

Corporate Governance Policy

The Company recognizes the significance of effective corporate governance as a key factor in gaining the trust of investors through efficient, transparent, and verifiable administration and engagement with all stakeholders. The Board of Directors uses corporate governance to guide the company's performance and ensure long-term success, while also creating sustainable value for the company.

The Board of Directors, as the leadership and governing body of the Company, plays a critical role in ensuring effective corporate governance. To this end, the Company has established guidelines in accordance with the Corporate Governance Code (CG Code), which includes 8 sections of code of conduct and outlines the roles, responsibilities, and authority of the Board of Directors and its sub-committees. These guidelines can be summarized as follows:

Principle 1 Establish Clear Leadership Roles and Responsibilities of the Board of Directors to Create Sustainable Value for the Company

The Company has clearly defined the roles and responsibilities of the Board of Directors in the Charter of the Board of Directors. These include the consideration and approval of the Company's vision, mission, values, and strategic plans, as well as the allocation of resources. The Board of Directors is fully aware of its roles, duties, and the importance of good corporate governance in creating sustainable value for the Company. They also regularly monitor, evaluate, and oversee operational reports for the Company and any subsidiary companies to ensure alignment with objectives and goals.

Considering this, the Board of Directors shall oversee the Company's operations by adhering to relevant laws and regulations and executing tasks in accordance with established objectives and plans. They shall regularly evaluate the Company's operational conditions, both internal and external factors that may affect the organization, analyze industry trends, and take into account societal and environmental impacts in order to make necessary adjustments to the Company's policies and strategies in response to changing conditions.

Furthermore, the Board of Directors has clearly defined the roles and responsibilities of its sub-committees, including the duties and responsibilities of the chairman of the Board. These ensure that directors and executives fulfill their responsibilities with due care and integrity, and that the company's operations are in compliance with relevant laws, regulations, resolutions of the Board of Directors and shareholders' meetings, and the Company's policies.

Principle 2 Define Main Objectives and Goals that Promote Sustainable Value Creation

The Board of Directors places a high emphasis on the establishment of clear objectives and goals for the business operations in order to achieve sustainable growth for the organization. These objectives and goals are aligned with value creation and benefit the Company, customers, business partners, employees, shareholders, stakeholders, and society as a whole by fostering the integration of the Company's main objectives and goals into decision-making and operations at all levels, thus becoming an integral part of the company culture under the guidelines of good corporate governance code. In this regard, the Board of Directors establishes strategies and plans, as well as constantly monitors and evaluates the overall performance of the organization to ensure alignment with the Company's main objectives and goals, utilizing appropriate technology. Additionally, they are aware of the risks associated with the determination of objectives that may lead to illegal or unethical conduct, and closely supervise to ensure effective communication of these objectives and goals throughout the organization's strategies and plans.

In this regard, the Board of Directors establishes strategies and plans, as well as constantly monitors and evaluates the overall performance of the organization to ensure alignment with the Company's main objectives and goals, utilizing appropriate technology. Additionally, they are aware of the risks associated with the determination of objectives that may lead to illegal or unethical conduct, and closely supervise to ensure effective communication of these objectives and goals throughout the organization's strategies and plans.

Principle 3 Strengthen Board Effectiveness

The Board of Directors is composed of individuals with the knowledge and expertise necessary to effectively carry out their duties for the benefit of the Company. As such, directors must meet certain qualifications and not possess any prohibited characteristics as outlined by laws. The Board of Directors is responsible for determining and reviewing the structure of the Board.

The Board of Directors is comprised of at least one-third independent directors among all directors, and a minimum of 3 directors, who possess the qualifications and do not have any prohibited characteristics as outlined in the Securities and Exchange Act or regulations set by the SEC, and do not exhibit any characteristics that may be detrimental to corporate governance in publicly traded companies (as determined by SEC No. KJ 3/2017 on the identification of characteristics of directors and executives that lack credibility). Currently, the Board of Directors includes a mix of independent directors, non-executive directors, and executive directors. In order to ensure transparency and good corporate governance, the Company's policy requires that at least half of the Board be independent directors to balance the power dynamic. Additionally, sub-committees have been

established to assist the management committee, as outlined in the charter of each committee, to enhance the efficiency and effectiveness of the Board of Directors.

The Chairman of the Board of Directors is appointed by the Board of Directors. To assist in this process, the Board of Directors has established a Nomination and Remuneration Committee to support the Board of Directors in selecting suitable candidates for director positions through a transparent and clear process, including the determination of appropriate remuneration, before proposing them to shareholders for approval.

The Board of Directors oversees the performance of each director to ensure they are fulfilling their duties and are given adequate time to do so. They also monitor the roles and responsibilities of the Board of Directors and sub-committees, the number of meetings held and attendance of each director, and the performance reports of each sub-committee. In addition, the company has appointed a Company Secretary to support the operation of the Board of Directors, as well as coordinate activities to ensure alignment with the resolutions of the Board of Directors, and provide assistance with the Board of Directors' and shareholders' meetings.

Principle 4 Ensure Effective CEO and People Management

The Board of Directors has delegated the Nomination and Remuneration Committee to consider the criteria and methods for selecting suitable candidates for the position of Chief Executive Director, as well as determining the qualifications of directors and senior executives to ensure the company's operations are properly staffed. Additionally, to ensure continuity and sustainability in business operations, a succession plan has been established for a group of executives, starting at the operational level, as outlined in the company's succession plan policy.

In this regard, the Board of Directors has established a structure for the compensation of directors and executives, including assessments that are appropriate for the level of responsibilities assigned. The Nomination and Remuneration Committee oversees this structure to ensure compliance with the company's human resource management policy. Directors receive payment in the form of meeting allowances and quarterly bonuses, while executive directors receive a salary and bonus. This is based on the company's performance and evaluations of the Board of Directors' practices, as well as guidelines for performance evaluations from the Human Resources Department, as outlined in the Board of Directors Charter.

The Board of Directors will supervise employee management and development to ensure they possess the necessary knowledge, skills, experience, and incentives to efficiently manage the business in line with robust corporate governance standards and drive ongoing operational improvements.

Principle 5 Nurture Innovation and Responsible Business

The Board of Directors places a strong emphasis on encouraging innovation and the advancement of information technology to enhance the ability to meet customer needs and provide superior service, to identify opportunities for growth and expansion in the future. Additionally, it ensures the safeguarding and preservation of the business to maintain continuity of operations during crisis or emergency situations through a Business Continuity Plan (BCP). Furthermore, the Board of Directors supervises the Business Management division, with the goal of creating benefits for all stakeholders and taking responsibility for the impact on society and the environment by promoting operations that increase the Company's value.

Given the constantly changing business environment, which may involve changes to the business model, ways of thinking, and approaches to service and work processes, as well as partnerships, the company strives to conduct its business with honesty, transparency, and fairness as guiding principles. The Company is committed to providing excellent service to its clients and competing in an ethical and fair manner, without engaging in any illegal or unfair practices. The operation is strictly in accordance with good governance practices. The Board of Directors fully recognizes the importance of stakeholder engagement and responds to each group of stakeholders in a transparent, appropriate, equal, and fair manner, including:

Stakeholders: The Company has a policy of conducting business in an honest and ethical manner, and is dedicated to achieving sustainable and continuous growth, while generating good returns for shareholders by adhering to the principles of fair treatment of shareholders.

Employees: The Company rewards employees based on fair and objective performance evaluations against established criteria, with the aim of continuously developing and enhancing their skills and abilities. The company also respects and protects employee rights, and provides multiple channels for employees to voice complaints or report any unreasonable circumstances.

Customers: The Company builds long-term, trustworthy relationships with customers, based on honesty and integrity. It is committed to ensuring maximum customer satisfaction by taking responsibility and placing priority on their needs, while adhering to ethical principles and delivering efficient and high-quality services.

Creditors: The Company fosters relationships with creditors based on integrity, trust, and responsibility, and endeavors to fulfill the terms of agreements made with them to the best of its ability.

Partners: The Company conducts its partnerships with honesty and fairness, striving for mutually beneficial business operations. To achieve sustainable growth and establish long-term relationships, the company carefully selects partners based on factors such as pricing, quality, reliability, compliance with laws and regulations, technical expertise, and environmental considerations.

Community and Environment: The Company and its employees conduct business in a responsible and beneficial manner for society and the community, and interact with the local community in a friendly and supportive manner, providing assistance and support for community development, while also ensuring that their actions do not have a negative impact on the environment.

Fair Competition: The Company operates in an open, transparent, and non-discriminatory manner, in compliance with fair competition principles.

Related Government Agencies: The Company ensures compliance with all relevant laws and regulations, and deals with government and government agencies in an objective and ethical manner, as outlined in the Code of Conduct and anti-corruption policies.

In addition to promoting innovation and the development of information systems to improve customer service and support socially and environmentally responsible business operations, proper resource management is also crucial. As such, the Board of Directors plays a role in overseeing the efficient use of resources by implementing policies for executives, employees, and related parties to adhere to.

Principle 6 Strengthen Effective Risk Management and Internal Control

The Board of Directors ensures that the Company has an effective risk management system and internal controls in place to ensure that the company achieves its objectives and complies with all relevant laws and regulations. The Board of Directors has established an audit committee, all of whom must be independent directors with no prohibited characteristics under applicable law and have qualifications and duties in accordance with the rules of the SEC and the SET. This committee is responsible for various duties as assigned by the Board of Directors, including reviewing financial reports, ensuring internal control, compliance with laws, considering auditor selection, and commenting on the necessity and appropriateness of transactions with parties who may have conflicting interests. Additionally, the Board of Directors oversees the security and management of information that may impact the credibility and integrity of the company's operations. The Board has also established a risk management committee to assist in overseeing the risk management system as outlined in the risk management policy.

This ensures that the Board of Directors is able to effectively oversee the risk management and internal control systems. To aid in governance management, the Board of Directors has established important related policies, which include:

1. Conflict of Interest Policy
2. Inter- Company Transaction Policy
3. Regulations and Stakeholders Reports Policy
4. Succession Planning Policy
5. Protection and Supervision of Using Company's Information for Personal Benefits Policy
6. Anti-Corruption Policy
7. Whistleblowing and Complaint Policy
8. The Company's and Trade Partners' Confidentiality Policy
9. Society and Environment Responsibilities Policy
10. Investment and Corporate Governance in Subsidiary Companies and Associated Companies Policy
11. Ethics and Code of Conduct at Work
12. Presenting or Acceptance of Gifts or Reception Policy
13. Nomination and Remuneration Policy
14. Level of Authorities
15. Risk Management Policy
16. Protection of Personal Information for Outsiders and Partners Policy
17. Protection of Personal Information for Employee Policy

The Board of Directors has implemented an anti-corruption policy that is communicated throughout the organization and to third parties to ensure compliance. This includes the establishment of mechanisms for receiving and addressing complaints or whistleblowing, as well as clear guidelines in whistleblowing and complaint policies. Each issue is handled according to specific guidelines, such as reporting requirements, investigations, code of conduct violations, and addressing accusations of corruption or misconduct when a stakeholder raises a concern about the company's operations. Complaints and information about legal wrongdoings, financial report inaccuracies, inadequate internal controls, or unethical business practices can be submitted to the Company's independent directors or audit committee. Complaints and information reported to the company will be kept confidential, and the Independent Director, Audit Committee, or Chief Executive

Officer will delegate an individual to review the information, identify solutions (if any), and report to the Chief Executive Officer and/or the Board of Directors. The company also provides various methods for receiving complaints and/or comments, including a direct email channel to senior executives.

The Company has established several channels for whistleblowers and complaint filing, including:

1. Feedback boxes and complaints in the Company
2. Whistleblowing and complaints directly to
 - 2.1 Supervisors at all levels that the employees trust
 - 2.2 Human Resource Department
 - 2.3 Company Secretary
 - 2.4 Member of the Audit Committee
 - 2.5 Director
3. By e-mail
 - 3.1 Chairman of Audit Committee: whistle_blowing@premiertankcorp.com
 - 3.2 Internal audit department: internal_audit@premiertankcorp.com
 - 3.3 Company Secretary : company_secretary@premiertankcorp.com
4. Company Website: www.premiertankcorp.com
5. By mail: Directly to the Chairman of the Board of Directors or the Chairman of the Audit Committee

PREMIER TANK CORPORATION PUBLIC COMPANY LIMITED
2034/69 Italthai Tower, 15th Floor, New Petchburi Road
Bangkapi Sub-District, Huai Khwang District, Bangkok 10310

The Company Secretary will ensure that all the received whistleblowing and complaints are managed confidentially and reported to the Chairman of the Audit Committee and the Internal Audit Department Manager for proper action. The Audit Committee may also appoint an Investigation Committee as necessary to investigate the matter in a timely and thorough manner. All the information and stories provided by the whistleblowers will be kept confidential and protected by those responsible. The Company also maintains a direct and confidential communication channel for whistleblowers to report their concerns.

Principle 7 Ensure Disclosure and Financial Integrity

The Board of Directors is responsible for ensuring that accurate, complete, and timely financial reports and disclosures are prepared in accordance with relevant rules, standards, and practices. It also monitors the Company's financial liquidity and ability to pay its debts by delegating financial analysis to the joint company's accounting, finance, and management departments. In case the Company faces financial difficulties or is expected to face financial issues, the Board has a plan in place to address the problems and processes in place to resolve financial difficulties to ensure the continuity of the company's operations.

To this end, the Company has designated Investor Relations officers to communicate and disseminate information that is beneficial to shareholders, investors, analysts, and other relevant parties in a timely, appropriate, and fair manner. These officers also oversee the dissemination of the Company's information in accordance with the criteria set by the Securities and Exchange Commission, The Stock Exchange of Thailand, and other relevant agencies through various channels such as annual listing and annual reports and/or the company website. This includes information that is critical to the price of the Company's securities and that may affect the decision-making of investors and stakeholders, ensuring that the information provided is accurate, complete, and sufficient for investors' decision-making.

