

ESG Performance

Company Name : BOUND AND BEYOND PUBLIC COMPANY LIMITED Symbol : BEYOND

Market : SET Industry Group : Services Sector : Tourism & Leisure

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

| | | |
|-------------------------------------|---|---|
| Environmental policy and guidelines | : | Yes |
| Environmental guidelines | : | Electricity management, Water resources and water quality management, Waste management, Biodiversity management, Greenhouse gas and climate change management |

Commitment

The Company is committed to conducting its business with responsible and sustainable environmental management, recognizing the impacts of its operations on natural resources and climate change. Environmental considerations are integrated into the Company's strategy and operations to create long-term value for all stakeholders.

The Company operates in compliance with applicable laws and international standards, and supports the United Nations Sustainable Development Goals (SDGs) and the Paris Agreement. The Company is committed to achieving net-zero greenhouse gas emissions by 2065.

Scope

This policy applies to all operations of the Company and its subsidiaries, including the entire value chain. It covers suppliers, contractors, and business partners, and addresses both direct and indirect environmental impacts.

Governance

The Board of Directors is responsible for overseeing and approving the Environmental Policy, as well as monitoring performance. The Sustainability Committee and management are responsible for setting strategies, action plans, and key performance indicators, and for ensuring implementation across all business units in alignment with this policy.

Environmental Implementation Guidelines

Energy and Resource Management

The Company promotes efficient energy use across all business activities by regularly monitoring and analyzing electricity, fuel, and resource consumption to identify opportunities for reduction. The Company also supports the adoption of technologies and innovations to improve efficiency, including increasing the use of renewable and clean energy in operations.

Water and Water Quality Management

The Company manages water use efficiently by setting reduction targets and continuously monitoring water consumption. It assesses water-related risks in operational areas and promotes water reuse and appropriate technologies to reduce overall consumption. In addition, the Company ensures that wastewater quality complies with legal standards and minimizes impacts on natural water sources.

Waste and Food Waste Management

The Company implements systematic waste management practices by focusing on waste reduction at source, promoting reuse and recycling, and minimizing landfill disposal. Circular economy principles are applied across operations, and hazardous waste is managed safely and in compliance with relevant laws and regulations.

Climate Change and Greenhouse Gas Management

The Company measures and monitors greenhouse gas emissions across Scope 1, 2, and 3 in accordance with international standards. It establishes targets and action plans to continuously reduce emissions, supports carbon reduction and offset initiatives, and develops measures to address both physical and transition risks related to climate change.

Pollution Prevention and Environmental Quality

The Company controls and reduces pollution from its operations, including air emissions, noise, and waste, in compliance with applicable laws and standards. Appropriate technologies and practices are adopted to minimize environmental impacts on surrounding communities.

Biodiversity Conservation

The Company aims to minimize impacts on ecosystems and biodiversity in its areas of operation by promoting sustainable resource use and supporting conservation and restoration activities. Collaboration with relevant stakeholders and local communities is encouraged to protect natural resources.

Sustainable Supply Chain Management

The Company promotes environmentally responsible practices among suppliers and business partners by incorporating environmental criteria into the Supplier Code of Conduct and supporting green procurement practices.

Monitoring, Evaluation and Disclosure

The Company continuously monitors and evaluates environmental performance using appropriate key performance indicators. Performance results are disclosed in the Sustainability Report and the Annual Report (One Report) in alignment with international standards such as GRI and FTSE Russell ESG Rating.

Review and Continuous Improvement

This policy is reviewed and updated regularly to ensure alignment with applicable laws, international standards, and evolving environmental trends

Reference link for environmental policy and guidelines : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Page number of the reference link : 40

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

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

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

Changes in environmental policies, guidelines, and/or goals : Electricity management, Waste management, Greenhouse gas and climate change management

During the year, the Company conducted a comprehensive review and enhancement of its environmental policies, practices, and targets to strengthen alignment with international frameworks and evolving stakeholder expectations. Key actions undertaken include the establishment of an organization-wide environmental data management system (CFOO), covering Head Office, hotel operations, and related businesses, enabling systematic tracking of Scope 1, 2, and 3 greenhouse gas emissions and improving data readiness for future third-party verification.

Environmental targets were refined to be more measurable and outcome-driven. The Company has set clear commitments, including a 3040% reduction in greenhouse gas emissions by 2030, at least 30% reduction in total energy consumption, minimum 10% renewable energy adoption, continuous water reduction of at least 5% per annum, and a long-term goal of Zero Waste to Landfill.

Climate-related risks and opportunities have been further integrated into the Companys risk management and strategic planning processes through the development of a Climate Action Plan under the JUMP+ program, strengthening long-term resilience and transition readiness.

These enhancements improve transparency, strengthen environmental performance management, and reinforce the Companys pathway toward long-term sustainability and Net Zero ambition.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Other : Green Hotel Standard (Thailand)

Compliance with energy management principles and standards

Energy management principles and standards : Other : Green Hotel Standard (Thailand)

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs, Other : Green Hotel Standard (Thailand)

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs, Other : Green Hotel Standard (Thailand)

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO),
Others : Green Hotel Standard (Thailand)

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Information on incidents related to legal violations or negative environmental impacts

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

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Number of cases or incidents of legal violations or negative environmental impact (cases) | 0 | 0 | 0 |

Energy management

Disclosure boundary in energy management in the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 2 |
| Actual number of disclosure boundaries | : | 2 |
| Data disclosure coverage (%) | : | 100.00 |

Information on energy management

Energy management plan

The company's energy management plan : Yes

The Company continuously improves energy efficiency across all stages of hotel operations through a clear governance framework and operational practices aligned with internationally recognized standards such as EarthCheck and Green Hotel. These initiatives aim to enhance energy efficiency while maintaining the luxury comfort standards expected by hotel guests.

Both of the Companys hotels have implemented Smart Energy Management Systems to monitor and control energy consumption in real time. In addition, energy-saving technologies have been adopted, including LED lighting systems and high-efficiency electrical equipment. The Company has also improved the efficiency of cooling and air-conditioning systems, which represent the primary sources of energy consumption in hotel operations.

The hotels also implement a Green Room program, encouraging guests to voluntarily participate in energy and resource conservation initiatives.

To strengthen governance and oversight, both hotels have established dedicated Energy and Environmental Working Committees responsible for monitoring and reviewing energy performance. These committees analyze monthly energy consumption data, identify energy-saving opportunities, and propose improvement measures to management to ensure continuous and systematic energy reduction.

In support of sustainable mobility, the Company has installed electric vehicle (EV) charging stations within the parking areas of both hotels. These facilities enhance convenience for guests while promoting the use of electric vehicles, which contribute to reducing indirect greenhouse gas emissions across the value chain and align with global trends toward environmentally friendly transportation.

The Company continuously monitors energy consumption data and uses analytical insights to develop annual energy improvement plans. Energy management data is integrated into the Companys enterprise risk management processes and greenhouse gas reduction plans, supporting long-term business resilience, cost efficiency, and the achievement of the Companys climate-related targets.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Details of setting goals for electricity and/or fuel management

| Target(s) | Base year(s) | Target year(s) |
|---|---|-------------------------------------|
| Reduction of electricity purchased and fuel consumption | 2023 : energy consumption 360.63 Kilowatt-Hours / Guest night | 2030 : Reduced by 30% / Guest night |
| Increase of electricity consumption from renewable energy sources | 2023 : electricity consumption from renewable sources 0.00 Percentage | 2030 : Increased by 10% |

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

1. EarthCheck Silver Certification
2. Green Hotel Gold Level
3. Travel Sustainability Level 3 ([Booking.com](#))
4. GSTC Certificate

Information on electricity management

Company's electricity consumption ^(*)

| | 2023 | 2024 | 2025 |
|--|---------------|---------------|---------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 24,334,115.00 | 25,171,876.52 | 23,853,600.00 |
| Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours) | 24,334,115.00 | 25,171,876.52 | 23,853,600.00 |
| Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours) | 0.00 | 0.00 | 0.00 |
| Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year) | 21,496.57 | 21,296.00 | 20,266.44 |

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

Electricity Consumption Intensity

| | 2023 | 2024 | 2025 |
|---|--------------|--------------|--------------|
| Intensity of total electricity consumption within the organization (Kilowatt-Hours / Guest night) | 360.63000000 | 325.68000000 | 326.32000000 |

Electricity Expense ^(*)

| | 2023 | 2024 | 2025 |
|--|----------------|---------------|---------------|
| Total electricity expense (Baht) | 111,796,024.00 | 98,582,140.00 | 86,938,145.00 |
| Percentage of total electricity expense to total expenses (%) ^(**) | 4.08 | 3.21 | 2.96 |
| Percentage of total electricity expense to total revenues (%) ^(**) | 3.73 | 2.82 | 2.62 |
| Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year) | 98,759.74 | 83,402.83 | 73,864.18 |

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

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

Information on fuel management

Company's fuel consumption

| | 2023 | 2024 | 2025 |
|-----------------------------------|--------|----------|------|
| Jet fuel (Litres) | 0.00 | 0.00 | 0.00 |
| Diesel (Litres) | 800.00 | 1,000.00 | 0.00 |
| Gasoline (Litres) | 0.00 | 0.00 | 0.00 |
| Fuel oil (Litres) | 0.00 | 0.00 | 0.00 |
| Crude oil (Barrels) | 0.00 | 0.00 | 0.00 |
| Natural gas (Standard Cubic Feet) | 0.00 | 0.00 | 0.00 |

| | 2023 | 2024 | 2025 |
|-----------------------|------------|------------|------------|
| LPG (Kilograms) | 397,166.00 | 394,276.00 | 391,251.00 |
| Steam (Metric tonnes) | 0.00 | 0.00 | 0.00 |
| Coal (Metric tonnes) | 0.00 | 0.00 | 0.00 |

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

| | 2023 | 2024 | 2025 |
|--|--------------|--------------|--------------|
| Total fuel expense (Baht) | 6,658,856.00 | 6,989,396.00 | 7,213,849.00 |
| Percentage of total fuel expense to total expenses (%) ^(**) | 0.24 | 0.23 | 0.25 |
| Percentage of total fuel expense to total revenues (%) ^(**) | 0.22 | 0.20 | 0.22 |

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

| | 2023 | 2024 | 2025 |
|---|-----------|-----------|-----------|
| Total energy consumption within the organization (Megawatt-Hours) | 27,161.32 | 28,010.71 | 26,662.93 |

Energy Consumption Intensity

| | 2023 | 2024 | 2025 |
|---|------------|------------|------------|
| Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*) | 0.00906388 | 0.00800729 | 0.00802308 |

| | 2023 | 2024 | 2025 |
|--|------------|------------|------------|
| Intensity of total energy consumption within the organization (Megawatt-Hours / Guest night) | 0.36060000 | 0.32570000 | 0.32630000 |

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

Water management

Disclosure boundary in water management over the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 2 |
| Actual number of disclosure boundaries | : | - |
| Data disclosure coverage (%) | : | 0.00 |

Information on water management plan

Water management plan

The Company's water management plan : Yes

Water management is a key priority for the hospitality and restaurant businesses, as operations require significant water usage across guest rooms, restaurants, kitchens, laundry services, and landscape maintenance. The Company is therefore committed to systematic water management by establishing annual water reduction targets and continuously monitoring performance.

The Company's hotels prioritize the use of water-efficient fixtures throughout their operations. In addition, water management systems such as leak detection systems, water recycling systems, and high-efficiency irrigation systems have been installed to improve water efficiency and minimize unnecessary losses.

The Company also encourages guest participation in water conservation initiatives. For guests staying more than one night, the hotels promote a linen and towel reuse program, inviting guests to voluntarily reuse bed linens and towels in order to reduce water and energy consumption associated with laundry operations.

Wastewater management is also an important focus. Both hotels operate wastewater treatment systems that meet international standards, and treated water is reused for appropriate activities such as landscape irrigation and outdoor cleaning. In addition, the Company collaborates with technology partners to improve water efficiency in cooling systems, boilers, and laundry operations.

For new development projects and building renovations, the Company considers water-efficient building design to enhance long-term resilience to water-related risks.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

| Target(s) | Base year(s) | Target year(s) |
|-----------|--------------|----------------|
|-----------|--------------|----------------|

| Target(s) | Base year(s) | Target year(s) |
|--|---|--------------------------------------|
| Reduction of water withdrawal | 2022 : Water withdrawal 79,760.00 Cubic meters | 2027 : Reduced by 30% Cubic meters |
| Increase of recycled water for consumption | 2022 : Recycled water for consumption 0.00 Cubic meters | 2027 : Increased by 30% Cubic meters |

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

- EarthCheck Silver Certification
- Green Hotel Gold Level
- Travel Sustainability Level 3 (Booking.com)

Information on water management

Water withdrawal by source

| | 2023 | 2024 | 2025 |
|--|------------|------------|------------|
| Total water withdrawal (Cubic meters) | 368,277.00 | 387,615.00 | 342,940.00 |
| Water withdrawal by third-party water (cubic meters) | 368,277.00 | 387,615.00 | 342,940.00 |
| Water withdrawal by surface water (cubic meters) | 0.00 | 0.00 | 0.00 |
| Water withdrawal by groundwater (cubic meters) | 0.00 | 0.00 | 0.00 |
| Water withdrawal by seawater (cubic meters) | 0.00 | 0.00 | 0.00 |
| Water withdrawal by produced water (cubic meters) | 0.00 | 0.00 | 0.00 |

| | 2023 | 2024 | 2025 |
|---|--------|--------|--------|
| Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year) | 325.33 | 327.93 | 291.37 |
| Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*) | 0.12 | 0.11 | 0.10 |

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

Water discharge by destinations

| | 2023 | 2024 | 2025 |
|---|------------|------------|------------|
| Percentage of treated wastewater (%) | 49.51 | 45.50 | 49.83 |
| Total wastewater discharge (cubic meters) | 182,318.00 | 176,375.00 | 170,885.00 |
| Wastewater discharged to third-party water (cubic meters) | 182,318.00 | 176,375.00 | 170,885.00 |
| Wastewater discharged to surface water (cubic meters) | 0.00 | 0.00 | 0.00 |
| Wastewater discharged to groundwater (cubic meters) | 0.00 | 0.00 | 0.00 |
| Wastewater discharged to seawater (cubic meters) | 0.00 | 0.00 | 0.00 |

Water consumption

| | 2023 | 2024 | 2025 |
|--|------------|------------|------------|
| Total water consumption (Cubic meters) | 185,959.00 | 211,240.00 | 172,055.00 |

Water Consumption Intensity

| | 2023 | 2024 | 2025 |
|--|------------|------------|------------|
| Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*) | 0.06205556 | 0.06038621 | 0.05177265 |
| Intensity of total water consumption (Cubic meters / Guest night) | 4.89000000 | 4.51000000 | 4.20000000 |

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

Water withdrawal expenses

| | 2023 | 2024 | 2025 |
|---|--------------|--------------|--------------|
| Total water withdrawal expense (Baht) | 5,609,997.00 | 5,810,274.00 | 5,583,224.00 |
| Total water withdrawal expense from third-party water (Baht) | 5,609,997.00 | 5,810,274.00 | 5,583,224.00 |
| Total water withdrawal expense from other sources (Baht) | 0.00 | N/A | N/A |
| Percentage of total water withdrawal expense to total expenses (%) ^(*) | 0.20 | 0.19 | 0.19 |
| Percentage of total water withdrawal expense to total revenues (%) ^(*) | 0.19 | 0.17 | 0.17 |
| Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year) | 4,955.83 | 4,915.63 | 4,743.61 |

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

Waste management

Disclosure boundary in waste management over the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 2 |
| Actual number of disclosure boundaries | : | - |
| Data disclosure coverage (%) | : | 0.00 |

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company implements systematic waste and wastewater management across all hotel operations within its business portfolio. The approach focuses on reducing waste at the source through responsible procurement practices and the selection of materials with lower environmental impact. The Company also analyzes food waste volumes to evaluate and improve waste management efficiency in kitchen and restaurant operations.

Waste Management

The Company supports the reduction of waste sent to final disposal by promoting proper waste segregation, recycling, composting, organic waste utilization, and surplus food donation initiatives. All hotels provide designated waste separation points and operate recycling programs on an ongoing basis. Periodic waste audits are also conducted to identify improvement opportunities and enhance operational efficiency.

Reduction of Single-Use Plastics

The Company has transitioned to more environmentally friendly materials and packaging alternatives, such as glass bottles, biodegradable materials, and FSC-certified paper products, to support sustainable procurement practices and reduce environmental impacts throughout the value chain.

Wastewater Management

For wastewater management, the Company's hotels operate wastewater treatment systems that meet international standards, with water quality regularly monitored by qualified specialists. Treated water is reused for appropriate purposes such as landscape irrigation and outdoor cleaning, reducing freshwater consumption and improving overall resource efficiency.

