the employee's consent. Harassment is considered a disciplinary offense unless it is committed in accordance with the company's regulations or the law.
- 10.4) The Company does not violate and does not support businesses that violate human rights.
- 10.5) All employees must not commit any act that constitutes abuse or harassment, whether verbally or otherwise. Acts against others on the basis of race, gender, religion, age, physical disability.

#### 11. Anti-Corruption Policy

The Company has an ideology of conducting business with integrity. Comply with the laws of Thailand. Be transparent and adhere to social responsibility and all groups of stakeholders in accordance with the principles of corporate governance and business ethics. The Company was certified as a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC) on March 9, 2017 and was certified as a member of the CAC program for the fourth consecutive term on December 31, 2025. As follows:

- 11.1) Definition: Corruption refers to the misuse of a position, authority, or the misuse of existing assets. Bribery in any form by offering, promising, giving, committing, demanding or receiving money, property or any other undue benefit for one's own benefit. Family, friends, acquaintances with government agencies, private agencies or related persons. Whether directly or indirectly, to cause the agency or person to act or refrain from performing its duties in accordance with the prescribed code of conduct in order to obtain or maintain any other benefits that are not suitable for business. Regulations, Announcements, Regulations, Customs local traditions or commercial customs.
- 11.2) The Company has established an anti-corruption policy. In other words, the directors are prohibited. Executives and employees of the Company Committing any act related to all forms of corruption and corruption, both for the benefit of oneself, Family, friends, and acquaintances, whether directly or indirectly, whether they are in the position of recipients, givers, or offerors, whether monetary or non-monetary, to government agencies or private agencies with whom the Company operates or deals with and must strictly



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comply with the policy. Failure to comply will be considered for disciplinary action according to the company's regulations and may be punished according to the law if the act is illegal.

- 11.3) The Company attaches great importance to human resource management so that the anti-corruption policy can be implemented concretely. Communicate, educate and train employees on the prevention of abuse of benefits in their duties and guidelines to encourage employees to understand and practice as a corporate culture.
- 11.4) The Company provides fairness and protection to employees who deny corruption or employees who report fraud and corruption related to the Company by taking measures to protect whistleblowers or those who cooperate in whistleblowing and reporting fraud and corruption as stipulated by the Company in the Protection and Confidentiality Measures. For employees who deny corruption and corruption. The Company has a policy of not reducing its position. Punish or negatively affect the employee even if the denial of fraud and corruption causes the company to lose business opportunities.
- 11.5) The Company has an internal audit department that is independent and impartial. By reporting directly to the Audit Committee. In the Fraud Risk Assessment Assess the possibility of fraud and consider the most effective prevention and control measures to ensure that the Company can effectively prevent and control fraud and corruption.
- 11.6) The Company has supervisory and supervisory guidelines to prevent and monitor and evaluate the implementation of the Anti-Corruption Policy. The Audit Committee is required to supervise the implementation of the Anti-Corruption Policy on a regular basis at least once a year, as well as to review the guidelines and requirements to comply with business changes. Regulations, regulations, and legal requirements
- 11.7) The Company will disseminate the Anti-Corruption Policy to all groups of stakeholders as well as individuals within the Company.  
In addition, the Company has been informed through the Company's communication channels such as the Company's website, email, fax, Annual Disclosure Report (Form 56-1 One Report), circulars, etc. Social Responsibility Report Orientation, Training, Seminar
- 11.8) Do not commit any act related to politics and do not use any of the Company's resources to do so. The company is an organization that adheres to political neutrality. It supports the observance of the law and democratic governance, and there is no guideline for providing political assistance to any politician or political party. either directly or indirectly.

#### Definition of Political Assistance

Political Contributions refers to the provision of financial support. Goods and/or participation in activities as well as encouraging employees to participate in political activities on behalf of the Company in order to gain a commercial business advantage. This does not include employees participating in activities



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based on their personal freedoms, but they must not impersonate employees or take property. Any equipment and tools of the company are used for the benefit of political operations.

