



ESG Performance Report for Listed Companies in 2025

QUALITY HOUSES PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



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ESG Performance

Company Name : QUALITY HOUSES PUBLIC COMPANY LIMITED

Symbol : QH

Market : SET

Industry Group : Property & Construction

Sector : Property Development

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, Biodiversity management, Greenhouse gas and climate change management, Air quality management

The Company is committed to maintaining the environment and making the most of natural resources, as well as reducing negative environmental impacts on issues such as energy, management of wastewater, waste, and dust generated from residential construction in line with the Company's business operations, and not taking any action that will damage the natural resources and the environment. In addition, the Company has policies to promote employees' awareness to participate in environmental responsibility with guidelines on environmental management.

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

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

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

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

Reduction of Electricity Consumption

The Company set a target to reduce electricity consumption units at the Head Office in 2026 by 10% compared to the 2024 base year. In 2025, the Company successfully reduced consumption by 10% compared to the year 2024.

In 2025, the Company implemented the following measures:

- Distributed internal emails encouraging employees to turn off lights and electrical appliances during lunch breaks and/or after office hours.
- Delayed the morning start time for air conditioning systems.

Waste management

In 2025, the Company implemented clear guidelines on waste segregation for employees, classifying waste into three categories: recyclable waste, hazardous waste, and general waste.

Biodiversity management

Project landscape design for biodiversity enhancement, particularly in the design of gardens and green spaces within the projects aims to promote a healthy environment for residents, with an emphasis on creating shade, tranquility, and safety. Additionally, these spaces are designed to foster biodiversity and the sustainable use of green spaces by utilizing a variety of low-maintenance, climate-appropriate plant species that support local wildlife.

Greenhouse gas and climate change management

In 2025, the Company expanded the scope of data collection to include information on the sourcing of raw materials used in construction. In addition, the Company began collecting data collection for the preparation of its first greenhouse gas emissions report covering the hotel business segment.

Air quality management

The Company manages and prevents construction impacts from both inside and outside project sites as follows:

1. Installing dust barriers.
2. Washing the wheels of vehicles exiting the construction site.
3. Spraying water to reduce dust within the construction site.
4. Setting construction schedules to avoid impacting residents.

Information on compliance with environmental management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO), The Greenhouse Gas Protocol, ISO 14064 - Greenhouse gases

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Use environmentally friendly construction materials

Given much of natural resources have been destroyed, choosing natural materials as alternatives is another option for the Company to help reduce natural destruction, such as:

- The Company utilizes reinforced concrete walls instead of conventional brick-and-mortar walls, a construction methodology that reduces construction time, labor requirements, construction waste, and environmental pollutants such as dust and noise. The Company has established a target to utilize reinforced concrete walls in all 2-story townhouse projects. In 2025, 100% of the Company's 2-story townhouse projects utilized reinforced concrete walls in their construction.
- The Company continues procurement from suppliers that offer environmentally friendly products, such as:
 - Autoclaved Aerated Concrete bricks: High-efficiency thermal insulation materials that effectively reduce external heat transfer through walls, thereby promoting electrical energy savings.
 - LED lighting: To enhance energy efficiency in the lighting systems.
 - Split-type air conditioning units: Selecting units that meet the "No. 5 Energy Saving Label" standards.

In 2025, the approximate proportion of the value of products with environmental labels (Green) used per house was as follows: Townhouse group at 22%, Vararom at 44%, Laddarom at 43%, and Prukpirom at 44%.

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	13
Actual number of disclosure boundaries	:	13
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

Reduced electricity consumption at the head office, sales offices, and show houses.

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	2024 : purchased electricity for consumption 6,491,948.00 Kilowatt-Hours / m2	2026 : Reduced by 10% / m2

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

To reduce electrical energy consumption and to protect the environment in the long run, the Company has designed and installed a Solar Rooftop on the housing project clubhouses.

The goal is to install Solar Rooftop for all the clubhouses of every housing project developed and opened for sale from 2022 onwards.

In 2023 - 2025, the company completed the installation of Solar Rooftop systems across 19 projects, resulting in electricity consumption reductions throughout the year 2025.