Principle 8 Ensure Engagement and Communication with Shareholders

The Board of Directors places a high value on the rights of the Company's shareholders and ensures that they have equal rights and can exercise their full rights as shareholders. These rights include (1) the ability for a minority of stockholders to propose agendas for consideration prior to a shareholders' meeting. The Board of Directors will review these proposals and determine if they should be included on the meeting agenda. If the Board declines to include a proposal, they are required to provide an explanation to shareholders. (2) minority shareholders have the right to appoint or remove directors, review director compensation, appoint auditors, approve dividends, and make decisions regarding capital increases and the issuance of new shares. Shareholders also have the right to question the Board of Directors regarding their reports and other matters discussed at meetings. The Board of Directors must respect and uphold the rights of shareholders by not acting in ways that would compromise or impede these rights. Shareholders are also given a meaningful role in important decision-making and the Board of Directors is responsible for ensuring that shareholders' meetings are conducted in a transparent, efficient and effective manner, allowing shareholders to exercise their rights. The Board of Directors must also ensure that information provided to shareholders is accurate and complete.

The Board of Directors is responsible for ensuring that financial and other relevant information about the company's business and performance is accurate, complete, consistent, and timely. This includes information that reflects the company's current financial status and future prospects. The Board adheres strictly to SEC and SET laws, regulations and guidelines regarding disclosure of information. In addition to fulfilling disclosure requirements, the company also uses additional channels to communicate with shareholders and investors. This includes disseminating information through press and other media, both domestically and internationally, to ensure that shareholders, investors and the public are fully informed in a timely manner.

This policy calls for an annual review at least once per year, or when there is a change in circumstances that would warrant a review.

Ethics and Code of Conduct at Work

Definition

The Company	means	PREMIER TANK CORPORATION PUBLIC COMPANY LIMITED and/or subsidiary companies
Directors	means	The Company's directors.
Executives	means	Individuals that have been appointed to be chairman of operation employees.
Employees	means	The Company's employees.
Family members	means	Parents, relatives, spouses, partners.
Business Ethics	means	Guideline for good practices in conducting business of the Company, executives, and employees, which leads the organization to have good corporate governance.
Assets	means	chattels, real estate, technology, copyright, privilege, including company's inventions.
Specific information	means	the information that is owned or controlled by the company, which has economic value in the present or future. This information is considered confidential and is restricted to specific groups within the company, and must not be shared with third parties without prior approval from the authorities. Examples of such information include client and employee

		information, sales, and marketing information, service information, accounting information, business plans, marketing plans, financial plans, and others.
Stakeholders	means	Person or juristic person related to the company's business operations, such as shareholders, executives, employees, clients, business partners, creditors, competitors, and members of the general public, among others.
Abide by the rule of law	means	The decision-making and conduct of business must be in accordance with relevant laws and regulations (Rule of Law).
Justice and having	means	to perform duties with justice, equality and neutrality based on morality Fairness and morality.
Transparency	means	transparency in decision making and operation which can be disclosed to public and examined under regulations and laws.
Honesty	means	honesty towards assigned duties that is in accordance with orders, regulations, mores, and morality (Integrity)
Duty recognition	means	the recognition of duties that shall be completed with full effort and with efficiency (Responsibility)
Responsibilities for the results	means	acceptance of operation results, either positive or negative of the operations towards duties (Accountability)
Having vision	means	foresight in creative way to increase additional values to the business in long term and to thrive for excellency in work (Vision)
Corruption	means	bribery in any form, including offering, giving, promising, demanding, or accepting money or assets, or any other improper benefits, is prohibited. This applies to government officials, government agencies, private organizations, business partners, and all groups of shareholders, directly or indirectly. Such actions or omissions are taken to maintain or recommend business for the Company or to obtain or maintain any other inappropriate business benefits. This applies except in cases where laws, regulations, announcements, local customs, or trade customs permit.

To present objects or means		to give privileges in a form of money, assets, objects that contains significance or interests other interests as a reward, prize, or to create good relationship.
Bribery	means	presenting or accepting objects, gifts, prize, or other benefits for personal matter, or from persons who wish to proceed dishonest, illegal, or unethical act.
SET	means	Stock Exchange of Thailand
Committee Office	means	The Office of the Securities and Exchange Commission
Tradition	means	festival, important date, or activities that have been conducted as a uniqueness and importance to the society.

1. Business Operation Ethics

Business Operation Guideline

The Company's business ethics applies to all directors, executives, and employees, whether they have signed an acknowledgement or not. The principle of conducting business is to place a strong emphasis on honesty, which is essential for the Company's success, growth, and profitability, as well as for the reputation and well-being of executives and employees.

Vision

“Be a stable and strong value chain in national infrastructure on the sustainable and attentive administration principles to be the first choice for customers as a business partner.”

Mission

“Develop infrastructure and services that are safe, efficient, and effective to meet customers' needs with high-quality standards.”

Core Value

“ PREMIER ”

P : Passion for Excellence

Passion for Excellence: To dedicate to focusing on its operations with full effort to achieve challenging goals, continuously improve and maintain excellence, and strive for business leadership.

R : Reliability

Reliability: To commit to building trust and confidence with customers, society, and stakeholders through its actions and decisions.

E : Efficiency

Efficiency: To encourage efficiency in work operation by bringing technology or innovation to develop a working system for results that are worth the resources

M : Moving Fast

Moving Fast: To look for potential business opportunities, expansion of its current business, and organizational adjustments to adapt to the rapidly changing world and grow.

I : Integrity

Integrity: To conduct business with high moral and ethical standards, transparency, and in accordance with good corporate governance practices.

E : Environment and Safety

Environment and Safety: To conduct business with a focus on growth in harmony with society, community, and protection of the environment, adhering to global safety standards, and within the framework of sustainable business practices.

R : Responsibility to Stakeholder

Responsibility to Stakeholder: Organization, customers, business partners, employees, shareholders, stakeholders, and society with fairness

Business Ethics of Premier Tank Corporation Public Company Limited Consists of:

1.1 Adherence to the Rule of Law

The Company operates in compliance with the rule of law and ensures that its directors, executives and employees are aware of the company's rules and relevant laws, including laws and regulations that apply to their work and may affect it in the future.

Guideline

1.1.1 Directors, executives, and employees are expected to study and build an understanding of the core rules and regulations that govern the company's operations, both currently in effect and those that will take effect in the future.

- 1.1.2 Directors, executives, and employees must not acquire confidential or proprietary information of competitors through illegal means such as theft, espionage, or violation of agreements, whether received from customers or other sources.
- 1.1.3 Directors, executives, and employees must not damage the reputation of competitors through false or unjustified verbal or other actions.

1.2 Transparency

The company's decision-making and operations must be transparent and free from corruption. Information should be made available for stakeholders to review and understand. All actions must be in compliance with laws, regulations, rules, and the company's practices to protect confidential information from being disclosed to unauthorized parties.

Guideline

- 1.2.1 Directors, executives, and employees are responsible for providing accurate, complete, and compliant accounting, finance, business condition and performance reports to declare the company's financial status and performance. These reports must be in compliance with accounting standards, credible, verifiable, as determined by the Audit Committee.
- 1.2.2 Directors, executives, and employees must follow the procurement process strictly in accordance with the company's policies and guidelines. The process must be transparent, clear, and fair to all parties, and must be approved by the procurement committee. If a director, executive, or employee has a relationship with a business partner or their family members, they must not be involved in that procurement process or procedure as per the company's policy on related-party transactions.
- 1.2.3 Directors, executives, and employees must strictly adhere to the company's rules on approval authority and operations.
- 1.2.4 Directors, executives, and employees involved in the procurement process must not solicit or accept any dishonest benefits from business partners or their representatives.
- 1.2.5 Directors, executives, and employees must not reveal the company's confidential information or use it for personal or third-party gain.
- 1.2.6 Directors, executives, and employees must perform their duties with integrity and make decisions in a transparent manner, for the benefit of the company and its shareholders. This includes managing the company for growth, stability, and appropriate returns for shareholders.

1.3 Commitment to Justice and Morality

The Company places a high value on justice and morality in its interactions with stakeholders and works to build strong relationships throughout its business operations. The company does not show favoritism based on personal relationships or bias and provides equal opportunities to all without discrimination based on nationality, race, religion, or gender.

Guideline

- 1.3.1 Directors, executives, and employees must act fairly and not discriminate against stakeholders in their business conduct, and provide benefits to stakeholders in accordance with the code of conduct and the company's policy guidelines.
- 1.3.2 Directors, executives, and employees must perform their duties with care to build trust with shareholders. Decision-making on any matter must be based on fairness and an understanding of the best interests of the shareholders.
- 1.3.3 Directors, executives, and employees must act fairly and not discriminate in the areas of employment, including nominations and compensation, employment benefits, promotions, transfers, overall performance evaluations, training, compliance with rules and regulations, terminations, rehiring, and social and recreational activities.
- 1.3.4 Directors, executives, and employees must provide services to customers with integrity and fairness, and must not take advantage of or defraud customers.
- 1.3.5 Directors, executives, and employees must comply with agreements or trade terms with business partners and/or creditors in a honest and fair manner. In case of inability to fulfill the agreements, business partners and/or creditors must be informed promptly so that together, solutions can be considered.

1.4 Value Customers

The Company focuses on customer satisfaction, trust, and efficient service, to respond greatly to customer needs. For maintaining a long-term relationship, the Company provides personnel development to those who provide services to the customers by training and providing knowledge and understanding before performing duties together with developing skills and knowledge continuously for the best services for customers.

Guideline

- 1.4.1 Directors, executives, and employees acknowledge and understand the Company's services greatly, and are able to provide information, and conditions of services of each business to customers precisely and completely.
- 1.4.2 Executives and employees always strive to provide the best service to customers and are prompt to answer questions from customers, including proceeding on complaints and suggestions, following up on progress in each topic, and informing the customers.
- 1.4.3 Executives and employees shall study and understand customers' needs in detail before proposing the service to the customer to respond to their needs correctly. They also must be attentive and active in knowledge and gain experience in more efficient working to increase customer satisfaction.
- 1.4.4 Directors, executives, and employees treat customers with politeness, respect customers, and use polite verbal expressions.
- 1.4.5 Directors, executives, and employees have a positive attitude towards customer service. They value service and perform accordingly which affects quality and efficiency and leads to excellence in providing service.
- 1.4.6 Directors, executives, and employees respect the decisions and opinions of customers and do not violate the personal rights of the customers.

1.5 Social Responsibility

The Company defines practice to express responsibility towards the society and environment by 1. Good corporate governance, 2. Business conducting with justice, 3. Respect human rights and treat labors fairly, 4. Responsibility towards stakeholders, 5. Responsibility towards stakeholders in jointly developing community and society, 6. Environment care, 7. Innovation and its extension from social responsibility, and 8. Society and environment reports.

1. Good Corporate Governance

The Company organizes its management system in accordance with the corporate governance code with transparent management, equality, and justice, to build trust and confidence in shareholders, investors, stakeholders, and all related parties.

Practice

The Company's good corporate governance policy shall be followed under the corporate governance for the listed companies of the Stock Exchange of Thailand in 8 categories as follow:

- (1) Recognize the roles and responsibilities of the Board of Directors as a leader that creates sustainable value for the business.
- (2) Determine the business's main objectives and goals in order to ensure its long-term sustainability.
- (3) Strengthen an effective committee.
- (4) Recruit and develop top executives and personnel administration.
- (5) Promote innovation and business operations with responsibility.
- (6) Ensure that the internal control and risk management systems are appropriate.
- (7) Maintain credibility in finance and information disclosure.
- (8) Promote engagement and communication with shareholders.

2. Business with Fairness

The Company adopts guideline in conducting business with fairness to build trust in relevant persons which create positive effects for the Company in long term.

Practice

- (1) Avoid operations that might cause a conflict of interest. Or if the conflict of interest occurs, there shall be a fair mediation process with all valuable information disclosure.
- (2) Promote free trade competition. Avoid playing favoritism or conspiracy.
- (3) Do not support operations in the form of intellectual property or copyright violation.
- (4) Provide a management system that can prevent bribery and corruption or can be audited immediately, including an efficient solution process with fairness, if the case occurs.
- (5) Campaign directors, executives, and employees see the importance of anti-corruption, extortion, and all types of bribery.

3. Human Rights Respect and Fair Labor Treatment

Practice

- (1) Support and respect human rights by constantly checking and supervising own business to not be involved in human rights trespass.
- (2) Encourage surveillance on the execution of human rights requirements in own business and activate the execution of global human rights principles. The business contribution towards human rights also covers subsidiary companies (if any), joint investors, and trade partners.

- (3) The Company treats its personnel equally with no discrimination on origin, race, gender, age, color of skin, religion, physical capability, status, family, educational background, or other statuses that are not related directly to work practice.
- (4) The Company provides opportunities for its personnel to display their ability fully by allocating proper remuneration, creating motivation in the forms of salary, bonus, and expense in proper operation to the Company's rule, and providing educational opportunities and both short-term and long-term training to its personnel.
- (5) All the Company's personnel perform their assigned duties with full effort, honesty, and fairness and do not pass their duties to other individuals either directly or indirectly, except in need or for convenience that does not require personal expertise.
- (6) The Company's personnel must perform their duties according to their chain of command, and receive orders and responsibility from direct supervisors without crossing the chain if not needed. They must avoid criticizing supervisors and colleagues that might cause damage to the persons or to the Company. However, the Company's personnel shall be open to opportunities and opinions of subordinates and colleagues with conscious, reasonable, and without bias.
- (7) The Company's personnel can fully use resources, labor, places, and facilities of the Company in their duties. It is prohibited to use those for other matters that are not duties or rightful welfare.
- (8) The Company's personnel shall have polite manners, dress properly to the occasion, and behave properly to duties and local traditions without ruining the Company's reputation.
- (9) The Company's personnel can use their name and position to collect money for the charity that the Company organizes, but do not use the Company's name and position in the Company to collect money for personal matters in any case.
- (10) The Company's personnel shall provide cooperation in the Company's activities to create harmony and help as well as the social activities organized by the Company.
- (11) The Company's personnel are prohibited to perform any action that causes trouble, annoyance, or wastes others' courage which leads to rivalry or struggles in operation which is in form of sexual harassment, either to the Company's personnel or third parties who have business contact, including sexual harassment, flirtation, assault, obscenity, or owning a photo of such, verbally and physically.

