

ESG Performance

Company Name : HUMANICA PUBLIC COMPANY LIMITED Symbol : HUMAN

Market : SET Industry Group : Technology Sector : Information & Communication Technology

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management

This environmental policy and practice considered to be a part of the Company's business ethics and ethics manual under section 4.9 safety, occupational health and environment policy and section 4.10 community, social and environment responsibility. The details are as follows;

Safety, Occupational Health and Environmental Policy

The Company is committed to conducting business on the basis of safety, occupational health and a good environment. The guidelines are as follows;

1. Follow the law and various regulations for safety, occupational health and environment.
2. Promote and support the efficient and worthwhile use of resources. There are energy saving measures and promote the process of reusing resources throughout the business process.
3. Establish a work system that focuses on proper safety and hygiene in the workplace to ensure that all personnel and people entering the Company are safe from dangers, accidents and disease.
4. Require executives and employees to pay serious attention to all activities that will enhance the quality of safety, occupational health and the environment. Work with awareness of safety and consider the environment at all times.
5. Disclose information about the relationship of the Company's operations and communicate activities related to safety, occupational health to employees and related parties continuously.

Community, Society and Environment Responsibility Policy

The Company is committed to living together happily with the community and society and help take care of each other and participate in development to make the community strong and able to live on its own. It also focuses on the process of working with the community and promote various activities of communities both near and far according to the company's policy and in accordance with the development direction of the government sector to develop the quality of life and economy of the community sustainably.

1. The Company will carry out business activities that take into account the benefits and sustainability of the community and society.
2. The Company will promote the participation of communities and social agencies in attending meetings, exchange ideas and cooperate with various agencies to continually develop the lives of the community.
3. The Company requires planning and measures to prevent/correct when there is an impact on the environment and community due to the operations of the Company.
4. Organize social service activities by involving employees and encouraging employees to act as good citizens of society and volunteer.
5. The Company focuses on developing the knowledge and education of Thai youth according to the Company's existing potential.
6. Create cooperation with various local agencies in developing the infrastructure of educational institutions, religious places and hygiene for youth and the underprivileged Including the environment of the community.
7. Promote and preserve religion and preserve culture, customs and good local traditions.
8. Promote operations to strengthen local community businesses and provide opportunities to be partners with the Company.
9. Generate income and promote the community economy by recruiting and supporting employment and community products as well as supporting activities that focus on providing the community with knowledge for occupation and being able to use the knowledge to create or promote families and communities to have additional income and be able to live on their own.
10. Communicate with the community and society regularly and with transparency as well as disseminating and reporting the results of social responsibility operations to all stakeholder groups for their acknowledgment.

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 : Yes
over the past year

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management

The Company is committed to conducting business on the basis of safety, occupational health and good environment with the following practices:

1. Comply with laws and regulations on safety, occupational health and environment.
2. Promote and support the efficient and cost-effective use of resources, have energy-saving measures and promote the process of reusing resources throughout the business process.
3. Establish a work system that focuses on creating appropriate safety and hygiene in the workplace so that all personnel and visitors to the company are safe from dangers from accidents and diseases.
4. Require executives and employees to pay serious attention to all activities that will enhance the quality of safety, occupational health and environment, work with a sense of safety and be mindful of the environment at all times.
5. Disclose information regarding the relationship of the Company's operations and communicate activities related to safety and occupational health to employees and related parties continuously.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Other :-

Compliance with energy management principles and standards

Energy management principles and standards : Other :-

Compliance with water management principles and standards

Water management principles and standards : Other :-

Compliance with waste management principles and standards

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

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and : Other :-
standards

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

-None-

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	11
Actual number of disclosure boundaries	:	11
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

The Company operates on software innovation development, which requires electricity in the office building. The Company is aware of and places importance on energy management with appreciation for maximum efficiency, including considering the use of renewable energy or environmentally friendly energy from solar energy to replace limited fossil fuels. This helps manage the business risk of relying on energy from sources that are exhaustible, and also helps create stability in having sufficient alternative energy sources for energy use in the long term.

Reference link for company's energy management plan : <https://www.humanica.com/en/investors-sustainability-sustainability-report/>

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2023 : purchased electricity for consumption 988,617.35 Kilowatt-Hours	2034 : Reduced by 10% or 98,861.74 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Establishment of energy and emission reduction awareness projects in the Company and renewable energy use projects.

Results Energy intensity (total electricity consumption (kilowatt-hours) / total area (square meters)) decreased from 90.21 units (2023) to 61.55 units (2024).

Diagram of performance and outcomes in energy management

การสร้างการตระหนักรู้ในการลดการใช้พลังงาน และการลดการปล่อยของเสียในองค์กร

การลดการใช้พลังงานและการจัดการของเสียอย่างมีประสิทธิภาพไม่เพียงช่วยประหยัดค่าใช้จ่ายขององค์กร แต่ยังช่วยรักษาสิ่งแวดล้อมและส่งเสริมความยั่งยืนในระยะยาว



วิธีลดการใช้พลังงาน

วิธีปฏิบัติที่พนักงานสามารถทำได้:

- ปิดเครื่องใช้ไฟฟ้าเมื่อไม่ใช้งาน เช่น คอมพิวเตอร์ ทีวี และเครื่องปรับอากาศ
- ใช้โหมดประหยัดพลังงานในอุปกรณ์สำนักงาน
- ตั้งเครื่องปรับอากาศที่อุณหภูมิ 25-26 °C
- ใช้แสงธรรมชาติแทนไฟฟ้าในช่วงกลางวัน



วิธีลดการปล่อยของเสีย

วิธีปฏิบัติที่พนักงานสามารถทำได้:

- ลดการใช้กระดาษโดยใช้เอกสารดิจิทัลและพิมพ์สองหน้า
- แยกขยะ: รีไซเคิล, อินทรีย์, และทั่วไป
- จดใช้พลาสติกแบบใช้ครั้งเดียว นำแก้วนํ้าและถุงผ้ามาใช้แทน



ขยะทั่วไป

ขยะรีไซเคิล

ขยะอินทรีย์

RECYCLE PROJECT



ขอเชิญชวนพนักงานทุกท่านร่วมกันตระหนักรู้และปฏิบัติการใช้พลังงานและการปล่อยของเสีย เพื่อสร้างองค์กรที่เป็นมิตรต่อสิ่งแวดล้อมและยั่งยืนร่วมกัน

Admin Team

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	488,367.80	988,617.35	1,138,314.08
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	488,367.80	988,617.35	1,138,314.08
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)	509.78	917.94	1,026.43

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

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	76.40000000	90.21000000	61.55000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	2,114,228.79	5,705,895.93	6,225,846.76
Percentage of total electricity expense to total expenses (%) ^(**)	0.25	0.60	0.60
Percentage of total electricity expense to total revenues (%) ^(**)	0.20	0.43	0.42
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	2,206.92	5,297.95	5,613.93

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

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

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	2,723.00	2,624.00	2,437.55
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

	2022	2023	2024
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	0.00
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 (*)

	2022	2023	2024
Total fuel expense (Baht)	90,420.10	84,250.00	77,790.10
Percentage of total fuel expense to total expenses (%) ^(**)	0.01	0.01	0.01
Percentage of total fuel expense to total revenues (%) ^(**)	0.01	0.01	0.01

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

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	518.77	1,017.92	1,165.53

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00048325	0.00076153	0.00079281
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.08000000	0.09000000	0.06000000

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	:	11
Actual number of disclosure boundaries	:	0
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.00	0.00	0.00
Water withdrawal by third-party water (cubic meters)	0.00	0.00	0.00
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
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

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

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	0.00	0.00	0.00

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	0.00000000

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	0.00	0.00	0.00
Total water withdrawal expense from third-party water (Baht)	0.00	0.00	0.00
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	0.00	0.00	0.00

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	:	11
Actual number of disclosure boundaries	:	11
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company places importance on waste and waste management in the organization, from waste generation to waste disposal. Therefore, it has set guidelines for waste and waste management within the organization that must reduce the impact on the environment. Waste must be managed properly and in accordance with the law, environmental standards, and academic principles. It has also set guidelines for waste management to use resources efficiently, maximize benefits, and reduce negative impacts on the environment. This is considered a part that employees or executives must follow. It has also set principles for reducing waste within the organization using the 3R principle: reducing the amount of waste by reducing use (Reduce), reusing waste (Reuse), and reusing waste (Recycle), as well as creating awareness for employees and executives to know how to separate waste before disposal correctly and properly in order to manage waste with the least impact on the environment.

Reference link for company's waste management plan : <https://www.humanica.com/en/investors-sustainability-sustainability-report/>

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
Increase of waste recovery Waste type: Non-hazardous waste	2023 : non-hazardous waste 215.62 Kilograms	2028 : Increased by 5% or 10.78 Kilograms	<ul style="list-style-type: none">• Reuse• Recycle
Reduction of waste generation Waste type: Non-hazardous waste	2024 : non-hazardous waste 44,990.23 Kilograms	2028 : Reduced by 10% or 4,499.02 Kilograms	<ul style="list-style-type: none">• Other : -

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

The Company has created awareness and instilled good behavior in reducing resource usage according to the 3R principles: Reduce, Reuse, Recycle, including sorting waste into the correct types for employees at all levels, including executives within the organization, to practice in order to reduce the impact on the environment.

Projects/Activities to Reduce the Amount of Waste in the Company

1. Project "Old Calendar, We Request": The company has organized the "Old Calendar, We Request" activity where at the end

of every year, the company collects old calendars of employees to deliver to the Educational Technology Center for the Blind to produce Braille teaching materials for the visually impaired. They have been delivered to the Chulalongkorn University Resource Center, which is the representative for receiving donations.

2. Project “Human For Humans”: Turning Waste into Merit The company has continuously organized the “Human For Humans” project for the second year by donating clear plastic bottles such as PET or unused clear plastic bottles to be transformed into plastic fibers before being woven into cloth for covering the body and robes by the Wat Jak Daeng Community Cooperative Group. Samut Prakan Province, in 2024, the company brought in 485.41 kilograms of PET plastic waste sorted within the organization and from donations, an increase of 269.41 kilograms from the previous year. The activity aims to help reduce global warming and greenhouse gas emissions.

Diagram of performance and outcomes of waste management

HUMAN *For Humans*

เปลี่ยนขยะให้เป็นบุญ ครั้งที่ 2

Human For Human เปลี่ยนขยะให้เป็นบุญ ครั้งที่ 2/2566 โดยในครั้งนี ทางกลุ่มวิชา สหกิจชุมชนวัดจากแดง จ.สมุทรปราการ ได้ส่งรถมารับขวดต่างๆที่พนักงานได้ทำการบริจาค เมื่อวันที่ 25 กันยายน 2566 ที่ผ่านมา ทางทีมแอดมินขอขอบคุณเพื่อนๆ พี่ ๆ พนักงานทุกท่านที่ให้การสนับสนุนโครงการนี้มาโดยตลอด และโครงการนี้ยังคงดำเนินต่อไป หวังเป็นอย่างยิ่งว่าจะได้รับแรงสนับสนุนจากพนักงานทุกท่านในการร่วมบริจาคขวดพลาสติกใส (PET) ต่อไปจนสิ้นสุดโครงการ



ขวดเปล่าไม่สูญเปล่า
เปลี่ยนขวดพลาสติกใสเป็น
ผ้าบังสุกุลจิ๋ว ด้วยวิธีการ
“Upcycling Process”

Upcycling Process

1

PET PLASTIC WASTE

ขวดพลาสติกใส PET

2

SHEDDING INTO SMALL FLAKES

เข้าสู่กระบวนการบดอัดเป็นเกร็ดเล็ก ๆ

3

RECYCLING INTO POLYESTER FIBER

เข้าสู่กระบวนการรีไซเคิลเป็นเส้นใยโพลีเอสเตอร์

4

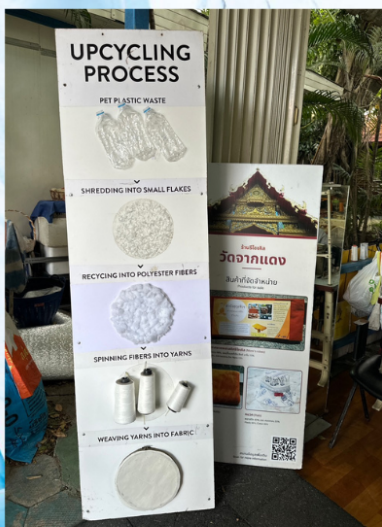
SPINNING FIBERS INTO YARNS

เข้าสู่กระบวนการปั่นเส้นใยให้เป็นเส้นด้าย

5

WEAVING YARNS FABRIC

เข้าสู่กระบวนการทอผ้าเส้นด้ายสำหรับทำผ้าไตรจีวร



Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	9,857.77	44,990.23
Total non-hazardous waste (kilograms)	0.00	9,857.77	44,990.23
Non-hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste – Others (kilograms)	0.00	9,857.77	44,990.23
Total hazardous waste (kilograms)	0.00	0.00	0.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste – Others (kilograms)	0.00	0.00	0.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.01	0.03
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.01	0.03
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

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	215.62	559.31
Reused/Recycled non-hazardous waste (Kilograms)	0.00	215.62	559.31
Reused non-hazardous waste (Kilograms)	0.00	0.00	73.90
Recycled non-hazardous waste (Kilograms)	0.00	215.62	485.41
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00

	2022	2023	2024
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	2.19	1.24
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	2.19	1.24

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	:	11
Actual number of disclosure boundaries	:	11
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company is committed to its operations that are mindful and aware of the environmental impact. It has set an operation plan that must go hand in hand with environmental concern. The main activities that emit greenhouse gases from the organization come from energy consumption in software innovation development, air conditioners used in the office, and employee travel. The Company has therefore continuously organized an energy conservation plan, organized a transportation system for employee transportation, and installed solar panels on the office roof as part of helping to reduce energy consumption within the organization and reduce the amount of greenhouse gas emissions from the organization. This is in accordance with the Paris Agreement to reduce the increase in global temperature to no more than 2 degrees Celsius and aim for carbon neutrality by 2050 and net zero greenhouse gas emissions by 2065.

Reference link for company's greenhouse gas management plan : <https://www.humanica.com/en/investors-sustainability-sustainability-report/>

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

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

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 1-2	2023 : Greenhouse gas emissions 687.99 tCO ₂ e	2026 : Reduced by 3% or 20.33 tCO ₂ e in comparison to the base year	2065 : Reduced by 100% or 687.99 tCO ₂ e in comparison to the base year	<ul style="list-style-type: none"> Thailand Greenhouse Gas Management Organization (TGO) : None Science-based Targets (SBTi) : None

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-2	2023 : Greenhouse gas emissions 687.99 tCO ₂ e	2050 : Reduced by 75% or 515.99 tCO ₂ e	None

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Projects to help reduce greenhouse gas emissions

1. Employee transportation system using EV vehicles

The company recognizes the importance of reducing carbon dioxide emissions in the air and pollution from transportation. Therefore, we have expanded the employee shuttle service on the BTS (National Stadium Station) and MRT (Hua Lamphong Station) routes and fully utilized electric trains to provide the company's employee shuttle service. This electric employee shuttle van can travel over 300 kilometers on a single battery charge. Both BTS stations are within 2 kilometers from the office. Therefore, charging the battery once is sufficient for employee shuttle service throughout the week. In addition, this electric van can charge its battery from solar panels on weekends, which is a period when energy consumption is significantly reduced.

2. Changing tax invoices and withholding tax forms to electronic forms

The Company has changed tax invoices and withholding tax forms to electronic forms, replacing issuing paper forms to customers. This can greatly reduce the amount of paper used. In 2024, the amount of paper can be reduced by 44,011 sheets from the change to electronic tax invoices, which can reduce greenhouse gas emissions by approximately 150 kilograms/carbon dioxide equivalent. In 2023, the total amount of paper can be reduced by 24,724 sheets and greenhouse gas emissions can be reduced by approximately 121.15 kilograms/carbon dioxide equivalent.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	299.71	599.06	688.71
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	7.37	7.11	6.60
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	292.34	591.79	681.39
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	0.16	0.72

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000279	0.000448	0.000468
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.31	0.56	0.62
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.01600000	0.05600000	0.03700000

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 emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

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

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

ESG Performance

Company Name : HUMANICA PUBLIC COMPANY LIMITED Symbol : HUMAN

Market : SET Industry Group : Technology Sector : Information & Communication Technology

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, Supplier rights

The Company adheres to international human rights principles as a common practice. Taking into account the dignity of humanity rights, freedom and equality and not discriminate among all stakeholder groups. The Company will not take any action and do not promote violations of international human rights strictly by regularly inspecting and supervising the Company's business operations become involved in the violation of human rights. The company has guidelines regarding human rights as follows;

Company Group and Employees

Labor rights and employment conditions of employees in the group of companies conforms to both international labor standards and Thai law which covers the criteria specified in the corporate governance policy, business code of conduct and ethics manual (in Section 4.3 Policy on Treatment of Employees) and the Company's employment policy. The board of directors gives importance and considers the main policy to conduct business towards sustainability which respect for human rights and the human dignity of every employee which is the foundation of running a valuable business. The Company realizes that employees are a very important factor in creating quality products. Therefore, it is important to treat employees fairly both in giving returns appointment and transfer and the development of potential along with the development of morality to enable employees to be capable and good members of society, such as fair employment for employees and provide employees with appropriate compensation according to their potential take care of the environment and organize a work system for employees to have safety in life, property, and good hygiene. Develop employees to thoroughly train their skills and increase their potential and allow employees to receive news from the Company regularly.

Guidelines for Practice

- (1) Establish measures to protect employees who provide information to the authorities in the case of illegal acts or violates the Securities and Exchange Act to prevent unfair treatment whether it is changing job positions, job descriptions, workplaces, suspensions, threats to disturb work, termination of employment due to the cause of whistleblowing concerning breaking the law or being unethical.
- (2) Establish a policy for the Company not to conduct transactions with companies that do not consider human rights, especially violations of basic rights regarding race, women, children, disabilities, etc.
- (3) Require an assessment of risks from violations of human rights laws regularly at least once a year.
- (4) Require an audit from the internal audit department by specifying it as the main process in the annual audit and report to the Board of Directors.
- (5) Give employees an opportunity and all groups of stakeholders express their opinions through independent directors or the company secretary.
- (6) There are communication channels and whistleblowing channels for employees or stakeholders and know the progress in reporting clues.
- (7) Provide a provident fund for employees.

The Company has complied strictly, equitably and fairly with relevant laws, rules and regulations by giving employees the opportunity to have a complaint channel and express opinions freely to serve as a guideline to the sustainable development of the organization.

Business Partner Group

The Company aims for its trading partners to respect human rights. It selects and conducts business with business partners on the basis of equality and fairness and provide opportunities for business partners to participate in company activities to create awareness for society as specified in business ethics and work practices. In addition, the Company

called on trading partners to demonstrate their commitment to identifying, preventing, mitigating and holding accountable human rights impacts in the event of human rights violations.

Social Groups and Communities

The Company conducts every step of its business with respect for the surrounding community and environment in order to reduce the impact on the well-being and quality of life of the community. The Company has also prepared channels for the community to file complaints and provide various suggestions. The company will take immediate and appropriate action regarding the complaints in the event of violation of human rights.

Reference link for social and human rights policy and guidelines : <https://www.humanica.com/en/investors-corporate-governance/>

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

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

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

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

Target

- Number of complaints on human rights and discrimination is 0
- Incidents of discrimination that have occurred are 0
- Incidents of personal data complaints are 0
- Incidents of actual and preventable attacks are 0
- Turnover rate of employees with more than one year of service No more than 25 percent
- Employees receive an average of 6 hours of training / person / year
- Employee Experience Survey response rate of more than 85 percent
- Employee Experience Survey result of more than 80 percent
- Lost Time Injury Frequency Rate (LTIF) is 0
- Organize health promotion activities for employees at least 10 times per year
- Increase the number of orders for products and services from local or regional sources by 10 percent by 2025
- Reduce the use of paper products such as A4 paper that impact the environment by 10 percent by 2025
- Develop, promote and improve the quality of life of society through community committees that listen to and analyze public opinions and support projects that focus on education and skills development, along with supporting projects to improve the quality of life of society sustainably along with the growth of the company
- Complaints from local communities / number of incidents that create negative impacts on the community is 0
- Number of customer complaints regarding the security of software systems and services is 0

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on other social management

Plans, performance, and outcomes related to other social management

None

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

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's 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	:	11
Actual number of disclosure boundaries	:	11
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, Occupational health and safety in workplace

Treating employees fairly

The Company realizes that employees are an important factor in creating products and service quality for the company. Therefore, it emphasizes treating employees fairly by adhering to the principles of equality and fairness, without discrimination on gender, nationality, and religion in terms of employment, compensation, appointment, transfer, and potential development along with moral development in order for employees to be capable and good people of society. Therefore, the Company has set the following principles for treating employees:

1. Strictly comply with labor laws and regulations related to employees, including:
 - Do not hire child laborers who are under the legal age. In the event that business partners hire child laborers who are over the legal age, they must provide the workers with all the protections required by law, including the development and promotion of quality of life and appropriate work.
 - Do not allow female employees to work in a manner that may be hazardous to their health and safety. In the event that female employees are pregnant, they must provide them with the protection and benefits required by law.
 - Hiring foreign workers must be carried out in accordance with the law correctly and completely.
 - Do not use labor in a manner that is considered slave labor, including physical punishment, threats, confinement, intimidation, harassment, human trafficking, or violence in any form.
2. Treat employees politely and respect their individuality. and human dignity according to the principles of international human rights
3. Provide fair employment conditions for employees and provide appropriate compensation according to their potential
4. Maintain the environment and organize a work system so that employees are safe in life and property, including good hygiene
5. Give importance to employee development to train skills and increase potential by giving employees opportunities to learn comprehensively and consistently
6. Appoint, transfer, reward and punish employees with honesty and based on the knowledge, ability and suitability of employees
7. Provide a provident fund for employees
8. Regularly inform employees of information about the company's operations and status
9. Listen to opinions and suggestions based on the professional knowledge of employees
10. Avoid any unfair actions that may affect employees' job security or threaten and put pressure on their mental state
11. Create a good conscience for employees to know how to be givers and good citizens of society
12. Provide channels for employees to file complaints in cases of unfairness or report clues about matters that may be illegal, and have a process for redress including systematic and fair measures to protect employees who file complaints.
13. The Company and its representatives must support employees' exercise of political rights with neutrality.
14. Promote employees' participation in proposing guidelines for work practices and/or various agreements to benefit all parties and create good relationships in working together under a good corporate culture and create unity within the organization.
15. Encourage employees to participate in both internal and external activities that are beneficial to the organization and society to create participation and commitment to the organization as appropriate and at the discretion of the supervisor.