Information on electricity management

Company's electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	6,882,456.00	6,491,948.00	5,893,044.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	6,882,456.00	6,491,948.00	5,893,044.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	7,554.84	7,269.82	6,765.84

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

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	115.47000000	115.65000000	104.07000000

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	37,853,507.00	35,705,716.00	32,411,741.00
Percentage of total electricity expense to total expenses (%) ^(**)	0.47	0.45	0.43
Percentage of total electricity expense to total revenues (%) ^(**)	0.41	0.41	0.41
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	41,551.60	39,984.00	37,212.10

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

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

Information on fuel management

Companys fuel consumption

	2023	2024	2025
Gasoline (Litres)	113,355.00	108,530.00	97,801.00

Additional explanation : Not include external fuel consumption

Companys fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	4,006,526.00	3,881,283.00	3,149,000.00
Percentage of total fuel expense to total expenses (%) ^(**)	0.05	0.05	0.04
Percentage of total fuel expense to total revenues (%) ^(**)	0.04	0.04	0.04

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

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

Information on total energy management (electricity + fuel)

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	13
Actual number of disclosure boundaries	:	13
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : No
Currently under study and data research.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Details of setting goals for water management

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

	2023	2024	2025
Total water withdrawal (Cubic meters)	309,297.00	303,346.00	250,675.00

	2023	2024	2025
Water withdrawal by third-party water (cubic meters)	309,297.00	303,346.00	250,675.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	339.51	339.69	287.80
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.03	0.03	0.03

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

Water discharge by destinations

	2023	2024	2025
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	309,297.00	303,346.00	250,675.00

Recycled water consumption

	2023	2024	2025
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.03347229	0.03486959	0.03175315

	2023	2024	2025
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

	2023	2024	2025
Total water withdrawal expense (Baht)	5,412,693.00	5,308,551.00	4,386,812.00
Total water withdrawal expense from third-party water (Baht)	5,412,693.00	5,308,551.00	4,386,812.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.07	0.07	0.06
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.06	0.06	0.06
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	5,941.49	5,944.63	5,036.52

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	:	13
Actual number of disclosure boundaries	:	13
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

In 2025, the Company sorting recyclable waste, such as paper and plastic water bottles, helped reduce the total volume of general waste sent to landfills by 403 kilograms, representing 3.7% of the Head Office's total landfill waste.

- Plastic Water Bottles: The Company donated a total of 280 kilograms of plastic bottles to Wat Chak Daeng in Samut Prakan Province to be recycled into Buddhist robes, reducing the volume of general waste sent to landfills.
- Calendar Donation: The Company donated 123 kilograms of calendars to the Educational Technology Center for the Blind (Soi Tiwanon-Pakkret 1, Nonthaburi Province), reducing the volume of general waste sent to landfills.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Details of setting goals for waste management

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : No

Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	23,961.96	31,758.09	400,525.00
Total non-hazardous waste (kilograms)	23,961.96	31,758.09	399,966.00
Total hazardous waste (kilograms)	N/A	N/A	559.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.05
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.05
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	N/A	0.00

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

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

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	6,000.00	17,600.00	30,101.00
Reused/Recycled non-hazardous waste (Kilograms)	6,000.00	17,600.00	30,101.00
Percentage of total reused/recycled waste to total waste generated (%)	25.04	55.42	7.52
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	25.04	55.42	7.53

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	:	13
Actual number of disclosure boundaries	:	13
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

1. The utilization of solar energy in place of conventional electricity through the installation of a solar rooftop system for the project's clubhouse.
2. To support the use of electricity as a substitute for fossil fuels.
3. Reduced electricity consumption.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : Yes
goals

Company's existing targets : Setting carbon neutrality targets

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-3	2022 : Greenhouse gas emissions 1,069.00 tCO ₂ e	2050	None

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

1. To reduce electrical energy consumption and to protect the environment in the long run, the Company has designed and installed a Solar Rooftop on the housing project clubhouses.

The goal is to install Solar Rooftop for all the clubhouses of every housing project developed and opened for sale from 2022 onwards.

In 2023 - 2025, the company completed the installation of Solar Rooftop systems across 19 projects, resulting in electricity consumption reductions throughout the year 2025, with details as follows:

Reducing electricity consumption	165,246 Kwh.
Reducing electricity costs	799,892 Baht
Reducing greenhouse gas emissions	82.62 TonCo ₂
Equivalent to planting trees	8,697 trees

2. The Company set a target to reduce electricity consumption units at the Head Office in 2026 by 10% compared to the 2024 base year. In 2025, the Company successfully reduced consumption by 10% compared to the year 2024.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	1,251.00	1,383.00	5,467.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	518.00	193.00	168.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	480.00	613.00	568.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	253.00	577.00	4,731.00

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000135	0.000159	0.000693
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	1.37	1.55	6.28
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.08550000	0.08030000	0.02540000

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 : Yes
emissions

List of greenhouse gas verifier entity : Bureau verification (Thailand) Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	56.32	82.62
Other projects (Metric tonnes of carbon dioxide equivalent)	0.00	56.32	82.62
Solar Roof Installation for the clubhouse of the housing projects (Metric tonnes of carbon dioxide equivalent)	N/A	56.29	82.62

