

ESG Performance

Company Name : CHIANGMAI FROZEN FOODS PUBLIC COMPANY LIMITED Symbol : CM

Market : SET Industry Group : Agro & Food Industry Sector : Food & Beverage

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

- Environmental policy and guidelines : Yes
- Environmental guidelines : Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management, Air quality management, Noise pollution management

Current climate change has resulted in global warming. It is a mission that all agencies and organizations must give importance to and cooperate in taking care of and maintaining to reduce the impacts that will occur.

The company has set policies for environmental management, water management, waste management, and energy management. It has encourage employee of all levels in the organization to use resources efficiently, appropriately, and sufficiently to maximize benefits, including applying in daily life. Activities that have been carried out include volunteer projects for reforestation, natural material craft projects, waste separation activities, conservation energy activities, reused water activities, and operations that comply with environmental laws by providing environmental monitoring such as air quality, noise, heat, light, chemical distribution, and waste water discharged from the factory. The results of the measurements passed the legal standards, and reports were prepared and submitted to the responsible agencies within the specified time frame.

Information on review of environmental policies, guidelines, and/or objectives over the past years

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

- Review of environmental policies, guidelines, and/or goals over the past year : Yes
- Changes in environmental policies, guidelines, and/or goals : Electricity management, Fuel management, Water resources and water quality management, Waste management, Air quality management, Noise pollution management

Data on energy use, work safety, and the environment over the past year are presented, and policies related to these work processes are reviewed.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Other : -

Compliance with energy management principles and standards

Energy management principles and standards : Other : -

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs, Other : -

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs, Other : -

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Activities with the community to support food and drinks for fire warden in the area of Chedi Mae Krua Municipality and San Sai District, following the measures to prevent forest burning, which may cause PM 2.5 pollution in February. Company joined activities to develop and improve the landscape of the village and communities near the factory by building a wall along the Ping River to prevent water erosion in the area of Ban Khua Mung in November. Activities to jointly build a water gate with the Ban Wang Khum Ngern community, together with Chedi Mae Krua Municipality, activities to jointly preserve the environment by planting trees to honor His Majesty the King and making a vow to do good deeds as royal merit, together with Chedi Mae Krua Municipality in April.

Information on incidents related to legal violations or negative environmental impacts

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

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	1	0	0

Details of incidents and corrective measures for significant legal violations or negative environmental impacts

Year of incident	Details	Progress status
2022	<p>Incident</p> <p>-</p> <p>Impacts that occurred or expected to occur</p> <p><u>Non-financial impact</u></p> <p>-</p> <p><u>Financial impact</u></p> <ul style="list-style-type: none"> • Expected impact on financial statement : 0.00 Baht <p>Corrective or remedial measures</p> <p>-</p>	Incident no longer subject to action

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : No

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Information on electricity management

Companys electricity consumption^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	28,546,705.00	28,073,051.00	25,537,840.00

	2022	2023	2024
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	24,997,740.00	24,654,800.00	22,187,760.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	3,548,965.00	3,418,251.00	3,350,080.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	21,271.76	19,700.39	18,452.20

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

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	N/A	N/A

Electricity Expense (*)

	2022	2023	2024
Total electricity expense (Baht)	94,748,772.00	106,384,950.76	83,987,295.49
Percentage of total electricity expense to total expenses (%) (**)	7.06	8.67	7.63
Percentage of total electricity expense to total revenues (%) (**)	7.03	8.38	7.04
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	70,602.66	74,656.11	60,684.46

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

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

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Fuel oil (Litres)	690,447.00	852,476.00	811,201.00

Additional explanation : Not include external fuel consumption

Company's fuel expense^(*)

	2022	2023	2024
Total fuel expense (Baht)	20,587,701.00	17,863,604.28	21,156,814.92
Percentage of total fuel expense to total expenses (%) ^(**)	1.53	1.46	1.92
Percentage of total fuel expense to total revenues (%) ^(**)	1.53	1.41	1.77

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

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

Information on total energy management (electricity + fuel)

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

Water resources are another important source of raw materials for the company's business operations. If water is not managed well, it may affect the business operations and cause problems with the community. Therefore, the company has set a policy for managing and controlling the use of water for business operations, both water use in the factory and water used in agriculture. It is committed to managing water use efficiently for sustainable production and not affecting the community. Therefore, the water management operation policy has been set as follows:

1. Set up a monitoring system for the amount of water available, as well as regulations related to water use that may affect operations and not cause impacts or conflicts with the community.
2. Set up a monitoring system for the quality of water used to comply with relevant standards and laws, both water used within the factory and water used in the farmer's cultivation area.
3. Set up management to use water efficiently, reduce loss / use recycle water / reuse / recycle as appropriate.
4. Set up a monitoring system for water use, set goals and control the amount of use per production unit clearly.
5. Study guidelines and methods to encourage and support farmers to grow crops that use less water without affecting their yields and income.
6. Manage and set planting plans that are appropriate for the area, season and availability of water resource, in order to produce good yields and not affect the community's water use.
7. Set up an assessment of the risks associated with water use, both water used in the factory and water used for agricultural cultivation by farmers.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Increase of recycled water for consumption	2023 : Recycled water for consumption 21,850.00 Cubic meters	2025 : Increased by 5% Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	N/A	519,868.00	617,017.00
Water withdrawal by groundwater (cubic meters)	N/A	519,868.00	617,017.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	N/A	364.82	445.82
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	N/A	0.41	0.52

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

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	N/A	483,554.00	425,536.00

	2022	2023	2024
Wastewater discharged to surface water (cubic meters)	N/A	483,554.00	425,536.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	N/A	36,314.00	191,481.00

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	N/A	21,850.00	37,875.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	N/A	0.02860199	0.16060247

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	N/A	545,861.00	647,867.00
Total water withdrawal expense from other sources (Baht)	N/A	545,861.00	647,867.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	N/A	0.04	0.06

	2022	2023	2024
Percentage of total water withdrawal expense to total revenues (%) ^(*)	N/A	0.04	0.05
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	N/A	383.06	468.11

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Details of setting goals for waste management

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	25,933,920.00	21,267,450.00
Total non-hazardous waste (kilograms)	N/A	25,931,000.00	21,263,000.00

	2022	2023	2024
Total hazardous waste (kilograms)	N/A	2,920.00	4,450.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	20.43	17.84
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	20.42	17.83
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	0.00	0.00

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

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

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	25,826,000.00	21,132,000.00
Reused/Recycled non-hazardous waste (Kilograms)	N/A	25,826,000.00	21,132,000.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	99.58	99.36
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	99.60	99.38

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : No
goals

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas : No
management

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	15,558.59	17,742.20	38,983.07
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	3,293.95	6,910.93	7,737.32
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	12,264.64	10,831.27	8,934.17
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	22,311.58

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.011546	0.013974	0.032697
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	11.59	12.45	28.17

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

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

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

Verification of the company's greenhouse gas : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

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

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ESG Performance

Company Name : CHIANGMAI FROZEN FOODS PUBLIC COMPANY LIMITED Symbol : CM

Market : SET Industry Group : Agro & Food Industry Sector : Food & Beverage

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

- Social and human rights policy and guidelines : Yes
- Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Community and environmental rights, Safety and occupational health at work, Non-discrimination

Chiangmai Frozen Foods Public Company Limited realizes that all employees are valuable human resources for the company. The company's development comes from the cooperation of all employees.

Therefore the company committed to ensure that all employees of the company and the stakeholders receive rights and protection under labor laws by treating everyone equally according to human rights principles without discrimination and supporting and promoting human rights, avoiding actions that violate human rights, and in order to comply with the requirements of social responsibility standards and other related regulations, including employment policies that must be based on customer recommendations which require a continuous review and improve labor operations appropriately.

In case that any practices or risks that may lead to violation of human rights in company's production chain, wrongdoings can be reported to the Labor Management Relation.

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

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

- Review of social and human rights policies, guidelines, and/or goals over the past year : Yes
- Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Community and environmental rights, Safety and occupational health at work, Non-discrimination

There was a review in the management review meeting and there were no changes.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

- Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

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

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type : Company
Total number of disclosure boundaries : 1
Data disclosure coverage (%) : 0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan : Yes

Employee and labor management plan implemented by the Company in the past year : Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Child labor, Safety and occupational health at work

Fair compensation for employees

Employee training and development

Employee relations and participation , CSR, welfare, 5S, KAIZEN

Migrant workers/foreigners have equal rights as Thais

No child labor is employed

There is occupational safety and health committee

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Child labor	-	-	2025: -
• Employee training and development	-	-	2025: -

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management⁽¹⁾

Performance and outcomes for employee and labor : Yes
management

The company has joined the project to improve the quality of life of workers to have good health and safe driving and has joined the project according to the sufficiency economy philosophy.

Remark: ⁽¹⁾ Employees are safe while coming to work, reducing accidents both going and coming from work Employees can eat vegetables that are free of chemicals and buy them at a lower price than the market. Employees who take care of the vegetables will have additional income. Employees who are about to retire are prepared for their future careers.

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	1,342	1,425	1,384
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	1342	1425	1384
Male employees (persons)	424	439	441
Percentage of male employees (%)	31.59	30.81	31.86
Female employees (persons)	918	986	943
Percentage of female employees (%)	68.41	69.19	68.14

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	276	329	263
Percentage of employees under 30 years old (%)	20.57	23.09	19.00

	2022	2023	2024
Total number of employees 30-50 years old (Persons)	668	741	703
Percentage of employees 30-50 years old (%)	49.78	52.00	50.79
Total number of employees over 50 years old (Persons)	398	355	418
Percentage of employees over 50 years old (%)	29.66	24.91	30.20

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	115	121	102
Percentage of male employees under 30 years old (%)	27.12	27.56	23.13
Total number of male employees 30-50 years old (Persons)	217	239	241
Percentage of male employees 30-50 years old (%)	51.18	54.44	54.65
Total number of male employees over 50 years old (Persons)	92	79	98
Percentage of male employees over 50 years old (%)	21.70	18.00	22.22

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	161	208	161
Percentage of female employees under 30 years old (%)	17.54	21.10	17.07

	2022	2023	2024
Total number of female employees 30-50 years old (Persons)	451	502	462
Percentage of female employees 30-50 years old (%)	49.13	50.91	48.99
Total number of female employees over 50 years old (Persons)	306	276	320
Percentage of female employees over 50 years old (%)	33.33	27.99	33.93

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	1,160	1,242	1,285
Percentage of employees in operational level (%)	86.44	87.16	92.85
Total number of employees in management level (Persons)	173	160	94
Percentage of employees in management level (%)	12.89	11.23	6.79
Total number of employees in executive level (Persons)	9	23	5
Percentage of employees in executive level (%)	0.67	1.61	0.36

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	318	336	390
Percentage of male employees in operational level (%)	75.00	76.54	88.44

	2022	2023	2024
Total number of male employees in management level (Persons)	103	89	47
Percentage of male employees in management level (%)	24.29	20.27	10.66
Total number of male employees in executive level (Persons)	3	14	4
Percentage of male employees in executive level (%)	0.71	3.19	0.91

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	842	906	895
Percentage of female employees in operational level (%)	91.72	91.89	94.91
Total number of female employees in management level (Persons)	70	71	47
Percentage of female employees in management level (%)	7.63	7.20	4.98
Total number of female employees in executive level (Persons)	6	9	1
Percentage of female employees in executive level (%)	0.65	0.91	0.11

Significant changes in the number of employees

Significant changes in number of employees over the : No
past 3 Years

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	16	15	16
Percentage of disabled workers to total employment (%)	1.19	1.05	1.16
Total number of employees with disabilities (Persons)	16	15	16
Percentage of disabled employees to total employees (%)	1.19	1.05	1.16

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	0.00	226,239,668.02	243,217,878.15
Average of remuneration of employees (Baht/persons)	0.00	158,764.68	175,735.46

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

As the Company has established a provident fund with its employees under the name "Chiangmai Frozen Foods Public Company Limited Provident Fund, which is already registered" for the purpose of promoting employee savings and providing welfare and security for employees and their family.