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> Employee training and development Promoting employee relations and participation Occupational health and safety in workplace 	<ul style="list-style-type: none"> Turnover rate of employees with more than one year of service must not exceed 25% 60% of employees receive at least 6 hours of training/person/year Employee Experience Survey response rate must exceed 85% Employee Experience Survey result must exceed 80% 	<p>2024: - Turnover rate of employees with more than one year of service must not exceed 25%</p> <ul style="list-style-type: none"> 60% of employees receive at least 6 hours of training/person/year Employee Experience Survey response rate must exceed 85% Employee Experience Survey result must exceed 80% 	<p>2025: - Turnover rate of employees with more than one year of service must not exceed 25%</p> <ul style="list-style-type: none"> 60% of employees receive at least 6 hours of training/person/year Employee Experience Survey response rate must exceed 85% Employee Experience Survey result must exceed 80%

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 management : Yes

The Company has started conducting an Employee Experience Survey, with the following results:

- Employees participated in the Employee Experience Survey, with a response rate of 98%.
- Employee Experience Survey results were 78%.

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	958	1,077	1,109
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	958	1,077	1,109
Male employees (persons)	473	541	572
Percentage of male employees (%)	49.37	50.23	51.58
Female employees (persons)	485	536	537

	2022	2023	2024
Percentage of female employees (%)	50.63	49.77	48.42
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	563	636	608
Percentage of employees under 30 years old (%)	58.77	59.05	54.82
Total number of employees 30-50 years old (Persons)	369	414	471
Percentage of employees 30-50 years old (%)	38.52	38.44	42.47
Total number of employees over 50 years old (Persons)	26	27	30
Percentage of employees over 50 years old (%)	2.71	2.51	2.71

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	272	314	303
Percentage of male employees under 30 years old (%)	57.51	58.04	52.97
Total number of male employees 30-50 years old (Persons)	193	218	258
Percentage of male employees 30-50 years old (%)	40.80	40.30	45.10
Total number of male employees over 50 years old (Persons)	8	9	11
Percentage of male employees over 50 years old (%)	1.69	1.66	1.92

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	291	322	305

	2022	2023	2024
Percentage of female employees under 30 years old (%)	60.00	60.07	56.80
Total number of female employees 30-50 years old (Persons)	176	196	213
Percentage of female employees 30-50 years old (%)	36.29	36.57	39.66
Total number of female employees over 50 years old (Persons)	18	18	19
Percentage of female employees over 50 years old (%)	3.71	3.36	3.54

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	787	837	850
Percentage of employees in operational level (%)	82.15	77.72	76.65
Total number of employees in management level (Persons)	162	231	250
Percentage of employees in management level (%)	16.91	21.45	22.54
Total number of employees in executive level (Persons)	9	9	9
Percentage of employees in executive level (%)	0.94	0.84	0.81

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	382	399	421
Percentage of male employees in operational level (%)	80.76	73.75	73.60
Total number of male employees in management level (Persons)	86	136	145
Percentage of male employees in management level (%)	18.18	25.14	25.35
Total number of male employees in executive level (Persons)	5	6	6
Percentage of male employees in executive level (%)	1.06	1.11	1.05

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	405	438	429
Percentage of female employees in operational level (%)	83.51	81.72	79.89
Total number of female employees in management level (Persons)	76	95	105
Percentage of female employees in management level (%)	15.67	17.72	19.55
Total number of female employees in executive level (Persons)	4	3	3
Percentage of female employees in executive level (%)	0.82	0.56	0.56

Significant changes in the number of employees

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

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	0	0	261
Northern (Person)	0	0	9
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	0	0	351
Northern (Person)	0	0	7
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	2	1	1
Percentage of disabled workers to total employment (%)	0.21	0.09	0.09
Total number of employees with disabilities (Persons)	2	1	1
Total male employees with disabilities (persons)	2	1	1
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.21	0.09	0.09
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	401,217,361.00	455,049,582.78	547,640,798.49
Total male employee remuneration (baht)	187,889,943.00	227,893,975.92	261,736,819.03
Percentage of remuneration in male employees (%)	46.83	50.08	47.79
Total female employee remuneration (baht)	213,327,418.00	227,155,606.86	285,903,979.46
Percentage of remuneration in female employees (%)	53.17	49.92	52.21
Average remuneration of employees (Baht / Person)	418,807.27	422,515.86	493,814.97
Average remuneration of male employees (Baht / Person)	397,230.32	421,245.79	457,581.85
Average remuneration of female employees (Baht / Person)	439,850.35	423,797.77	532,409.64
Ratio of average remuneration of female employees to male employees	1.11	1.01	1.16

Provident fund management policy

Provident fund management policy : Have

The Company provides a provident fund with a fund committee consisting of employers and employees and reviews the performance every quarter. The committee selects the fund manager based on the size of the fund and past performance.

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	694	693	743
Proportion of employees who are PVD members (%)	72.44	64.35	67.00
Total amount of provident fund contributed by the company (baht)	16,597,546.00	20,160,447.00	19,462,961.60
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	4.14	4.43	3.55

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	5.83	9.15	12.72
Total amount spent on employee training and development (Baht)	2,337,236.00	1,847,793.00	2,011,482.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.002759	0.001930	0.001942
Percentage of training and development expenses to total revenue (%) ^(*)	0.002177	0.001382	0.001368

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

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	1,875,848.00	2,103,560.00	2,173,640.00
Total number of hours worked by employees (Hours)	1,875,848.00	2,103,560.00	2,173,640.00
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0

	2022	2023	2024
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

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

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	349	321	301
Total number of male employee turnover leaving the company voluntarily (persons)	134	135	121
Total number of female employee turnover leaving the company voluntarily (persons)	215	186	180
Proportion of voluntary resignations (%)	36.43	29.81	27.14
Percentage of male employee turnover leaving the Company voluntarily (%)	13.99	12.53	10.91
Percentage of female employee turnover leaving the Company voluntarily (%)	22.44	17.27	16.23
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
Reference link to consumer data privacy and protection policy and guidelines	:	https://www.humanica.com/en/investors-corporate-governance/

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

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

The current business world is changing rapidly, causing companies and organizations to adapt by searching for new innovations that can help elevate their organizations. In order not to be overlooked in the highly competitive market, Humanica Public Company Limited intends to deliver products and services to customers with new innovations that are convenient, fast, and easy to use. In addition, the company emphasizes the safety of products and services, taking into account preventive measures that may affect data, such as preventing viruses or theft of software system data to the public. This is to build trust and confidence among stakeholders, especially customers in terms of products, and maintain a good image for the organization.

Regarding product safety, the company has strictly followed its policies and regulations to demonstrate value creation and growth with customers. In 2024, the company treats customers with sincerity, advertises based on reality, and is polite and humbly. It invents and intends to meet customer needs as efficiently as possible, which are factors leading to continuous and sustainable business success. The company has set the following policies and practices:

- Develop and deliver products, both software and hardware, and services according to standards, in accordance with customer agreements, at a fair price, without excessive profit.
- Provide correct, sufficient, and timely information and advice. To inform customers about products and services

- Strictly comply with various conditions for customers. In the event that any condition cannot be complied with, the customer must be notified immediately in order to jointly consider finding a solution to the problem in a timely manner.
- Treat customers politely and be trusted by customers.
- Have a system for storing customer data safely, have measures to maintain customer confidentiality, do not forward data without the customer's consent, and do not use customer data for personal gain and/or those involved inappropriately.
- Guarantee products under appropriate terms and conditions and comply with the Consumer Protection Act.
- Have a system/process for customers to complain about the quality, quantity, safety of products and services, including the speed of response, delivery, and utmost action to ensure that customers receive a quick response.
- Support customers' social responsibility operations.
- Focus on developing environmentally friendly products and using energy efficiently.
- Create channels to provide information about products or services and product development to customers continuously.
- Take responsibility for any errors that may occur willingly to help create warmth, impression, trust, and faith in customers.

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)
<ul style="list-style-type: none"> • Responsible production and services for customers • Communication of product and service impacts to customers/consumers • Development of customer satisfaction and customer relationship • Protection of customer personal information 	<ol style="list-style-type: none"> 1. Customer satisfaction results 2. Complaints received from customers 	<ol style="list-style-type: none"> 2024: 1. No violation of the law 2. Customer complaints about marketing communication about the software system are 0 3. Customer satisfaction with the service and software system is excellent (highly rated) 	<ol style="list-style-type: none"> 2025: 1. No violation of the law 2. Customer complaints about marketing communication about the software system are 0 3. Customer satisfaction with the service and software system is excellent (highly rated)

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Performance Results

- Number of customer complaints received and related to software system and service security is 0
- Number of non-compliance incidents resulting in fines is 0
- Number of non-compliance incidents resulting in warnings is 0
- Number of intentional non-compliance incidents (Voluntary Codes) is 0
- Number of lawsuits or complaints regarding software systems and services that affect stakeholders (unit: times) is 0
- Number of lawsuits or complaints regarding marketing communications that affect stakeholders (unit: times) is 0
- Number of non-compliance incidents resulting in fines is 0
- Number of non-compliance incidents resulting in warnings is 0
- Number of intentional non-compliance incidents (Voluntary Codes) is 0

Customer Satisfaction Survey on Services and Software Systems

The Company has conducted a customer satisfaction survey on products and services. The satisfaction level is divided into 5 levels: 1-5, with the lowest score being at level 1 and the highest score being at level 5. In 2024, the satisfaction survey results found that the average satisfaction score for HPO products was 4.11 points from a total of 178 surveyors, ERP products were 3.76 points from a total of 71 surveyors, DataOn products were 4.50 points from a total of 502 surveyors, and Tiger products were 4.80 points from a total of 179 surveyors.

After the Company conducted a customer satisfaction survey, it used the satisfaction survey results to further develop and improve the system by creating a maintenance plan or improving the software system at least once a year to explore possible defects. The company created a development plan with goals for each year, using the satisfaction report from the company's HRM department to make decisions. In 2024, the inspection results found that overall, the Company was in a good range. There was a plan to improve and develop according to the annual Roadmap, such as improving the efficiency of the software system, covering the plan to create new systems, and monthly maintenance (Report Maintenance).

Customer satisfaction

	2022	2023	2024
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 : 02-636-6999

Fax : -

Email : marketing@humanica.com

Company's website : www.humanica.com

Address : No.2 Soi Rongmuang 5, Rongmuang Road, Rongmuang,
Pathumwan, Bangkok 10330

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Reference link for community development and engagement policies : <https://www.humanica.com/en/investors-corporate-governance/policies>

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, Education, Religion and culture, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Reducing inequality

The Company is committed to being a good role model for society by conducting business on the basis of good governance and social responsibility, along with continuous quality development for sustainable growth with the community. The Company places importance on business processes that take into account society and the environment, supporting social activities that benefit communities both near and far, focusing on working with communities, promoting activities that help improve the quality of life and economy of communities to be able to rely on themselves firmly, in line with the Company's guidelines and in line with the development direction of the government sector, so that the business sector and communities can grow together in a balanced and sustainable manner, with the following practices:

1. The Company conducts business activities with the benefits and sustainability of communities and society as the main consideration.
2. The Company promotes the participation of communities and social agencies through meetings, exchange of ideas, and cooperation with various agencies to continuously develop the quality of life of communities.
3. The Company establishes plans and measures to prevent/resolve in cases where there are impacts on the environment and communities from the Company's operations.
4. Organize social welfare activities by encouraging employees to participate and be good citizens and volunteers for society.
5. Focus on developing knowledge and education for Thai youth according to the Company's potential.
6. Create cooperation with local agencies to develop the infrastructure of educational institutions, religious places, and promote health for youth and the underprivileged. Including the development of the community's environment.
7. Promote, maintain religion and conserve the culture, customs and good traditions of the local area.
8. Support the development of local community businesses and provide opportunities to be business partners with the Company.
9. Generate income and promote the community economy through employment and support of community products, including activities to enhance knowledge in occupations so that the community can be self-reliant and increase family income.
10. Communicate with the community and society regularly, transparently and publish reports on the performance of social responsibility for all stakeholders to be aware of.

Reference link for company's community and social management plan : <https://www.humanica.com/en/investors-sustainability-sustainability-report/>

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	Indicators	Base year	Target year
<ul style="list-style-type: none"> • Employment and professional skill development • Education • Religion and culture • Forests and natural resources • Sports and recreation • Occupational health, safety, health, and quality of life • Disadvantaged and vulnerable groups • Reducing inequality 	<p>1. Develop, promote and improve the quality of life of society through community committees that listen to and analyze public opinions and support projects that focus on education and skill development, along with supporting projects to improve the quality of life of society sustainably along with the growth of the company.</p> <p>2. Complaints from local communities/Number of incidents that create negative impacts on the community is 0.</p>	<p>2023: 1. Develop, promote and improve the quality of life of society through community committees that listen to and analyze public opinions and support projects that focus on education and skill development, along with supporting projects to improve the quality of life of society sustainably along with the growth of the company.</p> <p>2. Complaints from local communities/Number of incidents that create negative impacts on the community is 0.</p>	<p>2025: 1. Develop, promote and improve the quality of life of society through community committees that listen to and analyze public opinions and support projects that focus on education and skill development, along with supporting projects to improve the quality of life of society sustainably along with the growth of the company.</p> <p>2. Complaints from local communities/Number of incidents that create negative impacts on the community is 0.</p>

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

1. Internship Support Program

The Company is committed to developing communities and society through continuous participation in projects that promote social responsibility. One of the important projects we support is the Internship Program, which provides students from all universities with the opportunity to learn and experience real-world work in a business environment. We believe that the experience gained will be an important foundation for deciding on the right career path and inspire them to grow in their desired career.

This internship program not only helps to enhance students' knowledge and professional skills, but also creates a strong and sustainable educational network and allows the Company to select potential personnel, which is beneficial to both the organization and the students themselves. This collaboration helps to strengthen relationships between the business and education sectors, build trust in the community, and truly contribute to the development of society.

The program also promotes knowledge exchange, creates cooperation at the community level, and builds good relationships in society. The Company believes that investing in new-generation personnel will be an important foundation for sustainable development and benefits all parties in the long run.

The Company has 10 interns in 2024 (2023: 6 interns and 2022: 1 interns).

2. Elderly Well-being Development Program

The Company has organized the "Improving the Well-being of the Elderly" at the Waiwattana Niwas Foundation, an elderly care home in Samut Prakan Province, to create happiness and improve the quality of life for the elderly living in this home, many of whom face challenges in their lives and lack outside care. This project focuses on helping to develop the quality of life and mental health of the elderly through activities that promote warmth and happiness, including providing lunch, providing necessities such as new appliances and clothes, as well as various recreational activities that help build good feelings and make the elderly feel loved and valued in society.

3. Activities to provide opportunities for Thammasat students to visit and learn about modern human resource management

The company organized a project to provide opportunities for Thammasat students to visit and learn about modern human resource management, aiming to enhance students' knowledge and skills in personnel management and the use of technology to increase work efficiency in the digital age. This activity provided students with real-world experience working in HR and to understand the important role of human resources in organizations, which is not only related to personnel management, but also includes developing organizational culture and the use of technology to enhance work efficiency. Senior executives with expertise and experience in human resource management gave lectures and shared their knowledge

with students, especially in the application of technology to personnel management and adapting to changes in technology and employee behavior. Which is an important factor in managing organizations in the present era.

4. Blood Donation Project

The company has organized the “Blood Donation” project, a social activity that invites employees to donate blood to the Thai Red Cross Society continuously every year. The objective is to support the provision of blood reserves for patients who need blood for medical treatment and help alleviate the blood shortage problem in blood banks of hospitals nationwide. This activity gives employees an opportunity to show their kindness and participation in helping fellow humans who are facing health crises. Every drop of donated blood can save many lives. It also promotes public consciousness and creates pride for all participants.

Performance Results

The Company has established a process for receiving complaints from the community through various channels, including website, email, and post, to allow the community to express their opinions or complaints conveniently and quickly. The company will set up a committee responsible for collecting complaints to listen to opinions and analyze the data in detail. Then, the complaints received will be forwarded to the relevant agencies for effective resolution. The committee will hold a meeting to review and follow up on the results of the operation every year to ensure that all complaints are considered and resolved appropriately. The complaints from surrounding communities are 0.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

Does the company measure the non-financial benefits from social development? : Yes

	2022	2023	2024
Educational beneficiaries (Persons)	1.00	6.00	10.00

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	314,500.00	222,005.00	156,935.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.037120	0.023186	0.015154
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.029297	0.016609	0.010675

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

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

ESG Performance

Company Name : HUMANICA PUBLIC COMPANY LIMITED Symbol : HUMAN

Market : SET Industry Group : Technology Sector : Information & Communication Technology

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 Board has established the policy on corporate governance, business ethics, and work performance practices. The policy is reviewed annually or as appropriate so as to keep up with current situations and business environment while conforms to guidelines set forth by the SET, SEC, and relevant governance agencies. In so doing is to uplift the Company's corporate governance (CG) practices to meet international standards, to better create long-term good performances: to better take on all changes, create value, and responsive to shareholders, stakeholders, and society.

The Board of Directors has specified and supervised the consideration and resolution for review and amend the corporate governance policy for creating sustainable business value. This aims at building up confidences of shareholders and stakeholders seen as essence for long-term business value and returns to shareholders. The Company's Board, as the leader of the organization, has implemented and appropriately performed its duties according to good corporate governance for listed company year 2017 (CG Code) as the following 8 principles.

Principle 1 Establish Clear Leadership Role and Responsibilities of the Board

Principle 2 Define Objectives that Promote Sustainable Value Creation

Principle 3 Strengthen Board Effectiveness

Principle 4 Ensure Effective CEO and People Management

Principle 5 Nurture Innovation and Responsible Business

Principle 6 Strengthen Effective Risk Management and Internal Control

Principle 7 Ensure Disclosure and Financial Integrity

Principle 8 Ensure Engagement and Communication with Shareholders

Reference link for the full version of corporate governance : [https://www.humanica.com/en/investors-corporate-governance/policy and guidelines](https://www.humanica.com/en/investors-corporate-governance/policy-and-guidelines)

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

When nominating independent Directors, Directors and CEO; the Board of Directors shall ensure that the process of nominating candidates is transparent. The NRC is assigned to screen and select candidates who are fully qualified with the right knowledge, expertise and records of accomplishment useful for the Company's business operation and possess a good understanding of the business, goals, business plans as determined by the Board of Directors.

Subsequently, the NRC shall propose the candidates for the Board of Directors' consideration. In the case of directorship, NRC shall, with the approval of the Board of Directors, propose the candidates to the shareholders with adequate information about the candidates to support their decision-making

Election of each Director is made by the majority of votes of shareholders during shareholders' meeting. Every year, the Board of Directors shall invite the shareholders and Directors to propose suitable candidate for NRC's consideration.

The nominated Directors must meet the qualifications of the Company's AOA, laws, regulations of SET, SEC and Capital Market Supervisory Committee.

Determination of Director Remuneration

In determining remuneration (either in cash or in kind) of Directors, the Board of Directors has assigned the NRC to carry out a transparent process and propose its recommendations to the shareholders' for approval during the AGM. The policy, basis of calculation and criteria for remuneration payment for each Director position must be proposed to shareholders' approval. The proposed remuneration shall be suitable and sufficient to predispose the Board of Directors to lead the Company to achieve both short-term and long-term goals, without making excessive remuneration payment.

Criteria for payment of directors' remuneration considering responsibility, appropriate and consistent with the Company's performance and the performance of the Board of Directors and reference data with other companies in the same industry of similar size and nature of business, as well as overall operating results and economic conditions. Remuneration structure for directors and sub-committees, including the survey of directors' remuneration of the Thai Institute of Directors Association (IOD) and the Stock Exchange of Thailand. The directors assigned to have more duties and responsibilities will be compensated appropriate to the duties and responsibilities that have been assigned more.

The NRC evaluates the performance of the CEO in accordance with the norm and criteria agreed with the CEO, based on Company's operating results, achieved performance of long-term strategic objectives, and management development. The results of the evaluation are tabled to the Board of Directors for approval on an annual basis, and are communicated to CEO by the NRC.

Remuneration of the CEO is in accordance with the criteria approved by the Board of Directors within a framework.

Independence of the Board of Directors from the Management

The Company recognizes the importance of having a Board of Directors that maintains independence from management to ensure transparency, fairness, and effectiveness in corporate governance. The Board therefore establishes this policy to reinforce the ability of directors to perform their duties independently of management influence.

Key Principles:

1. Directors must be able to make independent decisions in the best interests of the Company and its shareholders.
2. Independent directors must meet the qualifications prescribed by the Stock Exchange and must not have any relationships that could lead to conflicts of interest.
3. Non-executive directors should have the authority to set policy and provide effective oversight and checks and balances over management.
4. The Chairman of the Board should be independent of management and capable of leading the Board effectively.
5. Independent Directors should not have held executive positions within the Company for at least two years prior to appointment, unless otherwise justified and approved by the Board.

Implementation Guidelines:

- The Company shall review the independence status and qualifications of directors annually.
- In nominating new directors, the Board shall consider experience, diversity, competence, and independence which must be screened by the Nomination and Remuneration Committee.
- The Board shall encourage regular non-executive sessions without management present, to allow for open and unbiased discussion among non-executive directors.

Director Development

The Board of Directors promotes and facilitates training for those involved in corporate governance, such as Directors, Audit Committee members, Nomination and Remuneration Committee members, Executives, the Company Secretary, and personnel whose functions and related to continuous corporate governance, including attendance of such training courses organized by the Thai Institute of Directors (IOD), other courses by other entities, and in-house training.

Following the subsequent appointment of a new Director, the Company will have important documents and useful information such as the Directors Manual, Organizational Standard Operating Procedures (SOP), and Code of Business Conduct delivered to him / her. In addition, the new Director's orientation will include an introduction to the nature of business, policies, and business operational guidelines of the Company to get the new Director acquainted with the Company's policy and corporate governance.