4. Responsibilities Towards Stakeholders

The Company takes into the highest satisfaction of customers who receive services from the Company with a fair price, quality, and customer responsibility.

Practice

- (1) The Company focuses on developing services with excellent quality to respond to customers' needs continuously. The Company's personnel perform wholeheartedly to respond to customers' needs with reasonable prices and quality without limiting customers' rights and fair conditions.
- (2) The Company must not involve in any deception or delusion of the Company's service quality.
- (3) The Company is committed to developing safety in the Company's services. Since the customers' safety is valued, the Company must issue warning signs, audit for safety in the establishment, campaign, and train employees about customers' safety strictly and constantly.

5. Responsibilities Towards Stakeholders in Community and Society Development

The Company is a part of society. The Company, therefore, has the duty to develop and return benefits to the overall community and society. To allow the Company to have sustainable growth with social development, the Company considers the main duty and policy to develop the society and community by focusing on developing society, community, environment, religion, creation, and preservation of natural resources, including education for youth, and supporting public activities for the underprivileged community to be strong and independent.

Practice

- (1) The Company thrives to make understanding and communicate with society about the status and facts of the Company's operation and the Company's responsibility towards the community, society, and environment without disclosing information that can be revealed. It is to provide such timely information to investors, shareholders, and generally interested individuals.
- (2) The Company thrives to contribute to social responsibility in the quality, safety, occupational hygiene, and environment seriously and continuously by using natural resources for the highest benefits with the recognition of the significance of the environment and the safety of related stakeholders together with promoting social activities for environment and quality of life for people in the community based on sustainable development principle.

- (3) The Company recognizes the choices of using natural resources with the least damage to society, the environment, and quality of life by supporting the reduction of energy and resource use.
- (4) The Company continuously instills a sense of environmental and social responsibility in the Company's personnel at all levels, gives importance to transactions with trading partners who have the same intention as the Company in terms of social and environmental responsibility, and is a leader in promoting the effective use and conservation of energy for the benefit of future generations.
- (5) The Company will return a part of profits for activities to contribute to the creation of society and the environment on a regular basis. The activities to be undertaken must be appropriate activities that create real benefits for the community, society, and environment. If choosing to donate, the donor information must be verified to ensure that it is used efficiently and effectively and creates real benefits. The donation must also be documented.

6. Environmental Conservation

The Company cares about the safety and health of its personnel and the community surrounding the Company's operation area. The Company aims to promote and create awareness of quality, safety, occupational hygiene, and the environment as a way of life for the Company's personnel for the benefit of everyone, including the community and society as a whole. The Company encourages the proper use of resources to reduce waste.

Practice

- (1) The Company supports and prioritizes safety by establishing requirements and standards of environmental, occupational hygiene, and safety quality that are not less than the law stated. To follow global standards, the Company's personnel shall study and strictly comply with the policies, requirements, and laws related to the environment, occupational hygiene, and safety quality.
- (2) The Company shall act in every way to control and prevent damage in any form by accidents, fire, injury or illness caused by work, loss of assets or from security violation, operational wrongdoing or mistakes, together with maintaining a safe work environment for the Company's

personnel. There also shall be security plan rehearsals regularly. It is the responsibility of executives and employees to report accidents through the determined procedures.

- (3) The Company will provide public relations and communication to create knowledge, understanding, and disseminate information to the Company's personnel, as well as employees of contractors and other relevant stakeholders, in order to know and understand the Company's policies, regulations, procedures, practices, and precautions in terms of safety, occupational hygiene, and the environment, and to ensure that these are properly adhered to without causing jeopardy to health, property, or the environment.
- (4) The Company is committed to seriously and continuously participating in social responsibility in terms of quality, safety, occupational hygiene, and the environment. It shall maximize the use of natural resources with awareness of the importance of the environment and the safety of the stakeholders involved, as well as promote social activities to protect the environment and the quality of life of people in the community according to sustainable development principles.
- (5) If any operation is unsafe or may not comply with the requirements and standards in terms of safety, occupational hygiene, and environment, or is found to have serious environmental impacts, the Company's personnel shall temporarily stop working as far as possible to notify colleagues, supervisors, and responsible departments to take corrective actions or plan further corrections. Further work is prohibited.

7. Innovation and Innovation Dissemination from Adopting the Social Responsibility

The Company has adopted the concept of social responsibility to apply and create business innovations that establish benefits and abilities to compete in business and society.

Practice

- (1) Explore the processes of the current business to determine whether they cause risks or have a negative impact on society and the environment and how they do so Then, study for solutions to reduce such impacts, including studying, considering, and analyzing the work processes in detail at all aspects to create the opportunities leading to discover business innovations.
- (2) Disclose the found innovations which are beneficial to society and the environment to encourage other businesses and entrepreneurs to follow.

(3) Analyze solutions as well as develop innovations all the time as a continuous and never-stop process to create opportunities to innovate new products for growth while creating sustainable business profits.

8. Report on Society and Environment

The Company will disclose information in compliance with social responsibility guidelines for the benefit of all stakeholders.

Practice

- (1) Prepare the reports disclosing operations on society and environment that cover environment, safety, and society businesses.
- (2) Process data precisely and organize various channels of information disclosure so that the readers can easily access to the data.

2. Anti-Corruption Policy

The Company has an anti-corruption policy emphasizing that all personnel in the organization adhere to and comply with the laws of Thailand against corruption and give importance to anti-corruption and not accepting bribes for business benefits to build confidence among stakeholders that the Company will conduct business with honesty and transparency as well as support anti-corruption activities. The Company requires that all of the Company's personnel acknowledge, understand, and comply with the anti-corruption policy and the best practices as follows:

2.1 Guideline by the Anti-Corruption Policy

Directors, executives, and employees of the Company are prohibited from giving or accepting to give anything, including receiving, demanding, taking action, or accepting all forms of corruption with government agencies, private entities, or persons who are directly or indirectly involved in obtaining the Company's business or personal benefit by an inappropriate ethical manner which is giving or accepting to give as well as receiving things, gifts, entertainment, solicitations, donations, and any other benefits from people doing business with the Company. The anti-corruption policy covers employees, business partners, customers, and all groups of stakeholders both domestically and internationally.

2.2 Good Practice

2.2.1 Directors, executives, and employees comply with the anti-corruption policy and code of conduct in operation without involving in corruption, either directly or indirectly.

2.2.2 Directors, Executives, and Employees of the Company

2.2.2.1 They must not neglect or ignore when witnessing an act of corruption related to the Company by informing supervisors or responsible individuals for acknowledgment and cooperation in investigating various facts. If there is any doubt or question, they shall consult supervisors or the persons assigned to be responsible for monitoring compliance with the code of conduct through the various channels specified by the Company.

2.2.2.2 They must have no direct or indirect benefits to personal, familial, or other associations with the Company such as any action to sell products or services to the Company or to compete with the Company.

2.2.2.3 They avoid accepting entertainment from people related to business with the Company or from others who may benefit from the performance of employees.

2.2.2.4 They are not soliciting or accepting unrighteous benefits either directly or indirectly, or any other benefits, in order to obtain business benefits. This includes not taking unfair advantage of bribery or corruption in business operations.

2.2.3 Directors, executives, and employees of the Company must provide reliable financial reports, have an efficient operating system that provides transparency, and consider the risk of corruption in the operation with monitoring.

2.2.4 The Company has provided channels to provide clues about fraud and corruption. The Company will provide fairness and protects its employees who refuse or report corruption related to the Company by using measures to protect complainants or those who cooperate in reporting corruption according to the Company's policy set out in Submission of Complaints and Suggestions in 2.4.

2.2.5 Those who commit corruption are against the Company's business ethics, which must be subject to the disciplinary penalty by the Company's specified regulations and the penalty by laws if the action is illegal.

2.2.6 The Company prioritizes giving and promoting understanding to those whose duties are related to the Company, as well as the Company's stakeholders, to create a good mind.

2.3 Regulations for Operation

- 2.3.1 Any action according to the anti-corruption policy shall be applied with the guideline set forth in the manual “Business Ethics and Work Practices,” policy and guideline for all stakeholder groups, regulations, relevant operating manuals, and other guidelines that the Company will establish.
- 2.3.2 This anti-corruption policy covers all activities related to the operations of the Company.
- 2.3.3 It is determined to conduct the corruption risk assessment across the organization.
- 2.3.4 In order to make clear operations on risk and corruption, the Company's directors, executives, and employees at all levels must operate with caution in following matters:

- 2.3.4.1 Receiving/giving of objects or any other benefits which the guideline has been established as follows:

2.3.4.1.1 Receiving Objects or Any Other Benefits

- (1) Directors, executives, or employees are prohibited from receiving or requesting gifts, entertainment, services, financial support, or gratuities of any kind from partners, creditors, or stakeholders doing business with the Company, except for occasions or festivals which are traditional practices. However, such items or other benefits must have a price or value not exceeding 3,000 baht. And/or it is necessary to maintain good relations between individuals or between organizations by assigning employees at the level of department managers to be representatives of the organization. In cases items or any other benefits have a price or value of more than 3,000 baht, it is required that executives from the level of the Chief Executive Officer or higher be the organization's representatives in receiving such items or other benefits and submitting them to the Company Secretary within 5 days from the date of receiving the items or any other benefits.
- (2) The request for support of money or objects can be done between an organization to another organization with approval signed by an authorized director only.
- (3) In proceeding according to the above (1) and (2), the Company prohibits its employees or persons not assigned to receive items or other benefits in order to prevent potential conflict of interest.

2.3.4.1.2 Giving Objects or Any Other Benefits

- (1) In the case of giving objects on traditional occasions or festivals means that people should treat each other with objects or other benefits, the Company will procure, determine the price, or ensure that the value is not more than 3,000 baht. However, if it is necessary or for

the appropriateness of doing business with partners that need to give money or objects worth more than 3,000 baht, the Company's authorized directors are authorized to sign for approval by considering the appropriate value on a case-by-case basis.

- (2) To avoid the leading of bribery, the Company has determined to have a survey and audit of suitability before operating. To prevent corruption, the Company also sets regulations stating that only employees who are at the manager level upwards can be the representative in giving objects, gifts, or other benefits.

2.3.4.2 Policy of Donation for Charity or Sponsorship :

Giving and receiving donations and solicitations must be transparent and legal. It must ensure that donations or sponsorships are not used as an excuse for bribery. In this regard, the Company requires authorized directors to approve the donations in the case of significant high-value donations by considering appropriateness on a case-by-case basis.

2.3.4.3 Political Support Policy :

The Company conducts business with political neutrality by uninvolving in politics and respecting/supporting stakeholders to use their rights and freedom stated in the constitution. However, the Company remains politically neutral.

Guideline

2.3.4.3.1 The exercise of political rights that should be legally enforced has to be done on their own behalf otherwise others may misunderstand that it is acting on behalf of the Company.

2.3.4.3.2 When expressing opinions on behalf of the Company, the person must refrain from displaying symptoms or characteristics that could be interpreted as being aligned with any political party or politician.

2.3.4.3.3 Do not use the Company's resources such as funds, personnel, places to support political parties or any politicians either directly or indirectly.

2.3.4.3.4 Do not use your position in the Company or the Company's logo to persuade others to pay subsidies or provide any support to political parties or politicians.

2.3.4.3.5 Do not make comments about politics in the workplace or while working on issues that could lead to disagreements or a lack of unity at work.

2.3.4.3.6 Do not campaign or advertise for political parties or any politicians in the Company.

2.3.4.4 Business Relationship and Procurement

Do not give, demand, or accept bribes in all types of business operations with trade partners, counterparties, government agencies, or entities that conduct business with the Company.

2.3.4.5 Creating a Good Norm for Conducting Business

The Company has established a policy on giving and receiving gifts during the New Year and other occasions for directors, executives, and employees of the Company. In this regard, the Company has established a channel which stakeholders can be notified of its policy or intention in such matters via the Company's website.

2.4 Channels for Receiving Opinions and Notifying Clues about Wrong Actions

The Company has established channels to report incidents or report clues about corruption to lead to:

- (1) Fact Checking
- (2) Correction/Improvement of Management
- (3) Development and Training

Through the following main channels:

1. Feedback and complaint boxes within the Company
2. Whistleblowing and complaints directly to
 - 2.1 Supervisors at all levels that the employees trust
 - 2.2 Human Resource Department
 - 2.3 Company Secretary
 - 2.4 Member of the Audit Committee
 - 2.5 Director
3. By e-mail
 - 3.1 Chairman of the Audit Committee : whistle_blowing@premiertankcorp.com
 - 3.2 Internal Audit Department: internal_audit@premiertankcorp.com
 - 3.3 Company Secretary: company_secretary@premiertankcorp.com
4. Company Website : www.premiertankcorp.com
5. Postal Mail: Send directly to the Chairman of the Board of Directors or the Chairman of the Audit Committee

PREMIER TANK CORPORATION PUBLIC COMPANY LIMITED

2034/69 Italthai Tower, 15th Floor, New Petchburi Road

Bangkapi Sub-District, Huai Khwang District, Bangkok 10310

All whistleblowing channels and complaints will be coordinated, received, sent, followed up, and collected by the Company Secretary, and whistleblowing information will be directed to the responsible persons which are the Chairman of the Audit Committee and the head of the internal audit department to take further appropriate action and ensure that the information provided by the whistleblower will be maintained and protected by those responsible directly. The Audit Committee will designate the Investigation Committee to function as properly needed.