- 11.9) The use of the Company's money or assets for charitable donations must be done only on behalf of the Company. By making a charitable donation, the recipient must be a foundation. Public charitable organizations, temples, hospitals. Educational institutions or organizations for the benefit of society that are certified or reliable and verifiable. It is carried out through procedures in accordance with the Company's regulations and approved by the authorized person.
- 11.10) Charitable donations in the name of a person may be made but must not involve or raise suspicion that it is a fraudulent act for the sake of any benefit.
- 11.11) The Company's money or assets to support the project must be named in the name of the Company only. The subsidies paid must be for business purposes. Disbursements must state clear objectives and verifiable evidence and be carried out through procedures in accordance with the Company's regulations.
- 11.12) Do not accept gifts, souvenirs in the form of cash, cheques, bonds, stocks, gold, gems, real estate, or similar items with the relevant parties that they have contacted and coordinated, both government agencies and private agencies that benefit that person or themselves or cause damage to the Company.
- 11.13) Do not accept any property, goods, gifts, gifts, or any other benefits that induce them to neglect to perform their duties.
- 11.14) Do not give property, goods, gifts, or gifts of any kind or any other benefit to incentivize a decision or to affect the recipient. Not following the same trade practices as other suppliers.
- 11.15) It is not an intermediary to offer money, property, goods or any other benefits to persons related to the business. government agencies or private agencies in exchange for privileges that should not be obtained, or make government or private officials Ignoring the rules Regulations, regulations and legal practices as prescribed.

## 12. Whistleblowing or Complaints Policy

The Company provides measures to report whistleblowers or complaints from illegal acts. Code of Conduct or behavior that may imply corruption or misconduct of persons in the organization. Complaints or whistleblowing by all groups of stakeholders are protected confidentially and are not considered a disciplinary offense in case the complainant or whistleblower is an employee of the Company and the Company will expedite the investigation and resolve the problem as soon as possible.

- 12.1) A secure channel through which employees or stakeholders can confidently access information when they need advice on compliance with anti-fraud and corruption measures. You can find out on the Company's website at [www.cmfrozen.com](http://www.cmfrozen.com) Click Investor Relations Click on topics you want to know, such as anti-corruption policy or business ethics or corporate governance policy or other topics.



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- 12.2) A secure channel that employees or stakeholders can confidently access. When to make a complaint Report information or clues related to fraud and corruption without risk to the informant at a later date by submitting a complaint. Report information or clues by mail to

Chairman of the Audit Committee or Chairman of the Corporate Governance Committee, or  
Company Secretary or Human Resources Department

Chiangmai Frozen Foods Public Company Limited

Address: 149/34 Soi Anglo Plaza Surawongse Road, Suriyawongse, Bangrak, Bangkok 10500

Or send by E-mail address: cg@cmfrozen.com

Or call 02-238-4091, 02-634-0061-4

### 13. Treatment of Shareholders

- 13.1) The Company has a policy to provide shareholders with basic rights such as trading or transferring shares. Taking a share in the company's profits Attending meetings to exercise their voting rights at the meeting freely and equally. Participating in decision-making on important matters of the Company, such as the appointment or removal of directors. Determination of Remuneration of Directors Appointment of Auditors, Determination of Audit Fee Amount, Allocation of Dividends Formulation or amendment of the Articles of Association and Memorandum of Association, capital reduction or increase, approval of special items, etc., and prompt receipt of the Company's information. It is complete and sufficient through easy-to-access channels by providing information on the rights of shareholders, as well as useful news published on the website of the Stock Exchange of Thailand and the Company's website. The Company has arranged for an Investor Relations Department and/or Company Secretary to supervise and facilitate the exercise of shareholders' rights.
- 13.2) The Company aims to conduct the shareholders' meeting in accordance with the laws and related regulations, and in accordance with the Good Corporate Governance Policy.
- 13.3) Before the shareholders' meeting The Company provides an opportunity for minority shareholders to propose matters that they deem important and useful for consideration and inclusion in the agenda of the Annual General Meeting of Shareholders and to nominate qualified persons to be elected as directors of the Company, as well as opportunities for shareholders to submit any questions in advance (if any) before the date of the meeting. The Nomination and Remuneration Committee will consider and screen the shareholders' proposals. The results of the consideration will be announced in the invitation letter of the shareholders' meeting or on the date of the Annual General Meeting of Shareholders.
- 13.4) Once the Board of Directors has resolved to determine the dividend payment and the date of the Annual General Meeting of Shareholders, including the agenda of the meeting, the book closing date, the suspension of share transfer for the right to attend the meeting and the dividend payment. The