The Board of Directors has made available a leadership development program and the CEO has reported to the Board of Directors on the results of the regular implementation of the program along with consideration of a succession plan.

The Board of Directors requires CEO to provide a development and succession plan annually, with consultation with the Nomination and Remuneration Committee, in preparation for its succession planning of key management position.

Board Performance Evaluation

Evaluation of the Board of Directors

The Board of Directors and Board Committee conducts a self-evaluation at least once a year to jointly consider their achievements, problems and corrective actions.

Guidelines

In order to comply with the principles of good corporate governance The Board of Directors provides an evaluation of the Board of Directors' performance in the form of (1) Self-Assessment of the Board of Directors (2) Self-Assessment of Individual Directors (3) Self-Assessment of Sub-Committees

Using the Board's self-assessment guidelines from the Stock Exchange of Thailand to be adapted to suit the nature and structure of the Board of Directors. to be used as a framework for the performance of the Board of Directors and encourage mutual consideration of the results and operations.

Process

The Company arranges an annual evaluation of the Board's performance every year to assess the performance in the past year. The Company's secretary will send such assessment form to each director to perform in the form of individual committees and individuals (self-assessment) to bring the results of the assessment to report to the Board of Directors, then the Board of Directors will consider the results of the assessment to improve performance in the future.

Assessment of the performance of the Board of Directors as a whole The assessment is divided into main topics as follows:

1. Structure and Qualifications of the Board of Directors: It consists of a variety of directors. proportion of directors Qualifications of each sub-committee.
2. Roles, Duties and Responsibilities of the Board of Directors: Consists of spending sufficient time to consider important matters. Items with conflicts of interest internal control system risk management.
3. Board of Directors Meeting: Consisting of meeting schedule for the year in advance, document quality, and sufficient information for the decision-making of the directors.
4. Performance of duties of directors: Consistently attending meetings freely expressing opinions.
5. Relationship with management: consists of the opportunity for discussion. Opportunity to participate in problem solving.
6. Director's Self-Development and Executive Development: Consisting of understanding of the role Have knowledge in the company business, encourage directors to attend training succession plans, etc.

Individual performance evaluation of the Board of Directors The assessment is divided into main topics as follows:

1. Board properties: a variety of board Approval on the performance of duties of the directors.
2. Roles, Duties and Responsibilities: Independence of Directors Adequate comments and participation in activities internal control system and risk management Disclosure.
3. Meeting: Attendance commenting on the meeting Studying the information in advance.
4. Other opinions that is beneficial to the management of the organization.

The results of each key area are calculated in percentage, whereby 85 percent or more = excellent, more than 75 percent = very good, more than 65 percent = good, more than 50 percent = average, and less than 50 percent = need improvement. It

can be concluded from the evaluation results that the Board of Directors and Committees have performed their duties in accordance with the Corporate Governance Code and the Code of Business Conduct of the Company with most of the performance are determined to be at the level of excellent.

Corporate Governance of Subsidiaries and Associated Companies

The Company places strong emphasis on the supervision of its subsidiaries and associates to ensure that all entities within the group operate in alignment with the same direction, uphold good corporate governance, and comply with applicable laws and regulations. The following guidelines are in place:

1. Appointment of Directors and Executives

The Company shall appoint directors or executives to serve on the boards of subsidiaries and associates, in proportion to its shareholding and control, to enable effective oversight and governance.

2. Policy Alignment and Internal Control

Subsidiaries and associates are required to operate in accordance with the parent company's policies regarding finance, accounting, risk management, and internal controls, and must report accurate and timely information.

3. Disclosure and Transparency

All subsidiaries and associates must prepare financial statements and other relevant reports for public disclosure in compliance with regulatory requirements, and cooperate with external audits and regulatory reviews.

4. Corporate Governance and Legal Compliance

The Company encourages all subsidiaries and associates to conduct business ethically, in adherence to good corporate governance principles, local laws, and regulations in their respective jurisdictions.

5. Monitoring and Evaluation

The Company will regularly monitor the performance of its subsidiaries and associates and assess potential risks to ensure efficiency, transparency, and proper control across the group.

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 Company's Board of Directors is aware of and places importance on the rights of our shareholders (including institutional shareholders) and the Company shall not perform any acts in manner likely to violate the rights of our shareholders. The Company adopts the policy of encouraging, and facilitating our shareholders to exercise their fundamental rights such as participating in shareholders' meetings, casting ballots during meeting in person or by proxy. Allowing shareholders to appoint or remove Directors fix Directors' remunerations, appoint auditor, and vote on other significant matters such as allocation of dividends, stipulations or revision of Articles of Association, capital decrement of increment, etc.

The Board of Director ensures that the shareholders can take part in making important decisions and issues specified by laws. Issues affecting the direction of the business operation are listed in the meeting agenda and proposed for the shareholders' approval.

The Company's Board of Directors supports shareholders' participation by allowing minority shareholders to propose the meeting agenda prior to the shareholders' meeting. The Board will consider including such proposed matters as the meeting agenda. If the Board reject any request, they shall provide an explanation at the shareholders' meeting. Additionally, the Board provides a mechanism allowing minority shareholders suggest to candidate to participate in the nominations and appointments of Directors. The threshold of eligible shareholding is set at five percentages (5%) of the Company's total number of the eligible voting shares. The Board shall disclose such criteria to shareholders in advance before the date of the shareholders' annual general meeting. The Company will also encourage and allow allowing shareholders to submit questions before AGM by specifying the criteria for question submission in advance and disseminating such criteria on the Company's website.

The Board of Directors shall ensure that the Notices of Shareholders' Meeting contain correct, complete and adequate information. The notice must clearly specify the meeting agenda and be forwarded to the shareholders along with related

document. The said information should be uploaded to the Company's website, at least 30 days before the date of the meeting. Such Notices of Shareholders' meeting and relevant documents shall be made entirely in English and disseminated altogether along with the Thai versions every time.

Employee

The Company recognize that our employees are the most valuable resources for the success of the business. The Company firmly believe that the growth of our organization is directly linked to the quality of our workforce. As such, the Company is committed to continuously improving and modernizing our human resource management processes and systems, aligning them with international standards and keeping pace with evolving technologies. This commitment is aimed at fostering employees who are not only skilled and talented but also happy in their work, contributing to the betterment of society, and playing a key role in driving the company's sustainable development. The Company focus on empowering our employees to be the central force behind the company's progress, positioning Humanica as a sustainable organization that enhances competitiveness and responds effectively to organizational changes aimed at achieving excellence.

The Company establishes employee compensation structures aligned with the Company's short-term and long-term performance through Performance Management. This process is both continuous and systematic, designed to drive the achievement of business goals. It ensures that performance objectives at the organizational, departmental, and individual levels are aligned with the Company's strategic direction, allowing the company to achieve its business goals effectively.

The Company evaluates employee performance annually, adjusting salaries based on individual contributions. The evaluation process employs Key Performance Indicators (KPIs) to assess both operational and behavioral performance, ensuring that the company's values are consistently reflected in employee conduct. These performance indicators are applied across organizational, business, operational, and individual levels. The KPIs are designed to align with the perspectives of the Balanced Scorecard—financial, customer, internal processes, and learning & growth—and are further enhanced by product and service perspectives to ensure alignment with both short-term performance goals and long-term strategic objectives. In addition, The Company offers a Variable Bonus program, which is linked to KPI assessments, motivating employees to achieve the company's goals for the year.

The Company believes that investing in employee well-being is one of the most worthwhile investments for both individuals and the organization's future. Our employee well-being strategy focuses on enhancing the overall quality of life across all dimensions. The Company create a positive and supportive work environment through the strategic use of technologies in education (EdTech), finance (FinTech), and health (HealthTech), improving employees' quality of life both within and outside of work. Our commitment to enhancing and maintaining employee well-being is structured as follows:

Mental Well-being: We offer mental health support services, including telemedicine consultations, a Whistleblowing Policy, and mindfulness training to help employees strengthen mental resilience.

Physical Well-being: We provide health-promoting programs such as the "Sport of the Month," annual health check-ups, care plans, and other health-related activities, in partnership with organizations like Benix and Pharmcare.

Career/Occupational Well-being: We encourage continuous career development through skill training and professional growth programs, in collaboration with EdTech companies like Conicle to support lifelong learning.

Financial Well-being: We offer financial counseling services, savings benefits, and low-interest loan programs through FinTech companies such as CHESS and Rabbit Cash.

Spiritual Well-being: We provide opportunities for personal growth through meditation workshops and Meditation Days, enabling employees to find meaning and fulfillment in their work and life at Humanica.

Social Well-being: We support teamwork and collaboration through initiatives with the World Institute for Action Learning, promoting volunteer activities aligned with the SDGs and fostering relationship-building at work.

Environmental Well-being: We run environmental conservation campaigns to promote sustainability.

The Company continuously develops its workforce and leadership to ensure employees are both "skilled and good," supporting the organization's growth. We enhance employee capabilities through Hybrid Learning, designed for target groups, combining various learning methods such as Classroom, Virtual Classroom, online learning, and field coaching. This approach ensures effective learning and adaptability to changing circumstances. The Company have also developed Action Learning, where employees learn through hands-on experience, promoting job performance in an engaging and enjoyable way. Additionally, we provide digital learning resources via our Learning Management System (LMS), meeting the needs of employees from diverse generations and supporting lifelong learning and "Anytime, Anywhere" learning. The Company provides both internal and external training regularly:

1. **Internal Training:** This includes courses on digital topics like ChatGPT for HR, Generative AI, and AI for HR, as well as subjects related to HR, labor laws, and leadership skills. Safety training programs such as Basic Fire Fighting and Safety Officer training are also provided. These programs are conducted by in-house experts and supplemented by external specialists tailored to the company's needs.

2. **External Training:** Employees are encouraged to attend specialized seminars and boot camps, such as Product Management Bootcamps, Anti-Corruption guides, People Analytics, and DevSecOps training, to further enhance their knowledge and performance.

Building strong relationships between management and employees is crucial to achieving shared goals.

The Company ensures effective communication through regular meetings with the CEO and Managing Director, where employees at all levels are informed about the organization's strategic direction, challenges, and business goals. These meetings emphasize employee engagement, feedback, and participation in decision-making processes.

The Company conducts regular Employee Experience Surveys to gauge employee engagement and satisfaction, providing actionable insights to improve internal processes and address concerns. We believe that open communication and feedback between executives and employees at all levels are essential to achieving organizational goals.

The Company has defined four Core Values and three DNAs that guide employee behavior and organizational culture:

1. **Excellence:** We will give our best effort to excel in every aspect of our business and to passionately serve our clients through innovation and continuous improvement that focus on the clients' needs. We are also dedicated to consistently delivering great services to our customers and service them promptly.

2. **Teamwork:** We believe in the ability to collaborate and work together toward a common vision, both internally and externally. We believe in a supportive culture with sharing of ideas and perspectives for better problem solving and decision making.

3. **Integrity:** We strive to do what is right and fair for our clients and for each other, adhere to the highest ethical standards, even when it is difficult. We honor our commitments and communicate honestly

4. **Openness:** We will treat one another with respect in our all-inclusive environment. We will communicate honestly and as openly as possible, seeking diverse perspectives and opinions and execute them as a unified team

Our three DNAs are:

1. **Refuse to Lose:** Demonstrating determination to overcome challenges with resilience and perseverance.

2. **The Courage to Confront Brutal Facts:** Addressing difficult truths openly and constructively

3. **Be Hungry but Humble:** Balancing the drive to learn and grow with humility and respect for others.

The Company promotes these values to ensure that employees contribute positively to stakeholders and drive the sustainable growth of the Company.

Customer

The Company is committed to continuously creating innovative technology to offer products and services that meet the true needs of its customers in terms of both quality and fair price. The Company provides maintenance services and updates for software and other services as agreed with our customers. The Company continuously upgrade its information on security measures to meet industry's standards and appoint third parties to certify its data centers or process management.

Business competitor

The Company abides by the framework of international fair trade and competition and will not damage the reputation of competition through false accusations.

Business partner

The Company adheres to a framework of fair and transparent trade competition and strictly complies with the trading terms and conditions agreed upon. The Company determines appropriate and fair sale prices, taking into account the reasonableness, quality, and entailed services. In addition, regulations regarding procurement and operations are clearly established, including refrain from demanding benefits from suppliers and avoid purchasing products from suppliers that violate human right or laws.

Creditor

The Company treats creditors fairly and complies strictly with all agreed terms and payment schedules. In the case, any event that might significantly impacts the Company's financial position, the Company shall promptly inform its lenders and will together work out potential solutions to minimize damages to all parties.

Community and society

The Company carries out its business in fairness for every stakeholder and is committed to be a socially responsible Company by cultivating and encouraging its employees to be conscious of becoming a good and responsible citizen who strives for the betterment of their communities and society.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Business Principles

The company's board of directors has a policy to promote corporate governance by focusing on conducting business according to principles of social responsibility. This approach addresses the needs of all stakeholders and aligns with the path of creating a balance between business, society, and the environment, leading to becoming a sustainable organization.

The company's board of directors has established a "Code of Conduct and Business Ethics" manual to serve as a guideline for good practices for the directors, executives, and employees of Humanica Public Company Limited. The business operations are based on principles of corporate governance and responsibility towards both internal and external stakeholders. The manual is subject to regular review and continuous monitoring to ensure adherence to its guidelines.

The Code of Conduct and Business Ethics is part of the company's corporate governance policy, which was approved by the board of directors in meeting no. 1/2017 on August 11, 2017, under the relevant Corporate Governance (CG) principles as follows:

Principle 5.2: Responsible Business Conduct Towards Society and the Environment

Principle 5.4: Enterprise Information Technology Management

Principle 6.3: Managing and overseeing conflicts of interest

Principle 6.4: Anti-corruption policies and practices

Principle 6.5: Complaint Mechanisms and Whistleblowing Procedures

Business Operations

The Board of Directors has adopted the Sufficiency Economy Philosophy as a guideline for conducting business to create sustainability for the business and safeguard the interests of stakeholders and society. Stakeholders are given the opportunity to express their opinions about the company's operations to ensure serious and genuine corporate governance, as follows:

1. Strictly comply with laws, regulations, and relevant rules.
2. Adhere to the company's "Corporate Governance" policy and "Code of Conduct and Business Ethics."
3. Commit to conducting business with transparency, honesty, and fairness.
4. Uphold the principle of being good citizens and instill a good conscience in employees.
5. Consider the benefits and impacts of the organization's operations on stakeholders equitably and fairly.
6. Conduct business responsibly, safeguarding the interests of stakeholders and society.
7. Establish a robust system to prevent corruption through internal audit systems.
8. Ensure directors, executives, and employees throughout the organization participate in anti-corruption efforts, report conflicts of interest, communicate effectively, and promote a quality work life.
9. Provide stakeholders with channels for complaints and feedback, and have measures to protect whistleblowers or those who report misconduct.

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, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

Conflict of Interest Policy

The company has a policy to prevent directors, executives, and employees from using their position for personal gain or for the benefit of related parties. The following practices are established:

- (1) Avoid engaging in transactions involving oneself and/or related parties that may cause a conflict of interest with the company.
- (2) If a transaction involving oneself or related parties is necessary for the benefit of the company, it should be conducted as if dealing with an external party under similar commercial terms, with bargaining power free from influence due to one's position. The transaction should be subject to the rules of the Stock Exchange of Thailand and the Securities and Exchange Commission regarding disclosure of related transactions.
- (3) If directors, executives, or employees hold a position as a director, partner, or advisor in another organization, such positions must not conflict with the company's interests or their direct responsibilities within the company.
- (4) For transactions that involve or may involve a conflict of interest among shareholders, directors, executives, and other potential conflicting parties, clear and reliable practices must be followed to ensure fairness, transparency, reasonableness, and accurate disclosure.
- (5) Individuals involved in transactions with conflicts of interest, whether direct or indirect, must report such conflicts as follows:
 - Directors and executives must report conflicts of interest immediately as they arise and ensure regular checks by the audit committee, which must review and report to the board of directors and the audit and governance committee at least annually.
 - Management level employees, from department managers to general managers, and employees involved in operations must report conflicts of interest immediately as they occur and/or report annually at the end of each year. The executive committee will ensure that reports are submitted to the CEO regularly or at least annually.
- (6) Directors, executives, and employees who have access to inside information must report their securities holdings as required by the Securities and Exchange Commission to the board regularly.
- (7) Directors and executives must notify the company at least 1 day in advance before buying or selling securities through the company secretary and report to the board of directors on a quarterly basis.
- (8) It is announced that directors, executives, and employees with significant inside information that may affect the price of securities must refrain from trading the company's securities 1 month before the company announces its financial results or before the inside information is disclosed publicly.
- (9) To monitor conflicts of interest among the company's directors and executives or related parties, as per the Securities Act, the company's board has mandated quarterly reporting of related transactions and adherence to set guidelines.
- (10) In cases where related parties are involved in or hold shares in businesses that compete with the company's business, potentially causing a conflict of interest, the following actions must be taken:
 - Directors, executives, and related individuals must inform the board of directors in writing.
 - Employees must inform the CEO in writing.

Anti-corruption

Anti-Corruption Policy

The Company is committed to conducting business with honesty, fairness, and social responsibility, strictly adhering to the corporate governance and business ethics policies and guidelines. We ensure that directors, executives, and employees of the Humanica Group act as good citizens of society and the nation, rejecting all forms of corruption, whether direct or indirect. This commitment covers all activities and departments involved.

The Company will continuously review compliance with the anti-corruption policy and regularly update the policy and business practices to address potential corruption risks appropriately.

The Board of Directors has established an anti-corruption policy, outlining responsibilities and effective oversight for all company departments and activities as follows:

1. **Prohibition of Corruption:** Directors, executives, and employees of the Company and its group are prohibited from engaging in or accepting any form of corruption, whether direct or indirect. This includes offering or receiving gifts, entertainment, fundraising, donations, or other benefits from individuals or entities doing business with the Company.
2. **Policy Dissemination and Review:** The anti-corruption policy is disseminated to employees, partners, customers, and all stakeholders both domestically and internationally. Regular reviews and evaluations of compliance with the policy are conducted at least annually, and adjustments are made to align with changes in business practices, regulations, and legal requirements.
3. **Board of Directors' Responsibilities:** The Board is responsible for setting the anti-corruption policy and ensuring effective and sufficient support systems are in place, emphasizing the importance of anti-corruption efforts.
4. **Audit Committee's Responsibilities:** The Audit Committee oversees the review of financial reporting systems, internal controls, internal auditing, handling of whistleblower reports, investigations, and compliance with the policy. It reports significant issues to the Board.
5. **CEO and Management Responsibilities:** The CEO, executive team, and management are responsible for implementing the policy comprehensively, supporting necessary anti-corruption systems, communicating the policy to all employees and relevant parties, and reviewing the appropriateness of systems to align with business changes and legal regulations.
6. **Internal Audit Responsibilities:** The Internal Audit function assesses the organization's corruption risk and ensures that the Company has adequate control systems to manage such risks. It verifies compliance with the policy and legal requirements annually, provides recommendations for mitigating corruption risks, and reports findings to the Audit Committee. Urgent issues are reported promptly to senior management and the Board.

Practices

1. **Compliance with Anti-Corruption Policy:** Directors, executives, and employees of the Company and its group must adhere to the anti-corruption policy, the Code of Conduct, and business ethics. They must not engage in or be involved with any form of corruption, whether directly or indirectly.
2. **Reporting and Cooperation:** Employees must not ignore or overlook any suspected corruption related to the Company or its subsidiaries. They are required to report such issues to their supervisors or designated responsible individuals and cooperate with investigations. For any doubts or inquiries, employees should consult their supervisors or the designated individuals responsible for monitoring compliance with the Code of Conduct and business ethics through established channels.
3. **Protection of Whistleblowers:** The Company will ensure fairness and protection for employees who refuse or report corruption related to the Company and its subsidiaries. Measures will be in place to protect whistleblowers or those cooperating in reporting corruption, in accordance with the whistleblowing and complaint policy set by the Company.
4. **Disciplinary and Legal Consequences:** Engaging in corruption is considered a breach of the Company's ethics and will result in disciplinary action according to the Company's regulations, as well as legal penalties if the actions are unlawful.
5. **Education and Understanding:** The Company and its subsidiaries recognize the importance of disseminating knowledge and understanding of the anti-corruption policy to individuals involved with the Company and its subsidiaries, as well as stakeholders, to ensure compliance with the policy.
6. **Promoting Ethical Awareness:** The Company is committed to developing employees with a strong ethical mindset and encouraging them to be good citizens of society and the nation, contributing to a culture that rejects all forms of corruption.

Additional Requirements and Procedures for Implementation

1. **Compliance with Guidelines:** Any actions related to the anti-corruption policy must follow the practices outlined in the Corporate Governance Manual, the Code of Conduct and Business Ethics Manual, policies and practices concerning all stakeholders, relevant regulations, operational manuals, and any additional practices established by the Company.
2. **Scope of Policy:** The anti-corruption policy applies to all activities related to the operations of the Company and its subsidiaries.
3. **Communication Channels:** The Company has established various channels for accessing anti-corruption information. Employees, relevant parties, and the public can access anti-corruption information through the Company's website and the Code of Conduct manual.
4. **Internal Audit Responsibilities:** The Internal Audit function is responsible for assessing the organization's corruption risk and ensuring that the Company has adequate control systems to manage these risks. This assessment is conducted annually, and the results are regularly reported to the Audit Committee.
5. **Careful Execution:** To ensure clarity in managing significant corruption risks, the Company requires that directors, executives, and employees at all levels perform their duties with caution, particularly in the following areas:
 - 5.1 **Gifts, Entertainment, and Related Expenses :** Giving or receiving gifts and entertainment should comply with the

guidelines outlined in the Company's Code of Conduct and Business Ethics Manual, as well as any directives issued by the Company. All such activities must be transparent, legal, and appropriately documented.

5.2 Charitable Donations and Sponsorship : Charitable donations and sponsorships must be conducted transparently and in accordance with the law. It is essential to ensure that donations or sponsorships are not used as a pretext for bribery or improper influence.

5.3 Business Relationships and Procurement : Bribery in any form is strictly prohibited in dealings with business partners, contractors, government agencies, or any entities doing business with the Company. All business transactions must be conducted transparently and in compliance with relevant legal requirements.

5.4 Facilitation Payments : Facilitation payments to government officials, whether direct or indirect, are strictly forbidden. Such payments are considered unethical and illegal.