In addition, the Company applies technology and data monitoring systems to track waste generation and water usage, enabling more effective management decisions and continuous improvement. Awareness programs and training are also conducted for employees and guests to encourage responsible resource use and support the Company's sustainability objectives.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

| Target(s) | Base year(s) | Target year(s) | Waste management methods |
|--|---|----------------------------------|--|
| Reduction of waste generation Waste type: Non-hazardous waste | 2023 : non-hazardous waste 211,020.00 Kilograms | 2040 : Reduced by 0.00 Kilograms | <ul style="list-style-type: none"> • Recycle • Landfilling |

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

EarthCheck Silver Certification

Green Hotel Gold Level

Travel Sustainability Level 3 (Booking.com)

Information on waste management

Waste Generation^(*)

| | 2023 | 2024 | 2025 |
|--|------------|------------|------------|
| Total waste generated (Kilograms) | 274,733.75 | 241,083.73 | 190,056.25 |
| Total non-hazardous waste (kilograms) | 273,207.50 | 237,603.10 | 182,198.11 |
| Non-hazardous waste - Landfilling (Kilograms) | 273,207.50 | 237,603.10 | 182,198.11 |
| Total hazardous waste (kilograms) | 1,526.25 | 3,480.63 | 7,858.14 |
| Hazardous waste - Landfilling (Kilograms) | 1,526.25 | 3,480.63 | 7,858.14 |
| Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**) | 0.09 | 0.07 | 0.06 |
| Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**) | 0.09 | 0.07 | 0.05 |

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**) | 0.00 | 0.00 | 0.00 |

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

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

Waste reuse and recycling

| | 2023 | 2024 | 2025 |
|--|-----------|-----------|------|
| Total reused/recycled waste (Kilograms) | 25,960.00 | 17,214.20 | N/A |
| Reused/Recycled non-hazardous waste (Kilograms) | 25,960.00 | 17,214.20 | N/A |
| Percentage of total reused/recycled waste to total waste generated (%) | 9.45 | 7.14 | N/A |
| Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%) | 9.50 | 7.24 | N/A |

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 2 |
| Actual number of disclosure boundaries | : | - |
| Data disclosure coverage (%) | : | 0.00 |

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company manages greenhouse gas emissions through an integrated strategy that combines energy conservation, building efficiency improvements, responsible waste management, and continuous performance monitoring to control and reduce emissions throughout operations.

The Company monitors and reports greenhouse gas emissions from both hotel operations in accordance with international standards to enhance transparency, accuracy, and data verifiability. Both hotels utilize integrated utility management systems capable of automatically collecting data on energy, water, and waste consumption. These systems improve data accuracy and support effective analysis of greenhouse gas emissions. The collected data is regularly reviewed to continuously improve operational efficiency over the long term.

Key initiatives implemented include the installation of smart energy management systems, improvements in cooling and air-conditioning efficiency, the implementation of waste-to-resource initiatives, and increasing recycling rates. These measures have contributed to a meaningful reduction in greenhouse gas emissions. In addition, energy performance and emission reduction outcomes are integrated into the performance evaluation of hotel management teams, reinforcing accountability and encouraging continuous progress toward sustainability goals.

The Company is currently expanding its greenhouse gas data collection to cover all business units and all emission scopes (Scope 1, Scope 2, and Scope 3) in order to improve data quality and prepare for third-party verification. This process is expected to be completed by 2026. At the same time, the Company is exploring opportunities to adopt renewable energy and low-carbon technologies, as well as developing a structured greenhouse gas reduction strategy to strengthen long-term business resilience and competitiveness.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : Yes
goals

Company's existing targets : Setting net-zero greenhouse gas emissions targets

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

| Greenhouse gas emission scope | Base year(s) | Short-term target year | Long-term target year | Certification |
|-------------------------------|---|--|--|---|
| Scope 1-3 | 2023 : Greenhouse gas emissions 4,546.43 tCO ₂ e | 2030 : Reduced by 40% in comparison to the base year | 2040 : Reduced by 80% in comparison to the base year | <ul style="list-style-type: none"> • Thailand Greenhouse Gas Management Organization (TGO) : None • Science-based Targets (SBTi) : None |

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

EarthCheck Silver Certification

Green Hotel Gold Level

Travel Sustainability Level 3 (Booking.com)

Information on greenhouse gas management

The company's greenhouse gas emissions

| | 2023 | 2024 | 2025 |
|---|-----------|-----------|-----------|
| Total GHG emissions (Metrics tonne of carbon dioxide equivalents) | 14,161.15 | 14,586.71 | 13,910.19 |
| Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent) | 1,993.73 | 2,000.82 | 1,985.69 |
| Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent) | 12,164.62 | 12,583.42 | 11,924.41 |

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent) | 2.80 | 2.47 | 0.09 |

Greenhouse Gas Emissions Intensity

| | 2023 | 2024 | 2025 |
|---|------------|------------|------------|
| Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*) | 0.004726 | 0.004170 | 0.004186 |
| Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person) | 12.51 | 12.34 | 11.82 |
| Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Guest night) | 0.18800000 | 0.16960000 | 0.17020000 |

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

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

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

Verification of the company's greenhouse gas : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total reduced GHG (Metric tonnes of carbon dioxide equivalent) | 0.00 | 0.00 | 0.00 |

Absorption and removal of Greenhouse Gas

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent) | 0.00 | 0.00 | 0.00 |

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ESG Performance

Company Name : BOUND AND BEYOND PUBLIC COMPANY LIMITED Symbol : BEYOND

Market : SET Industry Group : Services Sector : Tourism & Leisure

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

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

Bound and Beyond Public Company Limited and its subsidiaries (the Company) are committed to conducting business with integrity, upholding social responsibility, respecting human dignity, and adhering to human rights principles in accordance with applicable laws and international standards. In particular, the Company supports and complies with the **United Nations Guiding Principles on Business and Human Rights (UNGP)**, the **Childrens Rights and Business Principles (CRBP)**, and the **International Labour Organization (ILO) Fundamental Principles and Rights at Work**. The Company is committed to fostering an organizational culture that respects human rights, promotes equality, non-discrimination, and inclusivity in all dimensions, and prevents human rights violations throughout its business operations and value chain.

Policy Objectives

This policy is established to ensure that the Company and its subsidiaries conduct business in a manner that respects human dignity and internationally recognized human rights, with the following objectives:

1. To prevent and mitigate risks of human rights violations across all business operations and the supply chain
2. To promote respect for fundamental rights and freedoms among directors, executives, employees, business partners, and stakeholders
3. To foster a corporate culture that values diversity, equality, and non-discrimination
4. To develop effective human rights management systems, including Human Rights Due Diligence (HRDD) and grievance mechanisms
5. To build stakeholder confidence through responsible, transparent business practices aligned with international standards such as UNGP, ILO, and CRBP

Framework for Implementation

The Company adopts a comprehensive approach to managing human rights, guided by the following principles:

Respect and Protection of Human Rights

Directors, executives, and employees at all levels must respect the dignity and rights of others, treat all individuals equally, and avoid any actions that may constitute human rights violations.

Compliance with International and National Standards

The Company operates in compliance with applicable laws and supports international principles, including those of the United Nations (UN), the International Labour Organization (ILO), and the OECD Guidelines for Multinational Enterprises.

Labor and Working Conditions

The Company is committed to fair employment practices, equitable compensation, reasonable working hours, and respect for freedom of association and collective bargaining. It strictly opposes forced labor, child labor, and human trafficking.

Elimination of Child and Forced Labor

The Company strictly prohibits the use of child labor and forced labor in all its operations, including throughout its supply chain.

Responsible Supply Chain Management

The Company selects business partners based on their adherence to human rights and fair labor standards and encourages partners to operate ethically and responsibly.

Diversity, Equality, and Inclusion

The Company fosters an open and inclusive culture that respects individual differences and promotes gender equality and equal career opportunities for all employees.

Communication, Training, and Awareness

The Company communicates and promotes human rights awareness among employees and stakeholders across the value chain, and regularly provides training on non-discrimination, harassment prevention, and respect for human rights.

Due Diligence and Continuous Improvement

The Company implements Human Rights Due Diligence (HRDD) processes to identify and assess risks and impacts, engage affected stakeholders, and take appropriate actions to prevent, mitigate, and remediate adverse impacts, while continuously monitoring the effectiveness of such measures.

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

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

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

Changes in social and human rights policies, : Others : No amendment
guidelines, and/or goals

Key Changes in Social & Human Rights Policy (Year-on-Year)

- **Policy Enhancement**

Strengthened alignment with international standards (UNGP, ILO, CRBP) and expanded scope across the entire value chain

- **Human Rights Due Diligence (HRDD)**

Initiated development and implementation of HRDD to systematically identify, assess, and manage human rights risks

- **Grievance Mechanism**

Established formal grievance channels to enhance transparency and stakeholder engagement

- **Responsible Supply Chain**

Integrated human rights considerations into supplier selection and evaluation processes

- **Culture & Awareness**

Promoted Diversity, Equality, and Inclusion through internal communication and ongoing training

- **Target & Disclosure Readiness**

Initiated target-setting and ESG data system development to support future disclosures aligned with global standards

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour, The UN Guiding Principles on Business and Human Rights, The OECD Guidelines for Multinational Enterprises, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

Human Rights Due Diligence Framework (Aligned with UNGP)

The Company adopts a **five-step Human Rights Due Diligence (HRDD) process** in line with the *United Nations Guiding Principles on Business and Human Rights (UNGPR)*:

1. Policy Commitment

Formally declares commitment to respect human rights and establishes guiding principles aligned with UNGP

2. Assessment of Impacts

Identifies and assesses actual and potential human rights impacts across operations and the value chain, including affected stakeholders

3. Integration

Embeds policy commitments and assessment outcomes into business processes, internal controls, and decision-making to prevent and mitigate impacts

4. Tracking & Reporting

Monitors the effectiveness of measures and transparently reports human rights performance

5. Remediation

Establishes mechanisms to provide remedy and address adverse human rights impacts caused or contributed to by the Company

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

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

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total number of cases or incidents of significant legal or social and human rights violations (cases) | 0 | 0 | 0 |
| Total number of cases or incidents leading to significant labor disputes (cases) | 0 | 0 | 0 |
| Total number of incidents or complaints related to consumer rights violations (cases) | 0 | 0 | 0 |
| Total number of incidents or complaints related to business partners rights violations (cases) | 0 | 0 | 0 |
| Total number of cases or incidents leading to disputes with the community/society (cases) | 0 | 0 | 0 |
| Total number of cases or incidents related to cybersecurity or customer data breaches (cases) | 0 | 0 | 0 |
| Total number of cases or incidents related to workplace safety and occupational health (cases) | 0 | 0 | 0 |

Fair labor practice

Disclosure boundary in fair labor practice in the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 2 |
| Actual number of disclosure boundaries | : | 2 |
| Data disclosure coverage (%) | : | 100.00 |

Information on employees and labor management plan

Employees and labor management plan

| | | |
|--|---|--|
| The company's employee and labor management plan | : | Yes |
| Employee and labor management plan implemented by the Company in the past year | : | Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Safety and occupational health at work |

1. Corporate Culture and Core Values

The Company is committed to fostering a corporate culture that reflects its core values and vision while ensuring that all employees feel connected to the company's mission. To achieve this, we have organized workshops that integrate business knowledge with our mission and vision. Additionally, we have implemented the Outward Mindset approach, which encourages hands-on learning experiences. This initiative helps employees develop a collaborative and inclusive work environment while fostering creative problem-solving and innovative ideas.

2. Continuous Learning and Development

In 2024, the Company launched the Organization Development Program to enhance learning and development capabilities. The program includes:

- Leadership Programs to cultivate strong leaders.

- Coaching for Performance to boost individual and team effectiveness.

- Job Role Clarity Exercises to ensure employees fully understand their responsibilities.

- Individual Development Plans (IDPs) to tailor personal growth strategies.

These initiatives are designed to strengthen employee skillsets, improve overall efficiency, and prepare future leaders to confidently navigate challenges.

3. Career Growth Opportunities

The Company are dedicated to creating clear career progression paths and promoting from within, which helps boost employee morale and reduce turnover. Our career development programs include:

- Individual Development Plans (IDPs) to map out career goals.

- Cross-Functional Opportunities Workshops to explore different roles within the company.

- Job Role Clarity Exercises to provide a deeper understanding of job expectations.

- Career Progression Planning to help employees navigate their professional growth.

Through these programs, employees gain clarity on their career paths and the skills required to advance to higher positions within the organization.

4. Performance Management

The Company Performance Management System (PMS) is designed to be transparent and fair, ensuring that all employees understand the evaluation criteria and feel valued. Key initiatives include:

Organizational Scans to assess employee needs.

Comprehensive Performance Measurement Model to track and enhance performance.

Leadership Coaching and employee engagement programs across all levels.

The PMS framework consists of three key components:

Balanced Scorecards to align performance with strategic goals.

Competency-based assessments to measure skills and capabilities.

Way of Work (360-Assessment) for holistic feedback.

5. Compensation and Benefits

Our company provides a competitive benefits package that goes beyond salary, including:

Comprehensive healthcare coverage for employee well-being.

Flexible working hours promote work-life balance.

Professional development opportunities through training and conferences.

We recognize employees contributions through fair and competitive salary adjustments and performance-based bonuses, which help attract top talent while motivating and retaining our current workforce for long-term growth.

6. Occupational Health and Safety Management

The Company operates under a comprehensive Occupational Health, Safety, and Environment (OHSE) policy that covers all areas of hotel operations, including both guest service areas and employee workspaces. The Company strictly complies with applicable laws and relevant standards, supported by governance and monitoring systems implemented across all departments. A strong OHSE foundation helps protect employees and guests, strengthen stakeholder confidence, and maintain consistently high service standards.

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

| Target(s) | Indicator(s) | Base year(s) | Target year(s) |
|-------------------------------------|-------------------------|--------------|--|
| • Employee training and development | Career development plan | - | 2027: 100% of employee will have own career development plan |

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

The Company received the **Gold Award in Best Performance Management and Talent Management** at the **Brandon Hall Group Excellence Awards 2025**, and was the **only company in Thailand** to be awarded Gold recognition at this years event.

The Brandon Hall Group Excellence Awards is a globally recognized program organized by a leading research and advisory organization in human capital management. The awards honor organizations that demonstrate excellence in managing and developing their workforce across various categories, including Leadership Development, Learning & Development, Talent Management, and Employee Experience, with participation from leading organizations worldwide.

Information on employment

Employment

| | 2023 | 2024 | 2025 |
|---|--------|--------|--------|
| Total Employment (Person) | 1,132 | 1,182 | 1,177 |
| Percentage of employees to total employment (%) | 100.00 | 100.00 | 100.00 |
| Total employees (persons) | 1132 | 1182 | 1177 |
| Male employees (persons) | 596 | 631 | 613 |
| Percentage of male employees (%) | 52.65 | 53.38 | 52.08 |
| Female employees (persons) | 536 | 551 | 564 |
| Percentage of female employees (%) | 47.35 | 46.62 | 47.92 |

Number of employees categorized by age

| | 2023 | 2024 | 2025 |
|--|------|------|-------|
| Total number of employees under 30 years old (Persons) | N/A | N/A | 390 |
| Percentage of employees under 30 years old (%) | N/A | N/A | 33.14 |
| Total number of employees 30-50 years old (Persons) | N/A | N/A | 739 |
| Percentage of employees 30-50 years old (%) | N/A | N/A | 62.79 |

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total number of employees over 50 years old (Persons) | N/A | N/A | 48 |
| Percentage of employees over 50 years old (%) | N/A | N/A | 4.08 |

Number of male employees categorized by age

| | 2023 | 2024 | 2025 |
|---|------|------|-------|
| Total number of male employees under 30 years old (Persons) | N/A | N/A | 169 |
| Percentage of male employees under 30 years old (%) | N/A | N/A | 27.57 |
| Total number of male employees 30-50 years old (Persons) | N/A | N/A | 420 |
| Percentage of male employees 30-50 years old (%) | N/A | N/A | 68.52 |
| Total number of male employees over 50 years old (Persons) | N/A | N/A | 24 |
| Percentage of male employees over 50 years old (%) | N/A | N/A | 3.92 |

Number of female employees categorized by age

| | 2023 | 2024 | 2025 |
|---|------|------|-------|
| Total number of female employees under 30 years old (Persons) | N/A | N/A | 221 |
| Percentage of female employees under 30 years old (%) | N/A | N/A | 39.18 |
| Total number of female employees 30-50 years old (Persons) | N/A | N/A | 319 |
| Percentage of female employees 30-50 years old (%) | N/A | N/A | 56.56 |

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total number of female employees over 50 years old (Persons) | N/A | N/A | 24 |
| Percentage of female employees over 50 years old (%) | N/A | N/A | 4.26 |

Number of employees categorized by position

| | 2023 | 2024 | 2025 |
|--|------|------|-------|
| Total number of employees in operational level (Persons) | N/A | N/A | 1,028 |
| Percentage of employees in operational level (%) | N/A | N/A | 87.34 |
| Total number of employees in management level (Persons) | N/A | N/A | 124 |
| Percentage of employees in management level (%) | N/A | N/A | 10.54 |
| Total number of employees in executive level (Persons) | N/A | N/A | 25 |
| Percentage of employees in executive level (%) | N/A | N/A | 2.12 |

Number of male employees categorized by position

| | 2023 | 2024 | 2025 |
|---|------|------|-------|
| Total number of male employees in operational level (Persons) | N/A | N/A | 532 |
| Percentage of male employees in operational level (%) | N/A | N/A | 86.79 |
| Total number of male employees in management level (Persons) | N/A | N/A | 65 |
| Percentage of male employees in management level (%) | N/A | N/A | 10.60 |

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total number of male employees in executive level (Persons) | N/A | N/A | 16 |
| Percentage of male employees in executive level (%) | N/A | N/A | 2.61 |

Number of female employees categorized by position

| | 2023 | 2024 | 2025 |
|---|------|------|-------|
| Total number of female employees in operational level (Persons) | N/A | N/A | 496 |
| Percentage of female employees in operational level (%) | N/A | N/A | 87.94 |
| Total number of female employees in management level (Persons) | N/A | N/A | 59 |
| Percentage of female employees in management level (%) | N/A | N/A | 10.46 |
| Total number of female employees in executive level (Persons) | N/A | N/A | 9 |
| Percentage of female employees in executive level (%) | N/A | N/A | 1.60 |

Significant changes in the number of employees

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

Number of male employees working in Thailand

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total male employees working in Thailand (Person) | 596 | 631 | 613 |

| | 2023 | 2024 | 2025 |
|-------------------------------|------|------|------|
| Bangkok Metropolitan (Person) | 596 | 631 | 613 |
| Northern (Person) | 0 | 0 | 0 |
| Central (Person) | 0 | 0 | 0 |
| Northeastern (Person) | 0 | 0 | 0 |
| Southern (Person) | 0 | 0 | 0 |
| Eastern (Person) | 0 | 0 | 0 |

Number of female employees working in Thailand

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total female employees working in Thailand (Person) | 536 | 551 | 564 |
| Bangkok Metropolitan (Person) | 536 | 551 | 564 |
| Northern (Person) | 0 | 0 | 0 |
| Central (Person) | 0 | 0 | 0 |
| Northeastern (Person) | 0 | 0 | 0 |
| Southern (Person) | 0 | 0 | 0 |
| Eastern (Person) | 0 | 0 | 0 |

Number of employees working abroad

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total employees working abroad (Person) | 0 | 0 | 0 |
| Total male employees working abroad (Person) | 0 | 0 | 0 |
| Total female employees working abroad (Person) | 0 | 0 | 0 |

Employment of workers with disabilities

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total employment of workers with disabilities (persons) | 7 | 7 | 8 |
| Percentage of disabled workers to total employment (%) | 0.62 | 0.59 | 0.68 |
| Total number of employees with disabilities (Persons) | 7 | 7 | 8 |
| Percentage of disabled employees to total employees (%) | 0.62 | 0.59 | 0.68 |
| Total number of workers who are not employees with disabilities (persons) | 0 | 0 | 0 |

Information on compensation of employees

Employee remuneration by gender

| | 2023 | 2024 | 2025 |
|---|----------------|------------------|------------------|
| Total employee remuneration (baht) | 945,489,777.83 | 1,071,575,035.32 | 1,046,010,113.75 |
| Average of remuneration of employees (Baht/persons) | 835,238.32 | 906,577.86 | 888,708.68 |

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company encourages the Provident Fund Committee to select the Manager of the Provident Fund according to the Investment Governance Code (I code). These ensure that it manages the funds investment with awareness of the Environment, Society, and Governance (ESG) and fully complies with the I Code. The Company also discloses the guidelines for selecting the Provident Fund Manager for members of the provident fund. These shall lead to the fund management scheme that is fully aware of the long-term benefits that are best for the fund members.