	2023	2024	2025
Solar Roof Installation for the clubhouse of the housing projects (Metric tonnes of carbon dioxide equivalent)	N/A	56.29	82.62
The purchase of tissue paper made from recycled paper pulp (Metric tonnes of carbon dioxide equivalent)	N/A	0.03	N/A
The purchase of tissue paper made from recycled paper pulp (Metric tonnes of carbon dioxide equivalent)	N/A	0.03	N/A

Absorption and removal of Greenhouse Gas

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

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ESG Performance

Company Name : QUALITY HOUSES PUBLIC COMPANY LIMITED Symbol : QH
Market : SET Industry Group : Property & Construction Sector : Property Development

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, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination

Since human rights problems today are violent and affect society, and the freedom of individuals to work and conduct business, the Company has a policy against all human rights violations in line with a society with legal systems where people have the right and freedom under the provisions of the law as follows:

1. The Company will not commit any act that disregards human rights and the dignity of individuals and will not act in any way that impedes or discriminates against individuals on the basis of gender, race, religion, individual status, economic or social status, and will apply such criteria for employment, work assignment, promotion, compensation, and employment conditions.
2. The Company will resist any acts of exploitation of human trafficking, the use of child labor under the age specified by labor laws and will not conduct business with the manufacturer of goods or services that do so.
3. The Company will support, respect, and protect human rights by monitoring and controlling the Company's business operations so that no operation with third parties promotes and supports human rights violations. This includes not infringing on the rights of employees who are protected by law.

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 : Consumer/customer rights

Enhancement of the customer satisfaction assessment for convenience services within the project.

The Company has expanded its satisfaction survey to include specific evaluations of facility management services within its projects, covering: 1. Security Systems, 2. Public Lighting, 3. Waste Collection, and 4. Street Sweeping. The customer satisfaction score for these services was 86.00%.

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

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

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

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	13
Actual number of disclosure boundaries	:	13
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, Safety and occupational health at work

The Company will treat workers fairly in accordance with international norms as follows:

- 3.1 Employment is conducted with equity and equality, without discrimination or exclusion based on individual diversity, such as gender, race, or religion.
- 3.2 Provide appropriate compensation based on the knowledge, competencies, responsibilities, and performance of each employee.
- 3.3 Promote the development and enhancement of employees knowledge and skills to have career advancement and security.
- 3.4 Promote employee participation in determining the direction of the Companys work and problem-solving.
- 3.5 Maintain a safe working environment for the employees life, health, and properties.
- 3.6 Reward and punish employees based on facts and fairness.
- 3.7 Comply with laws and regulations relating to labor laws and employee welfare.
- 3.8 Avoid any unfair and incorrect actions that affect the progress and stability of the employees career.
- 3.9 Treat employees based on respect for individual rights and duties.

Employee Development

The Company has a policy to promote the development of knowledge and skills of employees to ensure career advancement and stability. The Human Resources Department has prepared training courses for employees at all levels, including in-house training courses, by inviting speakers with knowledge and ability to train employees.

Employee Satisfaction Assessment

In 2025, the company conducted an employee satisfaction and engagement survey.

Occupational Safety and Health

To comply with social policies and practices in compliance with laws and regulations on labor and employee welfare, the Company has established a Safety, Occupational Health, and Working Environment Committee with responsibilities to consider safety policies and plans to prevent and reduce workplace accidents and to monitor the performance and prepare reports on the performance of professional safety officers in accordance with the Ministerial Regulation on the Provision of Occupational Safety Officers, Personnel, Units, or Committees to Operate on Safety in the Workplace B.E. 2565 (2022) regarding the Safety of Employees at Work.

In 2025, the Safety, Occupational Health and Environment Committee (SOHEC) reviewed the safety policy and work

plan for the prevention and reduction of work-related accidents, as well as monitored performance and submitted operational performance reports to the Labor Welfare and Protection Office twice.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : No
and labor management goals?

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

In 2025, the company conducted an employee satisfaction and engagement survey and received a satisfaction score of 80 percent.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	911	893	871
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	911	893	871
Male employees (persons)	501	492	477
Percentage of male employees (%)	54.99	55.10	54.76
Female employees (persons)	410	401	394

	2023	2024	2025
Percentage of female employees (%)	45.01	44.90	45.24

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	73	74	55
Percentage of employees under 30 years old (%)	8.01	8.29	6.31
Total number of employees 30-50 years old (Persons)	712	681	643
Percentage of employees 30-50 years old (%)	78.16	76.26	73.82
Total number of employees over 50 years old (Persons)	126	138	173
Percentage of employees over 50 years old (%)	13.83	15.45	19.86

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	51	49	33
Percentage of male employees under 30 years old (%)	10.18	9.96	6.92
Total number of male employees 30-50 years old (Persons)	373	356	335
Percentage of male employees 30-50 years old (%)	74.45	72.36	70.23
Total number of male employees over 50 years old (Persons)	77	87	109