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2022	2023	2024
Number of employees eligible to participate in PVD (persons)	N/A	185	220
Number of employees joining in PVD (persons)	160	151	194
Number of PVD members / Total employees (%)	11.92	10.60	14.02
Number of PVD members / Total eligible employees (%)	N/A	81.62	88.18

Amount of provident fund

	2022	2023	2024
Total amount of provident fund contributed by employer (baht)	1,811,233.80	1,831,108.34	1,913,129.19
Total amount of provident fund contributed by employee (baht)	N/A	4,884,235.85	5,375,134.29

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
CHIANGMAI FROZEN FOODS PUBLIC COMPANY LIMITED	Yes	1,384	220	194	14.02	88.18

Information on employee development

Employee training and development

	2022	2023	2024

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	7.85	10.36	11.95
Total amount spent on employee training and development (Baht)	449,944.38	901,080.21	945,777.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000335	0.000734	0.000859
Percentage of training and development expenses to total revenue (%) ^(*)	0.000334	0.000710	0.000793

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

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	N/A	N/A	2,551,248.00
Total number of hours worked by employees (Hours)	N/A	2,556,450.00	2,551,248.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	7	7	3
Total number of employees that lost time injuries for 1 day or more (Persons)	7	7	2
Percentage of employees that lost time injuries for 1 day or more (%)	0.52	0.49	0.14

	2022	2023	2024
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	N/A	2.74	0.78
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	N/A	0.55	0.16

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

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	0	470	424
Total number of male employee turnover leaving the company voluntarily (persons)	0	169	124
Total number of female employee turnover leaving the company voluntarily (persons)	0	301	300
Proportion of voluntary resignations (%)	0.00	32.98	30.64
Percentage of male employee turnover leaving the Company voluntarily (%)	0.00	35.96	29.25
Percentage of female employee turnover leaving the Company voluntarily (%)	0.00	64.04	70.75

	2022	2023	2024
Evaluation result of employee engagement	-	No	No

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

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

Responsible sales and marketing policy and guidelines

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

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

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old, Appropriate marketing communications through digital channels

Information on customer management plan

Customer management plan

- Company's customer management plan : No
- Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to

customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

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

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from customers/consumers : Yes

Telephone : 026340061-4

Fax : 02-2384090

Email : info@cmfrozen.com

Companys website : www.cmfrozen.com

Address : -

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan : Education, Religion and culture, Sports and recreation,
implemented by the company over the past year Occupational health, safety, health, and quality of life

To demonstrate the responsibility of Chiangmai Frozen Foods Public Company Limited towards society and the environment, the company has set the policy on social and environmental responsibility as follows:

1. Environment

1.1 Control and supervise the production process, machinery, equipment and products to prevent them from affecting the environment.

1.2 Control and reduce various pollutions including contaminants that will be released into the external environment.

1.3 Reduce waste from both the production process and general use. In case waste disposal is necessary, it must be done in the correct way.

2. Natural resources

2.1 Improve the efficiency of the production process and machinery by introducing modern technology to reduce the use of natural resources.

2.2 Find ways to reuse various wastes.

3. Safety and hygiene

3.1 Improve the working environment to be safe.

3.2 Promote employees to be conscious of taking care of their health.

3.3 Find ways to prevent accidents at work.

4. Social responsibility

4.1 Support activities in society and the community, especially around the factory.

4.2 Cooperate and listen to opinions or suggestions from the community or stakeholders to improve things that affect the community as appropriate.

4.3 Participate in community and social development.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social : No
management goals

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : No

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	50,000.00	50,000.00	50,000.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.003725	0.004073	0.004543
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.003711	0.003938	0.004194

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

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

ESG Performance

Company Name : CHIANGMAI FROZEN FOODS PUBLIC COMPANY LIMITED Symbol : CM

Market : SET Industry Group : Agro & Food Industry Sector : Food & Beverage

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Chiangmai Frozen Foods Public Company Limited recognizes the importance of good governance, which ensures that the organization conducts its business transparently, fairly, and treats stakeholders equally, as well as has an efficient management system. Intending to achieve stable and sustainable business growth, the company has appointed a Corporate Governance Committee to oversee its adherence to the governance policies continuously. There is monitoring and evaluation of compliance with the policies, and adjustments are made to ensure the policies remain appropriate. Additionally, a system is in place for monitoring and improving practices to align with good governance guidelines, leading to practices that meet international standards.

The corporate governance policy covers the company's regulations, articles of association, Public Limited Companies Act, and Securities and Exchange Act, as well as different rules, regulations, and directives issued by the Stock Exchange of Thailand, the Securities and Exchange Commission, and other relevant regulatory bodies. This policy is divided into four sections:

Section 1: Organizational Philosophy, Vision, Mission, Organizational Values, and Principles of Corporate Governance

Section 2: Governance Structure

Section 3: Rights and Treatment of Stakeholders

Section 4: Internal Control

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation

Nomination of directors

The Nomination and Compensation Committee will consider the list of individuals deemed suitable to be directors of the company's board from nominations made by shareholders and each director, as well as a list of individuals from the director database who have passed the qualification screening according to relevant laws and criteria. They must possess professional skills, expertise related to the company's business, and/or skills in accounting and finance, including the necessary skills for the board that are currently lacking, without discrimination based on gender, age, race, or religion. This list will be presented to the company's board for consideration and approval. Once the board approves the proposed list of directors, the company will proceed to present it to shareholders for election consideration. (Details on the company website www.comfrozen.com, Investor Relations section, Corporate Governance topic)

Reference link for Nomination of directors : <https://www.cmfrozen.com/investor-relations/>

Determination of director remuneration

The nomination and remuneration committee is responsible for proposing appropriate remuneration for the company's board of directors, sub-committees, managing directors, executives, and senior management, in line with the increased workload, by comparing it with information from the same industry or the directors' remuneration report from the Thai Institute of Directors Association, or at least equivalent to the remuneration from the previous year. This remuneration should be appropriate for the workload and the knowledge and skills required to maintain the directors and executives that the company needs, to be proposed to shareholders for annual approval. The company has a policy to pay remuneration to the board of directors, sub-committees, managing directors, executives, and senior management at an appropriate level, consistent with the duties to be performed, under relevant laws and regulations. (Details on the company website www.cmfrozen.com, Investor Relations section, Corporate Governance topic)

Reference link for Determination of director remuneration : <https://www.cmfrozen.com/investor-relations/remuneration>

Independence of the board of directors from the management

The company's board of directors consists of executive directors and non-executive directors. Among the non-executive directors, one-third of the board or no fewer than three members must be independent directors, allowing for independent oversight of management. This gives all stakeholders confidence that the executive directors perform their duties with integrity, fairness, and equality, representing the shareholders and maintaining an appropriate balance of power.

Director development

The company has a policy to support directors in training courses on being directors and developing a deeper understanding of the roles and duties of being a director, as well as being informed about various rules, regulations, and relevant laws to stay current with new situations and guidelines.

For new directors, the company provides a directors manual or organizes an orientation for new directors. The directors manual includes the articles of association, the latest annual report, and other important supporting documents, including the roles and responsibilities of company directors, corporate governance policies, business ethics, anti-corruption policies, and other policies, as well as the roles and responsibilities of every subcommittee.

Board performance evaluation

The company conducts annual performance evaluations of the board of directors. The company secretary will send the evaluation form to each director and compile the results for submission to the chairman of the nomination and remuneration committee for assessment of performance. The evaluation results will then be discussed in the board meeting. Furthermore, the suggestions received from the evaluation of the board's performance will be used to improve the efficiency of the board's work, aiming to maximize the benefits of corporate governance.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

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

Shareholder

The company recognizes the rights of various stakeholders, including shareholders, customers, partners, business competitors, creditors, employees, society, communities, and the environment. This is evident in the vision and the company's code of ethics, which states that the company has a policy to ensure that each group of stakeholders is satisfied and fully receives their rights based on the principles of fairness and equality for sustainable mutual growth. Therefore, the company has established policies for dealing with all groups of stakeholders as follows:

Policy for Shareholders

1. The company is committed to creating quality and stable growth to provide shareholders with sustainable returns from efficient work and the company's good performance.
2. The company will respect the rights of shareholders to receive necessary information equally and disclose financial performance, financial status, and accurate supporting information as required by the Stock Exchange of Thailand and the Securities and Exchange Commission.
3. The company will perform its duties with honesty, integrity, transparency, and fairness to ensure that any decisions and actions consider the best interests of all shareholders and all related parties.
4. The company will control operations to comply with company policies and continuously develop operations to improve quality.

Employee

Employee Treatment Policy

The company recognizes the value of human resources and aims to instill a sense of pride among its personnel within the organization, fostering a collaborative work environment with equal opportunities for career advancement. Employees will be developed to enhance their potential, acquiring comprehensive and continuous knowledge and skills to create value and maintain excellence in the business. Therefore, the company has policies regarding compensation and benefits, employee knowledge and potential development, safety and health policies, and other relevant policies, with the following practices:

1. The company selects individuals for various positions fairly, considering the qualifications for each position, educational background, experience, and other necessary job requirements, without discrimination based on gender, age, race, or religion.
2. The company determines fair compensation and benefits for employees that are appropriate to their knowledge and abilities, the conditions and nature of the work, performance results, and align with the company's short-term and long-term performance, considering the company's overall results, management, and performance evaluations.
3. The company supports its employees in receiving training to enhance their knowledge and abilities, thereby developing their work potential to improve work efficiency and providing opportunities for career advancement.
4. The company encourages employees to stay informed about relevant information continually, as appropriate and feasible, to enhance effectiveness and foster good relationships in collaboration.
5. The company establishes a human resource management system concerning appointments, transfers, rewards, and penalties for employees that is clear, implemented with integrity, fairness, and impartiality, based on the knowledge, abilities, and suitability of the employees.
6. The company provides opportunities for employees to offer suggestions, lodge complaints, or report grievances related to work without it being considered a disciplinary offense. These complaints and grievances will be protected and treated confidentially, and various suggestions and complaints will be considered seriously, with prompt efforts to find solutions.

Customer

Customer Treatment Policy

The company has a policy to create customer satisfaction, therefore it has established the following practices:

1. The company provides a service system to ensure customer satisfaction by treating all customers equally and without discrimination.
2. The company will provide complete, accurate, and unembellished information about services, prioritizing the benefits of customers.
3. The company will establish a system for customers to file complaints regarding services or business operations, acting swiftly and responding to customers in the best possible manner.
4. The company will monitor and maintain the safety of the environment, both inside and around the factory and office buildings, to protect the lives and property of customers and visitors.
5. The company is committed to creating a positive impression and satisfaction for customers to ensure they receive the best service.

(Details on the company website www.comfrozen.com, Investor Relations section, Code of Ethics topic)

Reference link for Customer : <https://www.cmfrozen.com/investor-relations/>

Business competitor

Policy on Conducting Business with Competitors

The company operates under a framework of fair competition rules, adhering to the following principles:

1. The company will not seek confidential information from competitors through dishonest means.
2. The company will conduct business within the framework of good competition, not damaging the reputation of competitors by making unfounded accusations against them, lacking in integrity and factual information.

(Details on the company website www.comfrozen.com, Investor Relations section, Code of Ethics topic)

Reference link for Business competitor : <https://www.cmfrozen.com/investor-relations/>

Business partner

Partner Treatment Policy

The company intends to ensure that the procurement of goods and services is conducted to a standard and aims to develop and maintain sustainable relationships with partners and contractors who have clear objectives regarding the quality of goods and services that are commensurate with monetary value, technical quality, and mutual trust. Therefore, the company has established practices regarding the procurement of goods and services as follows:

1. The company ensures that competition is conducted on an equal basis with the received information.
2. The company establishes criteria for evaluating and selecting partners and contractors fairly.
3. The company prepares suitable and fair contract formats with partners.
4. The company implements management and monitoring systems to ensure that the terms of contracts are fully complied with and to prevent fraud and corruption at every stage of the procurement process.
5. The company pays partners and contractors on time according to the agreed payment terms.

(Details on the company website www.comfrozen.com, Investor Relations section, Code of Ethics topic)

Reference link for Business partner : <https://www.cmfrozen.com/investor-relations/>

Creditor

Creditor Treatment Policy

The company has a policy to treat creditors fairly, with the following practices:

1. The company will strictly maintain and comply with the terms agreed upon with creditors.
2. The company will ensure the timely repayment of loans and interest to all types of creditors, adhering to the loan agreement conditions without using borrowed funds in ways that contradict the purpose of the loan.
3. The company will manage operations to instill confidence in creditors regarding the company's financial position and its ability to meet debt obligations.
4. The company will provide accurate and complete information about the company to creditors.

(Details on the company website www.comfrozen.com, Investor Relations section, Code of Ethics topic)

Reference link for Creditor : <https://www.cmfrozen.com/investor-relations/>

Government agencies

Policy on Procedures and Measures Related to Government Agencies or the Public Sector

The company has the following policies and practices:

1. The company will cooperate with government agencies and other organizations in responding to emergencies or accidents arising from operations promptly, effectively, and cautiously.
2. The company will strictly adhere to laws and regulations concerning safety and will implement reliable safety management standards in cases where there are no existing laws and regulations.
3. The company will conduct itself according to its rights as a good citizen under the law and/or regulations issued by regulatory agencies and will cooperate with the government consistently.
4. The company will not engage in any political activities and will not use any company resources for such purposes. The company is committed to political neutrality, supports adherence to laws and democratic governance, and has no policies to provide political assistance to any politicians or political parties, whether directly or indirectly.

(Details on the company website www.comfrozen.com, Investor Relations section, Code of Ethics topic)

Reference link for Government agencies : <https://www.cmfrozen.com/investor-relations/>

Community and society

Community and Social Development Participation Policy

To maintain a good community and society, the company establishes the following practices:

1. The company will strictly adhere to its rights as a good citizen under the law and/or regulations issued by regulatory bodies, and will regularly cooperate with the government.
2. The company encourages employees and stakeholders to be aware of and understand operational practices for participation in community and social development.
3. The company will continuously implement social projects or activities to foster love and unity within the community and society.
4. The company will ensure that its operations do not harm the quality of life of the community and society.
5. The company will instill a sense of responsibility towards the community and society among employees at all levels continuously and earnestly.