Implementation of Investment Governance Code for : Yes
Institutional Investors ("I Code") by Company's

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

| | 2023 | 2024 | 2025 |
|--|-------|-------|-------|
| Number of employees eligible to participate in PVD (persons) | 1132 | 1182 | 1177 |
| Number of employees joining in PVD (persons) | 900 | 920 | 924 |
| Number of PVD members / Total employees (%) | 79.51 | 77.83 | 78.50 |
| Number of PVD members / Total eligible employees (%) | 79.51 | 77.83 | 78.50 |

Summary of employee PVD participation over the past year

| Company name | Employees participating in PVD (Yes/No) | Total number of employees (persons) | Number of employees eligible to participate in PVD (persons) | Number of employees joining in PVD (persons) | Number of PVD members / Total employees (%) | Number of PVD members / Total eligible employees (%) |
|---|---|-------------------------------------|--|--|---|--|
| BOUND AND BEYOND PUBLIC COMPANY LIMITED | Yes | 1,177 | 1,177 | 924 | 78.50 | 78.50 |

Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Providing education or information on selecting appropriate investment policies

Providing education or information on selecting appropriate investment policies

1. Providing orientation sessions and training programs to explain available investment options and the associated risk levels of each policy
2. Preparing supporting materials, including guides and digital content, outlining key information such as historical returns, volatility, and asset allocation of each fund
3. Encouraging employees to assess their risk tolerance (risk profiling) as a basis for selecting suitable investment policies
4. Offering access to professional advice through fund managers or qualified experts for additional guidance

5. Regularly reviewing and communicating updated information, enabling employees to adjust their investment policies in response to life stages and changing market conditions

Information on employee development

Employee training and development

| | 2023 | 2024 | 2025 |
|--|-------|--------|--------|
| Employee development plans as part of annual performance reviews | Yes | Yes | Yes |
| Average employee training hours (Hours / Person / Year) | 77.10 | 166.00 | 160.00 |

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

Information on safety, occupational health, and work environment

Number of working hours

| | 2023 | 2024 | 2025 |
|---|------|--------------|--------------|
| Total number of hours work (Hours) | N/A | 3,159,473.00 | 3,173,786.00 |
| Total number of hours worked by employees (Hours) | N/A | 3,159,473.00 | 3,173,786.00 |

Statistic of accident and injuries of employees from work

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total number of employees that lost time injuries for 1 day or more (Persons) | N/A | 51 | 38 |
| Percentage of employees that lost time injuries for 1 day or more (%) | N/A | 4.31 | 3.23 |
| Total number of employees that fatalities as a result of work-related injury (Persons) | 0 | 0 | 0 |

| | 2023 | 2024 | 2025 |
|--|------|-------|-------|
| Percentage of employees that fatalities as a result of work-related injury (%) | 0.00 | 0.00 | 0.00 |
| Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours) | N/A | 16.14 | 11.97 |
| Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours) | N/A | 3.23 | 2.39 |

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

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

Information on promoting employee relations and participation

Employee engagement

| | 2023 | 2024 | 2025 |
|--|------|-------|-------|
| Total number of employee turnover leaving the company voluntarily (persons) | 84 | 213 | 183 |
| Proportion of voluntary resignations (%) | 7.42 | 18.02 | 15.55 |

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Evaluation result of employee engagement | Yes | Yes | Yes |

Employee internal groups

Employee internal groups : No

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
- Reference link to consumer data privacy and protection policy and guidelines : <https://www.boundandbeyond.co.th/storage/document/cg/personal-data-protection-policy-en.pdf>

Responsible sales and marketing policy and guidelines

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

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

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

Information on customer management plan

Customer management plan

- Company's customer management plan : Yes

Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

Responsible Products and Services

The Company focuses on delivering high-quality products and services in line with Ultra-Luxury standards by leveraging its core strengths, including prime riverside location, distinctive design, and personalized service. Continuous enhancement of service quality and guest experience ensures that the value delivered remains consistent with the brand positioning and pricing strategy.

Product and Service Communication, Including Complaint Handling

The Company communicates product and service information through both online and offline channels, tailored to different customer segments such as leisure travelers, business travelers, and MICE clients. Customer feedback is actively collected through various touchpoints and systematically used to improve services, while complaints are addressed promptly to maintain service standards.

Customer Satisfaction Development and Relationship Building

The Company emphasizes long-term customer relationships by maintaining structured customer data and leveraging insights to deliver personalized experiences. Engagement is strengthened through targeted marketing activities and participation in international trade shows, supporting both customer retention and acquisition.

Customer Data Protection

Customer data is collected and managed through structured systems to support service personalization and operational improvement. At the same time, the Company prioritizes data protection and privacy to ensure customer trust and confidence.

Others

The Company continuously enhances its marketing channels, including digital platforms and global trade events, to expand customer reach and adapt to changing market dynamics.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

| Target(s) | Indicator(s) | Base year(s) | Target year(s) |
|--|-----------------------|--------------|---|
| • Development of customer satisfaction and customer relationship | Customer Satisfaction | 2022: - | 2026: Above 80% and continuously increase |

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer : Yes
management

Four Seasons Hotel Bangkok at Chao Phraya River

No. 2 Best Hotel in the World

Capella Bangkok

No. 3 Best Hotel in the World

by The Worlds 50 Best Hotels 2025

Customer satisfaction

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Evaluation results of customer satisfaction | Yes | Yes | Yes |

Channels for receiving complaints from customers/consumers

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

Telephone : 02 032 0888

Fax : -

Email : reservations.bangkok@fourseasons.com

Company's website : <https://www.fourseasons.com/bangkok/contact-us/>

Address : 300/1 Charoen Krung Road, Bangkok, Sathorn 10120
Thailand

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Forests and natural resources, Occupational health, safety, health, and quality of life, Reducing inequality, Others : Supporting sustainable community-based tourism.

Community and Social Management Plan 2025

In 2025, the Company is committed to implementing community and social initiatives in a structured and systematic manner, with a focus on creating long-term positive impact. The key areas of focus are as follows:

1) Employment and Skills Development

The Company promotes local employment in areas surrounding its hotel operations and provides opportunities for community members to participate in the business value chain. In addition, the Company implements skills development programs related to the tourism and hospitality industry to enhance local workforce capabilities and support sustainable income generation.

2) Forestry and Natural Resources

The Company undertakes initiatives to conserve and restore natural resources, focusing on efficient resource utilization and minimizing environmental impacts within its operational areas. This includes supporting ecosystem restoration activities, such as river clean-up initiatives along the Chao Phraya River, in collaboration with local communities and partners.

3) Occupational Health, Safety, Well-being, and Quality of Life

The Company prioritizes the health and safety of employees, communities, and stakeholders by implementing workplace safety measures and occupational health training. It also promotes overall well-being through health programs, physical activity initiatives, and support for both physical and mental wellness.

4) Reducing Social Inequality

The Company supports inclusive growth by creating opportunities for disadvantaged groups through equitable employment practices and by supporting local entrepreneurs and community-based suppliers (local suppliers), helping to strengthen local economies.

5) Other Initiatives (Community Engagement and Sustainable Social Development)

The Company continues to implement ESG in Action initiatives and the BEYOND Inspiring Journey program to encourage employee engagement with communities. These initiatives promote local cultural appreciation, sustainable tourism, and continuous support for improving the quality of life of surrounding communities.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

| Target(s) | Indicators(s) | Base year(s) | Target year(s) |
|--|---|--------------|---|
| <ul style="list-style-type: none"> • Forests and natural resources • Occupational health, safety, health, and quality of life • Reducing inequality | Having one well-being project for communities and the society, which is a continuous project, for each company and hotel. | 2022: 0 | 2027: Two ongoing projects per company and every hotel, generating a minimum income distribution of 100,000 THB per year per project for the community. |

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

BEYOND Inspiring Journey Year 2: Advancing Sustainable Tourism through Community Engagement

Bound and Beyond Public Company Limited (BEYOND) continues to advance the BEYOND Inspiring Journey 2025, marking its second year, with a focus on evolving from awareness-building in the first year to active community engagement. The initiative aims to support sustainable tourism at the local level by strengthening the connection between business, communities, and the environment.

The program remains grounded in the concept of Experiential Learning, where employees are immersed in local communities to better understand livelihoods, economic structures, and natural resources. This enables participants to recognize the role of tourism as a key driver of local income generation and community resilience.

In 2025, Chanthaburi province was selected as the destination, known for its rich natural resources and strong community-based economy. Employees engaged in a variety of community activities, gaining hands-on experience and deeper insights into local ways of life.

The journey began with a visit to the Samed Ngam Reed Mat Weaving Learning Center, a community-based initiative preserving traditional craftsmanship. The Company and employees supported local products under the brand Chanthaboon Mat by Jurairat, contributing to value creation and income generation within the community.

Participants also explored sustainable hospitality practices at Motif Eco Hotel, a model for environmentally responsible accommodation that emphasizes efficient resource use, minimal environmental impact, and authentic local experiences.

In the agricultural sector, employees visited Charoenchai Orchard, where they learned about community-based farming practices and supported local agricultural products. This experience provided valuable insights into local supply chains and reinforced the importance of supporting grassroots economies.

These activities enabled employees to better understand the role of community-based tourism in generating income, distributing economic opportunities, and preserving local identity, while reinforcing the importance of responsible business practices that balance environmental and social considerations.

The BEYOND Inspiring Journey 2025 represents a significant step forward in progressing from learning to engagement. It empowers employees to integrate sustainability concepts into business operations and serves as a foundation for creating shared value between the Company, communities, and the environment in the long term.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

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ESG Performance

Company Name : BOUND AND BEYOND PUBLIC COMPANY LIMITED Symbol : BEYOND

Market : SET Industry Group : Services Sector : Tourism & Leisure

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company's corporate governance policy consists of 5 parts:

1. Corporate governance policy
2. Policies related to compliance with the principles of corporate governance
3. Sustainable development policy
4. Monitoring compliance with the policy
5. Attached documents

Reference link for the full version of corporate governance policy and guidelines : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

The Board of Directors, through the Nomination and Remuneration Committee, shall consider, select and appoint individuals to serve as directors in the event that a director resigns or retires by rotation under transparent and fair criteria for the selection and appointment of directors. The criteria shall be based on the consideration of persons who are fully qualified and do not have prohibited characteristics under applicable laws and regulations, including the independence and conflicts of interest of the directors in all aspects, as well as the diversity of the Board of Directors (Board Diversity), including the proportion of female directors and independent directors, and the diversity of the skills of the current Board of Directors, which covers knowledge, expertise, experience, and specific qualifications that are beneficial and consistent with the Company's business strategies (Board Skills Matrix), regardless of gender, race, nationality, skin color, ethnicity or religion, so that the composition of the Board of Directors is appropriate and consistent with the Board of Directors diversity policy.

Reference link for Nomination of directors : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Determination of director remuneration

The Company has set a policy for paying directors' remuneration in a fair, clear and transparent manner, taking into account the appropriateness of the experience, duties and responsibilities assigned, which is comparable to companies listed on the Stock Exchange of Thailand in the same industry and of similar size, in order to motivate the Company's directors to work for the Company to achieve its goals and efficiently through a transparent process and to build confidence among shareholders.

The Company has the following criteria and processes for determining the remuneration of directors:

1. The Nomination and Remuneration Committee shall consider and propose the appropriate amount of remuneration to the Board of Directors for consideration and approval, and shall submit it to the annual shareholders' meeting for consideration and approval with a vote of not less than two-thirds (2/3) of the total number of votes of shareholders attending the meeting.
2. The remuneration of directors consists of annual remuneration and meeting allowances for specific meetings, bonuses and other additional remunerations as appropriate.
3. Directors assigned to serve on various subcommittees shall receive additional remuneration in accordance with their increased duties and responsibilities.

Reference link for Determination of director remuneration : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Independence of the board of directors from the management

The Company has established a policy to separate the roles, duties and responsibilities of the Board of Directors and has clearly delegated the management authority in writing to the management so that the Board of Directors can perform their duties independently from the management. The Board of Directors is responsible for setting policies, visions, missions, objectives and main goals in business operations, directions and business strategies for the management to implement, and for supervising the management (Monitoring) by setting inspection methods to balance the work of the management and supervising the management to operate efficiently and maximize the benefits of the Company and its shareholders.

Reference link for Independence of the board of directors from the management : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Director development

Orientation for new directors

In the case of new directors, the Company requires all new directors to receive orientation to create knowledge and understanding of the Company's business and direction of operations, which is a preparation for the performance of the duties of the Company's directors. In addition, new knowledge is provided to all directors in terms of the competitive industry, technology, and innovation to support the directors' work effectively. The orientation topics include the Company's business, operational plans, goals, visions, and missions, as well as the organization structure and shareholding, management, roles and responsibilities of the Board of Directors, social responsibility, corporate governance policy, current and past projects of the Company, and the Company's current performance etc.

Attending training courses or participating in seminars for directors

The Board of Directors places importance on attending relevant seminars and training courses to develop the knowledge and capabilities of the Company's directors to help promote the Board of Directors' performance more effectively, including executive development to prepare for position rotation within the organization and for the succession of managing directors and senior executives. Directors and executives are provided with training both outside and inside the organization continuously to increase their knowledge in management, such as attending various training courses from the Thai Institute of Directors Association (IOD), the Stock Exchange of Thailand. The Securities and Exchange Commission (SEC) or other independent organizations, including other courses organized by various

agencies to enhance knowledge and apply the knowledge gained from training to improve work efficiency and develop the organization for sustainable growth.

Reference link for Director development : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Board performance evaluation

The Board of Directors has determined that the performance of the Board of Directors and sub-committees shall be evaluated annually, at least once a year, so that the Directors can review their performance, problems and obstacles during the year, using the following three forms of performance evaluation:

- (1) Performance evaluation of the Board of Directors as a group
- (2) Performance evaluation of the Board of Directors as an individual
- (3) Performance evaluation of sub-committees as a group

Reference link for Board performance evaluation : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Corporate governance of subsidiaries and associated companies

The Board of Directors has established a policy for the supervision of subsidiaries and associated companies as a mechanism for supervision that enables the control and supervision of the operations of subsidiaries and associated companies by providing adequate and appropriate measures to monitor the performance of subsidiaries and associated companies in order to protect the benefits of the Company's investment.

The Company has the following guidelines for the supervision of the operations of subsidiaries and associated companies:

The Board of Directors appoints individuals to be directors or executives of subsidiaries and associated companies at least in proportion to

their shareholding, and specifies that they are responsible for supervising subsidiaries and associated companies to comply with the law, regulations, good corporate governance principles, business ethics, anti-corruption policies, and other policies that are consistent with the Company. In casting votes at meetings on matters related to normal business operations and general management, the individuals appointed by the Board of Directors must take into account the best interests of the Company, subsidiaries, or associated companies.

In addition, the individuals appointed by the Board of Directors must be responsible for disclosing the operating results, financial information of specific businesses and consolidated financial statements, related transactions, or acquisition and disposal of assets, and other significant

transactions as required by law in all respects, including overseeing and taking responsibility for the efficient internal control system, risk management system, and corruption prevention system so that the operations are consistent with the Company's policies.