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- Company will inform the shareholders in general through the information disclosure channels of the Stock Exchange of Thailand and through the Company's website.
- 13.5) The Company will send the notice of the shareholders' meeting by mail in both Thai and English containing the details of the agenda together with the facts and reasons as well as the opinion of the Board of Directors for each agenda item and the form of proxy letter and other supporting documents, as well as details of the meeting procedure, voting, etc. Shareholders can view the invitation letter and other supporting documents at least 30 days prior to the meeting date on the [www.cmfrozen.com](http://www.cmfrozen.com) website under the heading "Investor Relations" and the Company will send it to the shareholders at least 21 days prior to the meeting date and publish the invitation letter through the daily newspaper 3 days before the meeting date. Shareholders can contact the Company's Investor Relations Department. For shareholders who are unable to attend the meeting in person. The shareholders can appoint proxies to other persons or independent directors of the company to attend meetings and vote on their behalf. The Company will provide information about the independent directors such as history, address, Education Holding positions in businesses that compete or are related to the Company's business. Characteristics of the Independent Director's Relationship with the Company and Subsidiaries The proxy letter sent by the Company to the shareholders will be in the form of specifying the items to be delegated in detail as prescribed by the Department of Business Development, Ministry of Commerce.
- 13.6) The Company will facilitate shareholders and proxies who attend the meeting. The time, location, as well as the registration and counting system of votes with a barcode system is convenient and fast. In addition, shareholders can register to attend the meeting 2 hours before the meeting and during the meeting to exercise their voting rights on the agenda that has not yet been voted on.
- 13.7) In the meeting The Chairman of the Board of Directors presides over the meeting by designating the directors of the Company who reside in the Kingdom. The meeting was attended by the Chairman of all sub-committees, executives, legal advisors, and auditors of the Company. The agenda related to the election of directors of the Board of Directors The Company will conduct individual voting considerations.
- 13.8) For voting at the meeting before the start of the meeting according to the agenda. The Company Secretary or a person designated by the Company will inform the meeting. The voting process is efficient and fast. The Company will only collect the ballot papers for the cards of shareholders who disagree and abstain from voting first. After that, all the votes in favor will be collected. Voting and counting votes for each agenda will be open. The Company Secretary or a person designated by the Company will report the voting results to the meeting on an agenda basis and for the ballot papers used by the Company to count the votes. The Company will retain the ballot so that it can be reviewed later. The Company also arranges for vote counting auditors to ensure the transparency and accuracy of meetings and voting at meetings.
- 13.9) The Chairman of the meeting will provide opportunities for shareholders to inquire as well as express their opinions and suggestions, with the relevant directors and executives in charge of clarifying and



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answering questions from shareholders, and the Company Secretary or a person assigned by the Company to take detailed notes of the minutes of the meeting and voting on each agenda. In addition, the Company will not take any action to suddenly add the agenda or change any important information at the meeting. This is in line with the policy of respecting the rights of shareholders.

13.10) After the shareholders' meeting, the Company will prepare a summary report of the resolutions of the meeting to be reported to the Stock Exchange of Thailand within 9.00 a.m. on the next business day after the date of the meeting and publish it on the Company's website for shareholders and investors to know. The Company will send a copy of the minutes of the Annual General Meeting of Shareholders to the Stock Exchange of Thailand within 14 days from the date of the meeting and publish it on the Company's website [www.cmfrozen.com](http://www.cmfrozen.com) under the heading "Investor Relations" for the shareholders' prompt information.