6. The company will collaboratively promote and create a community and society supportive of activities related to community development, including improving the quality of life and exchanging experiences from operations with the community and society to consistently enhance work practices.

(Details on the company website www.comfrozen.com, Investor Relations section, Code of Ethics topic)

Reference link for Community and society : <https://www.cmfrozen.com/investor-relations/>

Environmental and Natural Resource

Environmental and Natural Resource Policy

The company is committed to conducting business responsibly, environmentally friendly, and under natural resource principles as follows:

1. The company will manage operations to prevent impacts on the environment and natural resources, and exceed legal requirements.
2. The company aims to develop operational processes following international standards and will regularly review and assess its operations.
3. The company will instill and promote a sense of responsibility for the environment and natural resources among employees and stakeholders.
4. The company will recognize the importance of conserving the environment and natural resources to make it a livable area and a source of waterways by providing training to employees so that everyone understands the significance of valuing, preserving, and using natural resources as efficiently as possible.
5. The company will maintain the environment and biodiversity in operational areas to achieve a sustainable balance in the ecosystem.
6. The company will participate in reducing greenhouse gas emissions that may impact climate change.
7. The company will seek opportunities to exchange, learn, and share experiences from operations with other organizations to continuously improve its operations.

(Details on the company website www.comfrozen.com, Investor Relations section, Code of Ethics topic)

Reference link for the other policy and : <https://www.cmfrozen.com/investor-relations/guidelines>

Human Rights

Human Rights Policy

The company conducts its business with respect for human rights principles according to universal standards as follows:

1. The company will treat all employees with respect for their dignity and worth.
2. The company supports employees in exercising their legitimate rights as citizens in accordance with the provisions of the constitution and the law.
3. The company will protect employees' personal information, such as biographies, health records, and work history. Disclosure or transfer of employees' data to the public will only occur with the consent of the respective employee. Abuse of this policy will be considered a disciplinary offense unless it is carried out according to company regulations or the law.
4. The company does not violate and does not support activities that violate human rights.
5. All employees must not engage in any actions that violate or harass others, whether verbally or through actions, based on race, gender, religion, age, or physical disability.

Anti-Corruption

Anti-Corruption Policy

The company has the ideology of conducting business with morality, complying with the laws of Thailand, maintaining transparency, adhering to responsibility towards society and all stakeholders, according to the principles of corporate governance and ethics in business conduct. It does not support any form of corruption and bribery. Therefore, in 2013, the company joined the Thai private sector coalition to combat corruption and established the following guidelines for practice.

1. Definition of corruption means the misuse of power or the unjust use of existing assets, including bribery in any form, whether through offering, contracting, promising, demanding, or receiving money, property, or other inappropriate benefits for personal gain, family, friends, or acquaintances, in relation to government agencies, private entities, or individuals involved, whether directly or indirectly, to induce those agencies or individuals to act or refrain from acting in accordance with the prescribed procedures, in order to obtain or maintain any inappropriate business interests, unless permitted by law, regulations, announcements, rules, customs, or local traditions.
2. The company has established an anti-corruption policy, which prohibits directors, executives, and employees from engaging in any activities related to all forms of corruption, whether for their own benefit, family, friends, or acquaintances, either directly or indirectly, whether as receivers, givers, or offerors, in monetary or non-monetary forms, to any government agency or private entity with which the company does business or interacts. Compliance with this policy is mandatory, and failure to adhere to it will result in disciplinary action according to the company's regulations and may incur penalties under the law if the actions are illegal.
3. The company emphasizes the importance of human resource management to implement anti-corruption and anti-fraud policies in a tangible manner. It aims to communicate, educate, and train employees on preventing the misuse of duty for personal gain and the appropriate practices to promote understanding and adherence to corporate culture among personnel.
4. The company ensures fairness and protects employees who refuse corruption or report corruption and fraud related to the company by implementing measures to protect whistleblowers or those who cooperate in reporting tips and incidents of corruption and fraud, as specified in the company's protection and confidentiality measures. For employees who refuse corruption and fraud, the company has a policy of not demoting, punishing, or imposing negative consequences on those employees, even if such refusals result in the company losing business opportunities.
5. The company has an independent and impartial internal audit unit that reports directly to the audit committee. It assesses the risks of corruption, evaluates the likelihood of corruption occurring, and considers preventive measures and controls to maximize effectiveness to ensure that the company can prevent and control corruption and fraud effectively.
6. The company has guidelines for governance and oversight to prevent and monitor the implementation of anti-corruption and anti-bribery policies. The Audit Committee is assigned to regularly oversee compliance with these policies at least once a year, as well as to review practices and operational requirements to align with changes in business, regulations, and legal requirements.
7. The company will disseminate its anti-corruption and anti-bribery policies to all stakeholders and external parties via the company's communication channels, such as the company website, email, fax, annual disclosure reports (One Report), brochures, circulars, corporate social responsibility reports, orientation, training, seminars, and postal mail.
8. The definition of political contributions refers to financial support, goods, and/or participation in activities, as well as encouraging employees to engage in political activities on behalf of the company to gain a business advantage. This does not include employees participating in activities according to their personal freedoms, but they must not misrepresent themselves as employees or use any company property, equipment, or tools for political purposes.

9. The use of company funds or assets for charitable donations must only be done in the name of the company. The recipient of the charitable donation must be a foundation, public charitable organization, temple, hospital, educational institution, or organization for the benefit of society that has certification or is credible and verifiable, and must be conducted through the processes according to company regulations and approved by the authorized personnel.
10. Charitable donations in a personal capacity are permissible, but must not be related to or raise suspicion of corrupt practices for any benefit.
11. The provision of funds or company assets to support projects must be specified in the name of the company only. The financial support provided must aim for business purposes, good image, and the reputation of the company. Disbursement must specify a clear purpose and have verifiable evidence, and must be conducted through the procedures according to company regulations.
12. Do not accept gifts or souvenirs that are cash, checks, bonds, stocks, gold, gems, real estate, or similar items from stakeholders with whom one has had contact, both from government agencies and private entities, that may benefit those individuals or oneself or cause damage to the company.
13. Do not accept any assets, items, gifts, or other benefits that induce neglect of ones duties.
14. Do not give any assets, items, gifts, or other benefits to influence decisions or cause the recipient not to comply with trade practices similar to other business partners.
15. Do not act as an intermediary in offering money, assets, items, or other benefits to parties involved in business, government agencies, or private entities in exchange for undue privileges or to induce government officials or private individuals to neglect compliance with laws, regulations, and legal practices as stipulated.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The company's board of directors has approved a code of business ethics and/or a manual for directors, executives, and employees to promote adherence by directors, executives, and employees at all levels as a routine practice. This serves as the framework for the company's operational standards. The board has also assigned individuals to be responsible for continuously monitoring the implementation and for regularly reviewing the various regulations to ensure their appropriateness. The business ethics were reviewed following the resolution of the board of directors' meeting No. 1/2025 on February 28, 2025, and have been disclosed on the company's website.

Reference link for the full version of business code of conduct : <https://www.cmfrozen.com/download/EN-Business-Morality-2563.pdf>

Policy and guidelines related to business code of conduct

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

Prevention of Conflicts of Interest

The company's board has a policy regarding conflict of interest, stating that directors, executives, and employees must not seek personal benefits that conflict with the interests of the company or engage in actions that create conflicts of interest, with the following guidelines:

1) Directors, executives, and employees must avoid behaviors that create conflicts of interest with the company. If it is necessary to take any actions related to conflicts of interest, they must consider the company's best interests as a priority.

2) Directors, executives, and employees involved in external activities or holding positions outside the company, such as being directors, executives, advisors, or representatives in other organizations, must ensure that such activities do not create direct or indirect conflicts of interest with the company and must not affect their duties within the company.

3) Directors, executives, and employees will not engage in any actions related to corruption and bribery in all forms, whether for the benefit of themselves, family, friends, or acquaintances, either directly or indirectly, regardless of whether they are in the position of giver, receiver, or proposer, whether in cash or in kind, to government agencies or private entities with which the company conducts business or has dealings. They must adhere strictly to the policy; failure to comply will lead to disciplinary action according to the company's regulations and may result in legal penalties if the actions are illegal.

4) Directors with management authority must prepare reports on their own interests and those of related individuals when there is a change in information. The company will use this information to oversee transactions between the company and directors with management authority and/or the relevant individuals to comply with applicable rules, regulations, and laws.

5) Investments in any businesses that have related interests or transactions between the company and directors with management authority must be approved by the board, excluding any directors with a conflicting interest.

Anti-corruption

The company has the ideology of conducting business with morality, complying with the law, being transparent, and adhering to social responsibility towards all stakeholders, following the principles of corporate governance and business ethics. It does not support corruption and corrupt practices in any form. Therefore, in 2013, the company joined the Thai private sector coalition to fight against corruption and established the following practices:

1) Definition: Corruption refers to the misuse of power or property for inappropriate purposes, bribery in any form, whether by offering, contracting, promising, demanding, or receiving money, property, or other undue benefits, for personal gain for oneself, family, friends, acquaintances with government agencies, private entities, or individuals involved, whether directly or indirectly, to persuade that agency or individual to perform or refrain from performing duties correctly according to established practices to obtain or maintain any other inappropriate business benefits, except in cases allowed by laws, regulations, announcements, rules, local customs, or trade traditions.

2) Establishment of an anti-corruption policy: It is prohibited for directors, executives, and employees of the company to engage in any actions related to any form of corruption, whether for their own benefit, family, friends, or acquaintances, both directly or indirectly, whether as a receiver, giver, or proposer, in monetary or non-monetary forms to government agencies or private entities with which the company does business or interacts. They must strictly adhere to this policy, and failure to comply will be considered a disciplinary offense according to the company's regulations and may result in legal penalties if the actions are illegal.

3) Emphasize the importance of human resource management in implementing anti-corruption policies in a tangible manner by communicating, educating, and training employees about preventing abuse of their positions for personal gain and the best practices to promote understanding and instill such practices as part of the organization's culture.

4) Ensure fairness and protection for employees who refuse to engage in corruption or those who report corruption and related misconduct within the company. This includes measures to protect whistleblowers or those

cooperating in reporting corruption, as stipulated by the company's confidentiality and protection guidelines. The company policy does not allow for demotion, punishment, or negative consequences for employees who refuse to participate in corruption, even if such refusal may cause the company to lose business opportunities.

5) Maintain an independent and impartial internal audit function that reports directly to the audit committee for assessing corruption risks, evaluating the potential for corruption, and examining prevention and control measures to ensure maximum effectiveness in preventing and controlling corruption.

6) Establish guidelines for monitoring and overseeing the implementation of anti-corruption policies by requiring the audit committee to regularly oversee compliance with these policies at least once a year, as well as reviewing practices and requirements to align with changing business conditions, regulations, and legal requirements.

7) Do not engage in any actions related to politics or use any company resources for such activities. The company is a politically neutral organization that supports compliance with the law and democratic governance and does not have any policy to provide political assistance to politicians or any political parties, either directly or indirectly.

Whistleblowing and Protection of Whistleblowers

The company has a channel for reporting information. or protect the complainant by

1) Establish measures for reporting tips or complaints regarding violations of laws, ethics, or behaviors that may indicate corruption and misconduct by individuals within the organization, including directors, executives, employees, and other stakeholders. All complaints or tips provided by stakeholders will receive protection; they will be treated as confidential and shall not constitute a disciplinary offense if reported by an employee of the company in good faith. The company will promptly investigate and address any issues raised.

2) Provide safe channels through which employees or stakeholders can confidently access information when seeking guidance on compliance with anti-corruption measures via:

2.1 The company's website at www.cmfrozen.com > Investor Relations > Topics of interest such as Anti-Corruption Policy, Business Ethics, Corporate Governance Policy, or other topics.

2.2 By mail to:

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

Address : Chiangmai Frozen Foods Public Company Limited
No. 149/34 Soi Anglo Plaza, Surawong Road,
Suriyawong Sub-District,
Bang Rak District,
Bangkok. 10500

2.3 By email at: cg@cmfrozen.com

2.4 By telephone number : 02-238-4091, 02-634-0061

Measures for Protecting Whistleblowers or Complainants

1) To protect the rights of complainants and whistleblowers acting in good faith, the company will conceal names, addresses, or any information that can identify the complainant or informant and will keep their information confidential.

2) In cases of complaints, the CEO, Executive Committee, senior management, and Audit Committee are responsible for receiving complaints, gathering information, and investigating the facts as received to report to the Board of Directors for consideration and determining appropriate sanctions if violations are found. They are also responsible for ensuring protection for whistleblowers, complainants, witnesses, and individuals providing information during fact-finding investigations from any distress or harm resulting from whistleblowing activities.