Reference link for Corporate governance of subsidiaries and associated companies : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Community and society

Shareholder

- The Board of Directors, as a representative of shareholders, operates and manages the business in accordance with the vision, mission, and in accordance with the principles of good corporate governance for the greatest benefit and to increase value for shareholders in the long term.
- The Board of Directors supervises the equal treatment of shareholders, both in granting basic rights as stipulated by law and the Company's regulations, as well as other matters that promote and facilitate the exercise of shareholders' rights.
- Establishes the Investor Relations Code of Conduct as a guideline for personnel responsible for taking care of shareholders and investors to adhere to as a guideline, especially in terms of maintaining internal information, disclosing information equally and fairly, and being honest and sincere, in order to build confidence among shareholders/investors.
- The Company communicates and presents its operating results to shareholders, investors, and investment analysts through various channels and activities.

Reference link for Shareholder : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Employee

- Recruit and select employees with knowledge and skills that are appropriate for each position and department without discrimination.
- Evaluate work performance based on the Balance Scorecard principle, in which all employees will have key performance indicators (KPIs), with compensation and promotion considerations based on performance.
- Provide employees with opportunities to communicate and ask questions to the Managing Director or executives regularly, such as Townhall, which is organized for the Managing Director to meet and communicate important company information.
- Support the development of personnel to have knowledge and skills appropriate for the position and prepare for growth, with employees having individual development plans.

Reference link for Employee : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Customer

- Create maximum added value for customers by delivering quality services, conducting business ethically, and complying with relevant laws and regulations.
- Committed to building trust by setting a plan to develop maximum customer satisfaction by offering quality products and services, as well as being committed to developing the quality of products and services to be even better under fair practices and being responsible to customers.
- Caring for and considering customer safety as the highest priority by providing accurate and complete information about products and services, not advertising beyond reality, by communicating information and effects of products or services that customers, service users, or consumers should know through various channels, such as product labels, usage documents, which specify important details, manufacturing and expiration dates, health effects, product type or type that can be understood, including showing the size or dimensions, quantity, volume, or weight of the product, as appropriate, including showing how to use it so that it is understood what the product is used for, as well as recommendations for use or prohibition, for the correctness in providing benefits to customers or consumers.

Reference link for Customer : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Business competitor

- Treat competitors fairly in accordance with the international framework of free competition under the Trade Competition Act, including not seeking confidential information of business partners in a dishonest manner.
- The Company shall not enter into agreements with competitors or other business operators that are monopolies or reduce competition in the market.

Reference link for Business competitor : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Business partner

- Conduct business in which all parties involved can grow together sustainably under fair, transparent, auditable and legal operations.
- Have a procurement process that is equal and fair, following the steps of the company's regulations on procurement of supplies. In addition, the company has improved the procurement manual for projects and for the head office to ensure that entrepreneurs/representatives of the company conduct business in accordance with good corporate governance and appropriate business ethics.
- Create a standard contract format with business partners, taking into account fair returns for both parties.
- Establish a management and monitoring system to ensure that business partners fully comply with the terms of the contract and prevent corruption and misconduct at every step of the procurement process.

Reference link for Business partner : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Creditor

- Strictly comply with the terms, contracts and agreements made with all types of creditors, especially guarantee terms, capital management and cases of default.
- Repay all types of creditors in full and on time.
- Maintain the debt-to-equity ratio not to exceed the rate specified by the company's creditors.

Reference link for Creditor : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Community and society

The Company conducts its business with a commitment to community and social responsibility, emphasizing support for participation in activities related to community development and improving the quality of life of society as a whole, including promoting the strength of local communities in areas where the Company operates through the development of various projects so that the Company and local communities can coexist with maximum mutual benefit.

Reference link for Community and society : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Board of Directors has established the Business Code of Conduct to serve as a guideline for ethical operations, in line with the organizations vision, mission, and goals, in order to create maximum value for the company and all stakeholders. The Business Code of Conduct is reviewed annually, with principles of ethics and morality for the companys directors, executives, and employees to perform their duties with honesty, integrity, and in accordance with the law and regulations, as well as upholding the rule of law, transparency, adhering to fairness and morality, giving importance to stakeholders, not being involved in politics, respecting human rights, preventing money laundering and combating corruption, preventing conflicts of interest, maintaining the organizations assets, and not using any inside information for personal or other peoples benefits inappropriately.

Reference link for the full version of business code of conduct : <https://www.boundandbeyond.co.th/storage/document/cg/code-of-conduct-en.pdf>

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Money laundering prevention, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

- Directors, executives and employees are prohibited from using the opportunity of being directors, executives or employees to seek personal benefits, whether directly or indirectly.
- Directors, executives and employees are prohibited from conducting any business or being directors, executives or consultants in businesses that are in the same business as the Company or its subsidiaries or are competitors of the Company or its subsidiaries.
- Avoid making transactions related to oneself or one's related persons, which may cause conflicts of interest with the Company, unless necessary for the greatest benefit of the Company and in accordance with the criteria and regulations of the regulatory agency.
- Establish a policy that directors and executives must disclose and report information on their and related persons' interests by filling out a form to report the interests of directors and executives in the form specified by the Company and submit it to the Company Secretary. The Company Secretary must then forward the report to the Chairman of the Board of Directors and the Chairman of the Audit Committee within 7 business days from the date of receipt of the report.
- In the event that any director or executive has an interest in the agenda for consideration of any matter to be entered into by the Company, that director or executive is prohibited from participating in the meeting to consider or approve such matter in order for the directors Or other executives who have no conflict of interest are independent considerers. • In approving the entry into a related party transaction / acquisition or disposal of assets that must be approved by the shareholders' meeting, shareholders with conflicts of interest will not have the right to vote on such agenda.

Anti-corruption

The Company has established a written anti-corruption policy and adheres to the anti-corruption policy that has been announced since 2015, which is reviewed annually to demonstrate the Companys position and intention to combat all forms of corruption, whether direct or indirect, in accordance with the policy that does not support giving and receiving

bribes, including all forms of corruption, in order to achieve the results in accordance with the principles of good corporate governance and sustainable development guidelines, including the review of the Audit Committee Charter to clearly define the objectives and duties of the Audit Committee in supervising the compliance with the anti-corruption measures.

Reference link for Anti-corruption : <https://www.boundandbeyond.co.th/storage/document/cg/anti-corruption-policy-en.pdf>

Whistleblowing and Protection of Whistleblowers

The Company has established a Whistleblowing Policy and measures to report clues or complaints about illegal actions or violations of business ethics or behaviors that may indicate corruption or misconduct of individuals in the organization, both from employees and other stakeholders, including inaccurate financial reports or deficiencies in the internal control system. The Company has a mechanism to protect employees and whistleblowers or complainants. All clues and complaints will be kept confidential to ensure stakeholders safety, which will allow stakeholders to participate in monitoring the Company's interests more effectively. In the event of a complaint that there may be wrongdoing, including corruption, an investigation committee will be set up to consider the investigation and proceed according to the regulations and report the results back to the complainant. They can report clues to the internal audit unit via email at cg@boundandbeyond.co.th.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Prevention of Misuse of Inside Information

- Assign directors, executives or employees who collect internal information to have a direct duty to control and prevent internal information from leaking.
- Persons who know and possess internal information are prohibited from using such information to seek benefits for themselves or others, whether directly or indirectly.
- Must not disclose internal information to other persons who are not involved in the work in order to prevent internal information from being used for their own benefit or for others, as it may affect the price or value of the Company's securities or may affect investment decisions.
- Directors, executives and employees who are in positions or lines of work responsible for internal information or who have access to material internal information of the Company that may affect changes in the price of securities must refrain from trading the Company's securities for 1 month before the Company discloses its operating results, financial statements or internal information to the public and within 24 hours after the disclosure of such information.
- If directors and executives intend to trade the Company's securities and futures contracts, they must notify the Board of Directors of their intention to trade the Company's securities at least 1 business day in advance before trading to the Company's secretary.

Reference link for Prevention of Misuse of Inside Information : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Money laundering prevention

1. Do legitimate business with reliable, acceptable customers and use funds that can be verified.
2. Verify facts about customers before starting a transaction by understanding and following the Know Your Customer (KYC) process.
3. Identify warning signs that indicate behavior that is likely to be money laundering, such as requests from customers or business partners to pay funds to third parties or to pay separately to multiple accounts or to pay in cash or cash

equivalents in large and suspicious amounts or willingly paying more than the market price without reasonable cause or paying through intermediaries unnecessarily. If such behavior is found, report it to the supervisory authority for consideration before taking further action.

4. Immediately notify the supervisory authority when behavior that is likely to fall under the observation of money laundering is used for bribery.

Reference link for Money laundering prevention : <https://www.boundandbeyond.co.th/storage/document/cg/code-of-conduct-en.pdf>

Gift giving or receiving, entertainment, or business hospitality

1. Do not accept gifts or other items on any occasion, and do not accept or provide entertainment and other expenses that are unnecessary and inappropriate for government officials or persons doing business with the Company. If receiving a gift worth more than 3,000 baht, which cannot be avoided, the employee must report to the supervisor in order of rank and submit the gift to the Human Resources Department for use for the benefit of the public.

2. Emphasize the policy of not accepting and giving gifts on all festivals to all parties involved with the Company every year in order to enhance good corporate governance and create good standards for conducting business fairly to all parties involved.

Reference link for Gift giving or receiving, entertainment, or business hospitality : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Compliance with laws, regulations, and rules

1. Do not violate, avoid, resist or ignore the Company's regulations, announcements or orders, including the lawful and dutiful orders of the supervisor.

2. Do not produce or possess illegal items, whether for personal use, for sale or for others.

3. Strictly comply with the Company's announcements on wrongdoings in various matters.

Reference link for Compliance with laws, regulations, and rules : <https://www.boundandbeyond.co.th/storage/document/cg/code-of-conduct-en.pdf>

Information and assets usage and protection

1. Do not take, use, sell, give, borrow, lend, or distribute the Company's assets without permission, regardless of the value or condition of the assets.

2. Do not intentionally or intentionally damage, sabotage, or destroy the Company's assets.

3. Do not use the Company's assets for personal gain or external business, unless permitted by the organization's supervisor or authorized person.

Reference link for Information and assets usage and protection : <https://www.boundandbeyond.co.th/storage/document/cg/code-of-conduct-en.pdf>

Environmental management

- The company has a procurement process that takes into account the impact on the environment (Green Procurement), whereby major partners/contractors must report to the company the detailed process of obtaining raw materials, stating how much impact it has on the environment, such as production, transportation, and CO2 emissions. However, the company will always consider purchasing products from companies that have received ISO: 14001 first.

- The company has campaigned on energy use, resource use, and the environment to make employees aware of the importance of environmental management and resource utilization, and to reduce actions that have negative impacts or damage the environment. Energy-saving campaign signs have been posted in various places in the office.

- The company encourages employees to attend training/seminars related to environmental conservation organized by external agencies to provide employees with skills and knowledge, and to apply them to manage the environment and resource utilization correctly without harming the environment.

Reference link for Environmental management : <https://www.boundandbeyond.co.th/storage/document/cg/code-of-conduct-en.pdf>

Human rights

The Company respects the protection of human rights and supports the principles and goals of international human rights. Therefore, the Company's business is not involved in human rights violations, such as not supporting forced labor, opposing child labor, and setting working hours in accordance with labor laws with fairness, respecting and treating all stakeholders with fairness on the basis of human dignity, without discrimination, without discrimination based on origin, race, gender, age, skin color, religion, physical condition. The Company promotes the monitoring and frequent monitoring of compliance with the Company's human rights policy, including encouraging business partners, business allies, and all stakeholders to comply with human rights principles in accordance with international standards and protect the rights of those who have been damaged by rights violations resulting from the Company's business operations not to be lower than the law stipulates.

Reference link for Human rights : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Safety and occupational health at work

1. Operate in accordance with laws, standards, regulations and practices on health and safety, including cooperation in implementing international agreements on various matters to help prevent or reduce potential impacts.
2. Take care of and check the health readiness of yourself, your coworkers, business partners and other related persons before working, and must stop or order to stop working immediately if it is found that you are not in good health, in order to reduce the risk of accidents from work or work-related accidents.
3. Study various information on unsafe or dangerous working conditions in order to plan or prepare for appropriate prevention. In the event that you are assigned dangerous work or if you are not confident about work safety, you should stop or delay the work and consult with your supervisor or an expert immediately.

Reference link for Safety and occupational health at work : <https://www.boundandbeyond.co.th/storage/document/cg/code-of-conduct-en.pdf>

Promotion of compliance with the business code of conduct

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

- Training on the topic of Behavior and Working Under Business Ethics 2024

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : <https://hub.optiwise.io/th/documents/155831/one-report-2024-th.pdf>

Participation in anti-corruption networks

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

Anti-corruption networks or projects the company : Thai Private Sector Collective Action Against Corruption

has joined or declared intent to join

(CAC)

CAC membership certification status : Certified

Certification document of CAC membership status :

S__70696963.jpg

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

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

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

Material changes and developments in policy and guidelines over the past year : No

Implementation of the CG Code for listed companies

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

Other corporate governance performance and outcomes

Corporate Governance Structure

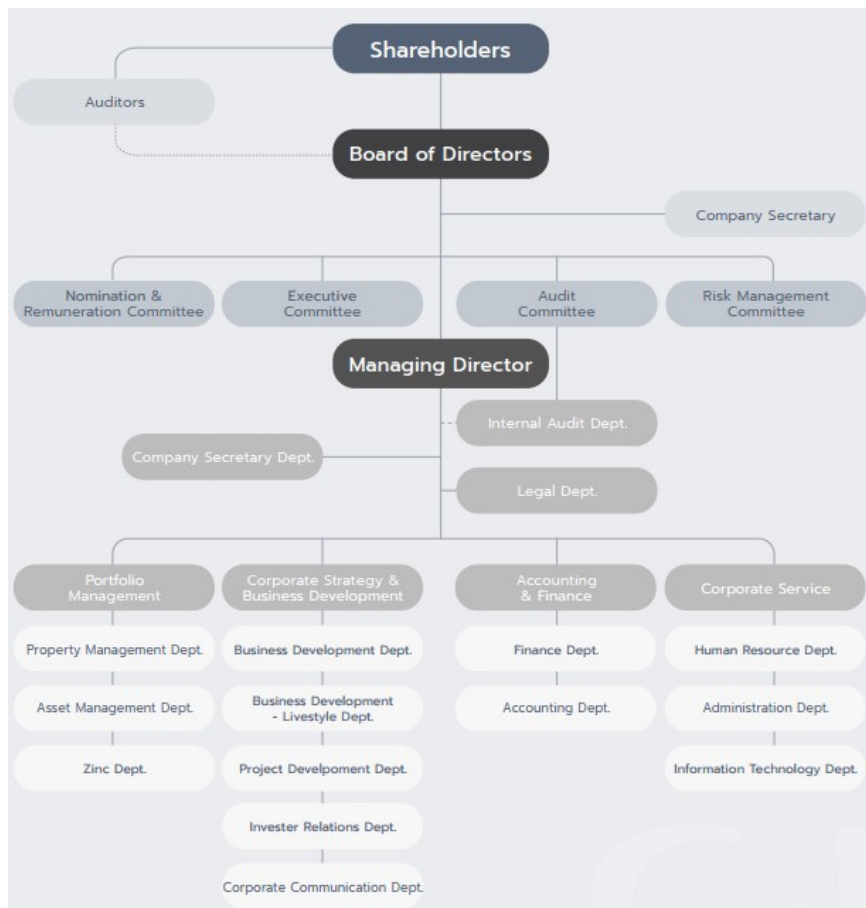
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

| | 2023 | | 2024 | | 2025 | |
|---|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
| | Male (persons) | Female (persons) | Male (persons) | Female (persons) | Male (persons) | Female (persons) |
| Total directors | 9 | | 9 | | 9 | |
| | 8 | 1 | 8 | 1 | 8 | 1 |
| Executive directors | 1 | | 1 | | 1 | |
| | 0 | 1 | 0 | 1 | 0 | 1 |
| Non-executive directors | 8 | | 8 | | 8 | |
| | 8 | 0 | 8 | 0 | 8 | 0 |
| Independent directors | 4 | | 3 | | 4 | |
| | 4 | 0 | 3 | 0 | 4 | 0 |
| Non-executive directors who have no position in independent directors | 4 | | 5 | | 4 | |
| | 4 | 0 | 5 | 0 | 4 | 0 |

| | 2023 | | 2024 | | 2025 | |
|---|----------|------------|----------|------------|----------|------------|
| | Male (%) | Female (%) | Male (%) | Female (%) | Male (%) | Female (%) |
| Total directors | 100.00 | | 100.00 | | 100.00 | |
| | 88.89 | 11.11 | 88.89 | 11.11 | 88.89 | 11.11 |
| Executive directors | 11.11 | | 11.11 | | 11.11 | |
| | 0.00 | 11.11 | 0.00 | 11.11 | 0.00 | 11.11 |
| Non-executive directors | 88.89 | | 88.89 | | 88.89 | |
| | 88.89 | 0.00 | 88.89 | 0.00 | 88.89 | 0.00 |
| Independent directors | 44.44 | | 33.33 | | 44.44 | |
| | 44.44 | 0.00 | 33.33 | 0.00 | 44.44 | 0.00 |
| Non-executive directors who have no position in independent directors | 44.44 | | 55.56 | | 44.44 | |
| | 44.44 | 0.00 | 55.56 | 0.00 | 44.44 | 0.00 |