In addition, the Company has set up a mechanism to protect whistleblowers who monitor the Company's interests by not demoting, penalizing, or causing negative consequences to the employees who deny corruption, even though the actions will cause the Company to lose business opportunities.

3. Code of Conduct in Ethics

The Company has established a code of conduct for directors, executives, and employees as a guideline for their work as follows:

3.1 Leadership

Directors, executives, and employees must be ethical, perform appropriate leadership roles, and behave in a manner acceptable to society as well as being useful for the management of the Company.

Guideline

- 3.1.1 Directors, executives, and employees must show a vision in management, including having a sense of duty and responsibility for the results of performing their duties to be dependable and acceptable to society.
- 3.1.2 Directors and executives must establish and implement a quality management system to reduce procedures, increase work efficiency, and strive for appropriate innovation. They must also provide training and development for employees in accordance with innovation and quality management systems in order to manage the Company to become a sustainable business and a business leader.
- 3.1.3 Directors, executives, and employees must investigate the complaints or grievances of stakeholders or other individuals in order to obtain facts and resolve problems that arise promptly and fairly.

- 3.1.4 Directors, executives, and employees must promote and support leadership among employees, as well as encourage employees at all levels to participate in the development of the Company.
- 3.1.5 Directors, executives, and employees must participate in and encourage employees to participate in activities for the benefit of the community and society. This is for the Company to be a part of the community by developing and building good relationships with members of the community and society as a whole.

3.2 Honesty

Directors, executives, and employees must perform their duties carefully with honesty and protect the interests of the Company.

Guideline

- 3.2.1 Directors, executives, and employees must perform their duties with honesty and without prejudice. They must not use their own authority to seek personal benefits for themselves or others.
- 3.2.2 Directors, executives, and employees must not deliberately make false reports or records, including concealing or presenting false information to the Company. When finding a report or record that contains incorrect or erroneous information, it must be reported to the supervisor immediately.
- 3.2.3 Directors, executives, and employees must use their time to perform their duties efficiently and effectively as required by the regulations, including not doing or persuading colleagues and/or subordinates to use their time working for other activities that are not related to the Company's business operations.
- 3.2.4 Directors, executives, and employees must perform their assigned duties with full knowledge and competence, as well as be aware of their duties and responsibilities.

3.3 Compliance With Laws and Regulations

Directors, executives, and employees must perform their duties strictly in accordance with the laws related to the Company's business and the Company's work regulations. They must avoid any action that may negatively affect the reputation of the Company's business operations.

Guideline

- 3.3.1 Directors, executives, and employees must not violate, avoid, resist, or ignore regulations, policies, announcements, or orders of the Company, including legal orders and duties of superiors.
- 3.3.2 Directors, executives, and employees must not produce or possess illegal substances, whether for personal use, for sale, or for any other person.
- 3.3.3 Directors, executives, and employees must use communications and computer systems responsibly and must not cause division, harm others, demoralize, or foster hostility in the workplace.
- 3.3.4 Directors, executives, and employees must not use communication systems and computer systems for illegal activities or against the Company's policies. They must not use the Internet or similar services in a way that could damage, embarrass, reduce credibility, or defame the Company.
- 3.3.5 Directors, executives, and employees must study, understand, and comply with the laws, rules, regulations, and requirements of the Stock Exchange of Thailand and the Office of the SEC, including those of other relevant agencies.
- 3.3.6 Directors, executives, and employees shall not assist, support, or promote the avoidance of compliance with laws, rules, regulations, or the requirements of the Stock Exchange of Thailand, the Office of the SEC, including other related agencies.
- 3.3.7 Directors and executives are obligated to report their own interests and those of related persons using procedures and forms specified by the Company and submit them to the Company Secretary, who collects copies of the reports and connected records and provides copies to the Chairman of the Board of Directors and the chairman of the internal audit department within 7 working days from the date of receipt of the report, as required by the Securities and Exchange Act.
- 3.3.8 Directors and executives are prohibited from trading in the Company's securities 1 month before the announcement of the financial statements and for 24 hours after the public has received the information. Every 3 months, the Company requires the Company Secretary to inform the Board of Directors and executives about the period of prohibited trading of the Company's securities.
- 3.3.9 If directors and executives purchase, sell, transfer, or accept a transfer of securities, they must submit a report to the Office of the SEC within 3 business days from the date of the purchase,

sale, transfer, or acceptance of the transfer of those securities according to the form specified by the SEC.

3.3.10 Directors and executives are required to report changes in their securities holdings to the Board of Directors. This is to ensure shareholders, as well as general investors, that directors and executives are able to manage and operate businesses with honesty, clarity, transparency, and accountability.

3.4 Maintaining Property

Directors, executives, and employees are obligated to maintain and use the Company's assets for the full benefit of the Company's business. They must not use them for the benefit of others or in a wrongful way.

Guideline

- 3.4.1 Directors, executives, and employees must comply with the Company's safety requirements or regulations in the use of tools, equipment, and the working environment.
- 3.4.2 Directors, executives, and employees must not use, sell, give, borrow, lend, or dispose of the Company's assets to other persons and/or juristic persons unrelated to the Company without permission, whether the property is of any value or condition.
- 3.4.3 Directors, executives, and employees must not intentionally damage, sabotage, or destroy the Company's property.
- 3.4.4 Directors, executives, and employees must not use the Company's assets for their own benefit or outside affairs unless they have been authorized to do so by the supervisor responsible for that matter.
- 3.4.5 Directors, executives, and employees must assist or attempt to acquire patents, copyrights, or trademarks that are intellectual property of the Company.

3.5 Conduct Towards Supervisors, Colleagues, and Subordinates

Directors, executives, and employees should maintain a working environment that is free from infringement on personal rights and in which people have mutual respect, cooperate, help, propose ideas, and solve problems together at work.

Guideline

- 3.5.1 Directors, executives, and employees must not incite, slander, or make fun of others, which may cause divisions of unity, and should refrain from taking the work of others as their own.
- 3.5.2 Directors, executives, and employees must not engage in sexual harassment of coworkers. If it is found or known that there is sexual harassment against co-workers among co-workers, it must be reported to the supervisor immediately.
- 3.5.3 Directors, executives, and employees must be disciplined, not doing anything that is disrespectful to supervisors, treating colleagues and subordinates politely and kindly, and having good human relations.
- 3.5.4 Directors, executives, and employees must respect human rights by taking impartiality and equality into account, not discriminating against race, religion, gender, marital status, physical fitness, education, status, or any other status that is not related to work, and by respecting individuality and human dignity.

3.6 Good Citizen

Directors, executives, and employees should function as good citizens who can live proudly with others in society.

Guideline

- 3.6.1 Directors, executives, and employees must develop themselves to have morals and ethics as well as study for additional knowledge in order to perform their duties efficiently and effectively.
- 3.6.2 Directors, executives, and employees must not behave in a way that is offensive to others, harass the opposite sex, act as hooligans, be in debt, gamble, use drugs, or drink alcoholic beverages while working or performing any action that leads to a deterioration in morality.
- 3.6.3 Directors, executives, and employees must not carry weapons to work unless authorized by the Chief Executive Officer.
- 3.6.4 Directors, executives, and employees must not cooperate with or support any person that does illegal business or poses a threat to society and national security.
- 3.6.5 Directors, executives, and employees must jointly instill conscience and responsibility for the community and society as a whole in employees at all levels in the Company.

3.7 No Conflict of Interests

Directors, executives, and employees should not behave in a manner that may cause a conflict of interest with the Company.

Guideline

- 3.7.1 Directors, executives, employees, and family members of directors, executives, and employees must not conduct any business or activity that may be seen and understood by the public as a business or activity that conflicts with the Company's interests either directly or indirectly.
- 3.7.2 Directors, executives, and employees must not join family members or close individuals in any business or activity that may cause conflicts of interest with the Company, either directly or indirectly.
- 3.7.3 Directors, executives, and employees must not take any action to seek benefits or misappropriate properties that should belong to the Company or belong to the Company's customers.

3.8 Not Using the Company's Specifications for Unlawful Purposes

Guideline

- 3.8.1 Directors, executives, and employees who are responsible for using the specifications must be careful not to let others hear, eavesdrop, or record audio. They should not engage in public conversations via communication devices or conversations with family members and close friends that may result in disclosing the information to others.
- 3.8.2 Directors, executives, and employees must manage, store, and classify specifications in strict accordance with the rules and articles of association of the Company.
- 3.8.3 Directors, executives, and employees must not disclose the Company's information to anyone who is not entitled according to rules, regulations, or business agreements unless it has been approved in writing by the authorized person and responsible agency.
- 3.8.4 Directors, executives, and employees must not use or transmit such information for securities trading.

4. Ensuring the Compliance and Review

The Company defines that it is the duty and responsibility of all directors, executives, and employees to acknowledge, understand, and strictly follow the policies set out in this "Business Ethics and Code of Conduct" handbook. It is not a voluntary practice, and you cannot claim to be unaware of the established guidelines.

Directors and executives at all levels in the organization must take responsibility, and it is important to let employees under their subordinates know, understand, and seriously comply with the Company's business ethics manual.

The Company does not wish to have any illegal actions or conduct contrary to good ethics. If any directors, executives, or employees violate the specified ethics, they will receive strict disciplinary action, believing that it is against the law, rules, orders, and regulations of the government, and the Company will submit the matter to government officials for further action.

The Company determines that the manual "Business Ethics and Work Practices" be reviewed annually by having the Company Secretary propose to the Executive Committee's meeting for further steps.

5. Disciplinary Action

If a director, executive, or employee violates or fails to comply with the "Business Ethics and Code of Conduct" manual, it is considered a disciplinary action. In such a case, follow the steps specified in the "Operation Regulations"

6. Epilogue

This code of business ethics and conduct is a discipline that all directors, executives, and employees must understand and adhere to. Do not allow directors, executives, or employees to do anything that is contrary to "Ethics in Business and the Code of Conduct at Work". In this issue, if there are any unclear or other problems other than those specified in practice, directors, executives, or employees should consult with their respective supervisors in order to jointly consider finding solutions or finding suitable practices in the future.

Conflict of Interest Policy

1. Introduction

Premier Tank Corporation Public Company Limited gives importance to and understands the objectives of business operations for the utmost benefit of shareholders, stakeholders, and related parties with fairness and

transparency. By being careful in dealing with matters that may have conflicts of interest, the Company, therefore, sets a policy to be used as a guideline.

2. Principle

Conducting business with honesty, reasonableness, and independence and treating shareholders, stakeholders, and related parties equally according to good corporate governance principles will result in the Company growing steadily and sustainably. In doing any transactions that the Company makes with those who have authority or those who can control the decisions of the Company, such as major shareholders or executives, etc., this may cause a conflict of interest. The Company will prioritize and consider the Company's best interests, as well as transactions with outsiders in general (Arm's length basis)

3. Conflict of Interest Policy

Premier Tank Corporation Public Company Limited recognizes the importance of conducting business with honesty, transparency, and accountability, which is a good corporate governance principle and strengthens the organization for efficiency. The Company, therefore, sets a policy for directors, executives, and employees to avoid doing any acts that may conflict with the Company's interests that may arise from:

- Contacting with the Company's commercial parties, such as customers, business partners, etc.
- Taking advantage of opportunities or use the inside information for personal gain
- Conducting the transactions with the Company
- Conducting business that competes with the Company
- etc.

This affects the Company to lose its benefits. In case it is necessary and cannot be avoided, the transaction will be supervised by the Company with transparency, fairness like the transaction of third parties while considering the highest benefits of the Company and fairness to related parties.

To avoid a conflict of interest, the Company has established the practice as follows:

- 3.1 The Company shall not lend or guarantee to directors or any business in which the director holds the shares of more than 50% unless it is part of the Company's welfare.
- 3.2 Directors shall not conduct business that competes with the Company, except it is approved by the shareholders' meeting before being appointed as a director.

- 3.3 Directors and executives shall not use opportunities or the Company's information for the benefit of themselves or others, including doing a business in competition with the Company or doing related business.
- 3.4 Directors and executives shall not attend the meeting or abstain from voting on items related to themselves that may cause conflicts of interest with the Company. If it must be done for the benefit of the Company, such transaction must be done on a similar basis as a third party (Arm's Length Basis).
- 3.5 Director shall declare their stake-holding in contracts that have been made by the Company to the Company.
- 3.6 Directors and executives shall file the annual report to declare a conflict of interest or when the situations occur.
- 3.7 Any transactions such as selling or buying assets, etc. between directors and the Company shall be notified and approved by the Board of Directors prior to the transaction.
- 3.8 Consideration of conflicts of interest and transactions that may have conflicts of interests shall have independent directors involved in all meetings and consideration process.
- 3.9 Directors, executives, and personnel of the Company who are aware of inside information shall avoid using inside information for personal gain or providing inside information for the benefit of others in a wrong way.

This policy calls for an annual review at least once per year, or when there is a change in circumstances that would warrant a review.

Charter of the Board of Directors

1. Principle and Reason

The Board of Directors is responsible for overseeing corporate governance in accordance with its objectives and goals, as well as protecting the Company's interests and complying with applicable laws and regulations. The Board of Directors must perform their duties with caution, prudence, honesty, and transparency by mainly considering the interests of the Company in order to create added value for the business and shareholders.