	2023	2024	2025
Percentage of male employees over 50 years old (%)	15.37	17.68	22.85

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	22	25	22
Percentage of female employees under 30 years old (%)	5.37	6.23	5.58
Total number of female employees 30-50 years old (Persons)	339	325	308
Percentage of female employees 30-50 years old (%)	82.68	81.05	78.17
Total number of female employees over 50 years old (Persons)	49	51	64
Percentage of female employees over 50 years old (%)	11.95	12.72	16.24

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	863	849	829
Percentage of employees in operational level (%)	94.73	95.07	95.18
Total number of employees in management level (Persons)	43	39	37
Percentage of employees in management level (%)	4.72	4.37	4.25

	2023	2024	2025
Total number of employees in executive level (Persons)	5	5	5
Percentage of employees in executive level (%)	0.55	0.56	0.57

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	471	465	452
Percentage of male employees in operational level (%)	94.01	94.51	94.76
Total number of male employees in management level (Persons)	26	23	21
Percentage of male employees in management level (%)	5.19	4.67	4.40
Total number of male employees in executive level (Persons)	4	4	4
Percentage of male employees in executive level (%)	0.80	0.81	0.84

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	392	384	377
Percentage of female employees in operational level (%)	95.61	95.76	95.69
Total number of female employees in management level (Persons)	17	16	16
Percentage of female employees in management level (%)	4.15	3.99	4.06

	2023	2024	2025
Total number of female employees in executive level (Persons)	1	1	1
Percentage of female employees in executive level (%)	0.24	0.25	0.25

Significant changes in the number of employees

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

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	1	1	1
Percentage of disabled workers to total employment (%)	0.11	0.11	0.11
Total number of employees with disabilities (Persons)	1	1	1
Percentage of disabled employees to total employees (%)	0.11	0.11	0.11

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	664,259,734.00	650,798,981.00	620,411,277.45

	2023	2024	2025
Average of remuneration of employees (Baht/persons)	729,154.48	728,778.25	712,297.68

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company and its employees have jointly established a provident fund under the Provident Fund Act B.E. 2558 (2015) whereby employee voluntarily remits 2-15% of their salary into the fund, and at the same time, the Company also contributes 3-6% of the employees salary. Employees will be paid upon termination of employment or withdrawal from the fund in accordance with the regulations governing the funds.

Additionally, the Provident Fund Committee maintains an investment policy that allows fund members to voluntarily change their investment plans (Fund Switching) once per year.

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	814	864	791
Number of employees joining in PVD (persons)	814	864	791
Number of PVD members / Total employees (%)	89.35	96.75	90.82
Number of PVD members / Total eligible employees (%)	100.00	100.00	100.00

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	19,880,025.00	20,827,318.00	20,896,173.55

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
QUALITY HOUSES PUBLIC COMPANY LIMITED	Yes	871	791	791	90.82	100.00

Information on employee development

Employee training and development

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	9.17	9.06	9.90
Total amount spent on employee training and development (Baht)	2,015,935.00	1,717,560.00	1,403,653.83
Percentage of training and development expenses to total expenses (%) ^(*)	0.000251	0.000219	0.000184
Percentage of training and development expenses to total revenue (%) ^(*)	0.000218	0.000197	0.000178

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

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	0	0	0
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

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

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

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	74	50	48
Total number of male employee turnover leaving the company voluntarily (persons)	46	17	20
Total number of female employee turnover leaving the company voluntarily (persons)	28	33	28
Proportion of voluntary resignations (%)	8.12	5.60	5.51
Percentage of male employee turnover leaving the Company voluntarily (%)	62.16	34.00	41.67
Percentage of female employee turnover leaving the Company voluntarily (%)	37.84	66.00	58.33

	2023	2024	2025
Evaluation result of employee engagement	-	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

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : Yes
- Responsible sales and marketing guidelines : Others : Full, accurate, and fair disclosure of information regarding products and services to customers, without misrepresentation of facts.
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

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

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Others : Provide accessible complaint channels for customers to conveniently submit feedback on products and services, and ensure prompt and effective resolution to achieve timely responses.

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

Personal Data Protection

Quality House Public Company Limited (the "Company") recognizes the importance of personal data protection and in order to implement the Personal Data Protection Act B.E. 2562 (2019) (the "Personal Data Protection Act"), the Company has established the Personal Data Protection Committee and the Personal Data Protection Officer in

accordance with the resolutions of the Board of Directors' Meeting No. 2/2022.

The Personal Data Protection Committee has established a personal data protection policy to promote and support the protection of personal information of customers, employees, and business partners that the Company has collected in order to comply with the laws and regulations relating to the protection of personal information.