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

| | 2023 | | 2024 | | 2025 | |
|-----------------------------------|--------------|----------------|--------------|----------------|--------------|----------------|
| | Male (years) | Female (years) | Male (years) | Female (years) | Male (years) | Female (years) |
| Average age of board of directors | 58 | | 55 | | 54 | |
| | 58 | 60 | 54 | 61 | 53 | 62 |

The information on each director and controlling person

List of the board of directors

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|------------------------------------|---|
| <p>1. Mr. SADAWUT TAECHAUBOL Gender: Male Age : 72 years Highest level of education : Honorary degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> | <p>Chairman of the board of directors (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p> | 10 Aug 2021 | Property Development, Energy & Utilities, Tourism & Leisure, Leadership |
| <p>2. Mr. TOMMY TAECHAUBOL Gender: Male Age : 42 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> | <p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p> | 7 May 2015 | Finance & Securities, Property Development, Tourism & Leisure, Law, Finance |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|------------------------------------|---|
| <p>3. Mr. KURUJIT NAKORNTHAP Gender: Male Age : 69 years Highest level of education : Doctoral degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> | <p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director</p> | 25 Apr 2016 | Petrochemicals & Chemicals, Energy & Utilities, Engineering, Leadership, Internal Control |
| <p>4. Mrs. KAMONWAN WIPULAKORN Gender: Female Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> | <p>Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 7 Oct 2021 | Property Development, Tourism & Leisure, Finance, Brand Management, Corporate Management |

| List of directors | Position | First appointment date of director | Skills and expertise |
|--|--|------------------------------------|---|
| <p>5. Mr. CHUMPOL RIMSAKORN Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> | <p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 7 Oct 2021 | Finance & Securities, Law, Accounting, Corporate Management, Internal Control |
| <p>6. Mr. BIN WIERINGA Gender: Male Age : 38 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> | <p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 7 Oct 2021 | Information & Communication Technology, IT Management, Digital Marketing |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|------------------------------------|---|
| <p>7. Mr. BEN TAECHAUBOL Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> | <p>Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Existing director</p> | <p>23 Feb 2022</p> | <p>Property Development, Tourism & Leisure, Law, Corporate Management, Leadership</p> |
| <p>8. Mr. NATTAWUT PAISALWATTANA Gender: Male Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> | <p>Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Existing director</p> | <p>23 Apr 2024</p> | <p>Economics, Law</p> |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|--|------------------------------------|------------------------------|
| 9. Mr. ITTINANT SUWANJUTHA Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No | Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Newly appointed director to replace the ex-director | 25 Nov 2025 | Law, Business Administration |

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

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

| List of directors | Position | Date of resignation / termination | Replacement director |
|-------------------|----------|-----------------------------------|----------------------|
|-------------------|----------|-----------------------------------|----------------------|

| List of directors | Position | Date of resignation / termination | Replacement director |
|---|---|-----------------------------------|----------------------|
| 1. Mr. MICHAEL SAGILD Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Hotel Management Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes | Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No | 24 Nov 2025 | - |

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

List of the board of directors by position

| List of the board of directors | Position | Executive directors | Non-executive directors | Independent directors | Non-executive directors who have no position in independent directors | Authorized directors as per the companys certificate of registration |
|--------------------------------|------------------------------------|---------------------|-------------------------|-----------------------|---|--|
| 1. Mr. SADAWUT TAECHAUBOL | Chairman of the board of directors | | ✓ | | ✓ | ✓ |
| Total (persons) | | 1 | 8 | 4 | 4 | 3 |

| List of the board of directors | Position | Executive directors | Non-executive directors | Independent directors | Non-executive directors who have no position in independent directors | Authorized directors as per the companys certificate of registration |
|--------------------------------|----------|---------------------|-------------------------|-----------------------|---|--|
| 2. Mr. TOMMY TAECHAUBOL | Director | | ✓ | | ✓ | ✓ |
| 3. Mr. KURUJIT NAKORNTHAP | Director | | ✓ | ✓ | | |
| 4. Mrs. KAMONWAN WIPULAKORN | Director | ✓ | | | | ✓ |
| 5. Mr. CHUMPOL RIMSAKORN | Director | | ✓ | ✓ | | |
| 6. Mr. BIN WIERINGA | Director | | ✓ | ✓ | | |
| 7. Mr. BEN TAECHAUBOL | Director | | ✓ | | ✓ | |
| 8. Mr. NATTAWUT PAISALWATTANA | Director | | ✓ | | ✓ | |
| 9. Mr. ITTINANT SUWANJUTHA | Director | | ✓ | ✓ | | |
| Total (persons) | | 1 | 8 | 4 | 4 | 3 |

Overview of director skills and expertise

| Skills and expertise | Number (persons) | Percent (%) |
|-------------------------------|------------------|-------------|
| 1. Economics | 1 | 11.11 |
| 2. Finance & Securities | 2 | 22.22 |
| 3. Petrochemicals & Chemicals | 1 | 11.11 |

| Skills and expertise | Number (persons) | Percent (%) |
|---|------------------|-------------|
| 4. Property Development | 4 | 44.44 |
| 5. Energy & Utilities | 2 | 22.22 |
| 6. Tourism & Leisure | 4 | 44.44 |
| 7. Information & Communication Technology | 1 | 11.11 |
| 8. Law | 5 | 55.56 |
| 9. Accounting | 1 | 11.11 |
| 10. Finance | 2 | 22.22 |
| 11. IT Management | 1 | 11.11 |
| 12. Digital Marketing | 1 | 11.11 |
| 13. Brand Management | 1 | 11.11 |
| 14. Corporate Management | 3 | 33.33 |
| 15. Engineering | 1 | 11.11 |
| 16. Leadership | 3 | 33.33 |
| 17. Internal Control | 2 | 22.22 |
| 18. Business Administration | 1 | 11.11 |

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

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| The chairman of the board and the highest-ranking executive are from the same person | - | No | No |
| The chairman of the board is an independent director | - | No | No |
| The chairman of the board and the highest-ranking executive are from the same family | No | No | No |

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Chairman is a member of the executive board or taskforce | - | No | No |
| The company appoints at least one independent director to determine the agenda of the board of directors meeting | Yes | Yes | Yes |

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors meeting

1. The appointment of one independent director to jointly consider and determine the agenda of the Board of Directors meeting.
2. The majority of the directors are non-executive directors.

Information on the roles and duties of the board of directors

Board charter : Have

The Board Charter consists of the following matters:

1. Objectives
2. Composition and Appointment of the Board of Directors
3. Qualifications
4. Qualifications of Independent Directors
5. Term of Office
6. Meetings
7. Roles, Duties and Responsibilities
8. Approval Powers of the Board of Directors
9. Powers and Duties of the Chairman and Managing Director
10. Powers and Duties of the Chairman
11. Powers and Duties of the Managing Director
12. Performance Evaluation of Rights Infringement from the Company's Business Operations not to be Lower than the Law Prescribes

Reference link for the board charter : <https://www.boundandbeyond.co.th/storage/document/cg/charter-board-of-directors-en.pdf>

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Corporate governance
- Sustainability development
- Climate-related risks and opportunities governance

Scope of authorities, role, and duties

The Board of Directors places importance on corporate governance, sustainable development, and climate change governance in an appropriate and continuous manner.

Reference link for the charter

<https://www.boundandbeyond.co.th/storage/document/cg/charter-board-of-directors-en.pdf>

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

The review of financial statements and the internal control system.

Reference link for the charter

<https://www.boundandbeyond.co.th/storage/document/cg/charter-of-audit-committee-en.pdf>

Executive Committee

Role

- Others
- Business management and expansion

Scope of authorities, role, and duties

Managing the current business operations and expanding the business.

Reference link for the charter

<https://www.boundandbeyond.co.th/storage/document/cg/charter-of-executive-committee-en.pdf>

The Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

The nomination of directors and senior executives, and the consideration of their remuneration.

Reference link for the charter

<https://www.boundandbeyond.co.th/storage/document/cg/charter-of-nomination-and-remuneration-committee-en.pdf>

The Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

Risk governance

Reference link for the charter

<https://www.boundandbeyond.co.th/storage/document/cg/charter-of-risk-management-committee-en.pdf>

Information on each subcommittee

List of audit committee

| List of directors | Position | Appointment date of audit committee member | Skills and expertise |
|--|--|--|---|
| 1. Mr. CHUMPOL RIMSAKORN ^(*) Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes | Chairman of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director) | 7 Oct 2021 | Finance & Securities, Law, Accounting, Corporate Management, Internal Control |

| List of directors | Position | Appointment date of audit committee member | Skills and expertise |
|--|---|--|---|
| <p>2. Mr. BIN WIERINGA^(*) Gender: Male Age : 38 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : Yes Expertise in accounting information review : Yes</p> | <p>Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 7 Oct 2021 | Information & Communication Technology, IT Management, Digital Marketing |
| <p>3. Mr. KURUJIT NAKORNTHAP^(*) Gender: Male Age : 69 years Highest level of education : Doctoral degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p> | <p>Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 23 Nov 2022 | Petrochemicals & Chemicals, Energy & Utilities, Engineering, Leadership, Internal Control |

Additional explanation :

(*) Directors with expertise in accounting information review

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

List of executive committee members

| List of committee members | Position | Appointment date of executive committee member |
|---------------------------|----------|--|
| | | |

| List of committee members | Position | Appointment date of executive committee member |
|--|---|--|
| <p>1. Mr. TOMMY TAECHAUBOL Gender: Male Age : 42 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p> | The chairman of the executive committee | 7 Oct 2021 |
| <p>2. Mrs. KAMONWAN WIPULAKORN Gender: Female Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes</p> | Member of the executive committee | 7 Oct 2021 |
| <p>3. Mr. BEN TAECHAUBOL Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p> | Member of the executive committee | 23 Feb 2022 |

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

Other Subcommittees

| Subcommittee name | Name list | Position |
|---|----------------------|----------------------------------|
| The Nomination and Remuneration Committee | Mr. TOMMY TAECHAUBOL | The chairman of the subcommittee |

| Subcommittee name | Name list | Position |
|-------------------------------|--------------------------|--|
| | Mr. BIN WIERINGA | Member of the subcommittee (Independent director) |
| | Mr. ITTINANT SUWANJUTHA | Member of the subcommittee (Independent director) |
| The Risk Management Committee | Mrs. KAMONWAN WIPULAKORN | Member of the subcommittee |
| | Mr. TOMMY TAECHAUBOL | The chairman of the subcommittee |
| | Mr. Boonsong Sumnuk | Member of the subcommittee |
| | Mr. Parkpoom Prapasawudi | Member of the subcommittee |

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

Information on the executives

Information on the executives

List and positions of the executive

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

| List of executives | Position | First appointment date | Skills and expertise |
|--|--|------------------------|----------------------|
| 1. Mr. Boonsong Sumnuk ^(*) (**) Gender: Male Age : 44 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes | Vice President - Finance and Accounting | 1 Jul 2021 | Accounting, Finance |

| List of executives | Position | First appointment date | Skills and expertise |
|---|---|------------------------|--|
| <p>2. Ms. Tikumporn Pongpetch</p> <p>Gender: Female</p> <p>Age : 43 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p> | Vice President - Business Development Department | 1 Sep 2021 | Tourism & Leisure, Property Development |
| <p>3. Mrs. KAMONWAN WIPULAKORN</p> <p>Gender: Female</p> <p>Age : 62 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p> | Managing Director (The highest-ranking executive) | 15 Oct 2021 | Property Development, Tourism & Leisure, Finance, Brand Management, Corporate Management |

| List of executives | Position | First appointment date | Skills and expertise |
|--|--|------------------------|------------------------------|
| 4. Mr. Parkpoom Prapasawudi Gender: Male Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Tourism and Hospitality Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No | Senior Vice President - Asset Management | 1 Nov 2021 | Tourism & Leisure, Marketing |
| 5. Ms. Chonnakarn Doolyabhandit Gender: Female Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No | Vice President - Corporate Service | 2 Sep 2024 | Human Resource Management |

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

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

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

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

Remuneration policy for executive directors and executives

The Company has set a policy for remuneration for the Managing Director and executives, both in monetary form, namely salary, bonus (without meeting allowance) and other non-monetary compensation, clearly and transparently, taking into account the appropriateness, experience, duties, scope and roles of responsibility, as well as the performance or benefits that the Company expects to receive, by specifying that it is appropriate and sufficient to take care of the Managing Director and executives who have the qualifications that the Company needs and are important to the Company's success in both the short and long term, at a level comparable to companies listed on the Stock Exchange of Thailand in the same industry and size.

In this regard, the remuneration for the Managing Director and executives has been set in monetary and non-monetary forms, both in the short and long term, as follows:

Compensation format

Short-term compensation (Short-term Incentive) for the purpose of creating encouragement and motivation to create work, including:

- Short-term compensation in monetary form, namely salary and bonus based on work performance, which is consistent with the Company's performance each year. The salary adjustment for the Managing Director and executives depends on the performance of each individual, using the Balanced Scorecard (BSC) system to set goals and expected work in line with the Company's main goals.
- Short-term compensation in other forms than cash, namely various benefits that the Company provides to the Managing Director and executives, such as company cars. Or accommodation costs, etc.

Long-term compensation (Long Term Incentive) Long-term compensation policy is established to reward hard work and is also an incentive to create long-term results, such as a provident fund. The board of directors may consider approving other types of long-term compensation for the managing director and executives on a case-by-case basis.

Remuneration determination process

The process for determining compensation for the managing director and executives other than the managing director, with each individual position clearly separated, as follows:

Managing Director

- The board of directors and the nomination and compensation committee jointly determine the criteria for evaluating the performance of the managing director.
- The board of directors assigns the nomination and compensation committee to evaluate the annual performance of the managing director and determine compensation based on the evaluation results and present them to the board of directors' meeting for approval. The chairman of the board of directors or the chairman of the executive committee will communicate the results of the consideration to the managing director.

Executives other than the managing director

In determining compensation for senior executives, the managing director will jointly consider with the chairman of the nomination and compensation committee to determine compensation for each senior executive appropriately, taking into account the duties and responsibilities, along with the company's performance.

Reference link for remuneration policy for executive directors and executives : <https://hub.optiwise.io/th/documents/155831/one-report-2024-th.pdf>

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

| | 2023 | 2024 | 2025 |
|--|---------------|---------------|---------------|
| Total remuneration of executive directors and executives (baht) | 26,072,345.00 | 32,957,414.00 | 33,941,489.00 |
| Total remuneration of executive directors (baht) | 520,000.00 | 480,000.00 | N/A |
| Total remuneration of executives (baht) | 25,552,345.00 | 32,477,414.00 | N/A |

Other remunerations of executive directors and executives

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Employee Stock Ownership Plan (ESOP) | No | No | No |
| Employee Joint Investment Program (EJIP) | No | No | No |

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

| General information | Email | Telephone number |
|------------------------|--------------------------------|------------------|
| 1. Mr. Boonsong Sumnuk | BoonsongS@boundandbeyond.co.th | - |

List of the company secretary

| General information | Email | Telephone number |
|---------------------|-------|------------------|
|---------------------|-------|------------------|

| General information | Email | Telephone number |
|--------------------------------|-----------------------------|------------------|
| 1. Mr. Thanat Sunthornmethanon | Comsec@boundandbeyond.co.th | - |

List of the head of internal audit or outsourced internal auditor

| General information | Email | Telephone number |
|-----------------------------|---------------------------------|------------------|
| 1. Mr. Thanisorn Chukamnerd | ThanisornC@boundandbeyond.co.th | - |

List of the head of the compliance unit

| General information | Email | Telephone number |
|--------------------------------|-----------------------------|------------------|
| 1. Mr. Thanat Sunthornmethanon | Comsec@boundandbeyond.co.th | - |

Head of investor relations

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

List of the head of investor relations

| General information | Email | Telephone number |
|---------------------------|---------------------------------|------------------|
| 1. Ms. Nareeporn Kongthon | NareepornK@boundandbeyond.co.th | - |

Company's auditor

Details of the companys auditor

| Audit firms | Audit fee (Baht) | Other service fees | Names and general information of auditors |
|---|------------------|--------------------|---|
| DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED No. 111 AIA Sathorn Tower, 23rd-27th Floor, Sathorn South Road. YAN NAWA SATHON Bangkok 10120 Telephone number +66 2034 0000 | 770,000.00 | - | - |

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

| List of directors | Position | First appointment date of director | Skills and expertise |
|--------------------------|----------|------------------------------------|--|
| Mrs. KAMONWAN WIPULAKORN | Director | 7 Oct 2021 | Property Development, Tourism & Leisure, Finance, Brand Management, Corporate Management |
| Mr. CHUMPOL RIMSAKORN | Director | 7 Oct 2021 | Finance & Securities, Law, Accounting, Corporate Management, Internal Control |
| Mr. BIN WIERINGA | Director | 7 Oct 2021 | Information & Communication Technology, IT Management, Digital Marketing |

List of newly appointed director to replace the ex-director

| List of directors | Position | First appointment date of director | Skills and expertise |
|-------------------|----------|------------------------------------|----------------------|
|-------------------|----------|------------------------------------|----------------------|

| List of directors | Position | First appointment date of director | Skills and expertise |
|-------------------------|----------|------------------------------------|------------------------------|
| Mr. ITTINANT SUWANJUTHA | Director | 25 Nov 2025 | Law, Business Administration |