3) The CEO has to exercise discretion in ordering measures deemed appropriate to protect whistleblowers or complainants, witnesses, and individuals providing information during investigations from any distress or harm arising from reporting complaints.

4) The CEO may delegate responsibilities to another executive who shall act on their behalf in exercising discretion regarding protective measures ensuring safety of whistleblowers or complainants. The appointed executive must not be involved with matters related to the complaint either directly or indirectly (e.g., if an accused party is under their direct supervision).

5) Individuals receiving information related to matters concerning complaints have a duty to maintain confidentiality regarding all complaint data and evidence provided by informants. Disclosure of such information is prohibited unless required by law.

Prevention of Misuse of Inside Information

The company has established policies and procedures to supervise directors, executives, and employees regarding the use of internal information that has not been disclosed to the public for personal gain and others' benefit, including penalties. The company communicates these guidelines to directors, executives, and employees to ensure their awareness and compliance as follows:

1) Establish a code of conduct for company directors and employees that covers the use of internal information and customer confidentiality protection, which is communicated to directors, executives, and employees for acknowledgment and compliance through their signatures.

2) Directors, executives, and employees who have access to material internal information that could affect the company's securities price are prohibited from disclosing such information or using it to trade securities, or persuading others to trade the company's securities, either directly or indirectly, whether for their own benefit or others', within 14 days before the financial statements or internal information is disclosed to the public. 3) Those with access to internal information must not disclose it to others until it has been announced to the Stock Exchange.

Important company information must be approved by the Board of Directors, Managing Director, or authorized persons before being released to external parties.

4) The sharing of internal information must be limited to the scope of assigned duties and responsibilities.

5) Implement measures and control systems to strictly oversee company information within each department to prevent the disclosure of important internal information before official publication.

6) Disciplinary actions for violations of these regulations are considered violations of the company's work rules and will be penalized accordingly, including verbal warnings, written warnings, probation, and termination of employment through dismissal, discharge, or resignation, as appropriate to the case.

Gift giving or receiving, entertainment, or business hospitality

The company has established an Anti-Corruption Policy, which includes guidelines for giving or receiving gifts, entertainment, or business hospitality as follows:

1) Directors, executives, and employees shall not engage in any actions that may be perceived as accepting or offering bribes to stakeholders in matters pertaining to their responsibilities either directly or indirectly to obtain improper benefits. The following practices must be adhered to:

1.1 Do not accept gifts or memorabilia that are cash, checks, bonds, stocks, gold, gems, real estate, or similar items from parties involved in dealings with both government agencies and private organizations if doing so provides undue advantage to those persons or oneself and may cause harm to the company.

1.2 Do not accept any property, items of value, gifts or advantages that could induce negligence in performing ones duties.

1.3 Before accepting any souvenirs or tokens of appreciation, ensure compliance with applicable laws and company regulations. Gifts exchanged during work-related activities should have a reasonable value appropriate for the occasion.

1.4 Do not offer property items of value/gifts/advantages intended to influence decisions nor induce recipients not to follow standard business practices similar to those applied by other trading partners.

1.5 When giving items for various occasions/events they should have a value that is reasonable and within normal limits.

1.6 Do not act as intermediaries for offering money/property/items/benefits with individuals related to business dealings/government officials or private agencies in exchange for undeserved privileges nor inducing them into neglecting legal duties according to applicable rules and regulations.

2) Procurement processes must follow the company's established procedures ensuring transparency and auditability throughout contract signing processes.

3) Expenses related to business entertainment and other expenditures associated with fulfilling contractual obligations are permissible but must be reasonable and verifiable.

Information and assets usage and protection

The company encourages directors, executives, and employees to use the company's resources and assets efficiently and considers it a shared responsibility to promote and maintain the company's reputation. Therefore, the following practices are established:

1) Directors, executives, and employees will perform their duties with care and caution to prevent harm to stakeholders and the company's reputation.

2) Directors, executives, and employees will maintain their dignity to be socially accepted, conduct themselves appropriately according to their positions and the context.

3) Directors, executives, and employees will manage and take care of any company property to ensure it is in usable condition, properly maintained, and that various resources are used appreciatively and to the best of their abilities.

4) Directors, executives, and employees will strictly adhere to the company's rules, regulations, and ethical principles.

Human rights

The company has established policies for conducting business based on the principles of respecting human rights according to international standards as follows:

1) Treating all employees with respect for their dignity and honor.

2) Supporting employees in exercising their legitimate rights as citizens in accordance with the provisions of the Constitution and relevant laws.

3) Protecting the personal information of employees, such as biographical data, health history, employment history. Disclosure or transfer of personal information to the public will only occur with the consent of the employee involved. Any violation is considered a disciplinary offense unless carried out according to company regulations or law.

4) Not violating and not supporting activities that infringe upon international human rights.

5) All employees must refrain from any actions that violate or harass others verbally or physically based on race, gender, religion, age, or physical disability.

Safety and occupational health at work

The company believes that safety and hygiene are fundamental responsibilities and crucial factors for the sustainable growth of the organization. Therefore, the company has established policies to enable employees and contractors to work safely and in accordance with relevant legal requirements by:

1) Striving to prevent accidents, injuries, and illnesses resulting from work through the sincere cooperation of all employees, as well as seeking ways to limit and control risks associated with unsafe practices.

2) Cooperating with government agencies and other organizations in promptly, effectively, and cautiously responding to emergencies or accidents arising from work activities.

3) Strictly adhering to laws and regulations regarding safety while implementing reliable management standards related to safety in cases where no specific laws or regulations are prescribed.

4) Designing tools, equipment, standard operating procedures, planning activities, and training employees to ensure they have adequate knowledge and information regarding workplace safety in order to prevent hazards that may arise from machinery, working methods, or various diseases.

5) Employees who report for duty under the influence of illegal drugs or alcohol at levels that could impair their job performance will face disciplinary action according to company regulations.

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

The company has processes to promote compliance with the business code of conduct among board members, executives, and employees as follows:

1. The Board of Directors reviews the business ethics, policies, and guidelines related to the code of conduct and business ethics annually.
2. The company has developed personnel management systems and established values and culture in anti-corruption, through communication and knowledge dissemination to ensure personnel are aware of and understand the anti-corruption policy as well as ethical practice guidelines.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : cac2cm.jpg

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

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

In the past year, did the company review the corporate governance policy and guidelines, or board of directors charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

Corporate Governance Policies and Guidelines or the Charter of the Board of Directors It will be reviewed and presented to the Board of Directors for approval, and it will be announced through the Company's website on the Investor Relations section, corporate Governance Topic sy'

Implementation of the CG Code for listed companies

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

The Corporate Governance Code for Listed Companies is a practice that will support the Board of Directors of Listed Companies (Self-Discipline) in establishing a corporate governance mechanism. By having good CG and applying the CG Code for the benefit of all stakeholder groups.

Other corporate governance performance and outcomes

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2022		2023		2024	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	8		10		10	
	7	1	9	1	9	1
Executive directors	3		4		4	
	3	0	4	0	4	0
Non-executive directors	5		6		6	
	4	1	5	1	5	1
Independent directors	4		4		4	
	3	1	3	1	3	1
Non-executive directors who have no position in independent directors	1		2		2	
	1	0	2	0	2	0

	2022		2023		2024	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	87.50	12.50	90.00	10.00	90.00	10.00
Executive directors	37.50		40.00		40.00	
	37.50	0.00	40.00	0.00	40.00	0.00
Non-executive directors	62.50		60.00		60.00	
	50.00	12.50	50.00	10.00	50.00	10.00
Independent directors	50.00		40.00		40.00	
	37.50	12.50	30.00	10.00	30.00	10.00
Non-executive directors who have no position in independent directors	12.50		20.00		20.00	
	12.50	0.00	20.00	0.00	20.00	0.00

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

	2022		2023		2024	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	65		63		63	
	67	53	64	54	64	55

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. PRAYOON PHOLPIPATTANAPHONG Gender: Male Age : 90 years Highest level of education : Honorary degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 306,517 Shares (0.080420 %) 	<p>Chairman of the board of directors (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>31 Dec 1993</p>	<p>Agribusiness, Food & Beverage</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. LAN MU-CHIOU Gender: Male Age : 76 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : - Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	31 Dec 1993	Agribusiness, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. Prapas Pholpipattanaphong Gender: Male Age : 75 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : high school Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 9,102,800 Shares (2.388273 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>31 Dec 1993</p>	<p>Agribusiness, Food & Beverage, Leadership</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. AMNUAY YOSSUCK Gender: Male Age : 87 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 667,920 Shares (0.175240 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Feb 1994	Economics, Agribusiness, Audit, Internal Control

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. ANKOON PHOLPIATTANAPHONG Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 3,702,600 Shares (0.971439 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 181,500 Shares (0.047620 %) <p><u>Indirect shareholding details</u></p> <p>Married Couple</p>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>27 Apr 2000</p>	<p>Agribusiness, Leadership, Corporate Management, Business Administration, Strategic Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. AMPON RUAYFUPANT Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 71,874 Shares (0.018857 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	26 Apr 2006	Agribusiness, Finance, Marketing, Audit, Data Analysis

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. PHUSIT WONGLORSAICHON Gender: Male Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>30 Apr 2010</p>	<p>Governance/ Compliance, Risk Management, Accounting</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Ms. CHUTIMA TANGMATITHAM Gender: Female Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	26 Apr 2016	Finance, Audit, Engineering, Governance/ Compliance, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. PEERAPAT PHOLPIATTANAPHONG Gender: Male Age : 36 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,885,492 Shares (0.757057 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	26 Apr 2023	Economics, Business Administration, Agribusiness, Marketing, Brand Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>10. Mr. LAN MING-TE Gender: Male Age : 51 years Highest level of education : Master's degree Study field of the highest level of education : Marketing&Corporate Strategic Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 13,196,682 Shares (3.462372 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	26 Apr 2023	Marketing, Strategic Management

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

Diagram of list of the board of directors



Board of Directors

List of board of directors who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement director

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Ms. CHUTIMA TANGMATITHAM Gender: Female Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p>	23 Apr 2025	-

List of directors	Position	Date of resignation / termination	Replacement director
<p>2. Mr. PHUSIT WONGLORSAICHON Gender: Male Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p>	23 Apr 2025	-

List of directors	Position	Date of resignation / termination	Replacement director
3. Mr. Prapas Pholpipattanaphong Gender: Male Age : 75 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : high school Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 9,102,800 Shares (2.388273 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes	23 Apr 2025	-

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. PRAYOON PHOLPIPATTANAPHONG	Chairman of the board of directors	✓				✓
2. Mr. LAN MU-CHIOU	Director		✓		✓	
3. Mr. Prapas Pholpipattanaphong	Director	✓				✓
4. Mr. AMNUAY YOSSUCK	Director		✓	✓		
5. Mr. ANKOON PHOLPIPATTANAPHONG	Director	✓				✓
6. Mr. AMPON RUAYFUPANT	Director		✓	✓		
7. Mr. PHUSIT WONGLORSAICHON	Director		✓	✓		
8. Ms. CHUTIMA TANGMATITHAM	Director		✓	✓		
9. Mr. PEERAPAT PHOLPIPATTANAPHONG	Director	✓				
10. Mr. LAN MING-TE	Director		✓		✓	
Total (persons)		4	6	4	2	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
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Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	20.00
2. Agribusiness	7	70.00
3. Food & Beverage	2	20.00
4. Marketing	3	30.00
5. Accounting	1	10.00
6. Finance	2	20.00
7. Data Analysis	1	10.00
8. Brand Management	1	10.00
9. Corporate Management	1	10.00
10. Engineering	1	10.00
11. Leadership	2	20.00
12. Strategic Management	2	20.00
13. Risk Management	1	10.00
14. Audit	3	30.00
15. Internal Control	1	10.00
16. Governance/ Compliance	3	30.00
17. Business Administration	3	30.00

Information about the other directors ^{(*)(**)}

	2022	2023	2024
The chairman of the board and the highest-ranking executive are from the same person	-	-	No

	2022	2023	2024
The chairman of the board is an independent director	-	-	No
The chairman of the board and the highest-ranking executive are from the same family	Yes	Yes	Yes
Chairman is a member of the executive board or taskforce	-	-	Yes
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	No	No

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : Others : Clearly separate the delineation of powers and responsibilities of the committee and the management.

The company has a clear separation of authority and responsibilities between the board of directors and the management, with an audit committee overseeing according to the audit committee charter.

The Audit Committee, consisting of 3 independent directors, supervises the company's operations to ensure standards are met and that activities proceed correctly. The audit committee charter specifies the authority of the audit committee to invite management or company officials to attend meetings, discuss, clarify, or respond to inquiries related to the duties and responsibilities of the audit committee as necessary and appropriate. The committee also has the responsibility to review compliance by management with applicable regulations and laws.

Information on the roles and duties of the board of directors

Board charter : Have

1. Purpose

The company's board of directors, as representatives of the shareholders, is responsible for overseeing the company's management to ensure compliance with the law, objectives, and regulations of the company. They also ensure that the management operates under governance policies, with social responsibility, to promote and enhance the confidence of shareholders, the public, and all stakeholders.