5.5 Hiring Government Officials and Their Associates : The Company prohibits hiring government officials, their spouses, or close associates, as this could lead to potential conflicts of interest or undue influence in business dealings.

5.6 Political Neutrality and Support : The Company maintains a policy of political neutrality and refrains from providing support or assistance to political activities or candidates. This ensures that the Company's operations remain unbiased and free from political influence.

6. Reporting Channels and Procedures : Follow the procedures specified in the Company's Whistleblowing Policy for reporting any misconduct or complaints. The Company is committed to ensuring fairness and protection for all whistleblowers and individuals who report concerns.

7. Disciplinary Actions : Employees found to be involved in misconduct will be subject to disciplinary actions according to the Company's regulations. This may include termination of employment and potential legal penalties.

8. Inquiry Channels : For any questions or further consultation, please contact your supervisor or the Internal Audit department.

Whistleblowing and Protection of Whistleblowers

Whistleblower

Humanica Public Company Limited has a whistleblower policy to hear the concerns of all stakeholders who participate in overseeing our business operations consistent with the Company's corporate governance policy and business code of conduct.

Scope of Whistleblower policy or business code of conduct

- Corruption
- Business code of conduct
- Employee discipline
- Human rights, discrimination and harassment, both sexual and other forms.

Notification and registration

Whistleblowers can choose to report or expose information anonymously.

Matters within the scope of the whistleblower policy or clear evidence will be acted on by the company.

- The whistleblower's identity will be kept confidential.

Fact-checking

All complaints will be screened by the Complaint Screening Working Group and presented to the Complaint Investigation Committee for consideration of assigning relevant agencies to resolve the complaints. The responsible persons in every step will act by those who have no vested interest in the matter.

Notification of Results

The Company will contact the whistleblower to request any additional information or details.

Any progress or a result of the investigation will be provided according to the specified timeframe.

Contact will be made via the email address or other channels as notified by the whistleblower.

Reporting to Audit Committee

The Company will present a report on its performance in dealing with complaints to audit committees that provide advice to ensure that all appropriate actions are taken and effective.

Consultation or Advice

For more information or to report any whistleblowing concerns, please contact: humanvoice@humanica.com

Protection of complainants or witnesses

The Company will not accept threats, blackmail or actions that are considered revenge against the complainant or witness who is an employee who provides any clues, words or information related to corruption, malfeasance, misconduct and non-compliance with the law, organization regulations with honesty, without malicious intent or causing damage to the complainant. The Company will provide appropriate protection to the employees.

Confidentiality

Any action under this principle must keep all information related to the complaint confidential and not disclose it to other persons who are not involved in the complaint, taking into account the safety and damage of the complainant, the source of the information or the persons involved, except when disclosure is necessary for the performance of duties, such as fact-finding, disciplinary investigation, legal action, giving testimony or providing any cooperation to the court or government agencies as required by law.

Prevention of Misuse of Inside Information

Internal Information Governance Policy

1. Directors, executives, employees, and contractors of the company are prohibited from disclosing or using the company's secrets and/or inside information for personal gain or for the benefit of others, whether directly or indirectly, and regardless of whether or not any benefit is received.
2. Directors, executives, employees, and their spouses and minor children are prohibited from using the company's inside information that could affect the price of the company's securities, which has not been publicly disclosed, to buy, sell, offer to buy, offer to sell, or solicit others to buy or sell the company's securities, either directly or indirectly, before the information is made public. Violations will result in disciplinary measures by the company.
3. Directors, executives, and employees in units with access to inside information must not use such information before it is publicly disclosed and must avoid or refrain from buying, selling, transferring, or accepting transfers of the company's securities during the 1 month before the quarterly or annual financial statements are publicly released.
4. The company has informed directors and executives of their obligations to report their own, their spouses', and their minor children's securities holdings, as well as changes in securities holdings to the Securities and Exchange Commission, according to Section 59 and the penalty provisions of the Securities and Exchange Act of 2016. The company will notify directors, executives, employees, and contractors about these requirements.

Money laundering prevention

The Company is committed to conducting its business with transparency and in full compliance with the law. To this end, the Company has established Anti-Money Laundering (AML) guidelines to prevent and combat money laundering and to support law enforcement efforts. The key practices are as follows:

1. Know Your Customer (KYC)

The Company shall conduct due diligence on all customers, partners, and related parties prior to establishing a business relationship, including verifying the source of funds where appropriate.

2. Monitoring for Unusual Transactions

The Company shall maintain systems to detect and monitor suspicious or abnormal transactions, such as unusually large payments, complex structures with no clear business rationale, or transactions involving high-risk countries.

3. Reporting of Suspicious Activities

If any suspicious transactions are detected, the Company is obligated to report them promptly to relevant authorities, such as the Anti-Money Laundering Office (AMLO).

4. Training and Awareness

The Company shall provide regular training for employees on AML policies, indicators of suspicious activities, and their roles and responsibilities in combating money laundering.

5. Policy Review and Enhancement

The Company shall periodically review and update its AML practices to remain compliant with evolving laws and to align with international best practices.

Gift giving or receiving, entertainment, or business hospitality

Receiving Gifts or Other Benefits

1. Executives and employees are prohibited from accepting or soliciting gifts, such as hospitality, services, financial support, or rewards from partners and creditors doing business with the company.
2. Acceptance of gifts or benefits from individuals or businesses associated with the organization is prohibited, except for customary or festival occasions, with a value not exceeding 5,000 Baht per occasion. The recipient must immediately report to their supervisor. Acceptance must not influence decisions unfairly.
3. If receiving gifts or benefits outside the guidelines in 3.2 is necessary to maintain good relationships, the recipient must report to their supervisor and submit the item to management within 7 days of receipt.
 - Executives and employees must not offer benefits or incentives to external parties to induce unethical behavior or create conflicts.

If there is evidence of any form of dishonest benefit exchange, disclose details to partners and resolve issues fairly and promptly. Implement preventive measures and ensure equal opportunities in partner selection based on qualifications.

Compliance with laws, regulations, and rules

The Company places a strong emphasis on strict adherence to all applicable laws, regulations, and rules—both domestic and international—as part of its commitment to responsible, transparent, and sustainable business practices. Key compliance measures include:

1. Compliance with Laws and Regulations

The Company operates in full compliance with applicable laws in every jurisdiction where it does business, including the rules set by regulatory authorities such as the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), the Department of Business Development, and others.

2. Designation of Compliance Oversight Personnel

The Company has appointed compliance officers or relevant working committees responsible for monitoring, advising, and enforcing compliance with all legal requirements, including regular updates to internal policies.

3. Employee Training and Legal Awareness

The Company regularly provides legal training to employees, tailored to their responsibilities, to ensure awareness and understanding of relevant regulations, and to foster a culture of legal compliance.

4. Monitoring and Risk Assessment

A compliance monitoring and risk management system is in place to detect, assess, and mitigate any risks related to non-compliance, with practical corrective and preventive measures defined.

5. Promoting a Culture of Governance and Integrity

The Company promotes a culture of good governance, encouraging all employees to act with integrity and in compliance with the law, recognizing this as a cornerstone of corporate responsibility.

In the year 2024, the Company did not encounter any incidents of non-compliance with laws, regulations and rules.

Information and assets usage and protection

Responsibility for Company Assets

The Company encourages executives and employees to utilize company resources and assets efficiently to enhance competitiveness and deliver high-quality services to clients. The guidelines for executives and employees are as follows:

1. Economical Use: Utilize company assets and resources in a cost-effective manner and to their fullest potential.
2. Asset Protection: Take collective responsibility to prevent company assets from devaluation or improper loss.

Personal Data Protection Policy

The Company respects the privacy rights of stakeholders. Therefore, personal information of employees and other business associates, such as personal status, personal history, work history, contact information, financial information, health information, or other personal details, must be protected from collection, use, disclosure, or transfer to others in a manner that violates legal rights. The policy and guidelines are as follows:

1. Respect for Personal Data: Personal data must not be collected, used, or disclosed unless there is a legal basis or consent from the data subject. All personal data handling must comply with applicable laws and regulations.
2. Protection of Personal Data: Individuals responsible for handling personal data under the Company's care must ensure its protection. The use, disclosure, or transfer of personal data should only occur as necessary for normal job functions and must not violate legal rights.

Use and Maintenance of Information Technology Systems

The use of information technology systems must be conducted appropriately and efficiently to prevent issues that may arise from improper use and to ensure security in accordance with the company's policies and regulations. The usage must

be aligned with the individual's job responsibilities and include efforts to prevent damage, loss, and misuse of data. Unauthorized replication, alteration, deletion, or destruction of the company's data is strictly prohibited.

1. Data and Document Management

(1) Executives and employees are prohibited from disclosing the company's business data, including data purchased by the company, whether within or outside the company's information systems, or copying such data onto personal storage media without authorization.

(2) Executives and employees are prohibited from altering, duplicating, deleting, or destroying company data without authorization.

(3) All documents must be prepared with integrity, diligence, and in accordance with the prescribed standards.

(4) Forgery of company letters, reports, or documents is strictly prohibited.

2. Use of Computers and Information Technology Systems

(1) Information technology systems and data within these systems should only be used for the benefit of the company. Users must recognize that computer data is the company's property and must not be used for personal gain.

(2) The system must not be used to access or disseminate content that is immoral, defamatory, infringes on others' rights, violates laws, or affects national security.

(3) The system must be used according to authorized rights, properly maintained, and users must not allow others to use their identity verification credentials, such as passwords.

(4) Users should avoid actions that expose them to cyber attacks, such as opening files from unknown sources, downloading programs, and using storage devices that may have been used with suspicious computers or could contain viruses or other harmful software.

(5) Unauthorized software must not be used on company computers, including copying licensed software. Users should not install software on their own. If special software is necessary for work, users should contact the IT department.

(6) Personal computers or devices must not be used to access the company's systems or data unless explicitly authorized by the IT department.

(7) Certain computer data, particularly personal information, intellectual property, and restricted information, is sensitive and may be subject to specific legal regulations. Users must adhere strictly to the company's policies regarding data classification, data responsibility, and data protection.

(8) The company or its designated department reserves the right to inspect the use of information technology assets as deemed appropriate.

3. Intellectual Property Policy

(1) Promotion and Protection: Encourage and support employees in safeguarding and protecting the organization's intellectual property from infringement, unauthorized use, or dissemination.

(2) Respect for Others' Intellectual Property: Respect and do not infringe upon the intellectual property rights of others.

Anti-unfair competitiveness

The Company is committed to conducting business with integrity, transparency, and full respect for fair and open competition. It strongly opposes any form of unfair trade practices or anti-competitive behavior. The following guidelines outline our commitment to anti-unfair competition:

1. No Unlawful Collusion or Market Restriction

The Company shall not engage in collusion with competitors to fix prices, divide markets, limit production, or engage in any conduct that may lead to monopoly or reduce consumer choice.

2. No Use of Improperly Obtained Competitive Information

The Company shall not obtain or use competitors' confidential information through dishonest means such as corporate espionage, bribery, or violation of trade secrets.

3. No Defamation or Misleading Claims about Competitors

The Company shall not make false, misleading, or disparaging statements about competitors or their products in any form of communication or advertising.

4. Compliance with Competition Laws

All employees and management must strictly comply with applicable competition laws and regulations, including periodic training and awareness programs to ensure understanding and adherence.

5. Promoting a Culture of Fair and Ethical Competition

The Company promotes a corporate culture that respects ethical behavior and fair competition as a foundation for long-term trust and sustainable relationships with customers, partners, and stakeholders.

Information and IT system security

Use and Maintenance of Information Technology Systems

The use of information technology systems must be conducted appropriately and efficiently to prevent issues that may arise from improper use and to ensure security in accordance with the company's policies and regulations. The usage must be aligned with the individual's job responsibilities and include efforts to prevent damage, loss, and misuse of data. Unauthorized replication, alteration, deletion, or destruction of the company's data is strictly prohibited.

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- (1) Executives and employees are prohibited from disclosing the company's business data, including data purchased by the company, whether within or outside the company's information systems, or copying such data onto personal storage media without authorization.
- (2) Executives and employees are prohibited from altering, duplicating, deleting, or destroying company data without authorization.
- (3) All documents must be prepared with integrity, diligence, and in accordance with the prescribed standards.
- (4) Forgery of company letters, reports, or documents is strictly prohibited.

2. Use of Computers and Information Technology Systems

- (1) Information technology systems and data within these systems should only be used for the benefit of the company. Users must recognize that computer data is the company's property and must not be used for personal gain.
- (2) The system must not be used to access or disseminate content that is immoral, defamatory, infringes on others' rights, violates laws, or affects national security.
- (3) The system must be used according to authorized rights, properly maintained, and users must not allow others to use their identity verification credentials, such as passwords.
- (4) Users should avoid actions that expose them to cyber attacks, such as opening files from unknown sources, downloading programs, and using storage devices that may have been used with suspicious computers or could contain viruses or other harmful software.
- (5) Unauthorized software must not be used on company computers, including copying licensed software. Users should not install software on their own. If special software is necessary for work, users should contact the IT department.
- (6) Personal computers or devices must not be used to access the company's systems or data unless explicitly authorized by the IT department.
- (7) Certain computer data, particularly personal information, intellectual property, and restricted information, is sensitive and may be subject to specific legal regulations. Users must adhere strictly to the company's policies regarding data classification, data responsibility, and data protection.
- (8) The company or its designated department reserves the right to inspect the use of information technology assets as deemed appropriate.

Environmental management

This environmental policy and practice considered to be a part of the Company's business ethics and ethics manual under section 4.9 safety, occupational health and environment policy and section 4.10 community, social and environment responsibility. The details are as follows;

Safety, Occupational Health and Environmental Policy

The Company is committed to conducting business on the basis of safety, occupational health and a good environment. The guidelines are as follows;

1. Follow the law and various regulations for safety, occupational health and environment.
2. Promote and support the efficient and worthwhile use of resources. There are energy saving measures and promote the process of reusing resources throughout the business process.
3. Establish a work system that focuses on proper safety and hygiene in the workplace to ensure that all personnel and people entering the Company are safe from dangers, accidents and disease.
4. Require executives and employees to pay serious attention to all activities that will enhance the quality of safety, occupational health and the environment. Work with awareness of safety and consider the environment at all times.
5. Disclose information about the relationship of the Company's operations and communicate activities related to safety, occupational health to employees and related parties continuously.

Community, Society and Environment Responsibility Policy

The Company is committed to living together happily with the community and society and help take care of each other and participate in development to make the community strong and able to live on its own. It also focuses on the process of working with the community and promote various activities of communities both near and far according to the company's policy and in accordance with the development direction of the government sector to develop the quality of life and economy of the community sustainably.

1. The Company will carry out business activities that take into account the benefits and sustainability of the community and society.
2. The Company will promote the participation of communities and social agencies in attending meetings, exchange ideas and cooperate with various agencies to continually develop the lives of the community.
3. The Company requires planning and measures to prevent/correct when there is an impact on the environment and community due to the operations of the Company.
4. Organize social service activities by involving employees and encouraging employees to act as good citizens of society and volunteer.
5. The Company focuses on developing the knowledge and education of Thai youth according to the Company's existing potential.
6. Create cooperation with various local agencies in developing the infrastructure of educational institutions, religious places and hygiene for youth and the underprivileged including the environment of the community.
7. Promote and preserve religion and preserve culture, customs and good local traditions.
8. Promote operations to strengthen local community businesses and provide opportunities to be partners with the Company.
9. Generate income and promote the community economy by recruiting and supporting employment and community products as well as supporting activities that focus on providing the community with knowledge for occupation and being able to use the knowledge to create or promote families and communities to have additional income and be able to live on their own.
10. Communicate with the community and society regularly and with transparency as well as disseminating and reporting the results of social responsibility operations to all stakeholder groups for their acknowledgment.

Human rights

The Company adheres to international human rights principles as a common practice. Taking into account the dignity of humanity rights, freedom and equality and not discriminate among all stakeholder groups. The Company will not take any action and do not promote violations of international human rights strictly by regularly inspecting and supervising the Company's business operations become involved in the violation of human rights. The company has guidelines regarding human rights as follows;

Company Group and Employees

Labor rights and employment conditions of employees in the group of companies conforms to both international labor standards and Thai law which covers the criteria specified in the corporate governance policy, business code of conduct and ethics manual (in Section 4.3 Policy on Treatment of Employees) and the Company's employment policy.

The board of directors gives importance and considers the main policy to conduct business towards sustainability which respect for human rights and the human dignity of every employee which is the foundation of running a valuable business.

The Company realizes that employees are a very important factor in creating quality products. Therefore, it is important to treat employees fairly both in giving returns appointment and transfer and the development of potential along with the development of morality to enable employees to be capable and good members of society, such as fair employment for employees and provide employees with appropriate compensation according to their potential take care of the environment and organize a work system for employees to have safety in life, property, and good hygiene. Develop employees to thoroughly train their skills and increase their potential and allow employees to receive news from the Company regularly.

Guidelines for Practice

- (1) Establish measures to protect employees who provide information to the authorities in the case of illegal acts or violates the Securities and Exchange Act to prevent unfair treatment whether it is changing job positions, job descriptions, workplaces, suspensions, threats to disturb work, termination of employment due to the cause of whistleblowing concerning breaking the law or being unethical.
- (2) Establish a policy for the Company not to conduct transactions with companies that do not consider human rights, especially violations of basic rights regarding race, women, children, disabilities, etc.
- (3) Require an assessment of risks from violations of human rights laws regularly at least once a year.
- (4) Require an audit from the internal audit department by specifying it as the main process in the annual audit and report to the Board of Directors.
- (5) Give employees an opportunity and all groups of stakeholders express their opinions through independent directors or the company secretary.
- (6) There are communication channels and whistleblowing channels for employees or stakeholders and know the progress in reporting clues.
- (7) Provide a provident fund for employees.

The Company has complied strictly, equitably and fairly with relevant laws, rules and regulations by giving employees the opportunity to have a complaint channel and express opinions freely to serve as a guideline to the sustainable development of the organization.

Business Partner Group

The Company aims for its trading partners to respect human rights. It selects and conducts business with business partners on the basis of equality and fairness and provide opportunities for business partners to participate in company activities to create awareness for society as specified in business ethics and work practices. In addition, the Company called on trading partners to demonstrate their commitment to identifying, preventing, mitigating and holding accountable human rights impacts in the event of human rights violations.

Social Groups and Communities

The Company conducts every step of its business with respect for the surrounding community and environment in order to reduce the impact on the well-being and quality of life of the community. The Company has also prepared channels for the community to file complaints and provide various suggestions. The company will take immediate and appropriate action regarding the complaints in the event of violation of human rights.

Safety and occupational health at work

The Company places importance on promoting employee well-being because it believes that investing in employee well-being is a worthwhile and sustainable investment for the future of its personnel and the organization. By creating a good and safe working environment that will enable employees to perform their duties to their full potential, the Company aims to enhance work efficiency and improve employees' quality of life in terms of physical and mental health. In addition, the Company intelligently integrates educational technology (Edtech), finance (Fintech), and health (HealthTech) to add value to a complete life both inside and outside the workplace.

The Company has a "Sustainability Management Policy" as an important guideline to promote safety, occupational health, and a good working environment by aiming to create a workplace that is safe, free from hazards, and does not affect health, which is considered a basic right of workers that all employees should receive. This policy reflects the Company's commitment to respecting labor rights in all dimensions and is in line with the principles of the International Labor Organization (ILO) and the Universal Declaration of Human Rights (UDHR).

Although the Company's business focuses on providing software and HR consulting services (HR Solutions), which have low occupational health risks compared to other industries, the Company still places importance on employee health and well-being by continuously promoting knowledge on safety, occupational health, and a suitable working environment in order to comply with relevant regulations and laws. And has set a policy for organizing bottom-up health promotion activities by conducting an annual employee opinion survey to gather health needs and interests. Then, the survey results are used to improve and design activities that are consistent with and directly respond to employee needs.

Promotion of compliance with the business code of conduct

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

The Company places high importance on ethical business conduct and has established formal processes to promote and ensure that directors, executives, and employees at all levels adhere to the Code of Business Ethics:

1. Formal Adoption of the Code of Business Ethics

The Company has developed a comprehensive Code of Business Ethics that outlines expected conduct and ethical standards. It is distributed and communicated to all directors, executives, and employees.

2. Regular Communication and Training

Ongoing training programs and awareness activities are conducted to ensure that employees fully understand the Code and are able to apply it in their daily work.

3. Leadership by Example

Directors and senior executives are expected to act as role models by demonstrating ethical behavior in all their actions, thereby fostering a culture of integrity throughout the organization.

4. Whistleblowing and Complaint Mechanism

A confidential and secure channel is available for employees and stakeholders to report suspected violations of the Code. All reports are investigated fairly and thoroughly by a designated ethics or compliance committee.

5. Monitoring and Evaluation

The Company regularly monitors and assesses compliance with the Code of Business Ethics to ensure behaviors across the organization are aligned with its core values and ethical principles.

Participation in anti-corruption networks

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

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Not certified
Certification document of CAC membership status : CAC-declaration-en_Sign.pdf

Diagram of participation in anti-corruption networks



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

In 2024, the Company reviewed the charter of the Nomination and Remuneration Committee and reviewed and revised the whistleblowing policy.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Fully implement

Details of the Company's compliance with the principles of good corporate governance are disclosed in the 56-1 Report for the year 2024.