The Company has summarized key principles related to directors from the rules, regulations, rules, and announcements of the Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange

Commission (SEC) so that directors can use them as the main principles and practice their duties and responsibilities correctly.

2. Objective

It is to be the guideline in operation practice for the Board of Directors.

3. Scope

It applies to the Board of Directors of Premier Tank Corporation Public Company Limited.

4. Structure of the Board of Directors

4.1 Composition

- (1) The Board of Directors consists of at least 5 directors.
- (2) The shareholders' meeting appoints and withdraw directors by a majority vote in accordance with the specified regulations and procedures.
- (3) The Board of Directors consists of independent directors at least one-third of all directors, and not less than 3 persons.
- (4) Not less than half of the Board of Directors must reside in the country, and not less than half of the total number of directors must be of Thai nationality. Each director may hold a directorship in other listed companies, but the total number of listed companies should not exceed five. This is to ensure efficiency in performance and to allow the director to fully dedicate sufficient time to their duties as a director of the Company.
- (5) Directors may or may not be the Company's shareholder.

4.2 Qualification of the Company's Directors

Directors must be individual and legally aged, "By the selection of persons who will be appointed as directors of the Company should pass the selection from the Nomination and Remuneration Committee, which will be considered and selected according to the qualification criteria under Section 68 of the Public Limited Companies Act, B.E. 2535 and the declaration of the Securities and Exchange Commission (Notification of the Capital Market Supervisory Board No. TJ. 39/2016 Re: Application for and Approval of Offer for Sale of Newly Issued Shares) and/or relevant laws."

1. Possess knowledge, capabilities, and experiences that benefit business operations. Devoted and ethical in business operations.

2. Able to exercise discretion directly, honestly, and free from influence from the management division and other groups of interest.
3. Able to dedicate sufficient time and be attentive to their duties according to their responsibilities.
4. Must not operate a business in the same manner that is competing with the Company's business or joining to be a partner in ordinary partnerships or being a partner with unlimited liability in a limited partnership, or being a director of a private company or other companies that operate in the same manner or are competing with the Company's business no matter for their own benefit or benefit of others unless declared in the shareholders' meeting prior the appointment resolution.

In addition, the Company's directors must not have prohibited characteristics under the Securities and Exchange Act or the rules prescribed by the SEC Office. They also must not have characteristics that indicate a lack of suitability to be entrusted with managing a business with public shareholders as specified by the Office of the SEC (according to the Notification of the SEC No. KJ 3/2017 Re: Determination of Untrustworthy Characteristics of Directors and Executives of the Company) as follows:

- 1) Be a person under receivership order, insolvent person, incompetent person, or quasi-incompetent person.
- 2) Be banned by the Stock Exchange of Thailand from being a director, executive, or controlling person of a listed company.
- 3) Be accused or subjected to criminal prosecution by a competent authority in an offense relating to unfair actions relating to trading of securities or futures contracts or deceitful, fraudulent, or dishonest management.
- 4) Be in the period specified by the order of the organization having jurisdiction under foreign law, prohibited from being a director or executive of the Company.
- 5) Have been sentenced to the final judgment for committing an offense under 3), or fined due to an offense under 3).
- 6) Have a reason to believe that he/she has or has been misconducted in the duties of care and duties of loyalty for the best interest of the business and shareholders in the business in which he is or used to be a director, executive director, or controlling person, or has or has been participated in or supported such acts of other persons.

- 7) Have a reason to believe that he/she has or has been had behavior that seems dishonest or corruption, or has or has been taken part or supported in the mentioned acts of others.
- 8) Have a reason to believe that he/she has or has been had behavior that is unfair or taking advantage of investors, or has or has been have taken part or supported in the mentioned acts of others.
- 9) Have a reason to believe that he/she has or has been acted to disguise the true financial status or operating results of a listed company or a company that has offered securities to the public, or deliberately misrepresented material facts or concealing material facts that should have been stated in any document that must be disclosed to the public or submitted to the Office of the Capital Market Supervisory Board or the Securities and Exchange Commission, whether acting on his/her own behalf or on behalf of a juristic person or business which he/she has management powers, or has or has been participated in or supported such acts of other persons.
- 10) There is a reason to believe that he/she has or used to have behaviors that indicate a lack of due care as a director, executive, or controlling person of a listed company or a company that has offered securities to the public where he/she is or used to be a director, executive, or controlling person, or is a subsidiary of such a company to prevent the company from violating or not acting in accordance with the law, objectives, and regulations of the Company, as well as the resolutions of the shareholders' meeting, which may cause distrust in the capital market as a whole or damage the reputation, status, or business operations of that company.
- 11) Have been sentenced to imprisonment by a final judgment for a property offense committed fraudulently.
- 12) Have been dismissed or removed from civil service or organizations or government agencies on the charge of corruption.

4.3 Term of Office

- 1) The Board of Directors shall select and appoint one director as the Chairman of the Board. If the Board deems it appropriate, one or more directors may be elected as the Vice-Chairman of the Board. The vice-chairman is responsible for the activities assigned by the chairman in accordance with the regulations.
- 2) The Board of Directors shall select and appoint one director as the Chief Executive Officer with a majority vote.

- 3) At every annual ordinary meeting, one-third of the directors shall retire from office. The director who has been in office the longest shall retire from office. Directors retiring by rotation may be reappointed.
- 4) The shareholders' meeting may pass a resolution to remove any director from office before the expiration of the term with a vote of not less than three-fourths of the number of shareholders attending the meeting and having the right to vote and holding shares in aggregate of not less than half of the number of shares held by shareholders attending the meeting and having the right to vote.
- 5) In the event that a director position becomes vacant for any reason other than the expiration of the term, the Board of Directors shall select a person who has qualifications and does not have any prohibited characteristics under the Public Limited Companies Act and the Securities and Exchange Act to become a replacement director for the next Board of Directors' meeting unless the remaining term of such director is less than 2 months. The person who is appointed as a replacement director may hold office for only the remaining term of the director he replaces. However, the Board of Directors' resolution must consist of votes of not less than three-fourths of the remaining directors.

4.4 Removal from Office

- 1) Directors retire by rotation.
- 2) Director removal is completed in case of:
 - (1) Decease
 - (2) Resignation
 - (3) Lack of qualifications or having prohibited characteristics under the Public Limited Companies Act and the Securities and Stock Exchange Act
 - (4) The shareholders' meeting resolution to remove the director.
 - (5) The court order to remove the director.

In the case of any director resigning from the position, the resignation letter must be submitted to the Company. The resignation will be effective from the date the original letter of resignation reaches the Company.

4.5 Directors Authorized to Sign

Authorized directors who can sign to bind the Company shall be in accordance with the conditions for signing to bind the Company in the Company's registration certificate.

5. Role of the Board of Directors

5.1 Operations

1) Determination of the Company's Vision, Mission, Goal, Strategy, and Policy

Since the Board of Directors is not responsible for managing, the Executive Board and the executives are assigned to prepare short-term and long-term plans to present to the Board of Directors. The Board of Directors will monitor the implementation of the specified plans to be effective. Therefore, the Executive Committee must have a short-term plan showing clear and measurable goals and a long-term plan showing the vision and concept of the overall business and future of the Company. It also requires the management division to evaluate performance on a regular basis and propose the deviations in performance to the Board of Directors, as well as provide other information useful for planning and policy-making to the Board of Directors to analyze problems, determine causes, and consider making decisions to improve strategies or business plans to be appropriate in the future, taking into account ethics, social, and environmental impacts.

2) Determination of Policy

The Board of Directors must establish policies and guidelines to enable management to implement both short-term and long-term strategic plans, clarify business direction, and serve as a communication tool between the Board and management. Policies should be flexible, adaptable to business situations, and cover business tasks. When the Board of Directors has established a policy for the Company, it should provide clarification or a system for disseminating information to personnel at all levels of the organization to create the same understanding and make the operation comply with the specified policy. However, the policy will need to be revised from time to time to keep up with changing events.

3) Nomination, Removal, and Approval of Remuneration for Chief Operating Officers

In considering the selection of the Chief Executive Officer, the Board of Directors appoints the Nomination and Remuneration Committee to be responsible for selecting the Chief Executive Officer, to clearly define the scope of duties and powers of the Chief Executive Officer, and to assess the performance of the Chief Executive Officer, which should be defined as clear and concrete criteria and indicators. The Board of Directors should communicate with the Chief Executive Officer about their expectations and inform the results to them clearly and straightforwardly. However, the delegation of authority within the specified scope of power must not

be in the form of authorization that allows the Chief Executive Officer to consider and approve transactions that may have interests or have any other conflicts of interest made with the Company or its subsidiaries (if any), except for the approval of transactions that are in accordance with the policies and criteria already considered and approved by the Board of Directors.

As for the removal of the Chief Executive Officer, the Board of Directors has established criteria and procedures for the removal of the Chief Executive Officer to protect the interests of the Company and its shareholders, including arranging for a process to prepare replacement personnel for key positions who may resign or retire (Succession Plan). In addition, another important duty of the Board of Directors is to prepare criteria and policies for determining the remuneration of the Board of Directors, Chief Executive Officer, and other Chief Officers as assigned by the Board of Directors. In determining the annual remuneration of the Chief Executive Officer and Chief Officers of various departments, it will be proposed to the Board of Directors for approval. As for the directors, it will be proposed to the Board of Directors for consideration at the shareholders' meeting.

4) Appointment of Sub-Committees

The Board of Directors may consider appointing sub-committees as appropriate by considering the size and business conditions of the organization to help relieve the burden on the Board of Directors in the parts that need to be reviewed or studied in detail. In the appointment of sub-committees, the Board of Directors should set clear objectives, duties, and responsibilities, as well as the authority of sub-committees, to ensure the efficiency and effectiveness of their performance. The Board of Directors should require the management to provide both informational and personnel support to the sub-committees and should allow them to contact or seek advice from outside personnel as necessary which the Company pays for the expenses.

However, the delegation of authority within the specified scope of power must not be in the manner of delegating power to various sub-committees to be able to consider and approve transactions that may have interests or any other conflicts of interest with the Company or its subsidiaries (if any), except for the approval of transactions in accordance with the policies and criteria considered and approved by the Board of Directors.

The Board should provide a report on the performance of all sub-committees to be presented to the Board on a regular basis to follow up on the operations that have been assigned regularly.

5.2 Corporate Governance

1) Performance of Executives

The Board of Directors has assigned the management of day-to-day operations to the management division, but the Board still has a responsibility to oversee and follow up on the general operations of the Company to proceed under the laws, rules, and regulations related to them, including operating according to the goals and plans set in order to be able to monitor and supervise effectively. The Board of Directors should be always aware of the operating conditions of the Company, including various internal and external factors that may affect the organization, as well as learn about business trends to be able to adjust policies or strategies in accordance with the changing environment.

2) Risk Management

The Board of Directors should ensure that the management division is aware of the risks that may arise, including by providing appropriate and clear risk management systems and tools. The Board should endorse the Company's risk management action plan that the management division has put in place, including requiring the management division to implement, analyze, and assess the appropriateness of the action plan on a regular basis. The Board may assign the management division or the Risk Management Committee to perform such duties.

3) Compliance with Rule, Order, Regulations, and Policy

The Board of Directors should establish an effective internal control system and an internal audit system to ensure that the Company complies with the laws, rules, regulations of the government, and the Company's policies and procedures. The system will serve as a tool to promptly point out flawed practices. In addition, the Board shall consider important audit reports from the Audit Committee or the internal audit department, including those from the auditors and advisors of various departments of the Company. It is also responsible for determining guidelines for improvement if a significant defect is found.

There should be a system for monitoring and evaluating the adequacy of the system for performance standard control and internal control on a regular basis.

4) Information Disclosure and Communication with Stakeholders

For transparency in the Company's operations, the Board of Directors shall constantly supervise the communication between the Company, shareholders, and stakeholders by having the executive division reveal information on important matters precisely and timely. Therefore, the Board shall organize a trusted system to ensure that the revealed information is correct, complete, and timely.

5.3 Others

1) In case the Board of Directors appoints a director or several directors or other individuals to perform some act instead, the delegation must be to the individuals that do not have authority to approve records of the individuals, or persons with possible conflicts (“persons with possible conflicts,” as stated in the notification of the Securities and Exchange Commission) or have benefits or conflict of interest in any form with the Company or subsidiary companies.

Except for the following, it can only be done after obtaining approval from the shareholders' meeting first. In this regard, for the records that directors or persons who may have conflicts, an interest, or any other conflicts of interest with the Company or its subsidiaries, the director who has an interest in that matter has no right to vote on that matter.

1. Matters required by laws to have a resolution of the shareholders' meeting
2. Transactions that directors have interests and are in the scope of laws and regulations of The Stock Exchange of Thailand which require approval from the shareholders' meeting
3. Furthermore, the following matters need approval from the Board of Directors' meeting and the shareholders' meeting with a vote of not less than three-fourths of the total number of votes cast by the shareholders attending the meeting and eligible to vote.
 - Selling or transferring a whole or a portion of the business of the Company to other individuals
 - Processing, adjusting, and terminating contracts concerning the leasing of all or certain important parts of the Company's business
 - Assigning personnel to manage the Company's business or merging with other parties for the objectives of sharing profits and loss
 - Issuing new shares to pay the Company's creditors under the project to converse debts into equity
 - Reducing the Company's registered capital by reducing the number of shares or reduce the share's value
 - Increasing and decreasing capitals, issuing debentures, and merging or dissolving the Company
 - Any other matters as required by laws

For any matter on which a director has a stake or a conflict of interest with the Company or a subsidiary, the director who has such stake or conflicts of interest shall have no right to vote on that matter.