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

Selection of independent directors

Criteria for selecting independent directors

The Nomination and Remuneration Committee nominates the directors and independent directors through selection procedure that carefully and judiciously selects qualified individuals. The candidates for directors shall meet the Companys determined qualifications. In case of being appointed as independent directors, they shall also meet criteria which defined by the Companys prescribed definitions. Furthermore, other required criteria for candidates, such as knowledge, experience, skills, and proficiency, as well as necessary functions, structure, board composition, board diversity, and board skills matrix, are taken into account during the selection procedure. The nomination seeks qualified individuals with relevant business expertise who can devote their time to fully performing their responsibilities for the Company and work effectively according to the Companys short- and long-term business strategies. Following the expiration of director term, remaining directors will consider qualified persons to replace retired directors for further proposing to the Annual General Meeting of Shareholders for consideration and approval.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Number of directors from major shareholders

Rights of minority shareholders on director appointment

In addition to the nomination of directors by the Nomination Committee, the Company also provided shareholders with the opportunity to propose qualified candidates for consideration for election as directors at the 2026 Annual General Meeting of Shareholders. The Company announced this invitation through the Stock Exchange of Thailand's disclosure channels and published the relevant criteria on the Company's website. Shareholders were able to submit nominations to the Company between 20 October 2025 and 31 January 2026. However, upon the expiration of such period, no shareholder submitted any nomination of qualified candidates for consideration as directors as invited by the Company.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

| List of directors | Participation in training in the past financial year | History of training participation |
|---|--|---|
| 1. Mr. SADAWUT TAECHAUBOL (Chairman of the board of directors) | Participating | Other <ul style="list-style-type: none">• 2025: The Company's policy for entering into material transaction• 2025: Trend of the Thai tourism industry and competitive situation of hospitality business in the year 2025 |

| List of directors | Participation in training in the past financial year | History of training participation |
|---|--|---|
| 2. Mr. TOMMY TAECHAUBOL (Director) | Participating | Other <ul style="list-style-type: none"> • 2025: The Company's policy for entering into material transaction • 2025: Trend of the Thai tourism industry and competitive situation of hospitality business in the year 2025 |
| 3. Mr. KURUJIT NAKORNTHAP (Director, Independent director) | Participating | Other <ul style="list-style-type: none"> • 2025: The Company's policy for entering into material transaction • 2025: Trend of the Thai tourism industry and competitive situation of hospitality business in the year 2025 |
| 4. Mrs. KAMONWAN WIPULAKORN (Director) | Participating | Other <ul style="list-style-type: none"> • 2025: AI training for Independent Directors by True Corporation Public Company Limited • 2025: Director Forum 2025: Future-Ready Boards: Board Nomination and Compensation Strategies, Year 2025 • 2025: The Company's policy for entering into material transaction • 2025: Trend of the Thai tourism industry and competitive situation of hospitality business in the year 2025 |
| 5. Mr. CHUMPOL RIMSAKORN (Director, Independent director) | Participating | Other <ul style="list-style-type: none"> • 2025: The Company's policy for entering into material transaction • 2025: Trend of the Thai tourism industry and competitive situation of hospitality business in the year 2025 |

| List of directors | Participation in training in the past financial year | History of training participation |
|--|--|--|
| 6. Mr. BIN WIERINGA (Director, Independent director) | Participating | Other <ul style="list-style-type: none"> • 2025: The Company's policy for entering into material transaction • 2025: Trend of the Thai tourism industry and competitive situation of hospitality business in the year 2025 |
| 7. Mr. BEN TAECHAUBOL (Director) | Participating | Other <ul style="list-style-type: none"> • 2025: The Company's policy for entering into material transaction • 2025: Trend of the Thai tourism industry and competitive situation of hospitality business in the year 2025 |
| 8. Mr. NATTAWUT PAISALWATTANA (Director) | Participating | Other <ul style="list-style-type: none"> • 2025: The Company's policy for entering into material transaction • 2025: Trend of the Thai tourism industry and competitive situation of hospitality business in the year 2025 |
| 9. Mr. ITTINANT SUWANJUTHA (Director, Independent director) | Participating | Other <ul style="list-style-type: none"> • 2025: The Company's policy for entering into material transaction • 2025: Trend of the Thai tourism industry and competitive situation of hospitality business in the year 2025 |

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Evaluation of the Performance of the Board of Directors and Sub-Committees

The Board of Directors requires that the performance of the Board of Directors and its sub-committees be evaluated on a regular basis at least once a year. This is to enable directors to review their performance, as well as any issues and obstacles encountered during the year. The evaluation is conducted using three types of assessment forms as follows:

1. Board of Directors performance evaluation (collective basis)

2. Board of Directors performance evaluation (individual basis)
3. Sub-committee performance evaluation (collective basis)

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

The result of performance evaluation of the Board of Directors (Collective Basis): for the year 2025, the average score is 98.51%, which is considered as Very Good Excellent.

The result of performance evaluation of the Board of Directors (Individual Basis): for the year 2025, the average score is 100.00%, which is considered as Very Good Excellent.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Company conducts an annual performance evaluation of the Managing Director to assess operational efficiency, and the results are used to determine salary adjustments and other remuneration of the Managing Director.

Performance Evaluation Process of the Managing Director:

- For the performance evaluation of the Managing Director, the Board of Directors assigns the Executive Committee to carry out the evaluation.
- Upon completion of the evaluation, the Executive Committee determines the remuneration and proposes it to the Board of Directors for approval.
- The evaluation is conducted once a year, at the end of each year.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the : 5
past year (times)
Date of AGM meeting : 24 Apr 2025
EGM meeting : No

Details of the board of directors' meeting attendance

| Names of Board members | Meeting attendance of the board of directors | | | AGM meeting attendance | | | EGM meeting attendance | | |
|---|--|---|------------------------|------------------------|---|------------------------|------------------------|---|------------------------|
| | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) |
| 1. Mr. SADAWUT TAECHAUBOL (Chairman of the board of directors) | 5 | / | 5 | 1 | / | 1 | | / | |
| 2. Mr. TOMMY TAECHAUBOL (Director) | 4 | / | 5 | 1 | / | 1 | | / | |
| 3. Mr. KURUJIT NAKORNTHAP (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | | / | |
| 4. Mrs. KAMONWAN WIPULAKORN (Director) | 5 | / | 5 | 1 | / | 1 | | / | |
| 5. Mr. CHUMPOL RIMSAKORN (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | | / | |
| 6. Mr. BIN WIERINGA (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | | / | |
| 7. Mr. BEN TAECHAUBOL (Director) | 4 | / | 5 | 1 | / | 1 | | / | |
| 8. Mr. NATTAWUT PAISALWATTANA (Director) | 5 | / | 5 | 1 | / | 1 | | / | |
| 9. Mr. ITTINANT SUWANJUTHA (Director, Independent director) | 0 | / | 0 | 0 | / | 0 | | / | |

| Names of Board members | Meeting attendance of the board of directors | | | AGM meeting attendance | | | EGM meeting attendance | | |
|--------------------------------------|--|---|------------------------|------------------------|---|------------------------|------------------------|---|------------------------|
| | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) |
| 10. Mr. MICHAEL SAGILD (Director) | 4 | / | 4 | 1 | / | 1 | | / | |

Summary of the board of directors meeting attendance rate

| Names of directors | Board of directors meeting attendance rate | AGM meeting attendance rate | EGM meeting attendance rate |
|---|--|-----------------------------|-----------------------------|
| 1. Mr. SADAWUT TAECHAUBOL (Chairman of the board of directors) | 5/5 (100.00%) | 1/1 (100.00%) | N/A |
| 2. Mr. TOMMY TAECHAUBOL (Director) | 4/5 (80.00%) | 1/1 (100.00%) | N/A |
| 3. Mr. KURUJIT NAKORNTHAP (Director) | 5/5 (100.00%) | 1/1 (100.00%) | N/A |
| 4. Mrs. KAMONWAN WIPULAKORN (Director) | 5/5 (100.00%) | 1/1 (100.00%) | N/A |
| 5. Mr. CHUMPOL RIMSAKORN (Director) | 5/5 (100.00%) | 1/1 (100.00%) | N/A |
| 6. Mr. BIN WIERINGA (Director) | 5/5 (100.00%) | 1/1 (100.00%) | N/A |
| 7. Mr. BEN TAECHAUBOL (Director) | 4/5 (80.00%) | 1/1 (100.00%) | N/A |
| 8. Mr. NATTAWUT PAISALWATTANA (Director) | 5/5 (100.00%) | 1/1 (100.00%) | N/A |
| 9. Mr. ITTINANT SUWANJUTHA (Director) | N/A | N/A | N/A |

| Names of directors | Board of directors meeting attendance rate | AGM meeting attendance rate | EGM meeting attendance rate |
|--|--|-----------------------------|-----------------------------|
| 10. Mr. MICHAEL SAGILD (Director) | 4/4 (100.00%) | 1/1 (100.00%) | N/A |
| Average meeting attendance rate | 95.56% | 100.00% | N/A |

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

Remuneration of the board of directors

Types of remuneration of the board of directors

1. Board of Director Remuneration

Annual Retainer Fee

Chairman 300,000 Baht/Year

Director 300,000 Baht/Person/Year

Meeting Allowance

Chairman 35,000 Baht/Meeting

Director 30,000 Baht/ Person/Meeting

2. Sub-Committees Remuneration

Audit Committee

Annual Retainer Fee

Chairman of the Audit Committee 200,000 Baht/Year

Audit Member 200,000 Baht/Person/Year

Executive Committee

Nomination and Remuneration Committee

Risk Management Committee

Meeting Allowance

Meetings Chairman 25,000 Baht/Meeting

Member 20,000 Baht/ Person/Meeting

3. Other kinds of remuneration

-None-

Remuneration of the board of directors

Details of the remuneration of each director over the past year

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|----------------------|-----------------------------------|-------------------|------------------------------|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| 1. Mr. SADAWUT TAECHAUBOL (Chairman of the board of directors) | | | 475,000.00 | | N/A |
| Board of Directors (Chairman of the board of directors) | 175,000.00 | 300,000.00 | 475,000.00 | No | |
| 2. Mr. TOMMY TAECHAUBOL (Director) | | | 845,000.00 | | N/A |
| Board of Directors (Director) | 300,000.00 | 120,000.00 | 420,000.00 | No | |
| Executive Committee (The chairman of the executive committee) | 300,000.00 | N/A | 300,000.00 | No | |
| The Nomination and Remuneration Committee (The chairman of the subcommittee) | 50,000.00 | N/A | 50,000.00 | No | |
| The Risk Management Committee (The chairman of the subcommittee) | 75,000.00 | N/A | 75,000.00 | No | |
| 3. Mr. KURUJIT NAKORNTHAP (Director, Independent director) | | | 650,000.00 | | N/A |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|--|----------------------|-----------------------------------|-------------------|------------------------------|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| Board of Directors (Director) | 150,000.00 | 300,000.00 | 450,000.00 | No | |
| Audit Committee (Member of the audit committee) | N/A | 200,000.00 | 200,000.00 | No | |
| 4. Mrs. KAMONWAN WIPULAKORN (Director) | | | N/A | | N/A |
| Board of Directors (Director) | N/A | N/A | N/A | No | |
| Executive Committee (Member of the executive committee) | N/A | N/A | N/A | No | |
| The Risk Management Committee (Member of the subcommittee) | N/A | N/A | N/A | No | |
| 5. Mr. CHUMPOL RIMSAKORN (Director, Independent director) | | | 650,000.00 | | N/A |
| Board of Directors (Director) | 150,000.00 | 300,000.00 | 450,000.00 | No | |
| Audit Committee (Chairman of the audit committee) | N/A | 200,000.00 | 200,000.00 | No | |
| 6. Mr. BIN WIERINGA (Director, Independent director) | | | 690,000.00 | | N/A |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|----------------------|-----------------------------------|-------------------|------------------------------|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| Board of Directors (Director) | 150,000.00 | 300,000.00 | 450,000.00 | No | |
| Audit Committee (Member of the audit committee) | N/A | 200,000.00 | 200,000.00 | No | |
| The Nomination and Remuneration Committee (Member of the subcommittee) | N/A | 40,000.00 | 40,000.00 | No | |
| 7. Mr. BEN TAECHAUBOL (Director) | | | 640,000.00 | | N/A |
| Board of Directors (Director) | 120,000.00 | 300,000.00 | 420,000.00 | No | |
| Executive Committee (Member of the executive committee) | N/A | 220,000.00 | 220,000.00 | No | |
| 8. Mr. NATTAWUT PAISALWATTANA (Director) | | | 450,000.00 | | N/A |
| Board of Directors (Director) | 150,000.00 | 300,000.00 | 450,000.00 | No | |
| 9. Mr. ITTINANT SUWANJUTHA (Director, Independent director) | | | 30,163.04 | | N/A |
| Board of Directors (Director) | N/A | 30,163.04 | 30,163.04 | No | |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|----------------------|-----------------------------------|-------------------|------------------------------|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| The Nomination and Remuneration Committee (Member of the subcommittee) | N/A | N/A | N/A | No | |
| 10. Mr. Boonsong Sumnuk (Member of the subcommittee) | | | N/A | | N/A |
| The Risk Management Committee (Member of the subcommittee) | N/A | N/A | N/A | No | |
| 11. Mr. Parkpoom Prapasawudi (Member of the subcommittee) | | | N/A | | N/A |
| The Risk Management Committee (Member of the subcommittee) | N/A | N/A | N/A | No | |
| 12. Mr. MICHAEL SAGILD (Director) | | | 389,497.28 | | N/A |
| Board of Directors (Director) | 120,000.00 | 269,497.28 | 389,497.28 | No | |

Summary of the remuneration of each committee over the past year

| Names of board members | Meeting allowance | Other monetary remuneration | Total (Baht) |
|------------------------|-------------------|--------------------------------|--------------|
| | | | |

| Names of board members | Meeting allowance | Other monetary remuneration | Total (Baht) |
|--|-------------------|-----------------------------|--------------|
| 1. Board of Directors | 1,315,000.00 | 2,219,660.32 | 3,534,660.32 |
| 2. Audit Committee | 0.00 | 600,000.00 | 600,000.00 |
| 3. Executive Committee | 300,000.00 | 220,000.00 | 520,000.00 |
| 4. The Nomination and Remuneration Committee | 50,000.00 | 40,000.00 | 90,000.00 |
| 5. The Risk Management Committee | 75,000.00 | 0.00 | 75,000.00 |

Summary of the remuneration of the board of directors

| | 2023 | 2024 | 2025 |
|------------------------------------|--------------|--------------|--------------|
| Meeting allowance (Baht) | 1,665,000.00 | 2,405,000.00 | 1,740,000.00 |
| Other monetary remuneration (Baht) | 3,206,938.41 | 2,370,410.96 | 3,079,660.32 |
| Total (Baht) | 4,871,938.41 | 4,775,410.96 | 4,819,660.32 |

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

Mechanism for overseeing subsidiaries and : Yes
associated companies

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

Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The Board of Directors has established a policy for the governance of subsidiaries and associated companies as a mechanism to ensure effective oversight and control over their operations. The Company has implemented adequate and appropriate measures to monitor the performance of its subsidiaries and associated companies in order to safeguard its investment interests.

The Company has adopted the following practices for overseeing the operations of subsidiaries and associated companies:

The Board of Directors appoints representatives to serve as directors or executives in subsidiaries and associated companies in proportion to the Company's shareholding. Such appointed persons are responsible for ensuring that subsidiaries and associated companies comply with applicable laws, regulations, principles of good corporate governance, codes of conduct, anti-corruption policies, and other policies aligned with those of the Company. In casting votes at meetings on matters relating to normal business operations and general management, the appointed persons must act in the best interests of the Company, its subsidiaries, or associated companies.

In addition, the appointed persons are responsible for ensuring proper disclosure of operating results, separate and consolidated financial positions, connected transactions, acquisitions or disposals of assets, and other material transactions as required by law. They are also responsible for ensuring that subsidiaries and associated companies maintain effective internal control systems, risk management systems, and anti-corruption measures, so that their operations are in line with the Company's policies.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

In 2025, the Company monitored and reviewed cases involving conflicts of interest or potential conflicts of interest affecting the Company, as follows:

- The Company appointed one new director. The Company Secretary ensured that the newly appointed director reported his/her interests in accordance with the Company's policy. Any interests of the director and related persons that may give rise to conflicts of interest with the Company were reported. The Company Secretary subsequently submitted the report on interests to the Chairman of the Audit Committee and the Chairman of the Board for acknowledgment.

- The Company Secretary required all directors and executives to report their interests and those of their related persons as of 1 January 2025 and 30 June 2025. Such reports were submitted to the Company Secretary, who then forwarded them to the Chairman of the Audit Committee and the Chairman of the Board for acknowledgment.
- The Company entered into connected transactions, as well as acquisitions and disposals of assets, in compliance with the Notification of the Capital Market Supervisory Board No. TorJor. 21/2008 Re: Rules on Connected Transactions, and the Notification of the Stock Exchange of Thailand Re: Disclosure of Information and Other Acts of Listed Companies Concerning Connected Transactions B.E. 2546 (as amended), as well as the Notification of the Capital Market Supervisory Board No. TorJor. 20/2008 Re: Rules on Significant Transactions Constituting Acquisition or Disposal of Assets, and the Notification of the Stock Exchange of Thailand Re: Disclosure of Information and Other Acts of Listed Companies Concerning Acquisition or Disposal of Assets B.E. 2547, respectively.
- There were no cases of directors, executives, employees, or related persons violating laws relating to conflicts of interest.
- The Company communicated its policies and guidelines on conflicts of interest to all directors, executives, and employees to ensure their understanding and compliance. Internal communications were conducted through the Companys online system (SharePoint) for all executives and employees. In addition, a manual on the use of inside information was prepared for all directors to review, acknowledge, and sign their agreement to comply with the Companys conflict of interest policy.