Other corporate governance performance and outcomes

- The 2024 Shareholders Meeting Quality Assessment Project Score is 94 points
- Received 4-star CG

Corporate Governance Structure

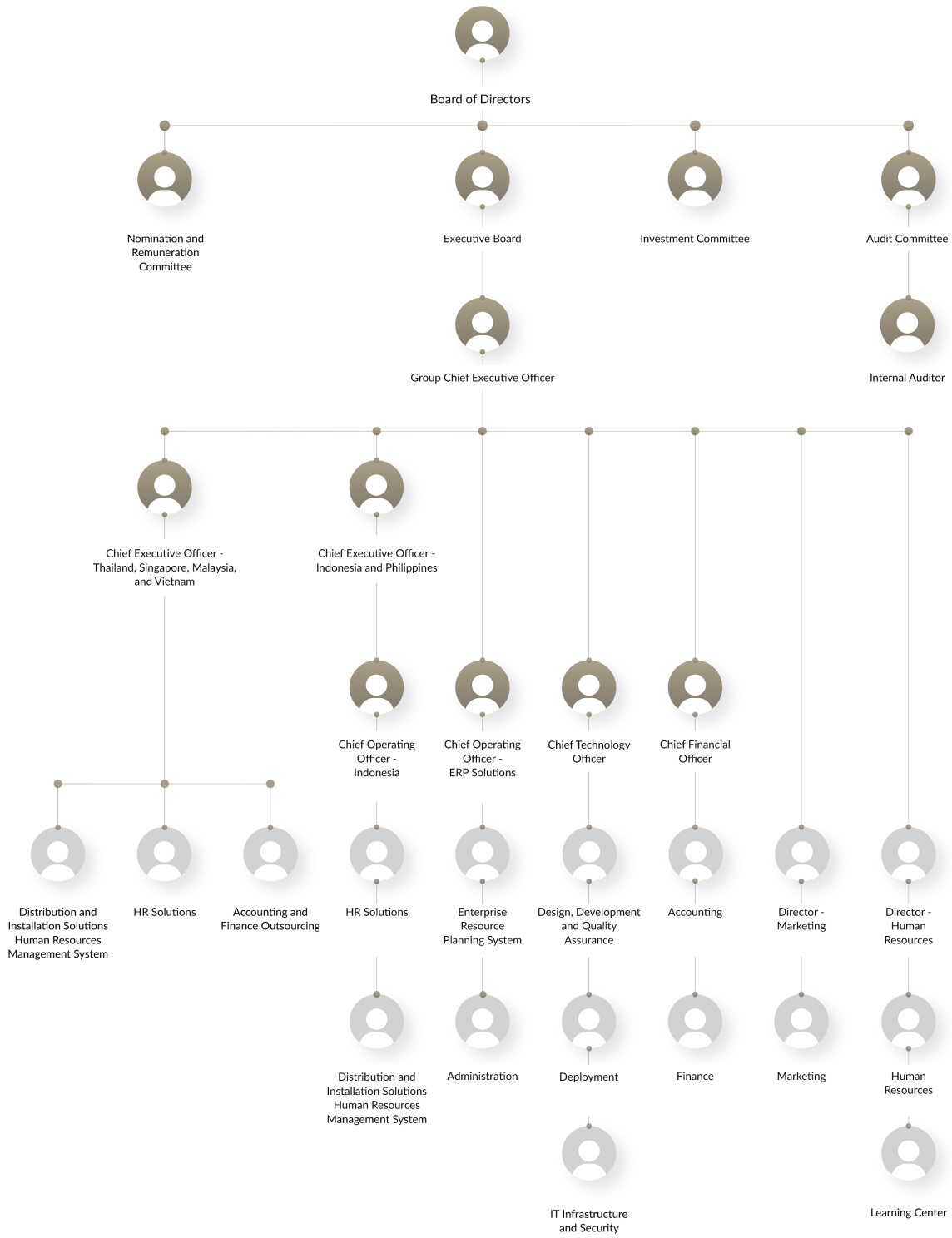
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

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

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	85.71	14.29
Executive directors	28.57	
	28.57	0.00
Non-executive directors	71.43	
	57.14	14.29
Independent directors	57.14	
	42.86	14.29
Non-executive directors who have no position in independent directors	14.29	
	14.29	0.00

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	54	
	53	59

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. ANOTAI ADULBHAN Gender: Male Age : 51 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 250,000 Shares (0.028820 %) 	<p>Chairman of the Board of Directors (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	12 Nov 2019	Finance, Business Administration, Human Resource Management, Strategic Management, Risk Management
<p>2. Mr. SOONTORN DENTHAM Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 261,277,200 Shares (30.120368 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 500,000 Shares (0.057641 %) 	<p>Vice-chairman of the Board of Directors (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	29 Jul 2003	Digital Marketing, IT Management, Human Resource Management, Business Administration, Finance

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. PATARA YONGVANICH Gender: Male Age : 49 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 500,000 Shares (0.057641 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	17 Mar 2014	Finance & Securities, IT Management, Business Administration, Accounting, Finance
<p>4. Mr. THANACHART NUMNONDA Gender: Male Age : 59 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	12 Nov 2015	Audit, IT Management, Digital Marketing, Accounting, Finance

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. PATAI PADUNGTIN Gender: Male Age : 45 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	31 Jan 2019	Business Administration, Digital Marketing, IT Management, Finance & Securities, Human Resource Management
<p>6. Mr. GORDON ENNS Gender: Male Age : 48 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 179,561,288 Shares (20.700054 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	31 Mar 2022	IT Management, Digital Marketing, Strategic Management, Human Resource Management, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
7. Mrs. KANYA RUENGPRATEEPSANG Gender: Female Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Newly appointed director to replace the ex-director	13 Aug 2024	Business Administration, Accounting, Finance, Strategic Management, Risk Management

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

Diagram of list of the board of directors



ANOTAI ADULBHAN
CHAIRMAN OF
THE BOARD OF DIRECTORS



SOONTORN DENTHAM
VICE CHAIRMAN &
GROUP CHIEF EXECUTIVE
OFFICER



GORDON ENNS
DIRECTOR &
CHIEF EXECUTIVE OFFICER -
INDONESIA & PHILIPPINES



PATARA YONGVANICH
CHAIRMAN OF THE AUDIT
COMMITTEE & INDEPENDENT
DIRECTOR



THANACHART NUMNONDA
AUDIT COMMITTEE &
INDEPENDENT DIRECTOR



PATAI PADUNGTIN
INDEPENDENT
DIRECTOR



KANYA RUENGPRAATEEPSANG
AUDIT COMMITTEE &
INDEPENDENT DIRECTOR

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

List of directors	Position	Date of resignation / termination	Replacement director
1. Ms. PIYAPORN PHANACHET Gender: Female Age : 57 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 : - Legal offenses in the past 5 years : - DAP course : Yes DCP course : Yes Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %) 	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : -	12 Aug 2024	-

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 company's certificate of registration
1. Mr. ANOTAI ADULBHAN	Chairman of the Board of Directors		✓		✓	✓
2. Mr. SOONTORN DENTHAM	Vice-chairman of the Board of Directors	✓				✓
3. Mr. PATARA YONGVANICH	Director		✓	✓		
4. Mr. THANACHART NUMNONDA	Director		✓	✓		
5. Mr. PATAI PADUNGTIN	Director		✓	✓		
6. Mr. GORDON ENNS	Director	✓				
7. Mrs. KANYA RUENGPATEEPSANG	Director		✓	✓		
Total (persons)		2	5	4	1	2

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Finance & Securities	2	28.57
2. Accounting	3	42.86
3. Finance	5	71.43
4. Human Resource Management	4	57.14
5. IT Management	5	71.43
6. Digital Marketing	4	57.14
7. Strategic Management	3	42.86
8. Risk Management	2	28.57
9. Audit	1	14.29
10. Business Administration	6	85.71

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	No
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	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 : Increasing the proportion of independent directors to more than half, Appointing an independent director to jointly consider the agenda of the board of directors' meeting

The Company recognizes the importance of having a Board of Directors that maintains independence from management to ensure transparency, fairness, and effectiveness in corporate governance. The Board therefore establishes this policy to reinforce the ability of directors to perform their duties independently of management influence.

Key Principles:

1. Directors must be able to make independent decisions in the best interests of the Company and its shareholders.
2. Independent directors must meet the qualifications prescribed by the Stock Exchange and must not have any relationships that could lead to conflicts of interest.

3. Non-executive directors should have the authority to set policy and provide effective oversight and checks and balances over management.
4. The Chairman of the Board should be independent of management and capable of leading the Board effectively.
5. Independent Directors should not have held executive positions within the Company for at least two years prior to appointment, unless otherwise justified and approved by the Board.

Implementation Guidelines:

- The Company shall review the independence status and qualifications of directors annually.
- In nominating new directors, the Board shall consider experience, diversity, competence, and independence which must be screened by the Nomination and Remuneration Committee..
- The Board shall encourage regular non-executive sessions without management present, to allow for open and unbiased discussion among non-executive directors.

Reference link for the measures for balancing the power : <https://www.humanica.com/en/investors-corporate-governance/between-the-board-of-directors-and-the-management>

Information on the roles and duties of the board of directors

Board charter : Have

1. Consider and approve important issues on Company operations, such as vision, mission strategy, goals, plans, financial budget, and risk management
2. Follow up and care to ensure the Management Committee carry out the established policies and work plans with efficiency and effectiveness;
3. Ensure long-term business continuity, staff development and Management succession plan;
4. Provide and approved corporate governance policy in writing and review of the policy and its implementation at least once a year;
5. Promote the production of the Code of Business Conduct in writing for Directors. Executives, and all employees to understand the standards of the Code of Business Conduct used by the Company in its operations, with monitoring to ensure that the Code of Business Conduct is strictly followed
6. Carefully consider any potential conflicts of interests to ensure a clear guideline towards the overall interests of the Company and shareholders when it comes to transactions with potential conflicts of interests. The Board shall ensure full compliance with procedural and disclosure requirements for transactions with potential conflicts of interest;
7. Establish risk management policy covering the whole organization, to be implemented by Management with regular reporting to the Board of Directors. The effectiveness of risk management should be reviewed at least once a year, and disclosing significant changes in risk factors in the annual report, including issuing early warning and disclosing irregular transactions;
8. Give opinions about the sufficiency of internal control and risk management in the annual report;
9. Outline clear procedures for whistle blowers or interested parties to “blow the whistle” through established procedures or by reporting directly to the Company
10. Provide a regulatory mechanism of monitoring the operation of subsidiaries or investment of the Company; consider appointing suitable persons as subsidiaries’ Directors to promote control in accordance with Company’s policies in line with applicable laws and rules.

Reference link for the board charter : <https://www.humanica.com/en/investors-financial-information-56-1-one-report/>

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive Committee

Role

- Corporate governance

Scope of authorities, role, and duties

-

Reference link for the charter

-

Investment Committee

Role

- Others
 - Investment policy and strategy

Scope of authorities, role, and duties

-

Reference link for the charter

-

Nomination and Remuneration Committee

Role

- Director and executive nomination

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. PATARA YONGVANICH^(*) Gender: Male Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	17 Mar 2014	Finance & Securities, IT Management, Business Administration, Accounting, Finance
<p>2. Mr. THANACHART NUMNONDA^(*) Gender: Male Age : 59 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)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	12 Nov 2015	Audit, IT Management, Digital Marketing, Accounting, Finance
<p>3. Mrs. KANYA RUENGPRATEEPSANG^(*) Gender: Female Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science 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)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	13 Aug 2024	Business Administration, Accounting, Finance, Strategic Management, Risk Management

Additional explanation :

(*) Directors with expertise in accounting information review

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Ms. PIYAPORN PHANACHET ^(*) Gender: Female Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director)	12 Aug 2024	-

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. SOONTORN DENTHAM Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes</p>	The chairman of the executive committee	14 Jul 2017
<p>2. Ms. Chuenchom Techarungkiat Gender: Female Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Technology Management Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	14 Jul 2017
<p>3. Mrs. Sasithorn Hirunsak Gender: Female Age : 57 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	14 Jul 2017
<p>4. Ms. Hathaichanok Suwanjang Gender: Female Age : 44 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	14 Jul 2017
<p>5. Mr. Thammanoon Korkiatwanich Gender: Male Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	9 Aug 2021
<p>6. Mr. GORDON ENNS Gender: Male Age : 48 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : No Residence in Thailand : No</p>	Member of the executive committee	28 Feb 2023

List of committee members	Position	Appointment date of executive committee member
7. Mr. Yus Wadi Gender: Male Age : 50 years Highest level of education : Bachelor's degree Study field of the highest level of education : Computer Science Thai nationality : No Residence in Thailand : No	Member of the executive committee	28 Feb 2023

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. Eswaran Nadarajah Gender: Male Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : No Expertise in accounting information review : No	Member of the executive committee	5 Feb 2024	-

Other Subcommittees

Subcommittee name	Name list	Position
Investment Committee	Mr. PATAI PADUNGTIN	The chairman of the subcommittee (Independent director)
	Mr. PATARA YONGVANICH	Member of the subcommittee (Independent director)
	Mrs. KANYA RUENGPRATEEPSANG	Member of the subcommittee (Independent director)
Nomination and Remuneration Committee	Mr. ANOTAI ADULBHAN	Member of the subcommittee
	Mr. THANACHART NUMNONDA	Member of the subcommittee (Independent director)
	Mrs. KANYA RUENGPRATEEPSANG	The chairman of the subcommittee (Independent director)

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. SOONTORN DENTHAM</p> <p>Gender: Male</p> <p>Age : 67 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Accounting</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>	<p>CHIEF EXECUTIVE OFFICER</p> <p>(The highest-ranking executive)</p>	29 Jul 2003	Digital Marketing, IT Management, Human Resource Management, Business Administration, Finance
<p>2. Mr. GORDON ENNS</p> <p>Gender: Male</p> <p>Age : 48 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 : No</p> <p>Residing in Thailand : No</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Group Chief Technology Officer	28 Feb 2023	IT Management, Digital Marketing, Strategic Management, Human Resource Management, Business Administration
<p>3. Mr. Thammanoon Korkiatwanich^(*)</p> <p>Gender: Male</p> <p>Age : 49 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : Yes</p>	Chief Finance Officer	9 Aug 2021	Accounting, Finance, Data Analysis, Internal Control, Budgeting
<p>4. Ms. Chuenchom Techarungkiat</p> <p>Gender: Female</p> <p>Age : 50 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Technology Management</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>	Chief Operation Officer	14 Jul 2017	Business Administration, Economics, Human Resource Management, IT Management, Digital Marketing

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

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

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

Organization structure of the highest-ranking executive and the : 27 Feb 2025
next four executives as of date

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



SOONTORN DENTHAM
VICE CHAIRMAN &
GROUP CHIEF EXECUTIVE OFFICER



GORDON ENNS
DIRECTOR &
CHIEF EXECUTIVE OFFICER –
INDONESIA & PHILIPPINES



CHUENCHOM TECHARUNGKIAT
CHIEF EXECUTIVE OFFICER –
THAILAND, SINGAPORE, MALAYSIA
& VIETNAM



SASITHORN HIRUNSAK
CHIEF OPERATION OFFICER
ERP SOLUTIONS



HATHAICHANOK SUWANJANG
CHIEF TECHNOLOGY
OFFICER



YUS WADI
CHIEF OPERATING OFFICER
INDONESIA



THAMMANOON KORKIATWANICH
CHIEF FINANCIAL OFFICER
FINANCE & ACCOUNTING

Remuneration policy for executive directors and executives

The Board of directors has assigned the Nomination and Remuneration Committee which does not include directors who are executives responsible for determining consider and monitor the compensation structure of the committee, sub-committees and the top executive, namely the Chief Executive Officer (CEO), including monitoring and evaluating performance

according to the specified criteria to use the information to consider appropriate compensation in both the short and long term.

Guidelines

The remuneration of Directors, Sub-Committee and Group Chief Executive Officer

The Company has a Nomination and Remuneration Committee to consider and determine the remuneration of directors, sub-committee and Chief Executive Officer. The guidelines are as follows;

- 1) Set policies, formats, criteria or methods for considering compensation and benefits whether in the form of cash, securities or anything else) including offering remuneration for directors, sub-committee and Group Chief Executive Officer (“Group CEO”) to the Board of Directors meeting for approval and/or presentation to the shareholders meeting for further consideration and approval (depending on the case) with clear criteria, transparency, appropriateness, fairness, and in accordance with good practices and in accordance with relevant laws which will be considered by compare with the same industry same level and considered according to experience, duties, and scope of duties and responsibilities.
- 2) Take care of the Company’s directors, sub-committees and executives receive remuneration appropriate to their duties and responsibility.

Compensation for Top Executives

Compensation for top executives is determined annually by the Group CEO in accordance with the principles and policies set by the Nomination and Remuneration Committee.

Reference link for remuneration policy for executive directors : <https://www.humanica.com/en/investors-corporate-governance/>
and executives

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

The remuneration and compensation committee shall evaluate the performance and compensation of the Chief Executive Officer annually. In 2024, the Chief Executive Officer’s compensation remains unchanged, after appropriate consideration by the remuneration and compensation committee.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	42,761,477.84	51,048,883.22	44,082,775.15
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	42,761,477.84	51,048,883.22	44,082,775.15

The monetary compensation of executives mostly includes salary, bonus, provident fund, etc.

Other remunerations of executive directors and executives

	2022	2023	2024
Company’s contribution to provident fund for executive directors and executives (Baht)	3,814,541.86	4,174,185.10	3,849,940.76
Employee Stock Ownership Plan (ESOP)	Yes	Yes	Yes
Employee Joint Investment Program (EJIP)	No	No	No

Warrants

On 8 April 2022, the Company offered warrants to purchase the Company’s ordinary shares to executives and employees of the Company which was approved from Shareholders’ meeting. Details of warrants are as follows:

Project Name: Warrants to purchase the ordinary shares to executives and employees of Humanica Public Company Limited No.

1 (HUMAN-W1)

Term (Years): 5 years from the date of issuance and offering

Grant date:

Upon 24 months from the Warrant's issuance date Not exceeding 20%

Upon 36 months from the Warrant's issuance date The Warrants can be additionally exercised for not exceeding 20%

Upon 48 months from the Warrant's issuance date The Warrants can be additionally exercised for not exceeding 30%

Upon 60 months from the Warrant's issuance date Any amount of allotted warrants until the maturity date

Expired date: 5 years from the date of issuance and offering

Number of Issued warrants (Unit): Not exceeding 10,000,000 Units

Exercise ratio per 1 warrant: 1 unit of warrants has the right to purchase 1 ordinary share, except there is an adjustment of right under the right adjustment condition

Exercise price (Baht per share): Baht 10.90, except there is an adjustment of right under the right adjustment condition.

Outstanding remuneration or benefits of executive directors and executives

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

Estimated remuneration of executive directors and executives : 0.00
in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Wichayaporn Tieosakun	wichayaporn.t@humanica.com	-

List of the company secretary

General information	Email	Telephone number
1. Mr. Thammanoon Korkiatwanich	Thammanoon.k@humanica.com	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Thanadol Raksaphol	thana_34@thanacorp.com	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. Soontorn Dentham	Soontorn.d@humanica.com	-

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Thammanoon Korkiatwanich	Thammanoon.k@humanica.com	-

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED 15TH FLOOR, BANGKOK CITY TOWER, 179/74-80 SOUTH SATHORN ROAD THUNG MAHA MEK SATHON Bangkok 10120 Telephone number +66 2844 1000	6,000,000.00	Types of non-audit service : Review Purchase Price Allocation Details of non-audit service : Review the recognition and measurement of fair value from business merger and acquisition. Amount paid during the fiscal year 200,000.00 baht Amount to be paid in the future 150,000.00 baht Total non-audit fee 350,000.00 baht	-

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

Audit Committee

1. Review of financial reports

The Audit Committee reviewed and considered the quarterly and annual consolidated financial statements for 2024 of Humanica Public Company Limited and its subsidiaries, including disclosure of related party transactions and conflicts of interest transactions, together with the management and internal auditors by inviting the auditors to attend the meeting to consider such financial statements. The auditors were questioned about the accuracy and completeness of the financial statements, the adjustment of material accounting items that affected the financial statements, the scope of the audit, the adequacy and appropriateness of the accounting recording methods, the adequacy, correctness and completeness of the disclosure of information in the financial statements, and the independence of the auditors to ensure that the preparation of the financial statements complies with the requirements of the law and generally accepted accounting principles and is timely, including the disclosure of information that is sufficient, correct and complete.

2. Supervision and supervision of internal audit work

The Audit Committee considered and approved the annual audit plan for 2024, including the budget to support the implementation of the plan. In addition, the performance of the plan and the audit results were reviewed quarterly, providing recommendations and following up on the results of the corrective actions according to the audit report on material issues in order to improve the internal control system to be sufficient and effective. The Audit Committee was satisfied with the management's improvement of the internal control system.

3. Review of the efficiency of the internal control system

The Audit Committee has reviewed and reviewed the internal control system together with the internal auditors and the auditors on a quarterly basis, considering the management of assets, the use of assets, prevention or reduction of errors, damage, leakage or corruption, various operations, the reliability of financial reports, compliance with relevant laws and regulations, in which the Company's auditors have consistently expressed their opinions that no material deficiencies or issues were found. Controls to reduce corruption risks have been included in risk management and internal control.

4. Risk Management Review

The Audit Committee has reviewed the Company's risk management resulting from both internal and external factors, and has regularly considered and reviewed the appropriateness and efficiency of the risk management process, as well as provided recommendations for improvement.

5. Consideration of the appointment of an auditor for the year 2024

The Audit Committee has considered and proposed the appointment of

1. Ms. Rachanat Panyathananusart, Certified Public Accountant No. 8435, or
2. Mr. Boonruang Lertwisewit Certified Public Accountant No. 6552 or
3. Mr. Kan Tanthawirat, Certified Public Accountant No. 10456

of PricewaterhouseCoopers ABAS Audit Co., Ltd. (PwC) to be the Company's auditor for the year 2024, including the consideration of the audit fee, which has been proposed to the Board of Directors for consideration and approval at the 2024 Annual General Meeting of Shareholders.

The Audit Committee has used its knowledge, experience, prudence, and sufficient independence to perform its duties and responsibilities as specified in the Audit Committee Charter, which has been approved by the Board of Directors. From the review of the quarterly and annual financial statements for 2024 and the assessment of the auditors and internal auditors as mentioned above, the Audit Committee did not find any practices that did not comply with the requirements of the Securities and Exchange Act and the rules and regulations of the Stock Exchange of Thailand.