2. Composition and Appointment

1) The Board of Directors consists of a chairman, a managing director, and at least 5 other directors, with no less than half of the total number of directors residing in the Kingdom. Additionally, at least one-third of the total number of directors must be independent directors, with a minimum of 3. The shareholders are responsible for considering and approving the appointment of the Board of Directors.

2) The Board of Directors shall elect one director to be the chairman of the Board of Directors.

3) The appointment of the Board of Directors shall comply with the company's regulations and relevant legal requirements. It must be transparent and clear, with considerations based on the educational background and professional experience of the individual, providing sufficient details for the decision-making of the Board of Directors and shareholders.

3. Qualifications of the Company's Board of Directors

1) Board members must be individuals with knowledge and capability, honesty, integrity, and ethical conduct in business operations, and must have sufficient time to dedicate their knowledge and abilities to perform their duties for the company.

2) They must meet the qualifications and not have disqualifying characteristics under the Public Limited Company Act and other related laws, including lacking characteristics indicating unsuitability to be entrusted with managing operations in which the public is a shareholder, as prescribed by the Securities and Exchange Commission.

3) Board members may hold positions in a maximum of 3 other registered companies; however, their role in such positions must not hinder their duties as company directors and must comply with the guidelines of the Stock Exchange of Thailand and the Securities and Exchange Commission.

4) Independent directors must have qualifications related to independence as determined by the company and must align with the same criteria as the audit committees qualifications according to the announcement of the Stock Exchange of Thailand regarding the qualifications and scope of operations of the audit committee. They must be able to safeguard the interests of all shareholders equally and must avoid conflicts of interest. Additionally, they must be able to participate in board meetings and provide independent opinions.

For independent directors, the company defines them as directors who do not serve as executives, are independent from management and controlling shareholders, and have no business relationships with the company that would restrict their ability to express independent opinions. They must have the following additional qualifications:

5) They must not own shares exceeding 0.50% of the paid-up capital of the company, subsidiaries, associated companies, or related companies, including shares held by related parties.

6) They may serve as directors in a maximum of 3 other registered companies.

7) They must have no involvement in management, including being an employee, salaried consultant, or having control over the company, subsidiaries, associated companies, or companies in which major shareholders hold more than 5% of the paid-up capital, nor must they be individuals with conflicts of interest, and they must not have had such interests for at least 2 years.

8) Not a person who has a blood relationship or a legally registered relationship as a parent, spouse, sibling, or child, including the spouse of a child, executives, major shareholders, persons with control power, or persons proposed to be executives or persons with control power of the company or its subsidiaries.

9) Has no business relationship with the company, its subsidiaries, joint ventures, or legal entities that may create a conflict in a manner that could hinder independent judgment and has no other characteristics that would prevent providing an independent opinion regarding the company's operations.

10) Is not or has never been an auditor of the company, its subsidiaries, joint ventures, or legal entities that may have a conflict and is not a major shareholder, a director who is not an independent director, an executive, or a managing partner of the audit office to which the auditors of the company, its subsidiaries, joint ventures, or legal entities that may have a conflict belong, unless they have ceased to have such characteristics for at least 2 years before the date of filing the application for permission with the office.

11) Is not or has never been a provider of any professional services, including legal or financial consultancy services, which received fees exceeding two million baht per year from the company, its subsidiaries, joint ventures, or legal entities that may have a conflict. In the case where the service provider is a legal entity, it 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 before the date of filing the application for permission with the office.

12) Has no benefits or interests, whether direct or indirect, in financial and management aspects of the company, its subsidiaries, joint ventures, or major shareholders of the company.

13) Has no prohibitive characteristics as defined by the Office of the Securities and Exchange Commission.

14) Is independent of the major shareholders of the company.

15) Can take care of the interests of all shareholders equally.

16) Can manage to avoid conflicts of interest between the company and executives, major shareholders, or other companies with the same group of executives or major shareholders.

17) Can participate in the board meetings to make decisions on important issues of the company.

18) Is a person with knowledge, skills, expertise, experience, as well as leadership qualities and vision that will benefit the business operations of the company.

4. Term of Office

1) The company directors are to serve for a term of 3 years, and upon the expiry of their term, may be considered for reelection as new company directors.

2) Any company director wishing to resign must submit a resignation letter to the chairman of the board.

3) In the event that a company director position becomes vacant for reasons other than the expiration of the term, the board of directors shall appoint a qualified individual without disqualifying attributes according to the law to serve as a director at the next board meeting, unless the vacant term is less than 2 months remaining, in which case the appointed individual will serve only for the remaining term of the director they are replacing.

5. Powers, Duties, and Responsibilities

In addition to the main duties as representatives of shareholders as mentioned above, the powers, duties, and responsibilities of the company directors are as prescribed by law, the company's regulations, and resolutions of the shareholders' meeting, which include the following actions:

1) The board has duties according to the company's regulations, including overseeing that the company complies with laws, objectives, regulations, and resolutions of the shareholders' meeting.

2) Define the vision, mission, ideology, corporate governance principles in business operations, and the company's strategies.

3) Manage and operate according to objectives, financial targets, and company plans, as well as monitor compliance with established plans.

4) Ensure there are accounting systems, financial reporting, and auditing, and oversee the existence of an effective and efficient internal control and internal audit system.

5) Monitor and manage to resolve potential conflicts of interest, including related transactions.

6) Establish comprehensive risk management guidelines and ensure management has effective systems or processes for risk management.

7) Ensure an appropriate mechanism for compensating senior management to provide incentives both in the short and long term.

8) Evaluate the performance of the managing director and determine compensation in line with performance results.

9) Provide appropriate channels for communication with various groups of shareholders and stakeholders of the company.

10) Ensure the disclosure of information is accurate, clear, transparent, reliable, and meets international standards.

- 11) Be a leader and a role model in good practices.
- 12) The board of directors and senior management acknowledge the anti-corruption and anti-bribery measures, and have the authority, duties, and responsibilities to establish policies, guidelines, and procedures. They support the implementation of various measures to ensure that the board of directors and senior management genuinely recognize and prioritize these measures, fostering them into the organizational culture.
- 13) Directors, executives, and employees must strictly adhere to the anti-corruption and anti-bribery policies. Failure to comply will be considered a disciplinary offense and punished according to the regulations set by the company, and may also incur legal penalties if the actions are illegal.

6. Meetings

- 1) The company sets an annual schedule for board meetings in advance, with at least one meeting each quarter, and each director is informed of this schedule.
- 2) The chairman and managing director jointly consider the agenda items for the meeting.
- 3) Invitations to the meeting, the agenda, and supporting documents must be sent to directors at least 7 days before the meeting to allow sufficient time for review.
- 4) It is required that a quorum of directors attend the meeting when making significant decisions, such as the acquisition or disposal of company assets and subsidiaries that have a significant impact on the company, project investment expansions, the determination of management authority levels, financial management policies, and risk management, etc.
- 5) In the meeting, any director with a vested interest in the agenda being considered must leave the meeting before the discussion of that item begins.
- 6) Every director has the right to propose matters for the meeting agenda, review meeting documents, and other important materials. If there are doubts, other directors and management must take action to address those concerns.
- 7) The company secretary or an appointed delegate must prepare a complete and thorough report of the meeting within the legally specified timeframe.

7. Quorum

In a board meeting, there must be at least half of the total number of company directors present in order to constitute a quorum. Decisions made by the meeting shall be based on the majority vote. Each company director has one vote; in the event of a tie, the chairperson of the meeting shall cast an additional vote to break the tie.

8. Evaluation

The performance evaluation of the company's board of directors will be conducted annually, divided into three types of assessments:

- 1) Individual director performance evaluation
- 2) Evaluation of the performance of the entire board of directors, and
- 3) Evaluation of the performance of the managing director. The board will use the performance evaluations as supporting information for the opinions of the board of directors, which will be presented to the shareholders for consideration during the director election agenda.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

Authority of the Audit Committee

1. The Audit Committee may invite management or company officials to attend meetings to discuss, clarify, or respond to inquiries regarding the duties and responsibilities of the Audit Committee as necessary and appropriate.
2. The Audit Committee can consult with the company's experts or advisors (if available) or hire external consultants or experts in case of necessity at the company's expense.
3. The Audit Committee may consult external legal counsel if deemed necessary to discuss legal issues that may significantly affect the company's financial statements.

Duties of the Audit Committee

1. Consider, select, and propose to the executive committee to appoint the company's auditor.
2. Review the company's financial reports to ensure they are accurate, complete, sufficient, and reliable.
3. Approve the appointment, removal, transfer, or termination of the internal audit manager or equivalent, based on the management's proposal.
4. Coordinate with the internal auditor and the company's auditor regarding the scope of the audit and the audit planning, as well as ensure that the internal auditor and the auditor can operate independently.
5. Discuss and review the following matters with the internal auditor and the company's auditor.
 - 5.1 The efficiency and effectiveness of the company's internal control system, including the adequacy of resources used for internal control.
 - 5.2 Issues identified from the audit and recommendations from the internal auditor and the company's auditor.
6. Review and consider with management and the company's auditor upon completion of the annual audit regarding the following matters:
 - 6.1 The annual financial statements and accompanying notes.
 - 6.2 The auditor's report.
 - 6.3 Significant issues identified during the audit.
 - 6.4 Matters related to the audit that must be reported to the committee according to generally accepted auditing standards.
7. Review and consider together with management and the company's internal auditor regarding the following matters:
 - 7.1 Deficiencies identified during the year and the response from management.
 - 7.2 Difficulties encountered during the audit, which may include the scope of operations or access to necessary information for the audit.
 - 7.3 Changes in the scope of the audit differing from the scope outlined in the audit plan.
 - 7.4 The budget and staffing of the internal audit department.
 - 7.5 The charter of the internal audit department.
 - 7.6 The operational standards of the internal audit department (which should align with the operational standards set by the Institute of Internal Auditors of Thailand).
8. Review the company's compliance with relevant regulations and laws.
9. Consider related transactions, the acquisition or disposal of assets, or transactions that may involve conflicts

of interest to be in accordance with the laws and regulations of the Securities and Exchange Commission, Thailand.

10. Review and supervise the operations of directors, executives, and employees to ensure strict adherence to anti-corruption and anti-bribery policies.

11. Prepare an operational report of the audit committee, submit it to the board of directors, and disclose it in the company's annual report. This report must be signed by the chairman of the audit committee.

12. Review significant risks and risk mitigation methods from management, auditors, and internal auditors.

13. Review and propose amendments to the audit committee's charter when appropriate to ensure it is up-to-date and suitable for the organization's environment.

14. Carry out any other work related to the audit activities as assigned by the board of directors with the approval of the audit committee.

Responsibilities of the Audit Committee

The Audit Committee is responsible to the Board of Directors according to the duties and responsibilities assigned. The responsibility for all company activities towards external parties remains with the Board of Directors.

Reference link for the charter

-

Executive Committee

Role

- Others
- Manage the operations according to the company's policies.

Scope of authorities, role, and duties

Scope of Authority

The Executive Committee is assigned powers, duties, and responsibilities by the Board of Directors, and it will not have the nature of delegation of authority that allows approval of transactions in which it or individuals who may have conflicts of interest are involved or may have other kinds of conflicts of interest with the company or its subsidiaries, except for approving transactions that comply with the policies and criteria previously considered and approved by the Board of Directors. Such approvals must be submitted to the Board of Directors and/or the shareholders' meeting for consideration and approval according to the requirements set by the Stock Exchange of Thailand, the Securities and Exchange Commission, or relevant laws.

Duties and Responsibilities

1. To establish management policies and operational directions in alignment with the company's policies and objectives, focusing on creating stability and maximizing benefits for the company.
2. To supervise, control, and ensure that management operates strictly according to the established policies.
3. To have the authority to approve and perform legal transactions within the framework set by the Board of Directors.
4. To undertake any other actions as assigned by the Board of Directors.

Reference link for the charter

-

Corporate Governance and Sustainability Committee

Role

- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

Roles, Duties, and Responsibilities

1. The Governance and Sustainability Committee must dedicate time and exercise their discretion independently to maximize the benefit of enhancing good corporate governance in the company.
2. Study and draft corporate governance policies within the framework of current laws, regulations, rules, and guidelines of the overseeing organizations such as the Stock Exchange of Thailand, the Securities and Exchange Commission, and related agencies, as well as international standards for good corporate governance.
3. Present the draft corporate governance policy to the company's board for consideration, approval and to be utilized as a guideline for the practices of the board, executives, and employees by preparing the corporate governance policy in writing.
4. Provide guidance to the board of directors, executives, and employees of the company in performing their duties according to the framework and guidelines of corporate governance policies to ensure that the board's oversight functions and the management's administration are carried out effectively, practically, and appropriately in accordance with the expectations of shareholders and all stakeholders.
5. Regularly review and enhance corporate governance policies to ensure that the company's corporate governance practices are up-to-date and in line with international standards, as well as laws, regulations, and internal recommendations concerning governance.
6. Monitor and evaluate the performance of the board of directors and the company's management according to the best practices set out in the corporate governance policy on an annual basis.
7. Prepare a report on the assessment of corporate governance and present it to the board of directors, along with necessary comments and recommendations.
8. Propose good practice guidelines regarding ethics and business conduct for the board of directors, executives, and employees of the company.
9. Appoint a task force to support corporate governance activities as necessary and appropriate.