In addition, the Company has a clearly written policy of not encouraging staff to perform any act that infringes the intellectual property or copyright of another person without permission, and in 2022, the Company has improved the regulations on the usage of information technology to comply with the Personal Data Protection Act B.E. 2562 (2019).

Assessment of Customer Satisfaction

The Company has prepared an overall satisfaction assessment form for residents living in the housing projects and a satisfaction assessment form for after-sales service (repair work) in order to continuously develop products and services for the greatest benefit of the customers.

Process used for customer satisfaction survey of after-sales services (house repair work)

1.1 Customers participate in the survey after the requested repair work is completed.

1.2 Satisfaction survey scores on speed, quality of work, and customer care are summarized.

1.3 Results are analyzed and complaints are addressed to maintain the customer satisfaction level over the coming years.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 1388
Fax : -
Email : -
Companys website : <https://www.qh.co.th/aftersaleservice>
Address : Q.House Lumpini Building
No.1 South sathorn rd. ,
Thungmahamek , Sathorn
Bangkok. 11120

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan : Employment and professional skill development, implemented by the company over the past year Education, Disadvantaged and vulnerable groups

The company has consistently supported activities that benefit society, the community, and the environment, whenever appropriate.

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 : No

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. "Art with Heart: Filling Hearts with Art and Smiles" Project Centre Point Hotel Group, in collaboration with the Autistic Thai Foundation, organized a canvas bag workshop and a pop-up store to sell products created by children with autism. Held under the "Centre Point Always Care" campaign, this initiative provided an opportunity for artists with autism to showcase their artistic talents, build self-confidence, and foster creative connections with society.
2. The group participated in the 3C project and was certified with the 3C Standard: Clean Bed, Clean Air, Clean Food by the Department of Medical Sciences, Ministry of Public Health.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

	2023	2024	2025
Educational beneficiaries (The number of computers and laptops.)	0.00	142.00	20.00
Improvement of public roads. (Places)	0.00	1.00	0.00
Reduction the amount of general waste sent to landfill (Kilograms)	0.00	300.00	403.00

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 : QUALITY HOUSES PUBLIC COMPANY LIMITED

Symbol : QH

Market : SET

Industry Group : Property & Construction

Sector : Property Development

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company has always aimed to develop its business based on the principle of good corporate governance, ethics and morality. Being well aware of how important they are and the preponderance of the roles and responsibilities assumed by the directors, executives and employees in light of business management, the Company therefore is not only committed to creating sustainable, added value to its shareholders, but focuses upon fair treatment to all stakeholders, as well.

The Board of Directors has set up a framework for conducting business based on the principles of good corporate governance with a resolution to establish a written "corporate governance policy" in 2003, and has continuously reviewed the policy annually.

The Company has stipulated that all directors, executives and employees must be informed of, understand and strictly adhere to the prescribed policies and code of conducts. The corporate governance policy and business ethics is presented on the Company's website www.qh.co.th to provide additional channels of information for all executives and employees to learn more about the instructions, rules and regulations so that they be able to take actions and eventually achieve the business goals for the benefits of all stakeholders.

Policy and guidelines related to the board of directors

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

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

Nomination of directors

The Board of Directors has assigned the Nomination and Remuneration Committee to consider the criteria and procedures for nominating qualified persons to serve as directors, as well as allow shareholders to propose the list of qualified candidates through the Nomination and Remuneration Committee. The Committee will consider the qualifications before presenting to the shareholders' meeting for further appointment resolution.

Determination of director remuneration

The Board of Directors, with the approval of the Nomination and Remuneration Committee, sets and formulates compensation policies. The remuneration process is transparent, fits the responsibilities, and equals to the standards of the same business. The remuneration rate of the Board of Directors and Sub-Committees must be approved by the Shareholders' Meeting.

Independence of the board of directors from the management

The Board of Directors has created a corporate governance policy as a reference for the directors with clear duty. In addition, the Board of Directors has assigned duty to the management

Director development

The Board of Directors supervises each Director to understand the roles and responsibilities, nature of business and laws related to business operations, as well as supports all Directors to received trainings that enhance their skills and knowledge vital to their roles on a regular basis.

Board performance evaluation

The Board of Directors holds an annual performance evaluation of the Board of Directors and Sub-Committees as follows:

1. The Board of Directors will conduct annual self-evaluations, both on a group and individual basis.
2. Each Sub-Committee will conduct an annual self-evaluation on a group basis.
3. The result of the Board of Directors evaluation will be used to determine the suitability of the Boards composition.

Corporate governance of subsidiaries and associated companies

The Board of Directors has created a Subsidiaries Supervision Policy and mechanism for overseeing the policies and operations of subsidiaries and other entities in which the Company has significant investment, at the appropriate level for each business, as well as overseeing subsidiaries and other entities that the Company invests in to have the same understanding, including:

1. To have the internal control system of the subsidiaries that is appropriate and sufficiently concise and have various transactions that are according to the laws and relevant guidelines.
2. To disclose the information on financial position, performance of transactions with related parties, acquisition or disposition of assets, other important transactions, capital increase, capital reduction, dissolution of subsidiaries, etc.