In addition, the Board of Directors has the scope of duties to supervise the Company to comply with the Securities and Exchange Act and the requirements of the Stock Exchange, such as related transactions, acquisitions, or dispositions of assets according to the regulations of the Stock Exchange of Thailand or the announcements of the Securities and Exchange Commission, the Capital Market Supervisory Board, or the laws related to the business of the Company.

2) The Board of Directors has duties to consider and screen records before proposing to shareholders to consider for approval in shareholders' meeting. The main agendas in the annual general meeting of shareholders are as follow:

- Consider the Board of Directors' report proposed in the meeting, regarding the Company's operations performance.
- Consider and approve financial statement.
- Consider the Company's profit allocation.
- Nominate new directors to replace those retiring by rotation.
- Nominate auditors and consider remuneration for auditors.
- Consider records that may cause conflict of interest for the part that needs approval from shareholders.
- Other matters

3) The Board of Directors must notify the Company immediately when these cases occur:

- Have a stake either directly or indirectly in any contracts made by the Company.
- Hold shares or debentures in the Company or subsidiaries with the shareholding quantity of increases or decreases stated.

6. Authority and Responsibilities of the Board of Directors

6.1 Authority to Sign

Since the Company is a juristic person and cannot sign to do any legal acts by itself, the Company will appoint any director and/or several persons as the persons authorized to sign with the Company's seal affixed in order to do any legal acts to bind the Company to third parties by writing down the conditions of signing to bind the Company in the registration certificate.

6.2 Responsibilities of the Board of Directors

In the performance of their duties, directors must perform their duties in accordance with the law, objectives, and regulations of the Company, as well as the resolutions of the shareholders' meeting, with honesty and care. Protecting the interests of the Company is important by adhering to the following criteria:

1) Regulations on Reasonable Caution

Directors are legally obligated to perform their duties with the level of caution expected from a reasonable man. And when having exercised such caution, the directors are not personally liable for damages incurred to the Company.

2) Regulations on Integrity

Directors must perform their duties with integrity and protect the Company's interests which must take precedence over their own. They must also safeguard the interests of all shareholders, regardless of any individual shareholder or group, and refrain from engaging in any transaction or business that may result in a conflict of interest between themselves and the Company. This includes not using the position of responsibility or inside information obtained as a director to seek benefits for oneself or any other person. If one has a direct or indirect interest in any contract made by the Company, the director must notify the Company without delay.

3) Regulations on Understanding the Business of the Organization

Directors must have knowledge and understanding of the Company's business to effectively oversee the management of the Company's affairs, which can be considered reasonable caution.

4) Regulations on Duties for attending the Board of Directors' meeting

The Board's management is conducted through the Board of Directors' meeting. Therefore, it is the duty of directors to attend the Board of Directors' meeting. The directors attending the meeting must also have shared responsibility unless expressly stated otherwise.

In addition, according to principles and guidelines for good corporate governance, the Board of Directors should attend at least 75% of the total number of the Board of Directors' meeting held during the year.

7. Board of Directors' Meeting

7.1 The Board of Directors considers establishing the meeting schedule in advance on an annual basis and inform all directors to allow them to allocate time for attending the meetings and encourage regular attendance from each director. Meetings are held as appropriate of the duties, responsibilities, and nature of the Company's business, but no fewer than four times per year, either in the province where the Company's head office is located, a nearby province, or another location. Date, time and location are determined at the discretion of the

Chairman of the Board. If at least two directors request a meeting, the Company will arrange a Board meeting within 14 days from the date the request is received)

In addition, the Board of Directors has a policy to encourage non-executive directors to hold meetings amongst themselves as necessary, or at least once a year, without the presence of management. These meetings allow non-executive directors to discuss and express their opinions on various matters freely. During each meeting, the chairman will ensure that each director has the chance to express their views and will allocate sufficient time for each meeting agenda. In the case that any director has a personal interest in a matter under consideration, the director must inform the meeting and refrain from both expressing opinions and voting on that matter.

7.2 In calling the Board of Directors' meeting, the Chairman of the Board or a person assigned by him/her shall send a meeting invitation letter to the directors at least 7 days prior to the date of the meeting. Except it is necessary and urgent to preserve the rights and benefits of the Company, the meeting can be called by other means. The date of the meeting also may be set earlier. The meeting invitation letter must clearly indicate the to-be-considered agendas with complete and clear supporting materials.

7.3 Assign the duty to sign the Board of Directors' meeting invitation letter and minutes to the Chairman of the Board or the Company Secretary.

7.4 Assign the duty to sign the shareholders' meeting invitation letter and minutes to the Chairman of the Board.

7.5 At the Board of Directors' meeting, at least half of the total number of directors must be present in order to constitute a quorum. The Chairman of the Board shall act as the chairman of the meeting. In case the Chairman is not present at the meeting or unable to perform the duty, and if the Vice-Chairman of the Board is present, the Vice-Chairman of the Board shall preside over the meeting. However, if the Vice-Chairman of the Board is not present at the meeting or unable to perform the duty, the directors attending the meeting shall elect one among themselves to preside over the meeting. The Board of Directors can invite sub-committees, executives, and external and internal auditors of the Company to attend the meeting as necessary and appropriate.

7.6 Voting uses a majority voting system, which is a resolution of the meeting. In case the majority vote is not yet decisive, the Chairman of the Board shall be able to cast an additional 1 vote to decide. In the event of considering matters relating to one of the directors, the director who has a stake in such matters must abstain from voting on such matters.

7.7 The minutes of the meeting is prepared by the Company Secretary who is responsible for summarizing the minutes and proposing it to the Chairman of the Board for consideration and to the Board of Directors for acknowledgment.

8. Assessment of the Board of Directors

The Company will arrange for the evaluation to take place in the Board of Directors' meeting every year by allowing all directors to evaluate performance in the past year and gather information to notify the Board of Directors at the next year's Board of Directors' meeting. The Company also provides the self-assessment form (Appendix Document) for all directors to assess their roles and effectiveness in the management and corporate governance of the Board of Directors as a whole.

9. Report of the Board of Directors

- 9.1 The Board of Directors is responsible for reporting financial and general information to shareholders and general investors with accuracy, completeness, and transparency, indicating reasonable explanations and supporting figures in terms of performance, policies, and future trends, as well as the achievements and obstacles of the Company.
- 9.2 The Board of Directors should have a good understanding of financial information and not interfere with the objectives and professional performance standards of the Company's auditors. If the Company's auditor withdraws or is withdrawn, the reasons should be notified to the Office of the Securities and Exchange Commission and the Stock Exchange of Thailand.
- 9.3 The Board of Directors should prepare a report showing its responsibilities for the preparation and disclosure of the Company's financial reports presented in the annual report.
- 9.4 The Board of Directors should disclose compliance with the corporate governance code as required by the Stock Exchange of Thailand.

10. Development and Training of the Board of Directors

- 10.1 When a new director takes a position as a director, the Company Secretary should be the coordinator of the meeting between the new director and the management to keep the new director informed of the Company related information in terms of the origin, nature of the business operation, shareholding and management structures, and other necessary matters, including taking to visit the business.
- 10.2 The Company gives importance to the training of the Board of Directors. The Company Secretary will propose the budget in this section to the Managing Director. If there are any courses that are considered important and beneficial to the directors such as the Director Accreditation Program

organized by the Thai Institute of Directors, the Company Secretary will inform and inquire the directors about their intention to attend the training and arrange for it as necessary and appropriate.

Charter of the Audit Committee

1. Principle and Reason

In order to perform the duties of the Board of Directors more efficiently and ensure that the Company complies with laws, official regulations, policies, and procedures of the Company with accurate and reliable financial reporting and efficient and effective work, including a system of balances, the Board of Directors, therefore, appointed the Audit Committee, which is independent from the management division to review the adequacy and appropriateness of the internal control system and risk management system, including performing the duties assigned by the Board of Directors, in order to ensure that the business operations are in line with the Company's objectives.

The Company has summarized key practices and guidelines related to the Audit Committee from the codes, rules, regulations, and announcements of the Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange Commission (SEC) so that the Audit Committee can use them as the basis and guidelines for practicing duties and responsibilities correctly.

2. Objective

It is used as a manual for performing the duties of the Audit Committee.

3. Scope

It applies to the Audit Committee of Premier Tank Corporation Public Company Limited.

4. Audit Committee Structure

4.1 Composition

- 1) The Director of Audit Committee must be a director of the Company.
- 2) The Audit Committee must consist of at least 3 independent directors.
- 3) The Audit Committee must be appointed by the Board of Directors or the shareholders' meeting.
- 4) The Audit Committee must include at least 1 person, who has knowledge, understanding, or experience in accounting or finance, and can evaluate the credibility of financial statements.
- 5) The Internal Audit executive or appropriate person shall function as a secretary for the Audit Committee. The Audit Committee is responsible for appointing an appropriate person to act as secretary to the Audit Committee.

4.2 Qualification of the Audit Committee

- 1) Hold no more than 1 percent of the total voting shares of the Company, parent company, subsidiaries, associates, major shareholders, or controlling persons of the Company, including shares held by related persons of that independent director.
- 2) Not be or have been a director, employee, staff, advisor who receives a regular salary, or controlling person of the Company, major company, subsidiary company, associated company, subsidiary at the same level with the major shareholder or controlling person of the Company unless he/she has retired from the aforementioned position for not less than 2 years before taking the position. However, such prohibited characteristics do not include the case where independent directors used to be government officials or consultants of government agencies who were major shareholders or controlling persons of the Company.
- 3) Not be blood relatives or legally registered as a parent, spouse, sibling, or child of executives, major shareholders, controlling persons, or persons who will be nominated to be an executive or person exercising control over the Company or its subsidiaries.
- 4) Not have or have had a business relationship with the Company, its parent company, subsidiaries, associated companies, major shareholders, or controller of the Company in a manner that may obstruct the exercise of independent judgment. Not have or have been a significant shareholder or controlling person of a person who has a business relationship with the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company unless he/she has retired from the aforementioned position for at least two years prior to taking office.
- 5) Not be or have been an auditor of the Company, parent company, subsidiary, associated company, major shareholder, or controlling person of the Company. Not be a significant shareholder, controlling person, or partner of the audit company, the parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the affiliated company unless he/she has vacated the aforementioned position for not less than two years before taking office.

4.3 Term of Office and Retirement

- 1) The office term of the Audit Committee is 3 years each. The Directors of the Audit Committee who retire by rotation of the Audit Committee can be re-appointed.
- 2) The term of office of the Company's director has expired. The Director of the Audit Committee who retire by rotation may be re-appointed. However, for being reappointed as a director, the director shall continue to hold the position of the Audit Committee until the end of the original term according to the remaining term of office of the Director of the Audit Committee.
- 3) He/She is disqualified from being an Audit Committee according to the Audit Committee Charter, Securities and Exchange Act, or the requirements of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission.
- 4) He/She resigns from the Audit Committee. The intention of resigning must be informed to the Chairman of the Board not less than 30 days in advance with reasons so that the Board of Directors or the shareholders' meeting of the Company can consider appointing other fully qualified directors as a Director of the Audit Committee instead.
- 5) In case of death, and if the Director of the Audit Committee is removed from the position before the expiration of the position, the newly appointed Director of the Audit Committee will be in the position for the remaining period of the previously removed director.

5. Roles of the Audit Committee

- 5.1 Conduct a thorough review of the company's financial report to ensure accuracy and completeness by collaborating with external auditors and internal stakeholders within the legal and regulatory deadlines set by the Stock Exchange of Thailand and relevant government agencies.
- 5.2 Evaluate the effectiveness and efficiency of the company's internal control and internal audit systems, including proper risk management, by working with external and internal auditors while maintaining the independence of the internal audit department. Approve the selection, movement, or dismissal of the internal audit department head or any other internal audit-related positions. Provide opinions on the hiring, dismissal and performance evaluation of internal audit staff.
- 5.3 Review and approve the internal audit plan of the company in accordance with accepted standards and methodologies, and take into account the performance report of the internal audit department.
- 5.4 Assess the company's adherence to the Securities and Exchange Act, regulations set by the Stock Exchange and other laws relevant to the company's operations.

5.5 Identify, select, and propose a qualified independent individual to serve as the company's auditor.

Propose the auditor's compensation to the Board of Directors and arrange for a meeting with the auditor without management present at least annually.

5.6 Evaluate any transactions or records that may present conflicts of interest in accordance with legal and Stock Exchange requirements, ensuring that such transactions are fair and in the best interest of the company.

5.7 Draft a report on the activities of the Audit Committee for inclusion in the company's annual report.

The report should be signed by the Audit Committee Chairman and include:

- 1) Opinions on the accuracy, completeness, and reliability of the Company's financial report
- 2) Opinions on the sufficiency of the Company's internal control system
- 3) Opinions on the compliance with Securities and Exchange Act, Stock Exchange requirements, and laws related to the Company's business
- 4) Opinions on the suitability of auditors
- 5) Opinions on the records that may have conflict of interest
- 6) Number of the Audit Committee meeting and the attendance of each Director of the Audit Committee
- 7) Overall opinions or observations received by the Audit Committee in the practices of duties under the Charter
- 8) Other records that shareholders and general investors should be aware under the scope of duties and responsibilities assigned by the Board of Directors

5.8 Examine the accuracy of supporting documents and self-evaluation forms regarding the company's anti-corruption measures if the company participates in the Private Sector Collective Action Coalition Against Corruption Project.

5.9 Conduct any additional tasks as assigned by the Board of Directors with the approval of the Audit Committee.

5.10 If during the course of performing its duties, the Audit Committee discovers or suspects any records or actions that could have a significant impact on the company's financial position and performance, it shall report this to the Board of Directors for rectification within a timeframe deemed appropriate by the Audit Committee.