Reference link for the charter

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Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

Scope of Authority and Responsibilities of the Risk Management Committee

1. Define a clear business direction, identify, analyze, and review significant risk factors, and establish strategies for managing those risks.
2. Set standards for risk management to serve as guidelines for various departments according to their responsibilities.
3. Oversee to ensure that these measures are communicated thoroughly and that employees comply with them.
4. Arrange for systematic and continuous assessment and analysis of potential damages to ensure that risk

assessments cover all stages of business operations.

5. Support and develop risk management to occur continuously throughout the organization and in line with international standards.

Reference link for the charter

-

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

Roles and Responsibilities of the Nomination and Compensation Committee

1. Recruitment

1.1 Define the qualifications of the directors to be recruited in accordance with the structure, size, and composition of the committee as determined by the board of directors.

1.2 Consider the appropriateness of the knowledge, experience, and expertise of the overall board members. What qualifications are needed for the board members to ensure that the company's board has the expected composition?

1.3 Consider the independence of each independent director to determine which independent director meets the complete qualifications or which ones lack the qualifications to be an independent director, as well as whether there is a need to recruit new independent directors if the number of independent directors does not meet the company's board policy.

1.4 Consider the commitment of time from the directors. If they are existing directors, the assessment should rely on the results from their self-evaluation, to consider in proposing the reappointment of existing directors for another term. For individuals to be proposed as new directors, it should be considered based on the number of companies that the individual is currently serving before becoming a company director.

2. Recruit and propose suitable individuals to hold the position of director for the committee's consideration.

2.1 Determine the method of recruiting individuals to hold the director position suitable for the organization's specific characteristics, such as considering existing directors for reappointment, accepting nominations from shareholders, using external companies for assistance in recruitment, considering individuals from the professional director registry, or allowing each director to nominate suitable individuals, etc.

2.2 Review the list of nominees and select individuals whose qualifications match the established criteria.

2.3 Carefully verify that the individuals being proposed meet the qualifications according to legal requirements and the regulations of the relevant regulatory authority.

2.4 Approach individuals who meet the established qualifications to ensure that they are willing to accept the position of director of the company if appointed by the shareholders.

2.5 Submit names to the committee for consideration and include them in the shareholder meeting notice for the shareholders' further consideration of their appointment.

2.6 The nomination committee may be authorized to consider recruiting senior executives, particularly the managing director or chief executive officer.

3. Compensation Setting

3.1 Establish guidelines and policies for determining the compensation of the company's board of directors and sub-committees, to be presented to the company's board of directors and/or proposed for approval at the shareholders' meeting, as applicable.

3.2 Determine necessary and appropriate compensation, both monetary and non-monetary, for individual members of the board of directors. The compensation for the board should consider the appropriateness relative to duties, responsibilities, performance, and incentives to achieve both short-term and long-term goals, by comparing it with data from the same industry or companies in similar businesses, or the compensation report from the Thai Institute of Directors Association, or equivalent to the previous year's compensation, to be proposed for the board's consideration and subsequently submitted to the shareholders' meeting for approval.

Responsibilities of the Nomination and Compensation Committee

1. Responsible to the board of directors and required to provide explanations and answer questions regarding the compensation of the board members at the shareholders' meeting.

2. Report the policy principles or reasons for setting the compensation of directors and executives as required by the Stock Exchanges regulations, disclosed in the company's annual information filing.

3. Undertake any other actions related to determining compensation as assigned by the board of directors; management and relevant departments must report or present related information and documents to the Nomination and Compensation Committee to support its operations in fulfilling its assigned duties.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. AMNUAY YOSSUCK ^(*) Gender: Male Age : 87 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	15 May 2014	Economics, Agribusiness, Audit, Internal Control

List of directors	Position	Appointment date of audit committee member	Skills and expertise
2. Mr. AMPON RUAYFUPANT ^(*) Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	26 Apr 2006	Agribusiness, Finance, Marketing, Audit, Data Analysis
3. Ms. CHUTIMA TANGMATITHAM ^(*) Gender: Female Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	11 Aug 2016	Finance, Audit, Engineering, Governance/ Compliance, Business Administration

Additional explanation :

() Directors with expertise in accounting information review*

List of audit committee members who resigned / vacated their position during the year

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. PRAYOON PHOLPIPATTANAPHONG Gender: Male Age : 90 years Highest level of education : Honorary degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes</p>	The chairman of the executive committee	3 Nov 1988
<p>2. Mr. Prapas Pholpipattanaphong Gender: Male Age : 75 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : high school Thai nationality : Yes Residence in Thailand : Yes</p>	The chairman of the executive committee	3 Nov 1988
<p>3. Mr. ANKOON PHOLPIPATTANAPHONG Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	27 Apr 2000

List of executive committee members who resigned / vacated their position during the year

Other Subcommittees

Subcommittee name	Name list	Position
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Subcommittee name	Name list	Position
Corporate Governance and Sustainability Committee	Mr. ANKOON PHOLPIPATTANAPHONG	The chairman of the subcommittee
	Ms. CHUTIMA TANGMATITHAM	Member of the subcommittee (Independent director)
	Ms. Warisara Kangkanka	Member of the subcommittee
	Mr. Tummarat Charoensanti	Member of the subcommittee
	Ms. Piyalak Chuapoodee	Member of the subcommittee
	Mr. PEERAPAT PHOLPIPATTANAPHONG	Member of the subcommittee
	Mr. BOONCHAI SUNNITHILAWAN	Member of the subcommittee
Risk Management Committee	Mr. ANKOON PHOLPIPATTANAPHONG	The chairman of the subcommittee
	Ms. Warisara Kangkanka	Member of the subcommittee
	Mr. Tummarat Charoensanti	Member of the subcommittee
	Ms. Piyalak Chuapoodee	Member of the subcommittee
	Mr. PEERAPAT PHOLPIPATTANAPHONG	Member of the subcommittee
	Mr. BOONCHAI SUNNITHILAWAN	Member of the subcommittee
Nomination and Remuneration Committee	Mr. AMNUJAY YOSSUCK	The chairman of the subcommittee (Independent director)
	Mr. AMPON RUAYFUPANT	Member of the subcommittee (Independent director)
	Ms. CHUTIMA TANGMATITHAM	Member of the subcommittee (Independent director)
	Mr. Prapas Pholpipattanaphong	Member of the subcommittee
	Mr. ANKOON PHOLPIPATTANAPHONG	Member of the subcommittee

List of subcommittees who resigned / vacated their position during the year

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. Prapas Pholpipattanaphong</p> <p>Gender: Male</p> <p>Age : 75 years</p> <p>Highest level of education : Below a bachelor's degree</p> <p>Study field of the highest level of education : high school</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	CHAIRMAN OF EXECUTIVE COMMITTEE	1 Jan 2016	Agribusiness, Food & Beverage, Leadership
<p>2. Mr. ANKOON PHOLPIATTANAPHONG</p> <p>Gender: Male</p> <p>Age : 54 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	MANAGING DIRECTOR (The highest-ranking executive)	1 Jan 2016	Agribusiness, Leadership, Corporate Management, Business Administration, Strategic Management

List of executives	Position	First appointment date	Skills and expertise
3. Mr. PEERAPAT PHOLPIPATTANAPHONG Gender: Male Age : 36 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Director	26 Apr 2023	Economics, Business Administration, Agribusiness, Marketing, Brand Management

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

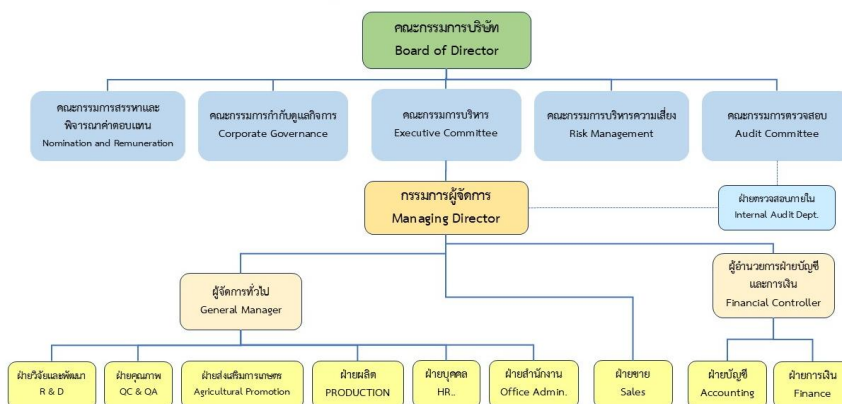
(***) Appointed after the fiscal year end of the reporting year

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

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

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

โครงสร้างการบริหารจัดการของบริษัท - The Management Structure



Remuneration policy for executive directors and executives

The company has established clear and transparent compensation for directors and executives at appropriate levels to retain qualified directors and executives that meet the company's requirements. The Nomination and Remuneration Committee is responsible for recommending suitable compensation for the Board of Directors, subcommittees, Managing Director, executive directors, and senior executives in accordance with increased workload. This serves as motivation for directors and executives to fully apply their knowledge and capabilities in management,

and corresponds to directors' increased responsibilities, with the goal of achieving sustainable growth and good operating results for the company. This ultimately provides returns to shareholders, employees, and all stakeholders in both the short and long term.

Does the board of directors or the remuneration committee have an opinion on the remuneration policy for executive directors and executives : Doesnt Have

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	25,562,036.00	14,032,675.00	15,898,650.00
Total remuneration of executive directors (baht)	N/A	1,066,666.67	1,200,000.00
Total remuneration of executives (baht)	N/A	12,966,008.33	14,698,650.00

Other remunerations of executive directors and executives

	2022	2023	2024
Companys contribution to provident fund for executive directors and executives (Baht)	N/A	337,928.80	349,632.30

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors and executives in the past year : 4,400,000.00

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. NICHAPA SUNGKITBOON	nichapas@cmfrozen.com	02 634 0061-4

List of the company secretary

General information	Email	Telephone number
1. Mr. BOONCHAI SUNNITHILAWAN	boonchais@cmfrozen.com	02 634 0061-4

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. CHIRATCHAYA WORACHOTSAKHUNKIT	chiratchayaw@cmfrozen.com	02 634 0061-4

List of the head of the compliance unit

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. BOONCHAI SUNNITHILAWAN	boonchais@cmfrozen.com	02 634 0061-4

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
AST MASTER COMPANY LIMITED 790/12 THONG LOR TOWER, SOI THONG LOR 18, SUKHUMVIT 55 ROAD KHLONGTAN KHLONG TOEI Bangkok 10110 Telephone number 0-2714-8843	1,250,000.00	-	1. Ms. NONGRAM LAOHAAREEDILOK Email: nongram@astmaster.co.th Telephone number: 0-2714-8843 License number: 4334 2. Ms. SUNANTA KUMSUK Email: sunanta@astmaster.co.th Telephone number: 0-2714-8843 License number: 8207 3. Ms. CHAMAPORN RODLOYTUK Email: chamaporn@astmaster.co.th Telephone number: 0-2714-8843 License number: 9211

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

Summary of the Board of Directors' Performance

1) Board Meetings

The company sets an annual board meeting schedule in advance, requiring regular meetings at least once per quarter, with all directors informed of these dates. For 2025, the meeting schedule is as follows:

Meeting No. 1: Wednesday, February 26, 2025

Meeting No. 2: Wednesday, April 23, 2025

Meeting No. 3: Wednesday, May 14, 2025

Meeting No. 4: Wednesday, August 13, 2025

Meeting No. 5: Wednesday, November 12, 2025

Meeting No. 6: Wednesday, December 10, 2025

2) The Chairman and Managing Director jointly consider matters for meeting agendas.

3) Meeting invitations, agendas, and supporting documents are distributed to directors at least 7 days before the meeting date to allow sufficient time for review.

4) A quorum of at least two-thirds of all directors is required when voting on important matters, such as acquisition or disposal of assets by the company and its subsidiaries that significantly impact the company, investment expansion projects, determination of management authority levels, and establishment of financial and risk management policies.

5) During meetings, any director with vested interests in an agenda item must leave the meeting before the consideration of that item begins.

6) All directors have the right to propose agenda items, examine meeting documents and other important documents. If there are any questions, other directors and management must address these inquiries.