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

Shareholder

(1)Shareholders rights

The Board of Directors has a policy to encourage shareholders participation in the Companys important decision making.

- 1.Support of the shareholders participation in the Companys important decision making
- 2.Rights to attend Shareholders Meeting

(2)Equitable treatment for the shareholders

Employee

The Company recognizes the significance of employees and that they are one of the key factors to the Companys continual success and development. Therefore, the Company has taken the policy to treat and responsible for the employees as following:

- 1) To provide appropriate short term employee benefits in accordance with each employees knowledge, responsibilities, performance and corporates profitability;
- 2) To support and promote, as well as enhance knowledge and skill sets of the employees for career growth and stability;
- 3) To support the participation of the employees in the Companys work direction and problem resolution;
- 4) To create work environment with safety for heath, hygiene, bodies and properties of employees;
- 5) To reward and punish the employees based on the righteousness, justice and honesty;
- 6) To operate in accordance to laws and regulations relating to labor laws and employee welfare;
- 7) To manage employees without unfair and wrong acts, which impact the career growth and stability of employees;
- 8) To treat employees on the basis of the human rights as well as individual rights.

Customer

The Company has prescribed its guidelines for treatment of customers in the Companys Code of Conduct, which is available at www.qh.co.th, and the Company has a policy to treat and responsible for customers as following:

- 1) To cater customers/consumer needs with quality of products and excellent services.
- 2) To completely disseminate information of products and services with righteousness and truthfulness.
- 3) To provide insurance for products and service under reasonable terms.
- 4) Not to deliver product and service to customer, while being aware that such products and services has defects, and damages which can harm the customers.
- 5) To provide customers service mechanism not only to be convenient for the customers for any complaints but also to be fast in responding to the customers.
- 6) To increase value-added to customer benefits continuously.
- 7) To notify customers in advance in case of agreement for customer terms cannot be made, in order to consider altogether for resolution and damage control.

Business competitor

Even in the competition, the Company and its subsidiaries remain adhered to the principle of transparency, fairness and equality upon the fair competition basis to create utmost benefits as follows:

- 1) Competing under fair business practice;
- 2) Avoiding illegal channels to get the inside information of competitor;
- 3) Not damaging competitors reputation without truth.

Business partner

The Company and its subsidiaries believe in treating business partners with honesty, transparency and equality on the basis of fair competition for the highest collective benefits. At the same time, business partners must not act to damage the Companys reputations and must not breach laws, good morals and traditions. The purchase of products and operational procedures must be transparent and can be audited, and the business partner agreements must strictly be complied. The Company has used the Supply Chain system when ordering products to reduce steps, time and documents in the transaction allowing partners time to prepare and deliver products within agreed time frame.

Creditor

The Company believes in acting to banks, financial institutions, debenture holders and loan creditors with honesty, and it always repays principal and interest on a timely basis. The Company also strictly follows the terms and conditions and covenants that are specified in the lending contract.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

In order for the Company to conduct business with integrity and ethics, the Board of Directors has established the requirements regarding the Codes of Conduct in writing which was announced to the Directors, executives and employees for compliance in 2002. The Board of Directors Meeting No. 6/2018 held on September 25, 2018 approved the latest revision of the Company's Code of Conduct which has been disclosed on the company's website (www.qh.co.th) and regular follow-ups on the implementation of such guidelines were conducted.

In 2025, there were no instances of the Board of Directors, executives, or employees violating the company's business ethics.

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

Prevention of Conflicts of Interest

The company has disclosed all related transactions according to the rules and treated the transactions as transactions with outsiders to avoid conflict of interest.

Anti-corruption

The Company has an anti-corruption policy which requires Companys personnel to strictly comply with anti-corruption laws, policies and practices, as well as Companys anti-corruption rules, regulations, and codes of conduct to build confidence in the stakeholders that the Company will conduct business with honesty, integrity, and transparency, and support anti-corruption activities.

Whistleblowing and Protection of Whistleblowers

The Company has instated that superiors in each and every level within the organization take actions on ensuring that their subordinates be informed, understand and comply with the Companys business ethics, rules and regulations stipulated in the articles of association, the corporate governance, as well as a series of legislations and legal codes. In addition, employees must not ignore any corruption-related activities. Any intimidate activities leading to damages would be a disciplinary offense. The Company has established guidelines for deliberation and interrogation with transparency and verifiability in light of complaints and such.