- 1) Conflicts of interest records

- 2) Corruption or abnormalities, or significant flaws in the internal control system
- 3) Violation of Securities and Exchange Act, Stock Exchange requirements, or laws related to the Company's business

If the Board of Directors or executive management fail to take necessary action within the timeframe proposed by the Audit Committee, a member of the Audit Committee may report any records or actions that could affect the company's financial status and operations to the Securities and Exchange Commission or the Stock Exchange.

5.11 In carrying out its responsibilities as outlined in the previous paragraph, the Audit Committee is accountable directly to the Board of Directors. However, the ultimate responsibility for the company's operations towards third parties remains with the Board of Directors.

5.12 Possess the authority to retain advisors or external parties as needed, in accordance with the company's regulations, for the purpose of providing opinions or guidance.

5.13 Evaluate the effectiveness and appropriateness of the company's risk management system.

5.14 Report overall operation of the Audit Committee to the Board of Directors at least 4 times a year.

5.15 The Audit Committee should periodically evaluate its overall performance through self-assessment and report the assessment results, including any issues or challenges that may hinder the achievement of the Audit Committee's objectives, to the board of directors annually.

5.16 Review and update the Charter of the Audit Committee.

5.17 Conduct an investigation into any issues brought to the attention of the company's auditor, in the event that the auditor discovers any suspicious behavior by a director, manager, or other individual responsible for the company's operations that may be in violation of the Securities and Exchange Act. Report the results of the initial investigation to the Securities and Exchange Commission and the auditor within 30 days of being notified by the auditor.

6. Audit Committee Meeting

- 6.1 Schedule meetings of the Audit Committee to review the quarterly and annual financial statements at least four times a year, with the chairman of the Audit Committee responsible for convening the meetings.
- 6.2 For a meeting of the Audit Committee to be considered official, at least half of the total number of Audit Committee directors appointed by the Board of Directors must be in attendance. If the chairman

of the Audit Committee is absent or unable to perform their duties, the attending members of the Audit Committee will elect one of them to preside over the meeting.

- 6.3 The decision of the meeting shall be made by a majority of votes.
- 6.4 Each Director of the Audit Committee has one vote, except when they have a personal interest in the matter being discussed, in which case they are not entitled to vote on that matter. In case of a tie, the chairman of the meeting holds a casting vote.

7. Audit Committee Assessment

The company conducts a self-evaluation of the Audit Committee's performance at the end of each year, allowing all Audit Committee Directors to assess their individual role and effectiveness in overseeing operations as well as the effectiveness of the Audit Committee as a whole. The results should be submitted to the company within a specified time frame for presentation in the Audit Committee and Board of Directors meeting.

8. Audit Committee Report

- 8.1 The Audit Committee is responsible for providing shareholders and general investors with accurate, comprehensive, and transparent information about the company's financial and general performance, along with reasonable explanations and supporting data on the company's policies, future trends, and achievements and challenges, in a timely manner.
- 8.2 The Audit Committee should possess a strong understanding of financial information, while avoiding any interference with the objectives and professional standards of the company's auditors. In the event that the company's auditor is withdrawn or removed, the reasons must be communicated to the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET).
- 8.3 The Audit Committee should prepare a report outlining its responsibilities in relation to the preparation and disclosure of the company's financial report in the annual report, which must be signed by the Chairman of the Audit Committee.
- 8.4 The Audit Committee should disclose its adherence to the good corporate governance code as required by the Stock Exchange of Thailand.



9. Board of Directors Development and Training

- 9.1 When a new director takes on their role, the Company Secretary should coordinate a meeting between the new director and management to provide the new director with an overview of the company's background, business operations, ownership and management structure, and other relevant information, including a visit to the company's operations.
- 9.2 The company places a strong emphasis on training for its Audit Committee members. The Company Secretary will present a budget proposal for this purpose to the Managing Director. When a course is deemed important and beneficial for the directors, such as an Audit Committee Program (ACP) organized by the Thai Institute of Directors Association, the Company Secretary will inform the Director of the Audit Committee and inquire about their intention to attend the training. Attendance will be arranged as necessary and appropriate.

10. Review of Charter

Audit Committee, the Charter must be reviewed regularly at least once a year or when events change.

Charter of the Nomination and Remuneration Committee

1. Principle and Reason

To perform the duties of the Nomination and Remuneration Committee effectively, the company will ensure that qualified individuals are nominated and remunerated for the position of Company Directors. This includes selecting candidates according to the established nomination and remuneration process and providing recommendations to the Board of Directors for presentation to the shareholders' meeting for director appointment. This will facilitate a smooth and efficient shareholders' meeting.

The Company has compiled critical practices and guidelines relevant to the Nomination and Remuneration Committee, based on the criteria, rules, regulations, and announcements of the Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange Commission (SEC). These guidelines will serve as principles and references in carrying out their duties and responsibilities correctly.

2. Objective

To be used as a reference for the Nomination and Remuneration Committee to guide them in fulfilling their responsibilities and duties.

3. Scope

It applies to directors of the nomination and remuneration committee of Premier Tank Corporation Public Company Limited.

4. Nomination and Remuneration Committee Structure

4.1 Composition

- 1) The Board of Directors must appoint the Nomination and Remuneration Committee.
- 2) The Nomination and Remuneration Committee consists of at least 3 directors, with more than half of the total number of directors being independent directors.
- 3) It should consist mainly of independent directors and the Chairman of the Nomination and Remuneration Committee. They should be independent directors for transparency and independence in the practice of their duties.
- 4) It should be a non-executive director to prevent conflicts of interest. If it is necessary to have an executive director on the Nomination and Remuneration Committee, that will be a minority of the number on the committee.
- 5) The Chairman of the Board should not be the chairman or member of the Nomination and Remuneration Committee in order to ensure the independence of the Nomination and Remuneration Committee in performing its duties.

4.2 Qualification

- 1) Have morality and work responsibility.
- 2) Make decisions based on information and reasons.
- 3) Have maturity and stability. Dare to express different and independent opinions.
- 4) Follow work principles and professional standards.
- 5) Have knowledge and expertise in each required area to ensure the overall suitability of the Board of Directors, such as accounting and finance, law, and company business.

4.3 Holding office

- 1) The term of the Nomination and Remuneration Committee is the same as the term of office of the Company's directors.
- 2) When the Director of the Nomination and Remuneration Committee vacates his/her office before the expiration of the term, the Board of Directors shall appoint a fully qualified director to replace him in the position of the Nomination and Remuneration Committee for the remaining term of the Nomination and Remuneration Committee.

4.4 Removal from office

- 1) When retiring from being a director by rotation and being reappointed to a director, the director shall continue to serve as a Director of the Nomination and Remuneration Committee until the end of the original term, according to the remaining term of office of that person.
- 2) When resigning from being a Director of the Nomination and Remuneration Committee, the director shall notify the Chairman of the Board at least 30 days in advance of the intention of resigning with reasons.
- 3) In case of passing away, the Board of Directors shall appoint a fully qualified director as a replacement of the Nomination and Remuneration Committee, who shall hold office only for the remaining term of the Nomination and Remuneration Committee he/she replaces.
- 4) The Board of Directors has a resolution to vacate the position.

5. Roles, Duties, and Responsibilities

Nomination

- 5.1 Set policy, criteria, and method for the selection of directors and subcommittees by considering the appropriateness of the number, structure, and composition of the Board of Directors. Determine the qualification of directors to propose to the Board of Directors and/or to the shareholders' meeting for approval, depending on the case.
- 5.2 Consider selecting qualified individuals to hold positions of directors who have completed their terms, vacancies, and/or additional appointments according to the relevant regulations and laws.
- 5.3 Approach individuals whose qualifications meet the established qualification criteria to ensure that such individuals are willing to serve as directors of the Company if appointed by the shareholders.
- 5.4 Nominate the list of selected individuals to the Board of Directors to be considered for appointment as a director replacing the retiring director.

- 5.5 Nominate the Board of Directors, sub-committees, and Chief Executive Officer by specifying the nomination method with regulations and transparency.
- 5.6 Perform other actions relating to the nomination and remuneration as assigned by the Board of Directors.

Remuneration

- 5.7 Prepare criteria and policy for determining the remuneration of the Board of Directors and sub-committees to be proposed to the Board of Directors and/or to the shareholders' meeting for approval, depending on the case.
- 5.8 Determine necessary and appropriate remuneration, both monetary and non-monetary, for the Board of Directors individually each year by considering suitability with duties, responsibilities, and performance; and compare with companies in similar businesses, as well as the benefits expected from directors, to propose to the Board of Directors for consideration and approval at the shareholders' meeting.
- 5.9 Be responsible for the Board of Directors, giving clarifications, and answering questions about the remuneration of the Board of Directors in the shareholders' meeting.
- 5.10 Consider the performance assessment criteria for the Chief Executive Officers and Chief Officers of various departments as assigned by the Board of Directors.
- 5.11 Report policy, principle, or reason for determining remuneration for directors and executives in accordance with Stock Exchange requirements. They shall be disclosed in the annual information disclosure form (56-1) and annual report of the Company.
- 5.12 Consider the annual remuneration of directors according to the considered payment regulations and propose to the Board of Directors for consideration and approval at the shareholders' meeting.
- 5.13 Consider the annual remuneration of the Chief Executive Officers and Chief Officers of various departments according to the considered payment regulations in order to propose to the Board of Directors for approval.
- 5.14 Consider suitability and give approval in the case of offering new securities to directors and employees, adhering to the principles of fairness to shareholders, motivating directors and employees to perform their duties in order to create long-term added value for shareholders, and being able to truly retain qualified personnel.
- 5.15 Perform any other tasks related to the remuneration as assigned by the Board of Directors.

5.16 Management and other departments must report or propose relevant information and documents to the Nomination and Remuneration Committee in order to support the committee's practice in achieving its assigned duties.

6. Nomination and Remuneration Committee Meeting

- 6.1 The Nomination and Remuneration Committee meeting shall be held at least once a year.
- 6.1 At a meeting of the Nomination and Remuneration Committee, at least half of the total number of directors must be present in order to constitute a quorum.
- 6.2 In the event that the Chairman of the Nomination and Remuneration Committee is absent from the meeting or unable to perform his duties, the Directors of the Nomination and Remuneration Committee shall elect one of them to preside over the meeting.
- 6.3 The decision of the meeting shall be made by a majority of votes. If the votes are equal, the chairman of the meeting shall cast a decisive vote. However, the Directors of the Nomination and Remuneration Committee who have any interest in the matter being considered must not participate in expressing opinions and have no right to vote on that matter.
- 6.4 Delivery of the meeting invitation letter to the Directors of the Nomination and Remuneration Committee must be made in advance of the meeting. But in cases of necessity or urgency, the meeting can be called by other methods, or an earlier meeting date can be set. The Secretary of the Nomination and Remuneration Committee shall record the minutes of the meeting.
- 6.5 The Nomination and Remuneration Committee can invite relevant persons to attend the meeting to clarify facts for the Nomination and Remuneration Committee.

7. Nomination and Remuneration Committee Assessment

- 7.1 Self-assessment of overall operation should be done at least once a year so that the committee can cooperate to consider the performance and problems for further improvements. The criteria should be established for use in comparison with the operational results by regulations.
- 7.2 Assessment of the overall operation of the Board of Directors should be done both wholly and individually, including disclosure of regulations, procedures, and assessment results in the annual report.

8. Nomination and Remuneration Committee Report

- 8.1 Report the performance of the Nomination and Remuneration Committee meeting to the Board of Directors in the following month.
- 8.2 Report to the shareholders' meeting in the annual report and the annual information disclosure form.

Charter of the Enterprise Risk Management, Corporate Governance and Sustainability Committee

1. Principle and Reason

Risk Management, Corporate Governance and Sustainability Committee (“Risk Management Committee”) has been appointed by the Board of Directors of Premier Tank Corporation Public Company Limited (“the Company”) to support the Board of Directors' operations regarding risk management. This is to enhance the effectiveness of the Risk Management Committee's performance and ensure that the Company maintains an adequate and appropriate risk management system designed to help the Company achieve its objectives and goals under the economic, social, political, technological, and competitive changes and fluctuations. In terms of corporate governance, the Company adheres to the principles of good corporate governance for listed companies in the Stock Exchange of Thailand, along with promoting and supporting the Company's personnel at all levels to follow and comply with the corporate governance policy and business ethics. This is done to ensure efficient, transparent, and auditable management, which builds confidence amongst shareholders, stakeholders, and all relevant parties. In terms of sustainable development, the Company focuses on Environmental, Social, and Governance (ESG) principles to create long-term value for both the Company's business and its stakeholders.

The Company has summarised essential practices and guidelines for the Risk Management Committee from the criteria, rules, regulations, and announcements issued by the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC). These are intended to serve as a principle and guideline for the Risk Management Committee to accurately perform their duties and responsibilities.

2. Objective

It is to be used as a charter for practicing the duties of the Enterprise Risk Management, Corporate Governance and Sustainability Committee and executives, employees, and related parties.

3. Scope

It applies to the Directors of the Enterprise Risk Management, Corporate Governance and Sustainability Committee, Executives, Employees, and related persons of Premier Tank Corporation Public Company Limited.

4. The Enterprise Risk Management, Corporate Governance and Sustainability Committee Structure

4.1 Composition

The Board of Directors appointed the Enterprise Risk Management, Corporate Governance and Sustainability Committee, comprising at least 3 directors and executives, with at least 1 independent director.

- 1) The Board of Directors appoint the Chairman of the Enterprise Risk Management, Corporate Governance and Sustainability Committee.
- 2) The executive in charge of risk management shall hold the position of Secretary of the Risk Management Committee, appointed by the Enterprise Risk Management, Corporate Governance and Sustainability Committee.
- 3) The Enterprise Risk Management, Corporate Governance and Sustainability Committee has the power to appoint a risk management working group to obligate support for the Enterprise Risk Management, Corporate Governance and Sustainability Committee.