Number of cases or issues related to conflict of interest

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total number of cases or issues related to conflict of interest (cases) | 0 | 0 | 0 |

Prevention of the use of inside information to seek benefits

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

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

In 2025, the Company implemented its policy on the use of inside information as follows:

- The Company Secretary notified relevant persons in advance via email of the Blackout Period. No instances were found of directors, executives, or employees trading the Companys securities during the restricted period.
- In 2025, there were no cases of directors, executives, employees, or related persons of the Company violating the policy on the use of inside information.
- No directors, executives, or related persons traded the Companys securities in 2025.
- The Company communicated its policy and guidelines on the use of inside information to all directors, executives, and employees to ensure their understanding and compliance. Internal communications, including behavioral

guidelines, were conducted through the Company's online system (SharePoint) for all executives and employees. In addition, a manual on the use of inside information was prepared for all directors to review, acknowledge, and sign their agreement to comply with the Company's policy on the use of inside information.

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

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total number of cases or issues related to the use of inside information to seek benefits (cases) | 0 | 0 | 0 |

Anti-corruption action

Operations in anti-corruption in the past year

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

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

Summary of Anti-Corruption Policy Implementation in 2025:

- The Board of Directors reviewed the anti-corruption policy on an annual basis and determined that it remains appropriate and sufficient.
- Corruption risk assessments were conducted, with preventive and control measures established, along with clear responsibilities assigned to relevant functions.
- The Company communicated its policies, laws, and related guidelines to directors, executives, and employees to ensure understanding and foster an anti-corruption culture.
- Anti-corruption training was conducted, with 100% employee participation.
- Ongoing monitoring and evaluation were carried out by the Internal Audit function, with reports submitted to the Audit Committee and the Board of Directors.
- The Audit Committee oversaw the effectiveness of the internal control system to ensure alignment with risks and applicable laws and regulations.

Results:

- Compliance with the anti-corruption policy and the effectiveness of internal controls were thoroughly reviewed.

- No violations of the policy or complaints related to corruption were found.
- The internal control system was assessed as adequate, appropriate, and comprehensive.
- The Company is a member of the CAC and is currently under consideration for its 4th renewal of certification.
- The Company supported and implemented the No Gift Policy to reduce the risk of bribery.
- The Company encouraged its business partners to adhere to anti-corruption measures or to participate in the CAC, in line with the Company's practices.

Number of cases or issues related to corruption

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total number of cases or issues related to corruption (cases) | 0 | 0 | 0 |

Whistleblowing

Operations related to whistleblowing over the past year

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

The Company has established a Whistleblowing Policy and implemented measures for reporting misconduct, including illegal acts, violations of the Code of Conduct, or any behavior that may indicate fraud or misconduct by individuals within the organization. This includes reports from employees and other stakeholders, as well as concerns regarding inaccurate financial reporting or deficiencies in internal control systems. The Company has mechanisms in place to protect employees and whistleblowers or complainants, ensuring that all reports and complaints are kept confidential. This enhances stakeholders' confidence in their safety and encourages their participation in safeguarding the Company's interests more effectively.

In cases where complaints involve alleged wrongdoing, including corruption, an investigation committee will be appointed to conduct a formal investigation in accordance with the Company's regulations, and the results will be communicated to the complainant. Whistleblowing reports may be submitted to the Internal Audit function via email at cg@boundandbeyond.co.th.

The Company monitors whistleblowing reports and complaints through the Internal Audit function. In 2025, the Company did not receive any whistleblowing reports or complaints.

Nevertheless, the Company continues to promote compliance among employees at all levels with applicable laws, corporate governance policies, the Code of Conduct, the anti-corruption policy, and other Company policies, fostering these practices as part of the organizational culture. The Company also emphasizes the importance of whistleblowing, encouraging employees to report any suspected misconduct or violations of laws and/or Company policies, so that issues can be addressed effectively and preventive measures can be implemented to avoid recurrence.

Number of cases or issues related to whistleblowing

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total number of cases or issues received through whistleblowing channels (cases) | 0 | 0 | 0 |

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 8

| List of Directors | Meeting attendance of audit committee | | | Average meeting attendance |
|--|---------------------------------------|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| 1 Mr. CHUMPOL RIMSAKORN (Chairman of the audit committee) | 8 | / | 8 | 8/8 (100.00%) |
| 2 Mr. BIN WIERINGA (Member of the audit committee) | 8 | / | 8 | 8/8 (100.00%) |
| 3 Mr. KURUJIT NAKORNTHAP (Member of the audit committee) | 8 | / | 8 | 8/8 (100.00%) |
| Average meeting attendance rate | | | | (100.00%) |

The results of duty performance of the audit committee

1. Review the Company's financial reporting to ensure accuracy, reliability, and adequate disclosure.
2. Review the adequacy and effectiveness of the Company's internal control and internal audit systems, including consideration of the independence of the Internal Audit function, as well as approving the appointment, transfer, performance evaluation, and termination of the Head of Internal Audit, and approving the annual audit plan.
3. Review the Company's compliance with the laws on securities and exchange, the regulations of the Stock Exchange, and other laws relevant to the Company's business.
4. Consider, select, and propose the appointment or termination of an independent person to serve as the Company's external auditor, propose the auditors remuneration, and arrange meetings with the auditor without management at least once a year.

5. Consider connected transactions or transactions that may involve conflicts of interest to ensure compliance with applicable laws and the Stock Exchange of Thailand's regulations, and to ensure that such transactions are reasonable and in the best interest of the Company.
6. Prepare the Audit Committee Report for disclosure in the Company's annual report, which must be signed by the Chairman of the Audit Committee and include at least the following information:
 - 6.1 Opinion on the accuracy, completeness, and reliability of the Company's financial statements
 - 6.2 Opinion on the adequacy of the Company's internal control system
 - 6.3 Opinion on compliance with securities and exchange laws, Stock Exchange of Thailand regulations, and relevant business laws
 - 6.4 Opinion on the appropriateness of the external auditor
 - 6.5 Opinion on transactions that may involve conflicts of interest
 - 6.6 Number of Audit Committee meetings and attendance of each member
 - 6.7 Overall opinions or observations from the performance of duties in accordance with the charter
 - 6.8 Other matters that shareholders and investors should be informed of within the scope of responsibilities assigned by the Board of Directors
7. Review the efficiency and effectiveness of the Company's risk management processes, covering strategic, operational, financial, compliance, information technology, and data security risks.
8. Review and oversee compliance with the Company's anti-corruption policy to ensure effectiveness and alignment with regulatory guidelines, including reviewing whistleblowing and complaint-handling processes.
9. Review the Audit Committee Charter at least once a year, including reviewing and approving the Internal Audit Charter.
10. Perform any other duties as assigned by the Board of Directors with the approval of the Audit Committee.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 14

| List of Directors | Meeting attendance of Executive Committee | | | Average meeting attendance |
|-------------------|---|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| | | | | |

| List of Directors | Meeting attendance of Executive Committee | | | Average meeting attendance |
|---|---|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| 1 Mr. TOMMY TAECHAUBOL (The chairman of the executive committee) | 14 | / | 14 | 14/14 (100.00%) |
| 2 Mrs. KAMONWAN WIPULAKORN (Member of the executive committee) | 14 | / | 14 | 14/14 (100.00%) |
| 3 Mr. BEN TAECHAUBOL (Member of the executive committee) | 13 | / | 14 | 13/14 (92.86%) |
| Average meeting attendance rate | | | | (97.62%) |

The results of duty performance of Executive Committee

1. The Executive Committee is responsible for supervising and monitoring the normal operations of the Company's current business, and considering the opportunities for additionally investing in other businesses or projects, in order to ensure the expansion of the Company's business, which shall be presented to the Board of Directors for further consideration and/or acknowledgment. In this regard, the Executive Committee shall be entitled to approve the investment in specific business or project under the budgetary framework or spending limit as approved by the Board of Directors, and is required to report to the Board of Directors for acknowledgement.
2. The Executive Committee shall be obtained assistance from the Management, which includes but not limited to, the Legal Department, the Accounting Department, or external consultants.
3. The Executive Committee may appoint the working team and/or assign the specific person to act on its behalf in the case where it is necessary as the Executive Committee deems appropriate.
4. The Executive Committee shall be responsible for evaluation of annual performance of the Managing Director to consider adjusting the appropriate remuneration, which shall be presented to the Board of Directors for approval.

Meeting attendance of The Nomination and Remuneration Committee

Meeting The Nomination and Remuneration Committee (times) : 2

| List of Directors | Meeting attendance of The Nomination and Remuneration Committee | | | Average meeting attendance |
|-------------------|---|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |

| List of Directors | Meeting attendance of The Nomination and Remuneration Committee | | | Average meeting attendance |
|---|---|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| 1 Mr. TOMMY TAECHAUBOL (The chairman of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 2 Mr. BIN WIERINGA (Member of the subcommittee, Independent director) | 2 | / | 2 | 2/2 (100.00%) |
| 3 Mr. ITTINANT SUWANJUTHA (Member of the subcommittee, Independent director) | 0 | / | 0 | N/A |
| Average meeting attendance rate | | | | (100.00%) |

The results of duty performance of The Nomination and Remuneration Committee

1. To establish the procedure and criteria for nomination of director and top executive.
2. To define qualifications for directors with a focus on skills, experience, specific capabilities beneficial to the Company, and dedication of time and personal endeavor to perform as directors, and formulate the Board Skill Matrix, taking into account the diversity of the Board of Directors to suit the Companys business operations.
3. To nominate qualified candidates for directorship to replace a director retiring at the end of their terms, or whatever the case may be, as well as nominate directors to sub-committees, with the diversity of the Board of Directors regarding knowledge, expertise, experience, and specializations beneficial to the Company taken into consideration, and submit the name of candidates to the Board of Directors and/or shareholder meeting for approval.
4. To propose fair and reasonable annual remuneration criteria for the Board of Directors in line with their responsibilities and the overall performance of the Company. Such criteria must be attractive and adequate to retain competent, quality, and capable directors. The Board of Directors must review the remuneration before proposing to the annual general meeting of shareholders for approval;
5. To prepare and annually review the succession plan for the Managing Director position in order to ensure the continuity of the Companys business management;
6. To recommend the remuneration policy for the Management including salary and annual bonus, in line with the Companys operating results and their performance. Whenever it deems appropriate, NRC shall consider hiring of consulting firms to advise on project implementation;
7. To perform other duties as assigned by the Board of Directors.

Meeting attendance of The Risk Management Committee

Meeting The Risk Management Committee (times) : 2

| List of Directors | Meeting attendance of The Risk Management Committee | | | Average meeting attendance |
|--|---|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| 1 Mrs. KAMONWAN WIPULAKORN (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 2 Mr. TOMMY TAECHAUBOL (The chairman of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 3 Mr. Boonsong Sumnuk (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 4 Mr. Parkpoom Prapasawudi (Member of the subcommittee) | 0 | / | 0 | N/A |
| Average meeting attendance rate | | | | (100.00%) |

The results of duty performance of The Risk Management Committee

1. To propose the Risk Management Committee Charter and Risk Management Policy and Framework to the Board of Directors for approval. The duties include suitable and effective guidelines to risk management relating to the Companys business to correspond with business strategies, business plan, and volatile circumstances for example, strategic risk, operation risk, financial risk, compliance with relevant laws risk, fraud and corruption risk and environmental, social and governance (ESG) risks, and so on;
2. To consider risk assessment criteria and risk response plan to cope with the key risks to be in line with the risk appetite level, and report the results of risk assessment and risk management to the Board of Directors;
3. To identify and assess the Companys risk and formulate the action plan for mitigate risk to be in line with the risk appetite level properly;
4. To supervise, monitor and review in order to ensure that the executives analyze, assess, manage and monitor the risks including the significant risk continuously, as well as providing necessary advice to ensure effective risk management at an appetite level corresponding with the Companys Risk Management Policy and Framework;
5. To review the Companys risks status and follow up the progress of any improvements in order to be in line with the risk management framework as stipulated;
6. To perform other duties as assigned by the Board of Directors.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainability Policy Overview

The Company conducts its business in accordance with sustainable development principles by integrating Environmental, Social, and Governance (ESG) considerations into its corporate strategy and operations at all levels. This approach aims to ensure resilient growth while creating long-term value for all stakeholders.

As a Luxury Lifestyle Hospitality operator, the Company recognizes its responsibility to minimize environmental impact, enhance the well-being of employees and communities, and uphold the highest standards of transparency, ethics, and accountability. To guide its sustainability efforts, the Company has established a framework based on three key pillars:

1. **Better Environment**

The Company focuses on efficient resource utilization, reduction of greenhouse gas emissions, and systematic management of energy, water, and waste. It also supports initiatives to conserve natural resources and protect the environment for long-term sustainability.

2. **Better People**

The Company prioritizes people by developing employee capabilities, fostering a safe and inclusive workplace, and promoting well-being. It also actively engages with local communities to create economic and social opportunities in an inclusive and sustainable manner.

3. **Better Governance**

The Company is committed to strong corporate governance, operating with integrity, transparency, and ethical business practices. Robust risk management and governance frameworks are in place to build trust among shareholders, investors, and stakeholders.

The Company continuously enhances its sustainability performance by aligning with international standards and strengthening transparent disclosures, supporting informed decision-making and reinforcing its commitment to sustainable long-term growth.

Reference link for sustainability policy : <https://www.boundandbeyond.co.th/storage/document/cg/corporate-governance-policy-en.pdf>

Page number of the reference link : 37

Sustainability management goals

Does the company set sustainability management goals : Yes

Sustainability Management Targets Aligned with Business Strategy

The Company establishes its sustainability management targets by integrating Environmental, Social, and Governance (ESG) considerations into its business strategy to support quality growth while creating long-term value for all stakeholders. These targets are aligned with the Company's strategic direction to evolve into a Luxury Lifestyle Hospitality platform and are embedded across both short-term and long-term business planning.

Short-term Targets (13 years)

The Company focuses on building a strong sustainability foundation and ensuring effective implementation through the following key initiatives:

- Strengthening ESG data management systems to ensure completeness, accuracy, and alignment with international standards, supporting transparent disclosures and external assessments
- Enhancing operational efficiency across hotel operations through systematic management of energy, water, and waste, reducing both costs and environmental impact
- Developing employee capabilities and fostering a sustainability-driven culture across the organization
- Strengthening governance frameworks, risk management, and ethical business practices to enhance transparency and build stakeholder confidence

Long-term Targets (35 years and beyond)

The Company aims to drive sustainable growth by embedding sustainability into business expansion and long-term competitiveness, including:

- Establishing and implementing a greenhouse gas (GHG) reduction pathway, including third-party verification of emissions data and setting long-term reduction targets
- Developing new business ventures, including the Company's own hotel brands and lifestyle businesses, in alignment with sustainable development principles from design through operations
- Creating shared value for communities through job creation, skills development, and support for local entrepreneurs, contributing to inclusive economic growth
- Advancing corporate governance practices to international standards and continuously enhancing ESG disclosures to meet evolving investor expectations

Alignment with Business Strategy

These sustainability targets directly support the Company's core business strategies, including Asset Optimization, Experience Elevation, and New Business Expansion. By integrating sustainability into these strategic pillars, the Company enhances operational efficiency, mitigates risks, and strengthens its long-term competitiveness.

United Nations SDGs that align with the organization's sustainability management goals : Goal 2 Zero Hunger, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions

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

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

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

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

Key Changes in Sustainability Policy and Targets in 2025

In 2025, the Company further strengthened and enhanced its sustainability policy and targets to align with its evolving business strategy and increasing stakeholder expectations. The key developments are summarized as follows:

1) Stronger Integration of ESG into Business Strategy

The Company advanced its sustainability approach from initiative-based activities to a more strategic integration of ESG into core business pillars, including Asset Optimization, Experience Elevation, and New Business Expansion. This ensures that sustainability is embedded in value creation and long-term business growth.

2) Enhancement of ESG Data Management and Disclosure

The Company initiated the development of a more structured ESG data management system, covering environmental, social, and governance metrics. This supports improved transparency and readiness for external assessments, such as FTSE Russell and SET ESG Ratings, with a focus on data completeness, accuracy, and consistency.

3) Clearer Environmental Targets and Climate Direction

The Company began establishing a clearer pathway for greenhouse gas (GHG) management, including the collection of emissions data across Scope 1, 2, and 3. Plans are underway to pursue third-party verification in the future, strengthening data credibility and supporting the development of long-term reduction targets.

4) Strengthening Governance and Risk Management

The Company enhanced its ESG governance framework and further integrated sustainability and climate-related risks into its Enterprise Risk Management (ERM) processes. This enables a more comprehensive and systematic approach to risk management and decision-making.

5) Expanded Community Engagement and Social Impact

The Company continued to expand its social initiatives, including ESG in Action and BEYOND Inspiring Journey, with stronger alignment to its business operations. These initiatives focus on creating long-term value for communities through employment, skills development, and the promotion of sustainable tourism.