Nomination and Remuneration Committee

In 2024, the Nomination and Remuneration Committee held a total of 2 meetings, with all directors attending every meeting to follow up and consider important matters assigned by the Board of Directors, as specified in the Nomination and Remuneration Committee Charter. Summary:

1. Review the roles, duties and responsibilities of the selection and compensation committee
2. Review policies related to selection and compensation, including the following important criteria:
 - Criteria and processes for selecting directors and appointing executives
 - Select and nominate qualified individuals to be directors of the company for consideration by the board of directors

- Criteria for adjusting wages and incentives to be consistent with and reflect actual performance and appropriate for economic conditions and industry trends
- Review the compensation structure and other benefits of directors to be consistent with the responsibilities and performance of the directors
- Review the policy and criteria for paying compensation to directors by considering:
 - Responsibilities and performance of the board of directors
 - Comparative data referring to other companies in the same industry, including the results of the director compensation survey by the Thai Institute of Directors Association (IOD)

Investment Committee

In 2024, the Investment Committee held a total of 5 meetings, with all directors attending every meeting to follow up and consider important matters assigned by the board of directors. And the board of directors has considered and approved the following significant investments:

1. Human Chase

- Online lending platform
- Investment proportion in ordinary shares of business partners 50 percent
- Increased investment value in 2024 (million baht): 0.1 million baht

2. H Lab

- Development and distribution of various application programs to support services and management for all types of service establishments
- Investment proportion in ordinary shares of business partners 33 percent
- Increased investment value in 2024 (million baht): 19.0 million baht

3. Humanica Consulting

- Provides business consulting services and advice
- Investment proportion in ordinary shares of business partners 100 percent
- Investment value increased in 2024 (million baht): 2.7 million baht

4. Rabbit Cash

- Loan service via digital platform
- Investment proportion in ordinary shares of business partners 5 percent
- Investment value increased in 2024 (million baht): 40 million baht

5. Idol Planner

- Provides business consulting services for family businesses, including company structure, family constitution, corporate and personal tax planning, business succession planning, and family business offices
- Investment proportion in ordinary shares of business partners 30 percent
- Investment value increased in 2024 (million baht): 14.4 million baht

The Investment Committee also monitors and considers the progress, opportunities, and obstacles of existing and new investments in the business, both strategic and financial investments, both domestically and internationally, and monitors the economic and environmental changes that may affect the operations and strategies of the organization in order to provide recommendations to the Board of Directors in considering the selection of investment projects that will increase the Company's revenue and profits in order to maintain its competitiveness. and in line with the direction of business development going forward

The Investment Committee has performed its duties in accordance with the charter and as assigned by the Board of Directors, by carefully considering various matters to ensure that all stakeholders receive the utmost benefit.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
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List of directors	Position	First appointment date of director	Skills and expertise
Mr. ANOTAI ADULBHAN	Chairman of the Board of Directors	12 Nov 2019	Finance, Business Administration, Human Resource Management, Strategic Management, Risk Management
Mr. THANACHART NUMNONDA	Director	12 Nov 2015	Audit, IT Management, Digital Marketing, Accounting, Finance

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mrs. KANYA RUENGPRATEEPSANG	Director	13 Aug 2024	Business Administration, Accounting, Finance, Strategic Management, Risk Management

Selection of independent directors

Criteria for selecting independent directors

When nominating independent Directors, Directors and CEO; the Board of Directors shall ensure that the process of nominating candidates is transparent. The NRC is assigned to screen and select candidates who are fully qualified with the right knowledge, expertise and records of accomplishment useful for the Company's business operation and possess a good understanding of the business, goals, business plans as determined by the Board of Directors.

Subsequently, the NRC shall propose the candidates for the Board of Directors' consideration. In the case of directorship, NRC shall, with the approval of the Board of Directors, propose the candidates to the shareholders with adequate information about the candidates to support their decision-making

Election of each Director is made by the majority of votes of shareholders during shareholders' meeting. Every year, the Board of Directors shall invite the shareholders and Directors to propose suitable candidate for NRC's consideration.

The nominated Directors must meet the qualifications of the Company's AOA, laws, regulations of SET, SEC and Capital Market Supervisory Committee.

Business or professional relationships of independent directors over the past year

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

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 : Yes
through the nomination committee

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

Number of directors from major shareholders

Number of directors from each group of major shareholders : 2
over the past year (persons)

Rights of minority shareholders on director appointment

Allowing retail investors to propose agendas for the annual general meeting of shareholders and nominate qualified persons to be considered for election as directors of the Company in advance according to the criteria set by the Company and published on the Company's website.

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

Qualifications, knowledge, or experience	Skill and expertise
<p>The Company adopts a transparent and fair process for nominating board members, ensuring alignment with current and future business needs. Director candidates must meet the following qualifications:</p> <ol style="list-style-type: none"> 1. Legal Qualifications Nominees must possess the qualifications and not have any prohibited characteristics as specified in the Public Limited Companies Act, the Securities and Exchange Act, and other applicable laws and regulations. 2. Knowledge, Skills, and Experience Candidates should possess expertise and experience relevant to the Company's business—such as in finance, accounting, technology, human resources, or law—and be capable of contributing to strategic direction and governance oversight. 3. Independence of Judgment Directors must demonstrate independent judgment, free from undue influence, and be willing to express views in the best interest of the Company and shareholders. 4. Integrity and Ethical Standards Candidates must have high standards of honesty, integrity, and accountability, and a clear understanding of the fiduciary role and corporate governance principles. 5. Availability and Commitment Nominees should be able to devote sufficient time and attention to their duties, including regular participation in board and committee meetings. 6. Board Diversity and Balance Director selection considers diversity in skills, gender, age, and background to ensure a balanced and effective Board composition. 	<p>Economics, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Digital Marketing, Corporate Management, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance, Business Administration</p>

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. ANOTAI ADULBHAN (Chairman of the Board of Directors)	Non-participating	-
2. Mr. SOONTORN DENTHAM (Vice-chairman of the Board of Directors)	Non-participating	-
3. Mr. PATARA YONGVANICH (Director)	Non-participating	-
4. Mr. THANACHART NUMNONDA (Director)	Non-participating	-
5. Mr. PATAI PADUNGTIN (Director)	Non-participating	-
6. Mr. GORDON ENNS (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Certification Program (DCP)
7. Mrs. KANYA RUENGPRATEEPSANG (Director)	Non-participating	-
8. Ms. PIYAPORN PHANACHET (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Evaluation of the Board of Directors

The Board of Directors and Board Committee conducts a self-evaluation at least once a year to jointly consider their achievements, problems and corrective actions.

Guidelines

In order to comply with the principles of good corporate governance The Board of Directors provides an evaluation of the Board of Directors' performance in the form of (1) Self-Assessment of the Board of Directors (2) Self-Assessment of Individual Directors (3) Self-Assessment of Sub-Committees

Using the Board's self-assessment guidelines from the Stock Exchange of Thailand to be adapted to suit the nature and structure of the Board of Directors. to be used as a framework for the performance of the Board of Directors and encourage mutual consideration of the results and operations.

Process

The Company arranges an annual evaluation of the Board's performance every year to assess the performance in the past year. The Company's secretary will send such assessment form to each director to perform in the form of individual committees and individuals (self-assessment) to bring the results of the assessment to report to the Board of Directors, then the Board of Directors will consider the results of the assessment to improve performance in the future.

Performance evaluation of the entire board of directors is divided into main topics as follows:

1. Structure and Qualifications of the Board of Directors: It consists of a variety of directors. proportion of directors Qualifications of each sub-committee.
2. Roles, Duties and Responsibilities of the Board of Directors: Consists of spending sufficient time to consider important matters. Items with conflicts of interest internal control system risk management.
3. Board of Directors Meeting: Consisting of meeting schedule for the year in advance, document quality, and sufficient

information for the decision-making of the directors.

4. Performance of duties of directors: Consistently attending meetings freely expressing opinions.
5. Relationship with management: consists of the opportunity for discussion. Opportunity to participate in problem solving.
6. Director's Self-Development and Executive Development: Consisting of understanding of the role Have knowledge in the company business, encourage directors to attend training succession plans, etc.

Performance evaluation of individual board members is divided into main topics as follows:

1. Board properties: a variety of board Approval on the performance of duties of the directors.
2. Roles, Duties and Responsibilities: Independence of Directors Adequate comments and participation in activities internal control system and risk management Disclosure.
3. Meeting: Attendance commenting on the meeting Studying the information in advance.
4. Other opinions that is beneficial to the management of the organization.

The results of each key area are calculated in percentage, whereby 85 percent or more = excellent, more than 75 percent = very good, more than 65 percent = good, more than 50 percent = average, and less than 50 percent = need improvement. It can be concluded from the evaluation results that the Board of Directors and Committees have performed their duties in accordance with the Corporate Governance Code and the Code of Business Conduct of the Company with most of the performance are determined to be at the level of excellent.

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

In 2024, the results of the self-evaluation of the Board of Directors are as follows:

1. Self-evaluation of the entire Board of Directors (average score of 91 percent, "Excellent")

Evaluation topics	Average scores
Board structure and qualifications	91%
Board meetings	92%
Board roles, duties and responsibilities	92%
Relationship with management and self-development of directors and executives	88%

2. Individual Board self-evaluation (average score of 96 percent, "Excellent")

Evaluation topics	Average scores
Board structure and qualifications	97%
Board meetings	96%
Board roles, duties and responsibilities	97%

3. Subcommittee self-evaluation (average score of 91 percent, "Excellent")

Evaluation topics	Average scores
Board structure and qualifications	98%
Board meetings	93%
Board roles, duties and responsibilities	77 – 98%

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	91%	100%
	Self-assessment	96%	100%
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Each year, the Nomination and Remuneration Committee will evaluate the performance of the Group CEO on the following topics:

1. Leadership

2. Strategy formulation
3. Strategy execution
4. Financial planning and performance
5. Relationship with the Board
6. External relations
7. Management and personnel relations
8. Succession
9. Product and service knowledge
10. Personal characteristics

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 past year : 4
(times)

Date of AGM meeting : 25 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	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. ANOTAI ADULBHAN (Chairman of the Board of Directors)	4	/	4	1	/	1	N/A	/	N/A
2. Mr. SOONTORN DENTHAM (Vice-chairman of the Board of Directors)	4	/	4	1	/	1	N/A	/	N/A
3. Mr. PATARA YONGVANICH (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
4. Mr. THANACHART NUMNONDA (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
5. Mr. PATAI PADUNGTIN (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
6. Mr. GORDON ENNS (Director)	4	/	4	1	/	1	N/A	/	N/A

List of directors	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)
7. Mrs. KANYA RUENGPRATEEPSANG (Director, Independent director)	2	/	2	0	/	0	N/A	/	N/A
8. Ms. PIYAPORN PHANACHET (Director, Independent director)	2	/	2	1	/	1	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

Remuneration of the Directors

In determining remuneration (either in cash or in kind) of Directors, the Board of Directors has assigned the NRC to carry out a transparent process and propose its recommendations to the shareholders' for approval during the AGM. The policy, basis of calculation and criteria for remuneration payment for each Director position must be proposed to shareholders' approval. The proposed remuneration shall be suitable and sufficient to predispose the Board of Directors to lead the Company to achieve both short-term and long-term goals, without making excessive remuneration payment.

Criteria for payment of directors' remuneration considering responsibility, appropriate and consistent with the Company's performance and the performance of the Board of Directors and reference data with other companies in the same industry of similar size and nature of business, as well as overall operating results and economic conditions. Remuneration structure for directors and sub-committees, including the survey of directors' remuneration of the Thai Institute of Directors Association (IOD) and the Stock Exchange of Thailand. The directors assigned to have more duties and responsibilities will be compensated appropriate to the duties and responsibilities that have been assigned more.

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. ANOTAI ADULBHAN (Chairman of the Board of Directors)			160,000.00		0.00
Board of Directors	140,000.00	0.00	140,000.00	No	
Nomination and Remuneration Committee	20,000.00	0.00	20,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
2. Mr. SOONTORN DENTHAM (Vice-chairman of the Board of Directors)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
3. Mr. PATARA YONGVANICH (Director)			260,000.00		0.00
Board of Directors	100,000.00	0.00	100,000.00	No	
Audit Committee	120,000.00	0.00	120,000.00	No	
Investment Committee	40,000.00	0.00	40,000.00	No	
4. Mr. THANACHART NUMNONDA (Director)			220,000.00		0.00
Board of Directors	100,000.00	0.00	100,000.00	No	
Audit Committee	100,000.00	0.00	100,000.00	No	
Nomination and Remuneration Committee	20,000.00	0.00	20,000.00	No	
5. Mr. PATAI PADUNGTHIN (Director)			175,000.00		0.00
Board of Directors	100,000.00	0.00	100,000.00	No	
Investment Committee	75,000.00	0.00	75,000.00	No	
6. Mr. GORDON ENNS (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
7. Mrs. KANYA RUENGPRATEEPSANG (Director)			85,000.00		0.00

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	50,000.00	0.00	50,000.00	No	
Audit Committee	25,000.00	0.00	25,000.00	No	
Investment Committee	10,000.00	0.00	10,000.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
8. Ms. Chuenchom Techarungkiat (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
9. Mrs. Sasithorn Hirunsak (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
10. Ms. Hathaichanok Suwanjang (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
11. Mr. Thammanoon Korkiatwanich (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
12. Mr. Yus Wadi (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
13. Ms. PIYAPORN PHANACHET (Director)			100,000.00		0.00
Board of Directors	50,000.00	0.00	50,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee	50,000.00	0.00	50,000.00	No	
14. Mr. Eswaran Nadarajah (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	540,000.00	0.00	540,000.00
2. Audit Committee	295,000.00	0.00	295,000.00
3. Executive Committee	0.00	0.00	0.00
4. Investment Committee	125,000.00	0.00	125,000.00
5. Nomination and Remuneration Committee	40,000.00	0.00	40,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,000,000.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	1,000,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(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 companies	:	Yes
Mechanism for overseeing subsidiaries and associated companies	:	Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties 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, 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 will appoint qualified candidates for the primary corporate governance of subsidiaries and associated companies. The appointment shall be determined according to shareholding proportion of subsidiaries and associated companies.

The Directors and/or Executives appointed by the Board of Directors shall have the duty to manage and administrate the businesses of subsidiaries and/or associated companies to be in line and in compliance with the Company's policies and direction. The scope of duties and responsibilities of the appointed Directors and Executives shall be clearly determined and reviewed from time to time.

In making decisions for key business operations of the subsidiaries, the Directors of the subsidiaries are required to seek approval from the Board of Directors before implementing any plans. Approvals from the Board of Directors is also necessary for significant activities, such as the change in share capital and cessation of subsidiaries' businesses. The Company has set up suitable and comprehensive monitoring and internal control mechanism within the subsidiaries such that any significant transactions of the subsidiaries are to be resolved by the Board or the Company shareholder meetings.

Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders' agreement)

Subsidiaries and associated companies in which the Company holds less than 100% of the shares, these companies are not material to the Group's operations.

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

The Board of Directors has established guidelines that require directors to declare their interests prior to consideration of agenda items and to have such interests recorded in the minutes of every meeting. In addition, the Board of Directors ensures that directors with material interests are excluded from the meeting during such agenda items. In addition, directors and executives are required to declare their own interests and those of their related persons whenever there is a change. In this regard, the Company Secretary will prepare a report to advise the Board during each Board meeting.

Number of cases or issues related to conflict of interest

	2022	2023	2024

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

Prevention of the use of inside information to seek benefits

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

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

This policy governs the use of inside information which considered to be a part of business code of conduct and ethics manual under section 3.2.2 policy on the use of inside information. The details are as follows;

Use of Inside information Policy

1. Directors, executives, employees and employees of the Company are prohibited to use secret and/or internal information of the Company to reveal or seek benefit for oneself or for the benefit of any other person whether directly or indirectly and whether they receive benefits in return or not.
2. Directors, executives, employees and employees of the Company are prohibited including the spouse and minor children of such person. Use internal information of the Company that has or may affect the price changes of the Company's securities which has not yet been disclosed to the public to buy, sell, offer to buy, offer to sell or invite other people to buy, sell, offer to buy or offer to sell the Company's securities whether directly or indirectly before that information is disclosed to the public regardless of whether such actions are done for the benefit of oneself or others or to cause others to do such acts for which they receive benefits in return. Anyone who violates this will be punished according to the company's disciplinary measures.
3. Directors, executives and employees in departments who receive internal information of the Company such information must not be used before being disclosed to the public and must avoid or refrain from buying, selling, transferring or accepting transfers of the Company's securities during the period of 1 month before the quarterly and annual financial statements are disclosed to the public.
4. The Company has taken steps to notify directors and executives to understand and acknowledge their obligation to report securities holdings in the Company by themselves, their spouses and minor children as well as reporting changes in securities holdings to the Securities and Exchange Commission in accordance with Section 59 and the penalties under the Securities and Exchange Act B.E.2016.

The Company will inform the directors, executives, employees, and employees of the Company about the above requirements.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

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

The Board of Directors has determined the following guidelines for monitoring and evaluating the implementation of the anti-corruption policy:

1. Conduct a survey of the interests of the first four directors and executives as required by law to prevent conflicts of interest that could lead to corruption.
2. Establish a channel for reporting clues and measures to protect whistleblowers on the Company's website and communicate to all levels of employees.
3. Assign the management to review corruption risks and prepare an audit plan that is consistent with the annual internal audit plan.
4. Those who commit corruption are considered to have committed an unethical act against the Company and must be subject to disciplinary action according to the Company's regulations and legal punishment if the act is illegal.
5. Create awareness among employees by organizing a training course on the Company's business ethics for new employees to create an understanding of the Company's business ethics and work practices, anti-corruption policy, and channels for reporting clues.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

1. Complainant

- File complaints in good faith through channels and methods in accordance with the Company's policies.
- Complainants can choose to remain anonymous, but the Company encourages complainants to remain anonymous which will help to strengthen the credibility of the complaint and facilitate communication and notification of the outcome to the complainant.

2. Complaints The Company will not accept complaints regarding the following matters:

- 2.1 Matters not related to the Company or companies in which the Company holds shares.
- 2.2 Matters that do not specify evidence, facts, or circumstances that are sufficiently clear to enable further investigation into the facts.
- 2.3 Matters that the Company has considered or are in the process of being processed
- 2.4 Matters that the Company has already made a final decision on and there is no new, additional, material evidence.

3. The complaint screening and consideration committee

The committee comprises of

1. Mr. Soontorn Dentham (Chairman)
2. Mr. Thammanoon Korkiatwanich (Committee)
3. Chief People Officer (Committee)
4. Mrs. Kanya Ruengprateepsang (Committee)

- Receive complaints
- Record the registration number of the complaint that has been considered.
- Submit the considered complaints to the complaint working team or the Audit Committee (as applicable).
- Consider assigning complaints to relevant individuals or agencies that do not have conflicts of interest or are the accused, to conduct investigations and seek facts.
- Create a complaint register, record progress, update status and inform the complainant of the progress.
- Summarize results and report progress to the audit committee.

4. Complaint working team

- Receive complaints from the complaint screening and consideration committee to investigate and find the facts.
- Report the investigation results to the complaint screening and consideration committ.

Audit Committee

- Receive a summary report and progress of complaints.

- In the event that the accused is a senior executive of the Company, the Audit Committee will consider assigning an internal or external person or agency that does not have a conflict of interest or is the accused to conduct an investigation and seek the facts.
- Summarize results and report progress to the Board of Directors.

Protection of complainants or witnesses

- The Company will not accept threats, blackmail or actions that are considered revenge against the complainant or witness who is an employee who provides any clues, words or information related to corruption, malfeasance, misconduct and non-compliance with the law, organization regulations with honesty, without malicious intent or causing damage to the complainant. The Company will provide appropriate protection to the employees.

Confidentiality

- Any action under this principle must keep all information related to the complaint confidential and not disclose it to other persons who are not involved in the complaint, taking into account the safety and damage of the complainant, the source of the information or the persons involved, except when disclosure is necessary for the performance of duties, such as fact-finding, disciplinary investigation, legal action, giving testimony or providing any cooperation to the court or government agencies as required by law.

Number of cases or issues related to whistleblowing

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

The monitoring of compliance with other corporate governance policy and guidelines

None

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) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. PATARA YONGVANICH (Chairman of the audit committee)	4	/	4
2 Mr. THANACHART NUMNONDA (Member of the audit committee)	4	/	4
3 Mrs. KANYA RUENGPRATEEPSANG (Member of the audit committee)	1	/	1
4 Ms. PIYAPORN PHANACHET (Member of the audit committee)	2	/	2

The results of duty performance of the audit committee

In 2024, the Audit Committee held 4 meetings and the results of operations were reported to the Board of Directors on a quarterly basis. The Audit Committee attended the meeting as follows:

Mr. Patara Yongvanich	Chairman of the Audit Committee	Attended the meeting 4/4 times
Mr. Thanachart Numnonda	Member of the Audit Committee	Attended the meeting 4/4 times

Mrs. Kanya Ruengprateepsang¹ Member of the Audit Committee Attended the meeting 1/1 time

¹Mrs. Kanya Ruengprateepsang replaced Ms. Piyaporn Phanachet who has resigned on August 12, 2024.

In the meetings, the Audit Committee discussed with the Management, the Internal Audit and the Company's External Auditors as appropriate and/or necessary. The Audit Committee's main activities are summarized below;

1. Financial Reports Review

The Audit Committee reviewed quarterly, annually and consolidated financial statements for the year 2024 of Humanica Public Company Limited and subsidiaries, including connected party transactions and items with potential conflicts of interest with the Management and the Internal Auditor and External Auditor. The Audit Committee discussed with the External Auditor on the accuracy and completeness of the financial statements, significant adjustment which affected to the financial statements, adequacy and suitability of account recording methods, audit scope, accuracy and adequacy of information disclosure as well as the External Auditors' independence. These were to ensure that the financial statements were prepared in conformity with legal requirements and generally accepted accounting principles, reliable and timely, and information was sufficiently disclosure.

2. Internal Audit Oversight

The Audit Committee reviewed and approved an Internal Audit annual plan 2024 including the budget to support the plan. The Audit Committee reviewed the audit performance, audit findings and recommendation on a monthly basis. The Audit Committee provided recommendations and monitored corrective actions for significant aspects for good governance and adequate internal control where the improvements were required, the Audit Committee was satisfied that management had taken appropriate remedial actions.

3. Internal Control Effectiveness Review

The Audit Committee reviewed the internal control system together with Internal Auditor and External Auditor on a quarterly basis by reviewing stewardship of properties, resource assumption, prevention or reduction of errors or damage, losses, waste, or corrupt practices, operations, credibility of financial reports, and compliance with relevant laws and regulations. The Company's External Auditor agreed that no significant issues or shortcomings were found.

4. Risk Management Review

The Audit Committee reviewed the Company's risk management mechanism of the risks arising from both internal and external. The Audit Committee also reviewed the efficiency and suitability of risk management processes regularly and provided recommendations for improvement.