In order for all stakeholders are to be treated equally and in fairness, the Company has established a series of channels through which petitions and complaints, as well as suggestions and feedbacks, may be directed in the event that - from the Companys business operations or to its employees possible misconducts related with suspicious behaviors deemed bribery and corruption.

Prevention of Misuse of Inside Information

The Company has set a clear written policy to oversee the use of the Companys internal data for personal benefit as follows:

1. No use of the Company's internal information for personal benefit or providing any damages to the Company with intention. No distribution of the Company's internal information to customers, suppliers, service providers, competitors and outsiders, except general or public information.
2. No use of the Company's internal information for stock trading.
3. Directors and Executives have to report information regarding the Company's stock trading and holding according to the rules and regulations in the Board of Directors Meeting.
4. The Company has a policy to prohibit the Company's Directors and Executives from trading the Company's stocks 1 month ahead of a public release of the Company's financial statement in order to prevent the use of Company's internal information for personal benefit.

Promotion of compliance with the business code of conduct

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

The Company has also prepared and circulated information documents of code of conduct via intranet and email on October 3, 2025 to ensure that the Directors, executives and employees

Participation in anti-corruption networks

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

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : 0
ใบประกาศ CAC Dec 2028.jpg

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

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

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

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

Implementation of the CG Code for listed companies

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

In 2025, the Board of Directors reviewed the application of the 2017 good corporate governance principles (CG Code 2017) to align with the Company's business context at the Board of Directors' Meeting No. 8/2025 held on December 23, 2025. Overall, the Company's Board of Directors has already implemented the majority of the principles.

Other corporate governance performance and outcomes

Corporate Governance Structure

Information on corporate governance structure

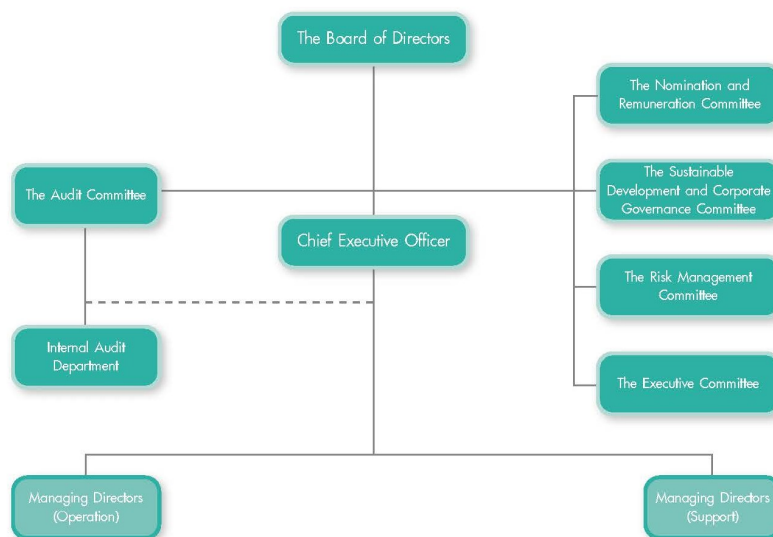
Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram

Corporate Governance Structure chart as of December 31, 2025



Corporate Governance Structure Chart

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	11		11		11	
	7	4	7	4	7	4
Executive directors	3		3		3	
	2	1	2	1	2	1
Non-executive directors	8		8		8	
	5	3	5	3	5	3
Independent directors	4		4		4	
	2	2	2	2	2	2
Non-executive directors who have no position in independent directors	4		4		4	
	3	1	3	1	3	1

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	63.64	36.36	63.64	36.36	63.64	36.36
Executive directors	27.27		27.27		27.27	
	18.18	9.09	18.18	9.09	18.18	9.09
Non-executive directors	72.73		72.73		72.73	
	45.45	27.27	45.45	27.27	45.45	27.27
Independent directors	36.36		36.36		36.36	
	18.18	18.18	18.18	18.18	18.18	18.18
Non-executive directors who have no position in independent directors	36.36		36.36		36.36	
	27.27	9.09	27.27	9.09	27.27	9.09

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	62		63		64	
	62	61	63	62	64	63

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. BOONSOM LERDHIRUNWONG</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years^(*) : Doesnt Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Chairman of the board of directors</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>21 Sep 2015</p>	<p>Engineering, Internal Control, Business Administration, Law, Property Development</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mrs. SUWANNA BHUDDHAPRASART Gender: Female Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 7,013,754 Shares (0.065460 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>1 Jul 2000</p>	<p>Accounting, Business Administration, Property Development, Human Resource Management, Sustainability</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. ADISORN THANANAN-NARAPOOL Gender: Male Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p>	<p>Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Existing director</p>	9 Apr 2003	Accounting, Property Development, Internal Control, Business Administration, Human Resource Management
<p>4. Mr. PRAVIT CHOATEWATTANAPHUN Gender: Male Age : 68 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	20 Apr 2010	Engineering, Business Administration, Property Development, Governance/ Compliance, Sustainability