4.2 Qualification of Directors

- 1) Have knowledge about risk management and good ability in organization management.
- 2) Be a person who is trusted, confided in, and accepted with good knowledge and understanding of the Company's business, products, and services.
- 3) Possess a good understanding of the principles of management, judgment and decision-making skills, and the ability to analyze problems with providing suitable solutions.
- 4) Be creative, assertive, and open-minded.
- 5) Be able to dedicate sufficient time to practice duties as a Director of the Risk Management Committee of the Company.

4.3 Holding office

- 1) The Enterprise Risk Management, Corporate Governance and Sustainability Committee has a term of office of 3 years from the date of appointment. Enterprise Risk Management, Corporate Governance and Sustainability Directors who vacate their position upon the expiration of the term of the Enterprise Risk Management, Corporate Governance and Sustainability Director may be reappointed again, except if the Board of Directors has a resolution otherwise.
- 2) When an Enterprise Risk Management, Corporate Governance and Sustainability Director vacates his/her office before the expiration of the term, the Board of Directors shall appoint a fully qualified director to replace him in the position for the remaining term of the Enterprise Risk Management, Corporate Governance and Sustainability Director who is being replaced.

4.4 Removal from office

- 1) When retiring from being a company director by rotation and being reappointed to a director, the director shall continue to serve as an Enterprise Risk Management, Corporate Governance and Sustainability Director until the end of the original term, according to the remaining term of office of that person.
- 2) The director shall be removed from his/her office upon:
 - (1) Death
 - (2) Resignation
 - (3) The Board of Directors resolution to vacate the position

In addition, in case any Director of the Enterprise Risk Management, Corporate Governance and Sustainability Committee wishes to resign from the position of Director of the Enterprise Risk Management, Corporate Governance and Sustainability Committee, he/she must submit a resignation letter to the Company. The resignation will be effective from the date the resignation letter reaches the Company.

5. Roles and Duties of the Enterprise Risk Management, Corporate Governance and Sustainability Committee

The Risk Management Committee has the following duties:

- 1) Appoint a working group to execute risk management operations, supporting the processes and activities of risk management, corporate governance, and sustainability, as deemed appropriate and necessary.
- 2) Report progress in risk management, corporate governance, and sustainability, including any necessary improvements to appropriately align with the policies and strategies, to the Company's Board of Directors or the Audit Committee at least once per quarter.
- 3) Provide advice and support to the Company's Executive Board on corporate risk management, corporate governance, and sustainability, whilst promoting and supporting the continuous and consistent improvement of the organisation's internal risk management, governance, and sustainability systems.
- 4) Promote a culture of appropriate risk management and internal control, including a culture of good corporate governance practices and awareness of the Company's commitment to sustainability.
- 5) Perform any other related duties as assigned by the Board of Directors.

The Risk Management Committee also has the following specific duties:

Risk Management

- 5.1 Establish the Company's overall risk management policy and guidelines, encompassing significant risk categories such as strategic risk, operational risk, financial risk, and regulatory risk, and present these to the Board of Directors for approval.

5.2 Establish strategies and methods for managing the Company's risk in each area in alignment with the risk management policy. These should be able to assess, monitor, and mitigate risks to an appropriate level and develop guidelines for effectively handling incidents when the risk occurs

5.3 Study, review, and assess potential risks, including the possible impacts on the Company and its subsidiaries, taking into account both external and internal risks, in the following areas:

- 1) Strategic risks
- 2) Operational risks
- 3) Financial risks
- 4) Regulatory risks
- 5) Sustainability risks

5.4 Monitor, supervise, and review risk management policies, strategies, and procedures annually to ensure that risk management strategies are appropriate for the situation and are implemented effectively.

5.5 Communicate, exchange information, and coordinate on risks and internal control with the Company's Audit Committee.

Corporate Governance

- 1) Establish criteria and guidelines for corporate governance to align with the corporate governance policy, business ethics, and Anti-Corruption Policy, and regularly review these policies and others to ensure their appropriateness.
- 2) Oversee the business, provide advice, and monitor compliance with the Company's corporate governance policy and business ethics.

Sustainable Development

- 1) Consider key sustainability issues to encompass all stakeholders. Ensure that sustainability goals and strategies that address the environment, society, and governance (Environmental, Social, Governance: ESG) are consistent and balanced.
- 2) Promote, support, and monitor sustainable development initiatives across all dimensions.

6. Authority and Responsibilities of the Risk Management Committee

6.1 The Risk Management Committee may obtain advice from an independent external expert or advisor for a reasonable fee.

6.2 The Risk Management Committee has the power to request information from various departments of the Company, including inviting employees, officers, executives, or other individuals to attend meetings on relevant agendas to ask for information or opinions for additional consideration.

- 6.3 When there is a significant risk that affects the operation of the Company, the Director of the Risk Management Committee can notify the Chairman of the Risk Management Committee and call a meeting of the Board of Directors to report or approve operations.
- 6.4 Approve the Company's risk management framework and follow up on implementation, including reviewing the effectiveness of the risk management framework.
- 6.5 Approve the Company's risk management plan to ensure that the Company has concrete risk management which meets its objectives, as well as give observations, opinions, and recommendations to the Company's risk management working group to organize the internal control system and risk management of the department in case there is something that should be corrected, improved, or developed.

7. Risk Management Committee Meeting

- 7.1 The Risk Management Committee must hold a conference at least once a quarter and may hold additional meetings as the Chairman of the Risk Management Committee deems appropriate.
- 7.2 In a meeting of the Risk Management Committee, at least half of the total number of directors must be present to constitute a quorum.
- 7.3 In case the Chairman of the Risk Management Committee is absent from the meeting or unable to perform his duties, the Directors of the Risk Management Committee shall elect one of them to preside over the meeting.
- 7.4 The Risk Management Committee may invite the Company's executives or related persons to attend meetings or request clarifications on relevant matters.
- 7.5 The decision of the meeting shall be made by a majority of votes. If the votes are equal, the chairman of the meeting shall cast a decisive vote. However, the Directors the Risk Management Committee who have any interest in the matter being considered must not participate in expressing opinions and has no right to vote on that matter.
- 7.6 The Secretary of the Risk Management Committee is responsible for scheduling meetings, preparing meeting agendas, delivering meeting documents, and recording meeting minutes.

8. Risk Management Committee Assessment

The Risk Management Committee should conduct a self-assessment of overall operation at least once a year and report problems and obstacles that cause the practice to fail to achieve its objectives and goals, including improvements, to inform the Board of Directors.

9. Risk Management Committee Report

9.1 The Risk Management Committee must report activities to the Board of Directors so that the Board of Directors acknowledges the activities of the Risk Management Committee such as:

- The Risk Management Committee meeting minutes which clearly state opinions on the consideration of various activities
- Reports on activities considered during the year.
- Any other reports that the Board of Directors should be aware of, etc.

9.2 The Risk Management Committee prepares a report on the obligations of the past year for the shareholders in the annual report, revealing details such as:

- Number of meetings
- Number of times each Director of the Risk Management Committee attending the meeting
- Results of practicing the specified duties, etc.

10. Review of Charter

The must review the appropriateness of the charter at least once a year or when changes occur.

Charter of the Executive Committee

1. Principle and Reason

Under changing circumstances and fluctuations in economics, society, politics, technology, and intense competition, good administration is an important mechanism that will help the company achieve its objectives or goals as set. The Board of Directors, therefore, appoints the Executive Committee to manage the company's operations and monitor and screen important matters before proposing them to The Board of Directors for further consideration as well as obligate duties as assigned by The Board of Directors in order to conduct business according to the objectives of the company.

The Company has summarized key practices and guidelines related to the Audit Committee from the codes, rules, regulations, and announcements of the Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange Commission (SEC) so that the Audit Committee can use them as the basis and guidelines for practicing duties and responsibilities correctly.

2. Objective

To be the guideline in operation practice for the Board of Directors.

3. Scope

Apply to the Board of Directors of Premier Tank Corporation Public Company Limited.

4. Structure of the Board of Directors

4.1 Composition

- 1) The Executive Committee is appointed by the Board of Directors with the numbers as the Board of Directors deems appropriate, which consists of company directors and may also consist of company executives.
- 2) The Board of Directors appoints one Executive Director of the company as the Executive Chairman.
- 3) Chief Operating Officer (CEO) is an Executive Director by position.
- 4) The Executive Committee appoints the Secretary to the Executive Committee.

4.2 Qualification of Directors

- 1) Possess good knowledge in management and ability to conduct organizational management.
- 2) Be a trustworthy, credible, and generally accepted person.
- 3) Possess good knowledge and understanding of the Company's business, products, and services.
- 4) Possess a good understanding of the principles of management, judgment and decision-making skills, and the ability to analyze problems with providing suitable solutions.
- 5) Be creative, assertive, and open-minded.
- 6) Be able to dedicate sufficient time to practice duties as the Executive Director of the Company.

4.3 Term of Office

- 1) The Executive Committee has a term of office of 3 years from the date of appointment. Executive Directors who vacate their position upon the expiration of the term of the Executive Director may be reappointed again, except if the Board of Directors has a resolution otherwise.
- 2) When an Executive Director vacates his/her office before the expiration of the term, the Board of Directors shall appoint a fully qualified director to replace him in the position for the remaining term of the Executive Director who is being replaced.

4.4 Removal from Office

- 1) When retiring from being a company director by rotation and being reappointed to a director, the director shall continue to serve as an Executive Director until the end of the original term, according to the remaining term of office of that person.
- 2) Director removal is completed in case of:
 - (1) Decease
 - (2) Resignation
 - (3) The Board of Directors resolution to vacate the position.

In addition, in case any Executive Director wishes to resign from the position of Executive Director, he/she must submit a resignation letter to the company. The resignation will be effective from the date the resignation letter reaches the company.

5. Roles and Duties of the Executive Committee

- 5.1 Operate and manage the business of the company in accordance with the objectives, regulations, policies, rules, requirements, orders, and resolutions of the Board of Directors' meeting and/or the resolutions of the shareholders' meeting of the company.
- 5.2 Determine strategies, business plans, annual budgets, and company investments, including the management structure. The approval and management authority of the company are proposed to the Board of Directors for approval.
- 5.3 Consider and filter all types of work such as proposals of lines/departments and policy, goals, strategies, business operations of the company, investments, business expansions, and budgets in order to be presented to the Board of Directors for consideration and approval, except for the work under the responsibility and/or authority of other sub-committees of the Company who will screen and present directly to the Board of Directors.
- 5.4 Audit, follow up on, and implement the policies and guidelines for management in various aspects of the company as assigned by the Board of Directors.
- 5.5 Supervise and give advice, including advice on policies, strategies, goals, operational plans, annual budget reports to executives, and reports on the performance of the company and its subsidiaries to the Board of Directors for acknowledgment.

- 5.6 Consider approving and proceeding with matters related to the Company's business in accordance with the Company's regulations.
- 5.7 Consider and approve the action plans of each department of the company, and consider approving requests from various departments of the company that are beyond the authority of that department.
- 5.8 Consider approving financial transactions with banks or financial institutions to support normal business operations such as opening a bank account, closing a bank account, taking out a loan, lending, obtaining a credit limit, pledging, mortgages, guarantees, and others, including trading and registering ownership of any land for normal business operations according to the approval authority given by the Board of Directors.
- 5.9 Approve the appointment of foreign consultants and any other matters necessary for the operation of the business according to the approval authority given by the Board of Directors.

5.10 Report operation's performance within the deadline to the Board of Directors as follows:

- 1) Quarterly reports of the company's performance within the time frame set by the Stock Exchange.
- 2) Audit reports on the company's financial statements, including annual financial statements and quarterly financial statements within the time frame specified by the Stock Exchange
- 3) Other reports as the Executive Committee deems appropriate.

5.11 Perform other tasks as assigned by the Board of Directors.

In this regard, the delegation of authority and responsibilities of the Board of Directors with such delegation require that the authorized person not have the authority to approve the record because such a person or persons may have conflicts of interest ("Persons with possible conflicts" shall have the meaning as defined in the announcement of the Securities and Exchange Commission.) has an interest in or may have a conflict of interest in any other manner with the Company or its subsidiaries (if any). Such records must be proposed to the Board of Directors' meeting and/or the shareholders' meeting for consideration and approval in accordance with the company's regulations or relevant laws. Unless it is an approval of a record that is a normal business record of the company and is in accordance with the policy and criteria approved by the Board of Directors.

6. Board of Directors' Meeting

- 6.1 Executive Committee must arrange joint meetings as deemed appropriate, but not less than 12 times per year.

- 6.2 In a meeting of the Executive Committee, at least half of the total number of directors must be present in order to constitute a quorum.
- 6.3 In case the Chairman of the Executive Committee is absent from the meeting or unable to perform his duties, the Executive Directors shall elect one of them to preside over the meeting.
- 6.4 The Executive Committee may invite the company's executives or related persons to attend meetings or request clarifications on relevant matters.
- 6.5 The final decision of the meeting shall be made by majority vote. If the votes are tied, the chairman of the meeting shall cast an additional vote as a decisive vote.
- 6.6 The Secretary of the Executive Committee is responsible for scheduling meetings, preparing meeting agendas, delivering meeting documents, and recording meeting minutes.

7. Assessment of the Board of Directors

The Executive Committee should conduct a self-assessment of overall operation at least once a year and report problems and obstacles that cause the practice to fail to achieve its objectives and goals, including improvements, to inform the Board of Directors.

8. Report of the Board of Directors

The Executive Committee must present performance report to the Board of Directors and operation report of the past year for the shareholders in the annual report, revealing details such as:

- 8.1 Number of meetings
- 8.2 Number of times each Executive Director attending the meeting
- 8.3 Performance results according to the charter

9. Charter review

Executive Committee must review the appropriateness of the charter at least once a year or when changes occur.