5. Appointment of the External Auditors for 2024

The Audit Committee recommended the appointment of auditors as listed below;

1. Ms. Rodjanart Banyatananusard Certified auditor No. 8435 or
2. Mr. Boonrueng Lerdwisewit Certified auditor No. 6552 or
3. Mr. Kan Tanthawirat Certified auditor No. 10456

from PricewaterhouseCoopers ABAS Limited ("PWC") as the Company's External Auditors for 2024, including the audit fee which has been proposed to the Board of Directors for consideration and approved at the annual shareholders' meeting 2024.

The Audit Committee performed its duties and responsibilities stated in its Board-approved charter with competence, experience, care, prudence, and adequate independence for the equitable benefit of stakeholders. Whilst reviewing the quarterly and annual financial statements for 2024, and the above-mentioned assessments performed by the External and Internal Auditors, the Audit Committee did not note noncompliance of the Company's activities with the Securities and Exchange Act and with rules and regulations of the Stock Exchange of Thailand.

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) : 12

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SOONTORN DENTHAM (The chairman of the executive committee)	12	/	12
2 Ms. Chuenchom Techarungkiat (Member of the executive committee)	12	/	12
3 Mrs. Sasithorn Hirunsak (Member of the executive committee)	12	/	12
4 Ms. Hathaichanok Suwanjang (Member of the executive committee)	12	/	12
5 Mr. Thammanoon Korkiatwanich (Member of the executive committee)	12	/	12
6 Mr. GORDON ENNS (Member of the executive committee)	12	/	12
7 Mr. Yus Wadi (Member of the executive committee)	12	/	12
8 Mr. Eswaran Nadarajah (Member of the executive committee)	0	/	0

The results of duty performance of Executive Committee

Performance of the Executive Committee

In 2024, the Executive Committee operated under the company's strategic framework, with a strong focus on enhancing operational efficiency, improving organizational structure, and supporting sustainable growth. The key outcomes of their performance can be summarized as follows:

1. Strategic Management

The Executive Committee collaboratively defined the company's long-term direction and goals, aligning operational plans with the evolving business environment. The following corporate objectives were established:

1. To develop and deliver world-class products and services
2. To delight customers with products and services that exceed expectations
3. To promote a corporate culture based on the company's DNA and core values
4. To standardize and elevate operational processes across all countries

In 2024, the Company was honored with the **Techsauce Innovation Awards**, presented to distinguished exhibitors at the **Techsauce Global Summit 2024**. This prestigious recognition highlights the Company's leadership in innovation and its ability to develop technology and solutions that meet the needs of both enterprises and the broader Asian region.

2. Risk Management

The Executive Committee systematically monitored, analyzed, and implemented preventive measures to mitigate potential risks to the organization, including financial and operational risks.

In 2024, the Company achieved **SOC2 Type 2 (System and Organization Controls 2 – Type 2)** certification, a globally recognized standard for internal control relating to data security, availability, processing integrity, confidentiality, and privacy. This certification underscores the Company's commitment to upholding the highest international standards in data governance and risk management. It also reinforces stakeholders' confidence—customers, business partners, and investors alike—that the Company manages risks and safeguards information with diligence and consistency. This milestone further strengthens corporate governance and lays a robust foundation for regional and global business expansion.

3. Business Performance and Operational Efficiency

Under the leadership of the Executive Committee, the Company successfully achieved its financial targets and managed

costs efficiently, resulting in continued growth in net profit.

Throughout 2024, the Executive Committee effectively executed strategic initiatives, emphasizing competitiveness, cost control, and business expansion. These efforts enabled the Company to maintain stable growth despite a dynamic business environment.

Key performance highlights in 2024 include:

- Total revenue growth of **9.4%** compared to the previous year
- Gross profit growth of **6.3%**
- Profit before tax growth of **16.7%**

Net profit growth of **12.3%**

Although the tax privileges under the BOI (Board of Investment) promotion expired in **July 2024**, the Company maintained a healthy **net profit margin of 24%**, reflecting effective cost management, expense control, and prudent tax planning.

The Executive Committee also emphasized long-term organizational development through strategic investments in technology, talent development, and sustainable business practices to support ongoing future growth.

4. Human Capital Management

The Company prioritized enhancing employee capabilities, fostering an organizational culture that supports effective performance, and retaining high-potential talent within the organization.

5. Corporate Social and Environmental Responsibility

The Company continued to implement various social and environmental initiatives, integrating sustainability into business planning.

In 2024, the Company was recognized and selected for inclusion in the **ESG Emerging List**, a prestigious designation that reflects its commitment to sustainable business practices. The ESG (Environmental, Social, and Governance) evaluation was conducted by the **Thaipat Institute**, underscoring the Company’s dedication to responsible and forward-looking corporate operations.

Meeting attendance of Investment Committee

Meeting Investment Committee (times) : 5

List of Directors	Meeting attendance of Investment Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PATAI PADUNGTIN (The chairman of the subcommittee)	5	/	5
2 Mr. PATARA YONGVANICH (Member of the subcommittee)	4	/	5
3 Mrs. KANYA RUENGPRATEEPSANG (Member of the subcommittee)	1	/	1

The results of duty performance of Investment Committee

In 2024, the Investment Committee held a total of 5 meetings, with all members attending every meeting, to follow up and consider important matters assigned by the Board of Directors. The Committee considered, screened, and approved the Board of Directors to consider approving important investments as follows:

1. Human Chase

- Online lending platform
- Investment proportion in common shares of business partners: 50 percent
- Increased investment value in 2024 (million baht): 0.1

2. H Lab

- Development and distribution of various application programs To support the provision of services and management for

all types of service establishments

- Investment proportion in common shares of business partners: 33 percent
- Increased investment value in 2024 (million baht): 19.0

3. Humanica Consulting

- Provides business consulting services and technology consulting services to various organizations
- Investment proportion in common shares of business partners: 100 percent
- Increased investment value in 2024 (million baht): 2.7

4. Rabbit Cash

- Provides loan services via digital platforms
- Investment proportion in common shares of business partners: 5 percent
- Increased investment value in 2024 (million baht): 40.0

5. Idol Planner

- Provides business consulting services for family businesses, including company structure, family constitution, tax planning for both companies and individuals, and business succession planning. and Family Business Office
- Proportion of investment in common shares of business partners: 30 percent
- Increased investment value in 2024 (million baht): 14.4

The Investment Committee also monitors and considers the progress, opportunities and obstacles of existing and new investments in the business, both strategic investments and financial investments, both domestically and internationally, and monitors the economic and environmental changes that may affect the operations and strategies of the organization in order to provide recommendations to the Board of Directors in considering the selection of investment projects that will increase the Company's revenue and profits in order to maintain its competitiveness and be consistent with the direction of business development.

The Investment Committee has performed its duties in accordance with the charter and as assigned by the Board of Directors, and has considered various matters in detail and meticulously to ensure that all stakeholders receive the utmost benefit.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 2
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. ANOTAI ADULBHAN (Member of the subcommittee)	2	/	2
2 Mr. THANACHART NUMNONDA (Member of the subcommittee)	2	/	2
3 Mrs. KANYA RUENGPRATEEPSANG (The chairman of the subcommittee)	0	/	0

The results of duty performance of Nomination and Remuneration Committee

In 2024, the nomination and remuneration committee held 2 meetings in which all directors attended the meeting to monitor and consider important matters assigned by the Board of Directors which is stipulated in the charter of the nomination and remuneration committee can be summarized as follows:

1. Review the roles, duties and responsibilities of the nomination and remuneration committee.
2. Review the policies related to recruiting and compensation including the following important criteria:
 - Criteria and process for appointment of directors and executives.
 - Select and nominate qualified persons to be directors of the Company and propose to the Board of Directors for consideration.

- Criteria for adjusting the wage rate and incentives to be consistent with and reflect actual performance and appropriate to the economic conditions and industry trends.
- Review the remuneration structure and other benefits of directors to be in line with the responsibilities and duties of the directors.
- Review the policy and criteria for payment of directors' remuneration by considering from
 - Responsibilities and performance of the Board of Directors.
 - Comparisons refer to other companies in the same industry including the results of the survey on the remuneration of directors of the Thai Institute of Directors Association (IOD).

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company is committed to driving sustainable growth, along with delivering world-class HR solutions and business systems to enhance the potential of organizations in Asia. The Company has therefore established a sustainable development policy in 3 dimensions: economy, society and environment, in order to align with the organization's objectives.

The Company realizes that long-term success must be based on creating value for stakeholders in terms of economy, society and environment. Therefore, we intend to integrate sustainability principles into our business strategies, work processes and organizational culture through key principles (please see details in the sustainability management policy on the Company's website).

The Board of Directors has assigned the Executive Committee to consider and set sustainable business goals within the framework of the sustainable development policy and management guidelines set by the Board of Directors, with short-term and long-term goals reviewed at least once a year.

Reference link for sustainability policy : <https://www.humanica.com/en/investors-corporate-governance/>

Sustainability management goals

Does the company set sustainability management goals : Yes

Company's Sustainable Business Strategy and Goals

Economic Dimension

Goals

- Achieve an average annual revenue growth of 15% and distribute earnings to stakeholders in accordance with good corporate governance principles.
- Develop Human Resource solutions (HR Solution) software to become world-class and the best in the Asia region within 5 years.
- Increase internal productivity by 5% per year.
- Invest in business partners to complete the company's business ecosystem with an average annual investment budget of no less than 20 million baht.
- Ensure business partners' revenue grows by no less than 20% annually.
- Zero incidents of fraud.

Strategies

- Expand business growth through mergers and acquisitions.
- Invest in research and development for HR software solutions.
- Invest in innovative target businesses to develop the company's business ecosystem.
- Promote internal innovation development within the organization.
- Ensure audits are conducted by both internal and external auditors.

Social Dimension

Goals

- Human rights violations = 0
- Discrimination complaints = 0
- Local community complaints = 0
- Personal data complaints = 0
- Actual and unpreventable cyber-attacks = 0
- Employee turnover rate (for employees with more than one year of service) does not exceed 25%
- 60% of employees receive at least 6 hours of training per person per year
- Employee Experience Survey response rate exceeds 85%
- Employee satisfaction and engagement from Employee Experience Survey exceeds 80%
- Lost Time Injury Frequency Rate (LTIFR) = 0
- Organize at least 10 health promotion activities for employees per year

- Increase the number of local or regional product and service purchases by 10% by 2025
- Reduce the use of paper products (e.g., A4 paper) that impact the environment by 10% by 2025

Strategies

- Establish a Whistleblowing policy, communication channels for reporting and whistleblowing, and measures to protect employees who provide information, including raising awareness and training.
- Organize activities that benefit the community and society, and support internship programs for students.
- Promote both physical and mental well-being among employees by driving the 7 Dimensions of Well-being, which aim to improve satisfaction, build employee engagement, and increase work efficiency through activities and projects that focus on well-being.
- Enhance employees' knowledge and understanding of safety by providing continuous training programs appropriate for their job roles.
- Select business partners that meet social and environmental criteria.
- Raise awareness about cybersecurity and personal data protection by training employees at all levels.
- Establish a Cybersecurity Monitoring Center and conduct drills to prepare for potential cyber threats and attacks.

Environmental Dimension

Goals

- Reduce overall energy consumption by 10% by 2034.
- Reduce single-use plastic consumption by 30% by 2025.
- Reduce total waste per employee by 10% by 2028.
- Increase the recycling rate from 2% to 5% by 2028.
- Achieve net-zero greenhouse gas emissions by 2065.
- Achieve carbon neutrality by 2050.

Strategies

- Raise awareness among employees about energy efficiency through the 3R principles (Reduce, Reuse, Recycle).
- Promote collaboration among employees to reduce energy consumption and waste production.
- Opt for renewable energy sources, such as solar energy.
- Use electric vans for employee transportation.
- Organize the "Turning Waste into Merit" project by converting PET plastic bottles into plastic fibers to be woven into monk robes.
- Transition to electronic formats for tax invoices and withholding tax certificates.

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, 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 : Yes

Key policy changes and goals in 2024 are as follows:

Economic Dimension

- Increase productivity within the organization
- Reduce overtime work in the accounting and finance department by 40 percent through the Contract Management System
- Reduce paper use in submitting documents for IT approval through the iTMS system
- Reduce the time spent answering customer questionnaires about data security through the QMS system
- Increase revenue of business partners who develop society and the environment by 57 percent

Social Dimension

- All partners have been audited to pass the selection criteria for both environment and society. And no violation of the

law

- The number of customer complaints regarding the security of software systems and services is 0
- The number of lawsuits or complaints regarding software systems and services is 0
- The number of lawsuits or complaints regarding marketing communications is 0
- The number / value of significant fines for violations of social laws is 0
- The lost time injury frequency rate (LTIFr) is 0
- The company has an application that allows employees to access physical and mental health services up to 100 percent
- The response rate of the employee satisfaction and engagement survey (Employee Experience Survey) is > 85 percent
- Employee satisfaction and engagement survey (Employee Experience Survey) is > 80 percent

Information on impacts on stakeholder management in business value chain

Business value chain

Production Factor Management and Product Development

- Development of Human Resource Software
- Provision of products and services, including other hardware and software devices

Collaborating with business partners in related fields to develop products and services to meet the customers' lifestyles and improve the employees' quality of life as well as the public in general

Operations and Project Management

- Project management for installing Human Resource System
- Project management for installation of Enterprise Resource Planning (ERP) system
- Providing outsourced human resource management and payroll services

Sales and Marketing

- Marketing and providing information about products and services in a transparent, accurate and complete manner, as well as fair pricing

After-sales Service

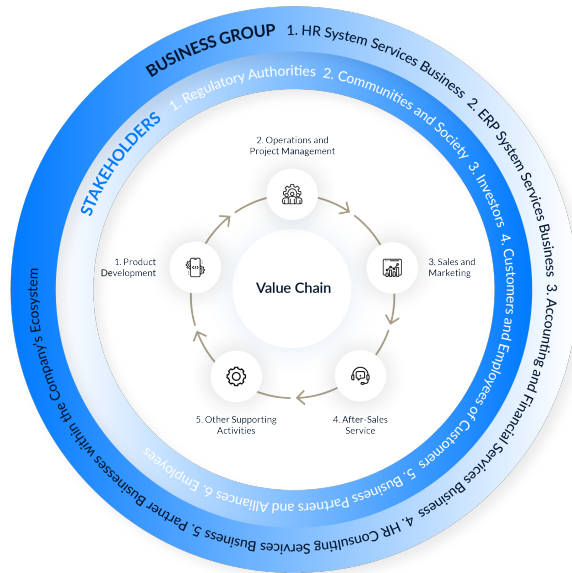
- Providing after-sales service to create satisfaction
- Protecting customer personal data by having policies and processes to determine access and use of such data
- Maintaining good relationships with customers

Other supporting activities

Fair human resource management with appropriate compensation and welfare systems, continuous promotion and development of personnel potential, and a good working environment

- Reliable, accurate and transparent financial accounting system management
- Good corporate governance in accordance with the principles of good governance and business ethics

Business value chain diagram



Value Chain

1. Product Development
2. Operations and Project Management
3. Sales and Marketing
4. After-Sales Service
5. Other Supporting Activities



Stakeholders

1. Regulatory Authorities
2. Communities and Society
3. Investors
4. Customers and Employees of Customers
5. Business Partners and Alliances
6. Employees



Business Groups

1. HR System Services Business
2. ERP System Services Business
3. Accounting and Financial Services Business
4. HR Consulting Services Business
5. Partner Businesses within the Company's Ecosystem

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>			
<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> - Job stability and career advancement - Work-Life balance - Appropriate welfare - Safety working environment - Equality according to human rights principles 	<ul style="list-style-type: none"> - Continuously promoting and developing employees' skills and knowledge. - Connect the platform with Conicle, a business partner who is a provider of online learning platforms for corporate customers. Therefore, employees can attend training courses of interest via the 	<ul style="list-style-type: none"> • Online Communication • Internal Meeting • Employee Engagement Survey • Others <ul style="list-style-type: none"> • - Monthly orientation for new employees • - Town Hall Meeting at least once a year • - Doing social activities together between executives and employees at least once a year • - Always communicate through the company's human resource system software "Workplaze" • - Conduct Employee survey at least once a year

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> • Government agencies and Regulators 	<ul style="list-style-type: none"> - Comply with laws, rules, and regulations. - Disclosure of information is accurate, transparent, and in a timely manner. 	<ul style="list-style-type: none"> - Strictly comply with the laws, rules and regulations of regulatory agencies. 	<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • - Regularly coordinate through company secretary
<ul style="list-style-type: none"> • Community 	<ul style="list-style-type: none"> - Workplace safety - Community and society cooperation. - Improvement of well-being and quality of life 	<ul style="list-style-type: none"> - Fully cooperate with communities, society and government agencies. - Ensuring that the establishment's safety measures are in accordance with the international standards. - Joint investment with business partners to develop digital technology. 	<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • - Coordinate via the company's central telephone number regularly. • - Company's establishment
<ul style="list-style-type: none"> • Shareholders 	<ul style="list-style-type: none"> - Sustainable business growth - Continuous dividend payment - Good corporate governance 	<ul style="list-style-type: none"> - Maintain leadership in business, ready to expand business and continuously develop products and innovation. - Set a dividend payment policy of not less than 50 percent of the net profit. - Regularly communicate the quarterly operating results across all channels by disclosing complete, accurate and timely information. 	<ul style="list-style-type: none"> • Online Communication • Annual General Meeting (AGM) • Others <ul style="list-style-type: none"> • - Quarterly meeting with both domestic and international investors and SET Opportunity Day • - Regularly updated investor relations website • - Regularly contact the investor relations via email and the central telephone number of the Company

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> Customers 	<ul style="list-style-type: none"> Products, including software, with great appearance, easy to use and to work as intended with a fast service. There are a variety of products and services to meet customers' needs. Strictly maintain data security and standards. 	<ul style="list-style-type: none"> Respond to problems and complaints efficiently and promptly according to the agreed service level (SLA: Service Level Agreement). Provide a customer relationship management (CRM) system to effectively manage complaints and resolve the problem. Operate to achieve information security standards and personal data management in accordance with international standards. 	<ul style="list-style-type: none"> External Meeting Complaint Reception Satisfaction Survey Others <ul style="list-style-type: none"> Regularly coordinate via the company's central telephone number Regularly coordinate with sales and services staff
<ul style="list-style-type: none"> Business partners 	<ul style="list-style-type: none"> Grow alongside with the company Fairness in conducting business together 	<ul style="list-style-type: none"> Establish high-quality standards for collaboration, including a fair and appropriate compensation structure Develop a platform for business partners to connect efficiently to do business together. 	<ul style="list-style-type: none"> External Meeting Satisfaction Survey

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

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"> Innovation Development Others : -

Diagram of organization's material sustainability topics

Key Issues of Sustainability



Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Reference link for corporate sustainability report : <https://www.humanica.com/en/investors-sustainability-sustainability-report/>

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : GRI Standards guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Risk Management Policy and Plans

Business changes from both internal and external factors which may affect the Company's business operations. Effective risk management is therefore an important process to ensure that the company can operate its business according to its objectives and goals.

The company has therefore adopted risk management principles in accordance with according to the principles of The Committee of Sponsoring Organizations of the Tread way Commission (2017 COSO ERM Integrating with Strategy and Performance) which is an international standard in risk management. It is considered that risk management is an important component of every process in the company's business operations which consists of 5 important components:

1) Corporate governance and organizational culture

Corporate governance and organizational culture form the basis of all elements in risk management. The company has adhered to and complied with the policy of good corporate governance and the company's business ethics. The company is committed to continuously and strictly adhering to the organization's culture and core values.

The Board of Directors has established a risk management policy and has assigned the Audit Committee to oversee risk management. It has an executive committee consisting of the Chief Executive Officer and senior executives performing risk management duties and directing the management to manage and manage risks appropriately at both the organizational and operational levels including monitoring the status of important risks of the organization.

2) Strategy and setting objectives

The company integrates risk management with its objectives and strategies. The objectives will determine the strategy and operational plan including identifying risk factors and risk responses through the business analysis process Specify acceptable risks Evaluate strategy and determine the objectives of the organization.

3) Performance

The company establishes a risk management process in conjunction with strategic planning, that is, when a department plans a new strategy. Relevant personnel must analyze and identify risk issues that may arise from any activity. Assess the severity of the risk and Prioritize risks based on their likelihood and potential impact. Take action to respond to risks. Develop a risk framework to assess overall risk and report to line executives to identify ways to prevent or reduce the risk to a level acceptable to the organization and be able to achieve the objectives of that strategic plan including integrating risk management into the process of approving business plans and evaluating performance.

4) Review and improvement

The Company periodically reviews and improves the risk management process. It is evaluated based on operating results and important changes from both external and internal factors.

5) Communication and reporting of results

The company communicates risk management information through various contact channels within the organization. From the executive level to Operations at both top and bottom levels and bottom up and report risk and performance results to the Executive Committee, Audit Committee and Board of Directors continuously.

Reference link to risk management policy and plan : <https://www.humanica.com/en/investors-financial-information-56-1-one-report/>

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 Risks from the entry of foreign companies into the market

Related risk factors	:	<u>Strategic Risk</u>
		• Other : Risks from the entry of foreign companies into the market
ESG risk factors	:	Yes

Risk characteristics

The company is at risk of foreign software companies entering the HR services market in Asia to compete with the company. However, developing effective HR software for the Asian market is not easy due to the complexity of tax systems and regulations in Asian countries. Foreign software development companies need to invest in research and development to support users in Asia. Most foreign software companies therefore rely on partnerships with software developers in Asia to distribute their software. This can be an advantage for the company because the company can be an alternative partner for the world's leading HR software developers such as SAP, IBM, and Workday.

Risk-related consequences

- The company may lose market share if it cannot compete with foreign companies on technology or price.
- May affect revenue and brand image

Risk management measures

- Accelerate the development of innovations that specifically meet the needs of the Asian market. The company is committed to and places importance on developing digital innovations, both in developing its own software products and in co-developing innovations with business partners, so that software products and related services are up-to-date and of equal or better quality than software from global competitors, including placing importance on recruiting personnel in software development and digital technology to be sufficient for the organization's growth.
- Establish strategic partnerships with foreign partners to exchange technologies and expand markets together.