Information on impacts on stakeholder management in business value chain

Business value chain

| No. | Key Activities | Activities and Value Creation |
|-----|--|--|
| 1 | Strategy and Investment | Define business direction and make prudent investment decisions to create sustainable long-term value and returns. |
| 2 | Concept and Brand Development | Develop brand concepts and revenue strategies to create differentiation and strengthen market potential. |
| 3 | Project Design and Construction | Ensure high-quality design and construction while managing costs and considering environmental impacts. |
| 4 | Operations and Customer Experience Management | Manage operations and customer experiences efficiently while promoting responsible resource utilization. |
| 5 | Portfolio and Asset Value Management | Manage investment portfolios and capital structure to enhance asset value and strengthen financial resilience. |

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

| Group of stakeholders | Stakeholders expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|------------------------------|---------------------------|---------------------------------------|---|
| <u>Internal stakeholders</u> | | | |

| Group of stakeholders | Stakeholders expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|---|---|--|--|
| <ul style="list-style-type: none"> • Employees | <ul style="list-style-type: none"> • Business direction, policy and practice guidelines • Remuneration and welfare that are suitable and fair • Security and career advancement • Employee skill development • Employee engagement | <ul style="list-style-type: none"> • Set a remuneration policy and assessment guidelines that are fair, as well as take care of welfare and comply with labour law and the human rights principle • Carry out an employee satisfaction survey and annual performance review to improve and increase employee engagement • Organize skill and knowledge development activities to assure that employees have suitable skills and knowledge for the work for which they are responsible | <ul style="list-style-type: none"> • Social Event • Online Communication • Internal Meeting • Complaint Reception • Employee Engagement Survey • Satisfaction Survey • Training / Seminar |
| <ul style="list-style-type: none"> • Suppliers | <ul style="list-style-type: none"> • Having a transparent and fair procurement process • Strictly comply with agreements made between each other • Promote and enable progress of business partners • Good sanitation and work safety | <ul style="list-style-type: none"> • Transparent, fair, and accountable procurement process • Fair and equitable treatments to trade partners • Strictly comply with terms and conditions | <ul style="list-style-type: none"> • Visit • Social Event • Online Communication • Internal Meeting • External Meeting • Complaint Reception • Satisfaction Survey |

| Group of stakeholders | Stakeholders expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|---|--|--|---|
| <ul style="list-style-type: none"> • Business partners | <ul style="list-style-type: none"> • Cooperate to enable the business operations to be strong and sustainable • Mutually consider and set business plans, as well as properly and transparently allocate benefits • Good long-term alliance | <ul style="list-style-type: none"> • Regularly arrange meetings to discuss, solve and analyze problems and situations • Fair and equitable allocation of benefits • Cooperate in finding new processes or innovations to support the Companys business and the business of the business alliances | <ul style="list-style-type: none"> • Visit • Social Event • Online Communication • Internal Meeting • External Meeting • Complaint Reception • Satisfaction Survey • Training / Seminar |
| <p><u>External stakeholders</u></p> | | | |

| Group of stakeholders | Stakeholders expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|---|---|--|--|
| <ul style="list-style-type: none"> • Customers | <ul style="list-style-type: none"> • Deliver products and services that are of a good quality and standard • Create excellent experience for hotel stay and provided services • Prepare to quickly respond to customer needs and promptly solve customer problems • Maintain the confidentiality and privacy of customer information Up-to-date and complete information | <ul style="list-style-type: none"> • Present products and services that respond to customer needs • Always improve products and services and apply technologies and innovations for use • Always carry out customer satisfaction surveys and utilize customer suggestions to improve the work • Pay special attention to the safety and privacy of customers • Complaints made via various channels • After service survey | <ul style="list-style-type: none"> • Press Release • Online Communication • Complaint Reception |

| Group of stakeholders | Stakeholders expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|--|---|--|---|
| <ul style="list-style-type: none"> • Creditor • Investors or investment institutions • Shareholders | <ul style="list-style-type: none"> • Growth and stable operational results • Clear, correct, complete and timely disclosure of information • Compliance with terms and conditions of agreements, and obligations, as well as punctual repayments as per the relevant repayment schedule • Investment returns • Management under good corporate governance • Business stability and sustainable growth | <ul style="list-style-type: none"> • Have a good corporate governance policy • Correct and transparent information disclosure • Have efficient communication channels and disclose information that is correct, complete and prompt • Arrange to have an investor relations department to coordinate with shareholders and investors, and listen to their suggestions in order to use them to develop the Company's business | <ul style="list-style-type: none"> • Visit • Press Release • Online Communication • Annual General Meeting (AGM) • Complaint Reception • Satisfaction Survey • Others <ul style="list-style-type: none"> • Corporate Website |

| Group of stakeholders | Stakeholders expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|--|---|--|--|
| <ul style="list-style-type: none"> • Community • Society | <ul style="list-style-type: none"> • Create jobs, develop careers and improve the quality of life of people in the communities • Operate the business with responsibility to society and the environment • Develop the communities so they grow together | <ul style="list-style-type: none"> • Have the intention and a protective policy, and minimize impacts from the operations of projects • Conducting business that results in job creation and business activities in the surrounding areas | <ul style="list-style-type: none"> • Visit • Social Event • Online Communication • Complaint Reception • Satisfaction Survey |
| <ul style="list-style-type: none"> • Government agencies and Regulators | <ul style="list-style-type: none"> • Strictly comply with policy and regulations • Cooperate in providing correct information • Support the activities of government agencies | <ul style="list-style-type: none"> • Comply with laws, rules, and regulations relating to business operations • Manage and apply for relevant licenses and comply with laws, rules, and regulations relating to the Companys business operations | <ul style="list-style-type: none"> • Visit • External Meeting • Training / Seminar • Others <ul style="list-style-type: none"> • Report necessary information to government agencies |

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes
materiality topics

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

Details of organization's material sustainability topics

| The names of the sustainability materiality topics | Subjects related to the sustainability materiality topics |
|--|---|
| Economic | <ul style="list-style-type: none"> • Customer / Consumer Responsibility • Sustainability Risk Management • Sustainable Supply Chain Management • Innovation Development • Others : Personal Information Protection |
| Social | <ul style="list-style-type: none"> • Human Rights • Fair Labor Practices • Community / Social Responsibility • Others : Sustainable tourism |
| Environment | <ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management • Biodiversity Management |
| Corporate Governance | <ul style="list-style-type: none"> • Good Governance |

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data
Reference link for corporate sustainability report : <https://hub.optiwise.io/en/documents/211628/one-report-2025-en.pdf>
Page number of the reference link : 81

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : GRI Standards, Others : SET standards or guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Key elements in risk management

The effective and efficient risk management in accordance with COSO guidelines consists of eight components that cover following guidelines for policy-establishment, operation and risk management criteria:

1. Internal Environment: The organizational environment is a key component in defining risk management framework, and it is an important basis for determining direction of organizations risk management framework. It consists of various components, such as organizational culture, management policies, personnel practices, work procedures, an information system, etc.

2. Objective Setting: To clearly and appropriately determine organizations risk management goals, organization shall consider formulating risk management objectives in line with strategic goals and risks acceptable to organization.

3. Risk Identification: It is a collection of events that may occur with business units, including both internal and external risk factors. When they occur, organizations objectives or goals are not achieved. In order to understand events and circumstances, the Company evaluates risk factors that may occur with personnel management policies, operations, finances, information system, regulations, and so on. In addition, the Management can consider implementing guidelines and policies to cope effectively with potential risks.

4. Risk Assessment: Risk assessment measures degree of severity of a risk to determine its prioritization by assessing its likelihood and impact.

5. Risk Response: This is conducted once organization has identified risk and assessed risk level. The responding measures shall be implemented in order to minimize possibility of risk occurring or severity of impact to an acceptable level for organization. It is worthwhile to invest in the most appropriate risk management approach.

6. Control Activities: identifying activities and procedures to assist in mitigating or controlling risks in order to ensure that they are appropriately managed, and enabling operations to fulfill corporate objectives and goals, including preventing and minimizing risk to an acceptable level.

7. Information and Communication: The organization shall prepare functional information and communication system, as it serves as an important foundation for further considering risk management in accordance with frameworks and procedures stipulated by organization.

8. Monitoring: The follow-up is required for organization to determine whether performance is appropriate and risks can be effectively managed.

The Company has adopted COSO-EERM 2017 (Enterprise Risk Management - Integrating with Strategy and Performance), which divides enterprise risk management process elements into five components in order to achieve sustainable development goals of the business.

1. Corporate Governance and Culture
2. The Companys strategy and objective setting
3. The Companys performance goals
4. The review and revision
5. Information, Communication and Reporting

Reference link to risk management policy and plan : <https://www.boundandbeyond.co.th/storage/document/cg/risk-management-policy-en.pdf>

Information on ESG risk factors management standards

ESG risk factors management standards

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

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risk from climate change and natural disaster

- Related risk factors : Strategic Risk
- ESG risk
 - Climate change and disasters
- ESG risk factors : Yes

Risk characteristics

Risk from physical change (Physical Risk) from effect of current global warming crisis that causes weather fluctuation and causes disasters, such as flooding in hotel area from heavy rain so that cannot drain water to sea in time, coupled with an increase in sea level, or severe monsoon that affects developing project, etc.

Risk-related consequences

If such cases occur, it will affect business operation of the Company and may cause disruption and damage to the Company

Risk management measures

The Business Continuity Plan (Business Continuity Plan: BCP) is prepared and annually reviewed to accommodate case of emergencies or crises. The contents include operations of all parts of organization, both part that is directly related to business operation and part that support business operation, including designation of responsible persons and regular planned drills twice a year in January and June of each year.

Risk 2 Human Right Risk

- Related risk factors : Strategic Risk
- ESG risk
- Operational Risk
- Impact on human rights
- Compliance Risk
- Violations of laws and regulations
- ESG risk factors : Yes

Risk characteristics

The monitoring and assessment of human rights risk is an important issue as risk may arise in various dimensions, such as using illegal labor, unfair payment of wages, unfair dismissal, etc

Risk-related consequences

These can cause legal complaints, operational disruptions, and reputational damage.

Risk management measures

The Company prescribes its policy and guidelines on human rights as prevention of any violation of human rights in its business activities and those of its business partners in business value chain and its business alliances, such as taking precautions to avoid causing human rights risks in business operations, and human rights monitoring.

Has placed important for health and safety of employees and related persons such as workforce of trade partners, as well as organize appropriate potential development and fair and equal treatment of employees.

Has complied with the Personal Data Protection Laws and arrange appropriate systems to support data owners rights usage to assure stakeholder confidence.

Has improved its workplace management system for occupational safety and health, as well as assess efficiency of such a system.

Risk 3 Risk from technological advancement that affects traditional business operations (Technology Disruption)

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies

Operational Risk

- Product obsolescence

Financial Risk

- Income volatility

ESG risk factors : Yes

Risk characteristics

At present, new technology and digital technology quickly develop. The new lifestyle that resulted from COVID-19 crisis has shaped up need for leading companies to seek emerging technology to provide flexibility in their operations, especially the implementation of Artificial Intelligence (AI) technology to all business activities. The current business competition and development have made us more dependent on modern technology and connecting information, tools, and business units via internet. These intend to create competitiveness, differentiation, new business opportunities, and excellent customer experience. Moreover, technological advancement causes technological disruption, such as changes or replacement of operational business patterns, production processes, methods of work, as well as products and services.

Risk-related consequences

Revenue Disruption:

Traditional businesses risk losing customers to new players such as startups or tech companies that leverage technology to offer faster, cheaper, and more convenient services. For example, the rise of e-commerce has led to a decline in in-store sales.

Rising Costs:

Companies must invest in new technologies like AI, automation, big data, and cloud systems to maintain competitiveness. These short-term investments can significantly raise operational costs.

Loss of Competitive Advantage:

Without timely adaptation, companies fall behind tech-enabled competitors. For instance, a business still using manual procurement processes may struggle to compete with others using e-Procurement or AI-powered supplier analysis.

Workforce Adaptation Required:

Employees with outdated skillsets may struggle to work with new automated or digital systems. This necessitates reskilling or upskilling efforts, which can face resistance or lead to higher turnover.

Rapid Shifts in Consumer Behavior:

Technology has increased consumer expectations for fast, convenient, and personalized services. Companies that can't keep pace may lose their customer base.

Brand and Reputation Risk:

Companies perceived as technologically outdated may be seen as irrelevant in the digital era, leading to a decline in brand appeal and trust.

Risk management measures

Has established guidelines for exploring new opportunities and utilizing emerging technologies to create opportunities for starting new businesses and fostering long-term growth. In addition, enhancing understanding of and access to emerging technologies, as well as technologies that assist the Company in accomplishing its business sustainability goal while maintaining and advancing the Company's current level of business competitiveness.

Has monitored and undertaken feasibility studies, and develop application processes in use of technologies to strengthen the Company's competitiveness in its existing business and future business expansions or create added value from products and services presently provided in order to maintain competitiveness.

Has applied digital technology to improve operational efficiency, support and promote new business conducts, as well as organizational transformation, by setting its objectives and results in three following stages: (1) Digitization: focus on efficiency and productivity improvement (2) Digital Transformation of Function (DTF): focus on adjustment of work process and method, and application of advanced analytics, and (3) Digital Transformation of Business (DTB): focus on new business opportunities or alteration of existing business pattern to provide solutions for changeable consumer behavior.

Has considered to have co-investment with business alliances who have preparedness in innovations and production technology, aiming for the Company to quickly improve its products, services, and work process to create new business and enter new markets, as well as create added value to its products and services.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Business Continuity Plan (BCP)

The Company recognizes the importance of maintaining business continuity amid uncertainties and potential disruptions that may impact operations and service delivery. A Business Continuity Plan (BCP) has therefore been established to ensure preparedness in preventing, responding to, and recovering from unexpected events in an effective and timely manner.

Objectives

- To ensure that critical business operations can continue at a minimum acceptable level
- To minimize impacts on employees, customers, partners, and stakeholders
- To maintain confidence among customers, investors, and business partners
- To enable a structured and timely recovery of operations

Scope of Risks Covered

The BCP addresses a range of potential risks that may disrupt business operations, including:

- Natural disasters, such as floods, storms, and climate-related events
- Public health emergencies, including pandemics
- Technology and cybersecurity risks
- Supply chain disruptions
- Safety and security incidents affecting guests and employees

Management Approach

- **Risk Identification and Assessment:** Identifying potential risks and assessing their impact on critical business functions
- **Response Planning:** Establishing procedures and protocols for emergency response, including resource allocation and communication channels
- **Crisis Management:** Appointing a crisis management team with clearly defined roles and responsibilities
- **Business Recovery:** Developing recovery plans to restore operations within an appropriate timeframe
- **Communication Plan:** Ensuring clear and timely communication with employees, customers, and stakeholders during disruptions

Testing and Continuous Improvement

The Company regularly reviews and tests its BCP to ensure effectiveness and practical implementation. This includes conducting simulation exercises (drills) and updating the plan in response to evolving risks and business conditions.

Integration with Risk Management and Sustainability

The BCP is an integral part of the Company's Enterprise Risk Management (ERM) framework and supports long-term sustainability by enhancing organizational resilience. It enables the Company to mitigate the impact of disruptions, maintain operational stability, and strengthen stakeholder confidence.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management : Yes
policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

Sustainable Supply Chain Management Plan

The Company recognizes that its supply chain plays a critical role in achieving sustainable business operations. It is therefore committed to managing suppliers and business partners responsibly by integrating Environmental, Social, and Governance (ESG) considerations throughout the value chain. This approach aims to create shared value while mitigating risks across the supply chain.

Objectives

- To promote responsible and sustainable procurement practices
- To mitigate environmental, social, and governance risks within the supply chain
- To support local suppliers and foster inclusive economic growth
- To elevate supplier standards in alignment with international best practices

Management Approach

1. Supplier Screening and Evaluation

The Company establishes supplier selection criteria that incorporate ESG considerations alongside quality, cost, and delivery capabilities. Supplier risk assessments are conducted, with particular focus on identifying and prioritizing high-risk or critical Tier 1 suppliers.

2. Supplier Code of Conduct

The Company implements a Supplier Code of Conduct that outlines expectations on business ethics, human rights, labor standards, anti-corruption, and environmental practices. Suppliers are encouraged and supported to comply with these standards on an ongoing basis.

3. Monitoring and Supplier Development

The Company regularly monitors and evaluates supplier performance, particularly on ESG aspects. It also engages with suppliers through guidance, training, and collaboration initiatives to continuously improve their standards and performance.

4. Sustainable Procurement

The Company prioritizes environmentally and socially responsible sourcing, such as selecting sustainable materials, reducing single-use plastics, supporting local sourcing, and considering product life cycle impacts in procurement decisions.

5. Supply Chain Risk Management

Supply chain risks are integrated into the Company's Enterprise Risk Management (ERM) framework to address potential disruptions, including price volatility, supply shortages, and ESG-related risks.

Supplier Engagement and Shared Value Creation

The Company fosters long-term relationships with suppliers based on collaboration, transparency, and mutual growth. It actively supports local suppliers to strengthen local economies and enhance community resilience.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

| | 2023 | 2024 | 2025 |
|---|--------|--------|--------|
| Percentage of new suppliers undergoing sustainability screening criteria over the past year (%) | 100.00 | 100.00 | 100.00 |

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <https://sustainability.boundandbeyond.co.th/en/document/viewer/37/supplier-code-of-conduct>

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

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

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

1. Internal Innovation Programs

o The Company has developed a dedicated platform for employees to share and exchange new ideas. Regular **Brainstorming Sessions** are also held to encourage creative thinking and systematic problem-solving.

2. Programs Designed to Spark Creativity

o We emphasize activities and programs that stimulate creativity and innovation. Notable initiatives include: **BEYOND Inspiring Journey** Our annual company outing that serves not only as a chance for employees to unwind but also as an opportunity to learn and generate fresh business ideas. The event includes insights from leading businesses in sustainable tourism, hospitality, and other ESG-driven industries, allowing employees to gather inspiration and apply it to our company's growth.

3. Creating an Environment That Fosters Innovation

o We promote a **safe space** where employees can experiment with new ideas and cultivate an open-minded culture that embraces diverse perspectives. This approach ensures that innovative ideas have the opportunity to develop and flourish.

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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