7) The Company Secretary or designated person must prepare complete minutes of board meetings within the timeframe specified by law.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
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List of directors	Position	First appointment date of director	Skills and expertise
Mr. LAN MU-CHIOU	Director	31 Dec 1993	Agribusiness, Governance/ Compliance
Mr. ANKOON PHOLPIPATTANAPHONG	Director	27 Apr 2000	Agribusiness, Leadership, Corporate Management, Business Administration, Strategic Management
Mr. AMPON RUAYFUPANT	Director	26 Apr 2006	Agribusiness, Finance, Marketing, Audit, Data Analysis

List of newly appointed director to replace the ex-director

List of newly appointed director not being replaced the ex-director

Selection of independent directors

Criteria for selecting independent directors

The Board of Directors excludes individuals with conflicts of interest. We meticulously assessed each candidate's qualifications, ensuring they meet the Securities and Exchange Commission criteria and the company's regulations. Candidates must possess qualifications in line with relevant laws and regulations, suitable for the company's business operations, and aligned with the Board Skill Matrix outlined by the company. They should demonstrate expertise, possess diverse experience, exhibit leadership qualities, maintain high ethical standards, possess an untarnished work history, express independent opinions, and have backgrounds in various professions.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Number of directors from major shareholders

Number of directors from each group of major shareholders over the past year (persons) : 4

Rights of minority shareholders on director appointment

The company permits minority shareholders to nominate individuals for consideration as company directors in advance. This nomination period runs from December 13, 2024, to January 31, 2025. Information is disseminated through the Company's website, www.cmfrozen.com, and the Stock Exchange of Thailand's website, www.set.or.th.

Method of director appointment : Others : This agenda was passed by a majority vote of shareholders and proxies. who came to the meeting and voted.

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
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List of directors	Participation in training in the past financial year	History of training participation
1. Mr. PRAYOON PHOLPIATTANAPHONG (Chairman of the board of directors)	Non-participating	-
2. Mr. LAN MU-CHIOU (Director)	Non-participating	-
3. Mr. Prapas Pholpattanaphong (Director)	Non-participating	-
4. Mr. AMNUAY YOSSUCK (Director, Independent director)	Non-participating	-
5. Mr. ANKOON PHOLPIATTANAPHONG (Director)	Non-participating	-
6. Mr. AMPON RUAYFUPANT (Director, Independent director)	Non-participating	-
7. Mr. PHUSIT WONGLORSAICHON (Director, Independent director)	Non-participating	-
8. Ms. CHUTIMA TANGMATITHAM (Director, Independent director)	Non-participating	-
9. Mr. PEERAPAT PHOLPIATTANAPHONG (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)
10. Mr. LAN MING-TE (Director)	Participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The performance evaluation of the Company's Board of Directors is held annually and is divided into two types of evaluations: 1) Performance Evaluation of Individual Directors and 2) Performance Evaluation of the Board of Directors as a whole.

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

Evaluation of the performance of the duties of the entire Board of Directors In 2024, the average assessment result was 95.38 percent.

Evaluation of the performance of duties of individual directors In 2024, the average assessment result was 93.86 percent.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the : 7
past year (times)

Date of AGM meeting : 24 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PRAYOON PHOLPIPATTANAPHONG (Chairman of the board of directors)	7	/	7	1	/	1		/	
2. Mr. LAN MU-CHIOU (Director)	7	/	7	1	/	1		/	
3. Mr. Prapas Pholpipattanaphong (Director)	6	/	7	1	/	1		/	
4. Mr. AMNUAY YOSSUCK (Director, Independent director)	7	/	7	1	/	1		/	
5. Mr. ANKOON PHOLPIPATTANAPHONG (Director)	7	/	7	1	/	1		/	
6. Mr. AMPON RUAYFUPANT (Director, Independent director)	7	/	7	1	/	1		/	
7. Mr. PHUSIT WONGLORSAICHON (Director, Independent director)	7	/	7	1	/	1		/	
8. Ms. CHUTIMA TANGMATITHAM (Director, Independent director)	7	/	7	1	/	1		/	
9. Mr. PEERAPAT PHOLPIPATTANAPHONG (Director)	6	/	7	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
10. Mr. LAN MING-TE (Director)	7	/	7	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. PRAYOON PHOLPIPATTANAPHONG (Chairman of the board of directors)	7/7 (100.00%)	1/1 (100.00%)	N/A
2. Mr. LAN MU-CHIOU (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
3. Mr. Prapas Pholpipattanaphong (Director)	6/7 (85.71%)	1/1 (100.00%)	N/A
4. Mr. AMNUAY YOSSUCK (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
5. Mr. ANKOON PHOLPIPATTANAPHONG (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
6. Mr. AMPON RUAYFUPANT (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
7. Mr. PHUSIT WONGLORSAICHON (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
8. Ms. CHUTIMA TANGMATITHAM (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
9. Mr. PEERAPAT PHOLPIPATTANAPHONG (Director)	6/7 (85.71%)	1/1 (100.00%)	N/A
10. Mr. LAN MING-TE (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	97.14%	100.00%	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Travel abroad

Remuneration of the board of directors

Types of remuneration of the board of directors

It is an annual remuneration. 400,000 Baht per year per person. There is no other remuneration such as meeting allowances, travel expenses, etc.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. PRAYOON PHOLPIPATTANAPHONG (Chairman of the board of directors)			0.00		N/A
Board of Directors (Chairman of the board of directors)	0.00	0.00	0.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
2. Mr. LAN MU-CHIOU (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
3. Mr. Prapas Pholpipattanaphong (Director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
4. Mr. AMNUAY YOSSUCK (Director, Independent director)			480,000.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
Audit Committee (Chairman of the audit committee)	0.00	480,000.00	480,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
5. Mr. ANKOON PHOLPIATTANAPHONG (Director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Risk Management Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance and Sustainability Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Nomination and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
6. Mr. AMPON RUAYFUPANT (Director, Independent director)			240,000.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
Audit Committee (Member of the audit committee)	0.00	240,000.00	240,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
7. Mr. PHUSIT WONGLORSAICHON (Director, Independent director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
8. Ms. CHUTIMA TANGMATTHAM (Director, Independent director)			240,000.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee (Member of the audit committee)	0.00	240,000.00	240,000.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
9. Mr. PEERAPAT PHOLPIPATTANAPHONG (Director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
10. Mr. LAN MING-TE (Director)			0.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	0.00	0.00	0.00	No	
11. Ms. Warisara Kangkanka (Member of the subcommittee)			0.00		N/A
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
12. Mr. Tummarat Charoensanti (Member of the subcommittee)			0.00		N/A
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
13. Ms. Piyalak Chuapoodee (Member of the subcommittee)			0.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
14. Mr. BOONCHAI SUNNITHILAWAN (Member of the subcommittee)			0.00		N/A
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance and Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	0.00	0.00	0.00
2. Audit Committee	0.00	960,000.00	960,000.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
3. Executive Committee	0.00	0.00	0.00
4. Corporate Governance and Sustainability Committee	0.00	0.00	0.00
5. Risk Management Committee	0.00	0.00	0.00
6. Nomination and Remuneration Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2022	2023	2024
Meeting allowance (Baht)	0.00	4,000,000.00	0.00
Other monetary remuneration (Baht)	0.00	0.00	960,000.00
Total (Baht)	0.00	4,000,000.00	960,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the : 4,400,000.00
board of directors over the past year
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

Mechanism for overseeing subsidiaries and : Yes
associated companies

Mechanism for overseeing management and taking : The appointment of representatives as directors,
responsibility for operations in subsidiaries and executives, or controlling persons in proportion to
associated companies approved by the board of shareholding, Disclosure of financial condition and
directors operating results, Transactions between the company and
related parties, Acquisition or disposal of assets

- The Company's executives were appointed as directors of subsidiaries.
- Financial position and operating results are audited. by the Company's Audit Office.

- Acquisition or acquisition of assets is approved by the resolution of the Board of Directors' meeting and the report is prepared and the minutes of the meeting are certified.

The Company sold the shares of the subsidiary on August 29, 2024 , resulting in the subsidiary terminating its status as a subsidiary of the Company from that date.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of : No / In progress
interest over the past year

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

The Company has guidelines to prevent the use of inside information for exploitation in the past year. The publicity on the protection of confidential information by

The Company considers it the responsibility of the directors, Executives and employees The confidentiality of the use of internal information must be strictly maintained. Guidelines have been established. as follows

- 1) Director Executives and employees will be responsible for and maintain confidential information of shareholders, customers, business partners, competitors, creditors, and employees. Unless the disclosure is in accordance with the laws, regulations, terms or conditions to which the Company must comply, and the Company will not access the confidential information of such person in a dishonest or inappropriate manner.
- 2) Directors Executives and employees will not seek benefits for themselves or those involved. By using internal information that has not been disclosed or confidential or disclosing it to third parties, whether directly or indirectly.
- 3) Director Executives and employees will not buy, sell, transfer or accept the transfer of the Company's securities based on the Company's internal information that has not been disclosed to the relevant authorities.

In the past year, The Company has signed a non-disclosure agreement (NDA) between the Company and an Enterprise Resource Planning (ERP) software development service company.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

The Company has been working on anti-corruption activities in the past year as follows:

1. Review the appropriateness of anti-corruption by communicating and training employees on anti-corruption policies and practices.
2. The Risk Management Committee has assessed operational risks related to corruption, such as petty cash management and procurement.

3. Monitoring and Evaluation of Compliance with Anti-Corruption Policy However, in the past year, there have been no complaints about corruption.
4. Adequate verification of the completeness of the process from the Audit Committee or the auditor. From the audit report No corruption was found.
5. The Company has been certified as a member of the Thai Private Sector Action Coalition Project on Anti-Corruption (CAC) since 2017, with the Company having passed the last certification renewal on December 31 , 2022 and the certification is valid until December 31 , 2025.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

The Company has an anti-corruption policy regarding whistleblowing or complaints. as follows

- 1) Acts of fraud and corruption related to the organization, either directly or indirectly, such as seeing individuals in the organization, giving bribes or accepting bribes to officials of government agencies or private agencies.
- 2) Violations of procedures in accordance with the Company's regulations or affecting the Company's internal control system that may be a channel for fraud and corruption.
- 3) Causing the Company to lose benefits or affect the Company's reputation.
- 4) Illegal acts, good morals, and business ethics of the company.

It provides a secure way to access information. Receiving advice, whistleblowing or complaints, and measures to protect whistleblowers or whistleblowers under the Anti-corruption Policy.

Number of cases or issues related to whistleblowing

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

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

Meeting attendance of audit committee

The results of duty performance of the audit committee

In 2024, The Audit Committee has taken action on important matters. as follows

- Review the quarterly financial statements and the 2024 interim financial statements, listen to reports and clarifications from the management and auditors on relevant matters clearly and adequately. Therefore, there is an opinion in line with the auditor that the financial statements are correct and materially accurate in accordance with generally accepted accounting standards.
- The Audit Committee has monitored and reviewed the implementation of the Personal Data Protection Act B.E. 2562 (2019) through an internal audit process to ensure that the personal data security policies and measures, as well as the operating procedures, are still appropriate and consistent with the Company's current operations, as well as the provisions of the law. Raise awareness of the protection of personal data for employees in compliance with such laws.
- Monitor the revision of the auditor's observations, suggestions and internal audit reports to ensure that the Company has implemented appropriate and timely actions.
- Consider/discuss with the Risk Management Committee and management to review the identification of material risks at the organizational level to be consistent with business operations by considering changes in both internal and external factors. To propose to the Board of Directors meeting for consideration.

However, The Audit Committee has assessed and is of the opinion that the Company has an adequate and effective internal control and risk management system and has not found any significant internal control deficiencies that will cause a material impact.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Chiangmai Frozen Foods Public Company Limited will

1. Focus on developing good products and services, develop corporate strategies for quality growth
2. Manage natural resources sustainably, give importance to natural resources in the business supply chain
3. Conduct business honestly, fairly, comply with the law, good corporate governance, transparency, auditability, and prevent corruption.
4. Give importance to safety, occupational health and work environment of employees to prevent loss and injury of employees
5. There is no discrimination and have gender equality.
6. Encourage employees at all levels to participate in activities / projects related to social responsibility (CSR) together
7. Promote and support the development of employees at all levels to increase the performance to be efficient and enhance skills to be ready to adapt to new technologies and innovations that will play a role in the organization in the future

Sustainability management goals

Does the company set sustainability management : Yes
goals

1. Responsible Raw Material Sourcing
2. Corporate Governance
3. Product and Innovation Development
4. Social Performance
5. Employee Safety and Working Environment
6. Employee Relations
7. Community and Social Responsibility
8. Energy Usage
9. Solar Renewable Energy
10. Water Management
11. Waste Management
12. Carbon Footprint Management

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

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

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

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

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

There was a review in the management review meeting and there were no changes.

Information on impacts on stakeholder management in business value chain

Business value chain

The company focuses on management for stable and sustainable growth while creating shared value with stakeholders throughout the business value chain. Understanding the needs and mutual benefits, it emphasizes management from sourcing quality raw materials, sending them to the factory, and producing goods according to standards. This includes delivering to customers to ensure maximum satisfaction, as well as caring for and taking responsibility for not impacting society and the environment. This is accomplished through ethical business operations, compliance with labor laws, and relevant government regulations, with transparency and commercial integrity starting from the procurement of raw materials to the delivery of quality products to customers.