Risk 2 Risk of copyright infringement

Related risk factors	:	<u>Strategic Risk</u>
		• Other : Risk of copyright infringement
ESG risk factors	:	Yes

Risk characteristics

As a software developer, the Company takes great care in protecting its most valuable intellectual property by preventing its copying or modification for economic gain. The Company's software is protected by the Copyright Act 1994.

Risk-related consequences

- Lost income from software piracy
- Loss of reputation and credibility in the market

Risk management measures

- Humatrix registered company ESSpace and WorkPlaze with the Department of Intellectual Property to prevent unauthorized reproduction, adaptation or use
- Continuously increase measures to monitor customer usage. The Customer must obtain a valid license key from the Company, which is configured to meet each Customer's individual needs.
- Establish a system to prevent technical infringement in the software. The Company also takes steps to ensure that we maintain the Company's source code in our day-to-day operations.

Risk 3 Risk of relying on third-party partners

Related risk factors	:	<u>Strategic Risk</u>
		• Reliance on large partners / distributors or few partners / distributors
ESG risk factors	:	Yes

Risk characteristics

The Company has contractual agreements with third party partners to distribute its products or product labels and enhance the efficiency of the Company's business operations. The Company is exposed to business risk if any of the partners decides to terminate the Company's agreement.

However, since most of the company's partners are famous foreign companies and the company strictly follows the rules, the company believes that the risk is low. The company fully supports its partners in developing and promoting their products. The company has maintained good relationships with its partners for a long time.

Risk-related consequences

- Termination of the partnership may result in disruption of revenue and operations.
- Lost business opportunities in key markets

Risk management measures

- Spread your risk by increasing your number of partners
- Develop internal capabilities that can support the company itself if the partner terminates the contract.

Risk 4 Strategic investment risks

Related risk factors : Strategic Risk
• Other : Strategic investment risks

ESG risk factors : Yes

Risk characteristics

The Company continuously invests to expand its business, including through acquisitions, mergers and acquisitions, investments in tangible and intangible assets, and Investment in equity instruments in businesses that have businesses, products or services, or platforms or markets that promote, support and add value to the company's core business. In which various investments face the risk that the return on investment may not be as targeted and the loss from the business operations of the company that invests.

The Company has established an Investment Policy to compile rules, procedures and guidelines for the Board of Directors, Investment Committee and executives to adhere to in managing investments and to remind relevant persons to be aware of their responsibilities in managing the business carefully and cautiously. Comply with relevant laws and regulations. Taking into account the company's interests and having a monitoring and verification system to ensure that investments are made in accordance with proper procedures.

Risk-related consequences

Strategic investment risks may affect the Company's financial position, image and long-term competitiveness. If an investment does not achieve its goals or is delayed in implementation, it may result in higher costs, losses from asset impairment or loss of business opportunities. In addition, uncertainties in the economic, political and regulatory environments in countries in which the Company invests may result in volatility in the Company's overall performance.

Risk management measures

To mitigate potential risks, the Company has implemented strict risk management measures, including:

- Conducting a comprehensive analysis of the feasibility and value of investment (Feasibility Study and Due Diligence) in terms of finance, law, operation, and environmental or social risks before making an investment decision.
- Establish clear investment approval criteria with multiple levels of review, from operations to the investment committee and the board of directors.
- Regularly monitor and evaluate investment performance to check progress and actual impact, compare with plan, and report to senior management on an ongoing basis.
- Preparing a risk management plan in case the investment does not go as expected, including corrective measures, adjusting the plan, or deciding to withdraw the investment if necessary to limit the damage.

Risk 5 Risk in sourcing and developing personnel to support business growth

Related risk factors : Operational Risk
• Other : Risk in sourcing and developing personnel to support business growth

ESG risk factors : Yes

Risk characteristics

The company has expanded its business rapidly from both domestic and international investments. It has sought business opportunities by investing in new businesses. It has introduced new technologies and innovations to drive the business. If the company is unable to provide and develop personnel with sufficient expertise and experience in a timely manner, it may affect the business operations and the achievement of long-term goals.

To support the strategic direction of each business unit, the Company has established a structure that supports the work, including allocating personnel to meet the needs of each business unit appropriately. Each business unit has an individual development plan to develop personnel in each career to gain expertise, develop leadership and promote learning to ensure that the Company will have quality executives and employees sufficient to effectively support future business growth.

Risk-related consequences

- Lack of capable personnel may prevent the company from expanding its business as planned.
- Service quality may decrease.

Risk management measures

- Develop proactive recruitment and development plans and establish internal training centers.
- Use technology to help improve the efficiency of the current team.

Risk 6 Risk from relying on key executives

Related risk factors : Operational Risk
• Reliance on employees in key positions
ESG risk factors : Yes

Risk characteristics

Operating in a highly competitive industry, the knowledge, skills and experience of senior executives and skilled personnel are valuable resources for the success of the organization. The loss of key executive personnel could affect the efficiency of business operations, strategic decision-making and the ability to maintain good relationships with customers, business partners and other stakeholders, which could affect market confidence and the organization's image in the long run

Risk-related consequences

If a company is unable to retain capable and key executives, this could have an impact in many ways, such as:

- Lack of continuity in administration and strategic policy formulation
- Decreased operational efficiency and delayed or indecisive decision-making.
- The risk of insecurity among employees at other levels affects morale and productivity.
- Concerns from customers and business partners may affect the business relationships that the Company has continuously built.

Risk management measures

The Company realizes the importance of human resource risk management, especially at the executive level. Therefore, it has implemented important measures such as:

- Providing appropriate and competitive compensation, benefits and incentives in the market to retain potential personnel.
- Promote career development and growth through job rotation, ongoing training and a clear career path.
- Developing a succession plan for key positions, especially at the senior executive level, to ensure that the company is prepared to manage transitions in all situations.
- Establish a transparent and professional executive selection system with clear evaluation criteria by the human resources department in conjunction with the relevant committees.
- Creating a corporate culture that fosters executive engagement, loyalty and engagement with the company's long-term goals.
- The Company places importance on proactive human resource risk management to create sustainability for the organization in terms of business potential and confidence of all stakeholders.

Risk 7 Risk from exchange rate fluctuations, interest rate, and market conditions and price volatility

Related risk factors : Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : Yes

Risk characteristics

(1) Risk from exchange rate fluctuations

The Company and its subsidiaries charge fees and make payments primarily in local currencies, except for small amounts of receivables and intercompany transactions paid by overseas subsidiaries as operating expenses.

(2) Interest rate risk

The Company and its subsidiaries are exposed to interest rate risk relating to their cash and cash equivalents, short-term borrowings and long-term borrowings. However, since most of the Company and its subsidiaries' financial assets and liabilities bear fixed or floating interest rates, which are close to current market rates, the Company's interest rate risk is low .

(3) Risks associated with market conditions and price volatility.

The Company has financial investments, including excess liquidity management to invest in financial assets, such as equity instruments, debt instruments, or other financial instruments, etc.

Risk-related consequences

Fluctuations in the market prices of financial assets, exchange rates and interest rates may cause losses that exceed acceptable levels.

Risk management measures

- The Company has established an investment policy to compile rules, procedures and guidelines for the Investment Committee and executives to adhere to in managing financial investments.
- Establish policies, practices and have a monitoring and inspection system to ensure that investments are made in accordance with proper procedures.
- There is regular review of performance and appropriate strategies for portfolio adjustments.

Risk 8 Risk from cyber security and information system failure.

Related risk factors : Operational Risk

- Information security and cyber-attack
- System disruption risk

ESG risk factors : Yes

Risk characteristics

In the digital age where information technology plays a crucial role in business operations, data and information system security is a crucial factor. System disruption or cyber-attack can have a direct and severe impact on the Company's services, as well as the confidence of customers, partners, and other stakeholders. The Company therefore places importance on investment in developing its information technology infrastructure and adopting international best practices, while conducting continuous internal audits under the certification of expert assessors. Cyber threats are becoming more severe and sophisticated, whether it be malware attacks, ransomware, unauthorized access to data or leaks of sensitive information, all of which pose risks in many dimensions, including business continuity, corporate image and stakeholder confidence.

Risk-related consequences

If the company experiences a cyber security incident, it may cause the following impacts:

- Disruption of core customer service systems affects business continuity.
- Loss or leakage of sensitive information, such as customer data, financial data, or strategic information.
- Financial damages from compensation, damages from lawsuits or fines resulting from non-compliance with relevant laws and regulations.
- Damage to the image and confidence of stakeholders, which may have a long-term impact on the company's competitiveness.

Risk management measures

The Company realizes the importance of preventing and mitigating the impact of cyber security risks and has therefore

implemented the following proactive measures:

- Application of the international standard ISO/IEC 27001 on Information Security Management System (ISMS) in management.
- Establishment of an Information Security Steering Committee, comprised of senior executives and specialists, to oversee, plan and systematically assess risks.
- Investing in developing and improving information technology systems, digital infrastructure, and backup and recovery systems to enable rapid response and recovery from emergency incidents.
- Information system security audits and assessments by independent external assessors to ensure that practices comply with relevant standards and regulations.
- Raising awareness and enhancing knowledge and understanding of cyber threats among employees at all levels through internal communication, workshops, and ongoing cybersecurity drills.
- Establishing clear policies and procedures regarding information security that all employees must be aware of and strictly comply with.

The Company is committed to comprehensively managing cyber security risks to build confidence among stakeholders and maintain long-term business continuity in a sustainable manner.

Risk 9 Risk of Data Privacy

Related risk factors	:	<u>Operational Risk</u>
		• Information security and cyber-attack
ESG risk factors	:	Yes

Risk characteristics

The company is engaged in the business of providing a full range of human resource management systems, including outsourcing of human resource management and payroll services for corporate clients, which requires the collection and management of a large amount of personal data of clients, employees and related persons. Therefore, protecting personal data is a very important mission and requires strict supervision to comply with relevant laws, especially the Personal Data Protection Act B.E. 2562 (PDPA).

Risk-related consequences

Improper handling of personal data or the occurrence of a personal data leak can affect the company in many ways, including:

- Being prosecuted or subject to administrative penalties, such as fines from regulatory agencies under the PDPA.
- Damage to the company's reputation and credibility in the eyes of customers, partners and stakeholders.
- Loss of trust from customers, which may lead to contract termination or loss of business opportunities.
- Financial damages from lawsuits, compensation, or costs of repairing and restoring the system.

Risk management measures

The Company places the highest importance on the protection of personal data and has taken proactive measures to effectively manage risks as follows:

- ISO/IEC 27701 framework, an extension of ISO/IEC 27001, to develop a systematic and effective personal data management system.
- Establishment of a Personal Data Protection Steering Committee comprising senior executives and IT professionals to oversee policies and operational guidelines in accordance with relevant laws and standards.
- Conducting regular internal audits in collaboration with independent assessors to assess risks, analyze vulnerabilities and develop improvement plans in line with changing circumstances and requirements.
- Establish a clear personal data protection policy and communicate it to all employees for strict compliance.
- Continuing training and awareness raising for employees at all levels to promote understanding of the importance of protecting personal data and enhance their ability to identify, prevent and manage potential incidents.
- Preparing a record of personal data processing activities (Record of Processing Activities) including a management system for data subject's requests for rights in order to be able to respond to data subject's requests transparently and promptly.

The Company is committed to rigorous management of personal data risks in order to maintain the trust of customers and business partners, as well as to enhance the stability and sustainability of operations in the long term.

Risk 10 Climate change risks

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

Risk characteristics

Climate change is a global risk that is assessed as having a high level of severity, both in terms of its likelihood of occurrence and the magnitude of its potential impacts, especially in the long term, which may directly and indirectly affect the Company's operations. As part of the global economic and social system, the Company is aware of its role and responsibility in preparing for such risks.

The nature of risks associated with climate change can be divided into two main dimensions:

1. Physical Risk: such as increased frequency and severity of natural disasters, changes in weather patterns, and shortages of water and other natural resources.
2. Transition Risk, such as changes in laws, policies or regulations regarding greenhouse gas emission reduction, changes in consumer behavior and stakeholders' expectations of sustainable business operations.

Risk-related consequences

Risks from climate change may have a material impact on the Company's business as follows:

- Increased operating costs Due to supply chain uncertainties, disruptions from natural events and the cost of complying with new environmental regulations.
- Changing consumer demands the increasing importance placed on organizations with sustainable business practices will affect the company's revenue if it cannot adequately respond to market expectations.
- Damage to property or infrastructure Caused by natural disasters, it may affect business continuity.
- Impact on corporate reputation If a company cannot clearly demonstrate its environmental responsibility

Risk management measures

The Company places importance on comprehensive climate risk management through the following key measures:

- Promoting innovation and technology for sustainability Focusing on increasing operational efficiency, reducing natural resource usage and greenhouse gas emissions, as well as developing environmentally friendly products and services.
- Use of alternative and renewable energy In the company's operations to reduce dependence on fossil energy and reduce carbon emissions
- Design of environmentally friendly office buildings (Green Building) taking into account energy saving, waste management and employee quality of life.
- Investing to create positive social and environmental impact Through investments in health technology, finance and education startups that have the potential to reduce the resource burden on the business ecosystem.
- Creating an environmentally aware corporate culture By promoting knowledge, understanding and participation of employees at all levels in conserving natural resources and reducing the organization's carbon footprint.

The Company is committed to conducting business with due regard for environmental and climate impacts in order to create long-term stability and sustainability for the organization, while promoting a truly environmentally responsible society.

Risk 11 Geopolitical and geoeconomic risks

Related risk factors : Strategic Risk
• Other : Geopolitical and geoeconomic risks
ESG risk factors : Yes

Risk characteristics

Geopolitical and geoeconomic risks are risks arising from external factors linked to international events, changes in trade policies, political conflicts, wars, economic recessions in trading partners, or changes in exchange rates and commodity prices. These events may affect macroeconomic stability, global supply chains, and the movement of labor, capital, and information, all of which may directly or indirectly affect the Company's operations.

Risk-related consequences

Potential impacts from geopolitical and geoeconomic risks include:

- Increased operating costs Due to volatile energy prices, shortages of raw materials and higher transportation costs resulting from supply chain uncertainties.
- Slowing income Due to declining consumer purchasing power and more cautious business spending decisions amid economic

uncertainty.

- Investment and business expansion risks Especially in countries or regions with high uncertainty, companies may have to delay investment, which may affect their long-term competitiveness.
- Uncertainty in exchange rates and import/export taxes which may affect profits from international operations

Risk management measures

The Company has established comprehensive geopolitical and geo-economic risk management guidelines to accommodate potential uncertainties as follows:

- Careful planning of capital use and maintaining liquidity at an appropriate level to reduce the risk from global economic volatility
- Effective capital structure management By maintaining financial ratios at a strong level to cope with unexpected situations.
- Regular assessment and review of investment allocation To ensure that each investment project is appropriate and in line with the changing economic environment.
- Changing the business model to be more flexible Such as using digital technology to reduce costs, increase operational efficiency and diversify risks from income sources.
- Closely monitoring the global situation By assessing economic, political trends and risks from different regions to use in strategic planning and proactive decision making.
- Promoting business groups to develop structural competitiveness Both in terms of cost, personnel skills and the ability to adapt to changing contexts

Risk 12 The risk of uncertainty of the returns that investors will receive as expected.

Related risk factors	:	<u>Financial Risk</u>
		• Fluctuation in return on assets or investment
ESG risk factors	:	No

Risk characteristics

Investing in the Company's securities is subject to risks as share prices may fluctuate due to various internal and external factors, many of which are beyond the Company's control, such as the overall economic situation, political uncertainty, global crises, unusual events such as the spread of COVID- 19 , international conflicts, rapid changes in commodity prices, or changes in government policies, all of which affect investor confidence and trading in the stock market.

Risk-related consequences

The volatility of the stock price may result in uncertainty of the returns that investors will receive from holding the Company's securities, which may result in the following effects :

- The stock price in the market falls below the price at which investors bought, resulting in investment losses.
- Investors' expectations of returns that fall short of targets may weigh on confidence in the company.
- This may affect the liquidity of the stock if investors delay trading or are not confident in holding it for the long term.
- If the share price declines significantly, it may affect the Company's ability to raise funds from the capital market in the future.

Risk management measures

To manage the risk of uncertainty in the returns that investors will receive, the Company has implemented the following measures:

- Regularly monitor, inspect and evaluate performance. The Company continuously reviews its financial position and operating results to ensure they are in line with the strategic plans and goals approved by the Board of Directors.
- Effective Profit Management Both in terms of gross profit margin, net profit margin, earnings per share and return on equity to build confidence in sustainable performance.
- Transparent communication with shareholders and investors By disclosing accurate, complete, timely and fair information through various communication channels such as annual reports, analyst meetings and investor relations websites.
- Maintaining a dividend policy at an appropriate and consistent level To create confidence and stable returns for investors in the long term.
- Monitoring external factors that may affect stock prices and regularly assess the impact on the business plan to prepare for adjusting strategies to suit the situation.

- Implementation of share buyback program Under the conditions and scope stipulated by law, to enhance shareholders' confidence and demonstrate the company's confidence in its long-term business outlook, as well as to help support the share price in the market from excessive volatility, which may have a positive effect on the rate of return that investors will receive. The Company will consider implementing the share repurchase program by carefully considering the Company's liquidity level, financial position and cash flow so as not to affect future operations or investment plans.

The Company is committed to conducting business with transparency, stability and creating sustainable returns for shareholders, while being aware of investors' expectations and operating prudently under strong risk management principles.

Risk 13 The risk of the ability to pay dividends not being as investors expect.

- Related risk factors : Financial Risk
- Fluctuation in return on assets or investment
- ESG risk factors : No

Risk characteristics

The Company's ability to pay dividends may be affected by many factors, such as long-term investment plans, capital allocation to support business expansion, loan repayments, and cash flow from operations, which may change according to economic conditions and the Company's performance at each period. If the Company is unable to pay dividends according to policy or at the level that investors expect, it may affect the confidence of shareholders and investors in the long term.

Risk-related consequences

Uncertainty regarding dividend payment may have the following material effects on the Company:

- Investor confidence has declined In particular, investors who prioritize dividend returns may reduce their shareholding in the company.
- Impact on stock prices in the market If the dividend payout is lower than expected, it could put pressure on the stock price.
- Future fundraising may be affected If investors believe that the company does not have the potential to pay stable and continuous returns
- Affecting the company's image as a company with good governance in managing shareholders' benefits

Risk management measures

The Company realizes the importance of management to maintain the ability to pay dividends in line with shareholders' expectations under the framework of financial stability and sustainable business operations. The Company has implemented the following measures:

- Implementation of a clear and continuous dividend payment policy The Company has a policy to pay dividends at a rate of not less than 50 percent of net profit after deducting various reserves as required by law.
- Regularly monitoring and evaluating the company's financial position. To ensure that the Company has sufficient liquidity and can manage cash flow effectively.
- Prudent capital structure management By maintaining debt levels at an appropriate level and having the ability to repay short-term and long-term debts steadily.
- Disciplined budget planning and control To be able to allocate capital in a balanced manner between business growth and shareholder returns.
- Transparent communication with investors Regarding dividend policy, business plan and financial outlook to maintain shareholders' confidence.
- Consideration of supplementary measures For example, the share buyback project to manage the total return value for shareholders in the event that the company has excess liquidity but cannot pay dividends in cash as expected.

The Company is committed to conducting business under the principles of financial stability and good governance in order to generate sustainable returns that are in line with shareholders' expectations in the long term.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

1. Business Impact Analysis (BIA)

- Identify and analyze critical business processes
- Assess the impact of potential disruptions
- Determine the maximum tolerable downtime (MTD)

2. Risk Assessment (RA)

- Identify risks that may cause business disruption
- Assess the likelihood and impact of each risk
- Prioritize risks to prepare for

3. Business Continuity Strategies

- Backup plans for core business processes
- Essential systems and tools for emergency operations
- Disaster Recovery Plan (DRP)

4. Incident Response Plan (IRP)

- Procedures for unexpected incidents
- Notification and internal communication
- Evacuation plan and employee safety

5. Business Recovery Plan (BRP)

- Steps to restore the system to normal
- Implementing backup systems to keep the business running
- Prioritizing recovery plans for each department

6. Testing and Maintenance

- Periodically testing the BCP plan to ensure it is functional
- Training employees to understand their roles and responsibilities
- Refine the plan to align with changing situations and technologies

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 policy and guidelines : Yes

Link for company's sustainable supply chain management policy and guidelines : <https://www.humanica.com/en/investors-corporate-governance/>

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

The Company is committed to managing its supply chain sustainably by working with suppliers and partners who demonstrate ethical behavior, environmental and social responsibility, and respect for human rights. This policy aims to ensure long-term business continuity and shared value for all stakeholders, with key principles as follows:

1. Responsible Supplier Selection

The Company considers not only price and product quality but also environmental, social, and governance (ESG) standards when selecting suppliers and business partners.

2. Respect for Human Rights and Labor Standards

The Company encourages suppliers to uphold human rights, avoid forced or child labor, and provide fair, equitable employment practices and safe working conditions.

3. Legal Compliance and Ethical Conduct

The Company expects suppliers to comply with all applicable laws, regulations, and ethical business standards, and to avoid involvement in any form of fraud, bribery, or corruption.

4. Collaborative Sustainability Development

The Company promotes collaboration with suppliers to improve supply chain sustainability through initiatives such as waste reduction, resource efficiency, and adoption of clean technologies.

5. Monitoring, Evaluation, and Capacity Building

The Company implements ongoing monitoring and evaluation of suppliers' sustainability performance and supports capacity-building efforts to align with the Company's long-term sustainability goals.

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

	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	0.00	0.00	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://www.humanica.com/en/investors-corporate-governance/>

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 : No
compliance with the supplier code of conduct?

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

Reference link to company's research and development (R&D) : <https://www.humanica.com/en/investors-corporate-governance/policy>

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

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	12.07	47.59	45.27

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

WorkPlaze/Sunfish and Humatrix software have been developed over the past 3 years.

Information on organization's 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. The Company has set a goal to be a world class product. The Company has promoted and motivated employees every year, both in Townhall, Orientation for new employees and training in AI and software development.
2. Investing in Startups: The Company has taken the innovations of these companies that it has invested in to complement the Company's innovations.

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 from : Yes
innovation development?

	2022	2023	2024
Revenue or sales generated from the innovations development of product, service, or process (Baht)	212,593,375.00	329,325,976.00	388,298,925.00

Non-financial benefits

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

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