#### 14. Dividend Payment

The Company has a policy to pay dividends of not less than 60% of net profit, except in the case of If there is a project to expand investment, it will consider paying dividends according to financial suitability.

#### 15. Disclosure and Transparency

The Company is committed to ensuring the best and most timely disclosure of the Company's information to shareholders and the public so that the decision to invest in the Company's securities is made on the basis of complete and equal information. As follows:

- 15.1) The information disclosed must be accurate. Complete and clear
- 15.2) Compliance Regulations related to information disclosure shall be carried out accurately and completely.
- 15.3) Stakeholders including shareholders Investors Securities analysts and other interested persons have equal rights to be informed of the Company's published information.
- 15.4) What information will affect the trading price of the Company's securities or be considered important for investors to make investment decisions or will affect the rights of shareholders? The Company will immediately disclose to the public through the website of the Stock Exchange of Thailand and disseminate it through the Company's website.

In addition, for the sake of transparency, the Company will disclose information on the Company's securities holdings of directors and executives. When a new director or executive is appointed or there is a change in securities holdings through the website of the Securities and Exchange Commission.

#### 16. Investor Relations

The Board of Directors recognizes that the Company's information, both financial and non-financial, affects the decision-making process of investors and stakeholders of the Company. Therefore, the Board of Directors has a policy for the management to disclose information.



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The Company has always attached importance to and adhered to. In terms of investment relations, investors, shareholders, Analysts and relevant government agencies can view the Company's information on the www.cmfrozen.com website under the heading "Investor Relations" or contact us at 02-238-4091, 02-634-0061-4 or contact us via E-mail address: cg@cmfrozen.com

**17. Social and Environmental Activities**

The Company has established a unit to be responsible for social and environmental activities in the treatment of all groups of stakeholders. It consists of shareholders, customers, business partners, competitors, creditors. Employees of the Company and business operations with consideration to the safety and good hygiene of employees. Responsibility to the community, society, environment, and natural resources. Non-violation of human rights The Company prepares a separate report on social and environmental activities from the annual report according to the Form 56-1 One Report.

**SECTION 4 INTERNAL CONTROLS**

**Prevention of the use of inside information**

The Company has policies and methods for caring for directors. The Company's executives and employees in using inside information that has not been disclosed to the public for personal and personal gain. For the provision of penalties and education for the directors. Senior management, including spouses and minor children, on the duty to report on securities holdings. As follows:

- 1) Establish a code of conduct for directors and a code of conduct for employees that covers the use of inside information. Confidentiality of customers by communicating and disseminating to relevant persons for general compliance.
- 2) The directors are prohibited from Executives and employees who have received material inside information that affects changes in the Company's securities price. Disclosure or use of inside information or trading in securities or persuade others to buy or sell the Company's securities, directly or indirectly, whether such actions are done for the benefit of oneself or others before such financial statements or inside information are disclosed to the public related to inside information. The Company shall not disclose such information to others until such information has been notified to the SET.
- 3) Penalties for violating the aforementioned regulations The Company is considered a disciplinary offense in accordance with the Company's Regulations and will consider appropriate punishments such as verbal warnings, written warnings, probation, as well as dismissal from the employee for reason, dismissal, dismissal, or dismissal, as the case may be.

**Connected Transactions and Prevention of Conflicts of Interest**

The Board of Directors acknowledges the Company's operations. In formulating policies, The procedures for approving connected transactions and transactions that may have a conflict of interest are as follows:



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- 1) Comply with the regulations of the Stock Exchange of Thailand. Notification of the Securities and Exchange Commission and Notification of the Capital Market Supervisory Board in relation to connected transactions and transactions that may cause conflicts of interest. Directors or executives who are involved in transactions that may cause conflicts of interest will not participate in the decision to consider such transactions at the Board of Directors' meeting for approval. At the same time, the Company Secretary or the person designated by the Company shall record the minutes of the meeting and the relevance of the directors or executives in writing in the minutes of the meeting.
- 2) Determine pricing policies and conditions for transactions between the Company and related parties, and the prices and conditions must be the same as those of transactions with third parties.
- 3) Stipulates that investment in any business with related interests or transactions between the Company and directors The management authority must be approved by the Board of Directors. This does not include directors with interests.
- 4) Establish regulations Rules for Securities Trading and Appropriate Procedures for Securities Trading of Directors Senior executives and employees affiliated with agencies who can take advantage of inside information to seek benefits for themselves or others. The Regulation also includes persons related to the Securities and Exchange Act.
- 5) Strictly comply with the anti-corruption policy. In other words, the directors are prohibited. The Company's executives and employees commit any act related to all forms of corruption and corruption both for their own benefit. Family, friends and acquaintances, either directly or indirectly. Regardless of whether they are in the position of a receiver, giver, or offerer, whether monetary or non-monetary, to government agencies or private agencies with which the Company operates or deals with them, they must strictly comply with the policy. Failure to comply will be considered for disciplinary action according to the regulations set by the Company and may be punished according to the law. If the act is illegal.
- 6) Director Executives and employees shall not commit any act that shows that they are accepting bribes or bribes to stakeholders in matters for which they are directly or indirectly responsible for obtaining unfair benefits.
- 7) The use of the Company's money or assets for charitable donations must be done only on behalf of the Company. By making a charitable donation, the recipient must be a foundation. Public charitable organizations, temples, hospitals. An educational institution or organization for the benefit of society that is certified or reliable and verifiable. It is carried out through procedures in accordance with the Company's regulations and approved by the authorized person.
- 8) Charitable donations in the name of the individual may be made. However, it must not be related or cause suspicion that it is a corrupt act for any benefit.
- 9) The provision of money or assets of the Company to support the project must be named in the name of the Company only. The subsidies paid must be for business purposes. Disbursements must state clear



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objectives and verifiable evidence and be carried out through procedures in accordance with the Company's regulations.

- 10) Do not commit any act related to politics and do not use any of the Company's resources to do so. The Company is an organization that adheres to political neutrality, supports the observance of the law and democratic governance, and does not provide political assistance to any politician or political party. either directly or indirectly.

### **Interest Report**

The Company designates directors and persons with management authority to The Company Secretary or the person designated by the Company is responsible for storing and making a report on the changes to the Chairman of the Board and the Chairman of the Audit Committee for compliance with the Securities and Exchange Act. Such information will be used by the Company to supervise transactions between the Company and its directors and management and/or related persons in order to comply with the Rules. Relevant Regulations and Laws

### **Internal Control and Audit**

The Company attaches great importance to an effective internal control system at both the executive and operational levels. Therefore, the obligations and authority of executives and operators have been set in writing. The Company has supervised the use of the Company's assets and developed a sound internal control system regarding accounting and finance, as well as an effective reporting system.

The Company has an internal audit department to ensure that the Company's core operations and important financial activities are carried out. The Company has effectively implemented the established guidelines including monitoring compliance with laws and the Company's requirements according to the Chain of Command.

### **Risk Management**

The Company recognizes the importance of risk management and considers such a process to be an important component of corporate governance. Establish risk management policies, set policies, objectives, and strategies for risk management, assess risks from normal operations and risks from corruption, supervise and control to prevent risks from corruption, as well as communicate to everyone in the organization so that they can realize the importance and create a culture of risk management at all levels of the Company so that they can be implemented continuously and consistently according to the changing situation based on the principles of risk management, as well as ensuring that the methods for monitoring and evaluating the results of risk management are determined in accordance with the risk management policy and the anti-corruption policy because it is an important final step for the achievement of risk management and requires regular reporting to the Board of Directors.



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This Corporate Governance Policy was approved by the Board of Directors' Meeting No. 1/2004 on March 25, 2004 and reviewed by the Board of Directors meeting every year. The most recent meeting of the Board of Directors No. 1/2026 was held on February 26, 2026.

Your Faithfully,

(Mr. Prayoon Pholpipattanaphong)  
Chairman

The document information is translated from the Thai version

If there are any unclear issues, the Thai version of the document shall be preferred.