Business value chain diagram



Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> - Receive good benefits and compensation - Have career advancement - Safe workplace 	<ul style="list-style-type: none"> - A proper structure for benefits and compensation has been established. - Employee development is provided to prepare for career growth. - There is a safety committee to oversee the workplace and ensure a safe environment. 	<ul style="list-style-type: none"> • Internal Meeting • Complaint Reception • Employee Engagement Survey • Satisfaction Survey
External stakeholders			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Suppliers 	<ul style="list-style-type: none"> - Quality agricultural products delivered on time with the expected quantity in each season. - Fair procurement with transparency. - Increasing yield per rai and reducing cultivation costs per rai - Paying debts to Supplier on time as agreed 	<ul style="list-style-type: none"> - Conducting business with good ethics toward partners - Supporting and meeting with partners to jointly solve problems - Managing cash flow to ensure sufficient funds for debt repayment to vendors. 	<ul style="list-style-type: none"> • Visit • Online Communication • External Meeting • Complaint Reception • Training / Seminar
<ul style="list-style-type: none"> • Community 	<ul style="list-style-type: none"> - Supporting community activities - Not polluting the community 	<ul style="list-style-type: none"> - Prevent and control to reduce environmental impacts from business operations - Support and participate in various activities with the community 	<ul style="list-style-type: none"> • Social Event • External Meeting • Complaint Reception
<ul style="list-style-type: none"> • Government agencies and Regulators 	<ul style="list-style-type: none"> - Compliance with relevant laws, regulations, and rules related to business operations - Good cooperation and coordination 	<ul style="list-style-type: none"> - Compliance with relevant laws and regulations has been carried out correctly and effectively, such as financial reporting to the Stock Exchange of Thailand. - Cooperation in complying with laws, such as labor laws and anti-drug policies, in the workplace. 	<ul style="list-style-type: none"> • Social Event • Online Communication • External Meeting • Annual General Meeting (AGM) • Complaint Reception • Others <ul style="list-style-type: none"> • One report

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> Shareholders 	<ul style="list-style-type: none"> Received good dividends Transparency of business operations is verifiable 	<ul style="list-style-type: none"> There is a business plan and risk management to ensure good performance. Financial reports are published regularly on a quarterly and annual basis, reviewed by auditors and the audit committee. Business operations are conducted ethically and transparently, with a governance committee and an audit committee providing policies and continuously monitoring operations. 	<ul style="list-style-type: none"> Press Release Online Communication Internal Meeting Annual General Meeting (AGM) Complaint Reception
<ul style="list-style-type: none"> Customers 	<ul style="list-style-type: none"> The products are of standard quality, reasonably priced, and delivered on time as agreed. There are new products or improvements in the quality of existing products. 	<ul style="list-style-type: none"> There is a good action plan to obtain quality raw materials and maintain appropriate production costs that align with customer needs or expectations. There is continuous research and development of products. There is a commitment to quality and after-sales service. 	<ul style="list-style-type: none"> Online Communication Complaint Reception Satisfaction Survey Others <ul style="list-style-type: none"> Market Research

Information on organization's material sustainability topics

Organization's material sustainability topics

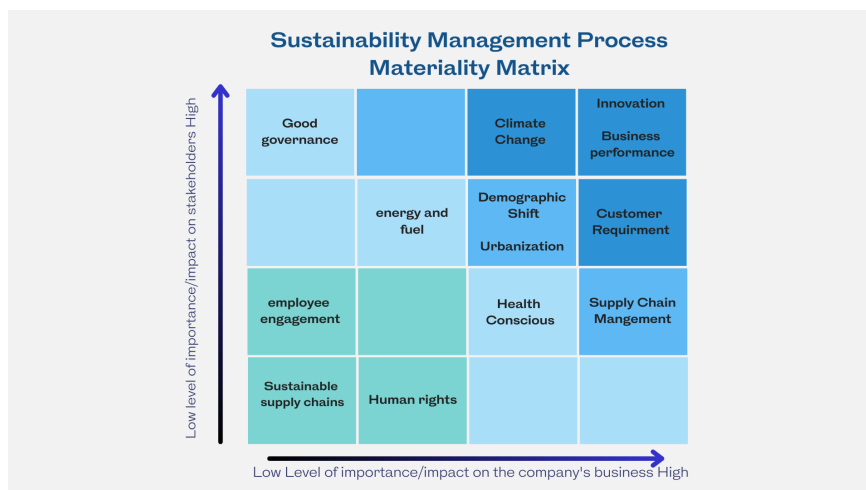
The company has identified its sustainability : Yes
materiality topics

Over the past year, the company has reviewed its : Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Human Rights	• Human Rights
Product Development	• Innovation Development
Climate Change	• Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management
Energy and Fuel	• Energy Management
Customer Needs	• Customer / Consumer Responsibility
Good Corporate Governance	• Good Governance
Employee retention and attraction	• Human Rights • Fair Labor Practices
Occupational Health and Safety Environmental Management	• Others : Occupational Health and Safety Environmental Management
Supply chain management	• Sustainable Supply Chain Management

Diagram of organizations material sustainability topics



Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : GRI Standards
standards or guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Management under the current economic conditions, both domestic and international, which are characterized by high competition in terms of price, quality, and service, carries various risks and uncertainties that impact the ability and goals of business operations. The company thus recognizes and emphasizes the importance of risk management and internal control systems in operations to ensure that it can achieve its objectives and business goals effectively, generate profits, and protect the benefit of stakeholders under the principles of good corporate governance.

The company therefore has a policy for managing and addressing risks in various areas by establishing a risk management committee composed of executive directors, independent directors, and senior executives involved in the operations. This committee's role is to analyze various risk factors and assess potential risks to determine appropriate preventive measures or risk management strategies based on industry standards aligned with the guidelines of The Committee of Sponsoring Organizations of the Treadway Commission (COSO), which is a globally recognized organization as follows:

1. Consider the nature of the risks that the company is currently facing and is expected to face in the future by regularly evaluating internal and external risk factors, including risks that may affect all stakeholder groups significantly.
2. Analyze the impact and severity of identified risks and the opportunities or events that may cause those risks to materialize.
3. Have measures in place to monitor incidents that are the causes of risk factors and management or reduction of such risks to an acceptable and appropriate level.
4. Establish a comprehensive internal control system in terms of business planning, finance, operations, and compliance with laws, regulations, and related rules, including anti-corruption measures between employees or the company and private organizations and/or government agencies.
5. Provide effective auditing and balancing mechanisms to safeguard and manage the investments of shareholders and the assets of the company.
6. Clearly define the hierarchy of approval authority and responsibility for management and employees, and have a documented system of approval authority.
7. The internal audit unit operates independently from the risk management unit and is responsible for auditing/reviewing the performance of the risk management committee to ensure that risk management is effective and efficient.

Information on ESG risk factors management standards

ESG risk factors management standards

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

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 STRATEGIC RISK

Related risk factors : Strategic Risk
• Pandemic risk

ESG risk factors : Yes

Risk characteristics

According to the main raw material for the production of the company's frozen products is edamame. green beans and sweet corn may be directly affected by the spread of communicable diseases of agricultural products, which are the main inputs of agriculture

Risk-related consequences

The risk of the spread of infectious diseases of agricultural raw materials, which are the main production factors, will directly affect the company's volume and sales. This makes it not meet the target.

Risk management measures

Most of the problems caused by the spread of communicable diseases for agricultural raw materials are insect / worm diseases. In taking care of farmers, Follow the cultivation maintenance schedule and control and assist/support farmers in terms of knowledge to prevent the spread of the disease.

Risk 2 Financial Risk

Related risk factors :
Financial Risk
• Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : No

Risk characteristics

The company, there is a value of exporting products of more than 90 percent of total sales and the company sells export products abroad. All are denominated in United States dollars. Therefore, the company may be affected. Due to exchange rate fluctuations

Risk-related consequences

Exchange rate fluctuations can affect the income and operating results of the company in Profits (Loss) of FX

Risk management measures

The company has entered into a forward sale contract for U.S. dollars, which can significantly reduce the risk of foreign exchange rates. The company will enter into a forward sale contract with a term of 12 months to cover the estimated income from exports for the entire year, allowing the company to hedge against fluctuations in exchange rates for approximately 10-12 months.

Risk 3 Operational Risk

Related risk factors :
Operational Risk
• Other : -

ESG risk factors : No

Risk characteristics

The quality of the product must not lower than the standard specified by the customer, causing the company to have a risk of returning the product from the customer if the product quality cannot be controlled to have the amount of chemicals according to the standard agreed upon with the customer.

The product quality control measures, which are the impacts caused by chemical residues, the company has a strict inspection process according to the GHP standard.

Risk-related consequences

This directly affects the company's revenue, including cases where the quality is lower than the standard, and adversely affects the health of consumers if the product is put on sale. will have a continuous impact on compliance risks.

Risk management measures

The company has a strict inspection process in accordance with GHP standards. More than 250 types of chemical residues have been detected and in the past year, there have been no returns or problems due to the amount of chemical residues exceeding the standards set by customers and/or the regulation

Risk 4 Compliance Risk

Related risk factors :

Compliance Risk

- Corporate Governance

ESG risk factors : Yes

Risk characteristics

Lack of transparency and good governance in management. Lack of knowledge and understanding of business and related legal principles will create the opportunity for errors in preparing contract documents. Practices that are not following the requirements of laws and regulations of the government or relevant regulatory agencies such as the Stock Exchange of Thailand (SET). The Securities and Exchange Commission (S.E.C.), etc. As a result, there are related compliance risks.

Risk-related consequences

Failure to comply with relevant rules and regulations will affect the credibility of business operations, and in the case of a penalty, there must be costs and risks to the business to be affected by the penalty.

Risk management measures

Establish sub-committees and/or any departments to take responsibility for complying with requirements and laws, such as the Risk Management Committee, in considering, evaluating, and preventing risks in the field of regulations.

Applicable Laws The presence of legal counsel, etc.

Risk 5 ESG risk

Related risk factors :

Operational Risk

- Corruption

ESG risk factors : Yes

Risk characteristics

The company has an ideology of conducting business with integrity. Comply with Thai laws to combat corruption and corruption. Be transparent, adhere to social responsibility and all stakeholder groups in accordance with corporate principles, governance, and ethics in business operations.

Risk-related consequences

The risk of corruption has a direct impact on reputation and damage to business performance, which has long-term consequences. for stable growth according to ethical principles. Good Corporate Governance and Governance Principles

Risk management measures

The Company has established an anti-corruption policy. The Company is also a member of the Collective Action Coalition Against Corruption (CAC).

Risk 6 New Emerging Risk

Related risk factors :

Operational Risk

- Climate change and disasters

ESG risk factors : Yes

Risk characteristics

Climate change directly affects businesses related to agriculture and food. Thailand's agricultural economy in 2024 contracted by 1.0 percent compared to the 2.0 percent expansion in 2023. It is still affected by the El nino phenomenon that occurred at the beginning of last year, causing low rainfall. The weather has been dry and has entered the La nina phenomenon at the end of the second quarter, causing Thailand to face climate change. This caused heavy rainfall and led to flooding in the northern and northeastern regions of the country. The agricultural economy in 2024 contracted by 1.0 percent compared to the 2.0 percent expansion in 2023. It is still affected by the El Nino phenomenon that occurred at the beginning of last year, causing low rainfall. The weather has been dry and has entered the La Nina phenomenon at the end of the second quarter, causing Thailand to face climate change. This caused heavy rainfall and led to flooding in the northern and northeastern regions of the country.

Risk-related consequences

Because the company's business is in the agricultural industry in the food category. Therefore, it is directly affected by the risk of climate change. Due to the El Nino and La Nina phenomena.

Risk management measures

The Company has managed the impact of the El Nino and La Nina phenomena by controlling and/or increasing yield per area and planning to increase agricultural area. In cultivation, which is the main factor of production of the company.

The company manages risk by setting forward purchase prices with over 8,000 participating farming families, ensuring that no single farmer accounts for more than 20% of the total value of raw materials. Additionally, the company has cultivation plans, particularly for its agricultural raw materials, which can be grown 2-3 times a year, with a harvest period of approximately 60-90 days. This allows the company to adjust the quantity of crops planted in each batch to suit market conditions and sales.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The company has a crisis management plan (BCP) to cope with major risks such as fires, natural disasters and epidemics.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : No
plan

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : No
criteria with new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to : No
acknowledge compliance with the supplier code of
conduct?

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : No

Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	13,377.00	0.93	0.72

Additional explanation for research and development (R&D) expenses over the past 3 years

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

The company has a product research and development department, which is responsible for research and development to increase efficiency and quality to be competitive in the market, improve and develop existing products, invent new products, and present research and development plans to relevant departments, including developing the company's products to be market leaders and competitive, studying the feasibility of research projects in product design and production to be in line with future market trends and consumer needs together with the marketing department to find appropriate alternatives to create product opportunities. Company conducted research and collaborated with external agencies, such as the Product Development Technology Program, Faculty of Agro-Industry, Chiangmai University, to improve existing products to meet customer needs in all aspects, including participating in sensory testing training programs to create quality personnel in product testing to ensure food safety and maximum customer satisfaction.

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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