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. NAPORN SUNTHORNCHITCHAROEN Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p>	<p>Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Existing director</p>	27 Jun 2017	<p>Engineering, Business Administration, Property Development, Risk Management, Information & Communication Technology</p>
<p>6. Mr. ACHAWIN ASAVABHOKIN Gender: Male Age : 50 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Existing director</p>	26 Dec 2017	<p>Engineering, Business Administration, Economics, Property Development, Finance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Ms. APINYA JARUTRAKULCHAI</p> <p>Gender: Female</p> <p>Age : 63 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years^(*) : Doesnt Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>10 Aug 2018</p>	<p>Business Administration, Property Development, Finance, Human Resource Management, Sustainability</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. CHALERM KIETTITANABUMROONG Gender: Male Age : 73 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 136,500 Shares (0.001270 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>26 Feb 2019</p>	<p>Engineering, Business Administration, Property Development, Risk Management, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mrs. TIPAWAN CHAYUTIMANTA Gender: Female Age : 68 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director</p>	21 Apr 2023	Business Administration, Accounting, Economics, Property Development, Internal Control
<p>10. Ms. VILASNA POONPATIBUL Gender: Female Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 May 2023	Engineering, Property Development, Information & Communication Technology, Internal Control, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
11. Mr. NARONGDECH SRUKHOSIT Gender: Male Age : 47 years Highest level of education : Doctoral degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	27 Jun 2023	Law, Internal Control, Governance/ Compliance, Business Administration, 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.

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
Total (persons)		3	8	4	4	4

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. BOONSOM LERDHIRUNWONG	Chairman of the board of directors		✓	✓		
2. Mrs. SUWANNA BHUDDHAPRASART	Director		✓		✓	✓
3. Mr. ADISORN THANANAN-NARAPOOL	Director		✓		✓	
4. Mr. PRAVIT CHOATEWATTANAPHUN	Director	✓				✓
5. Mr. NAPORN SUNTHORNCHITCHAROEN	Director		✓		✓	
6. Mr. ACHAWIN ASAVABHOKIN	Director		✓		✓	
7. Ms. APINYA JARUTRAKULCHAI	Director	✓				✓
8. Mr. CHALERM KIETTITANABUMROONG	Director	✓				✓
9. Mrs. TIPAWAN CHAYUTIMANTA	Director		✓	✓		
10. Ms. VILASNA POONPATPIBUL	Director		✓	✓		
11. Mr. NARONGDECH SRUKHOSIT	Director		✓	✓		
Total (persons)		3	8	4	4	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	18.18
2. Property Development	10	90.91
3. Information & Communication Technology	2	18.18
4. Law	2	18.18
5. Accounting	3	27.27
6. Finance	2	18.18
7. Human Resource Management	3	27.27
8. Sustainability	3	27.27
9. Engineering	6	54.55
10. Risk Management	3	27.27
11. Internal Control	5	45.45
12. Governance/ Compliance	3	27.27
13. Business Administration	11	100.00

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

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	Yes	Yes
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board or taskforce	-	No	No

	2023	2024	2025
The company appoints at least one independent director to determine the agenda of the board of directors meeting	No	No	No

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : Others : The Chairman of the Board of Directors is an independent director with different person as a CEO in order to precisely separate responsibility between supervision and regular management.

The Board of Directors has created a corporate governance policy as a reference for the directors with clear duty. In addition, the Board of Directors has assigned duty to the management as follows:

Management duties

1. Management comprises of the CEO and selected executives who are responsible for the company's business direction and important decision making for the success of the company.
2. Management is responsible for providing business strategy and important policies as well as asking for the Board of Directors approval.
3. The CEO is the leader with highest responsibility on the company's performance, preserving the good CG Code and attractive working environment. The CEO has an authority to follow the policy without intervention from the Board of Directors.
4. Management has a duty on the Board of Directors and shareholders. In particular, management has to report to related parties on a regular basis such as report to the Board of Directors for approval and other reports.

Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors, as leaders creating sustainable value for the company, has the roles, duties, and responsibilities to oversee the company's operations to comply with the law, objectives, and regulations of the company, as well as the resolutions of shareholders' meetings, with responsibility, caution, integrity, and to safeguard the interests of the company, in accordance with the principles of good corporate governance. To ensure the utmost benefit for the company and all stakeholders, the company has established a Board of Directors Charter, which includes the composition of the Board of Directors, as well as the scope, duties, and responsibilities of the Board of Directors, among other things.

Authorities, duties and responsibilities of the Board of Directors

1. The Board of Directors has abided by law, objective, company's rule and resolution from the shareholders meeting with honesty and caution for the best of company's benefit.
2. The Board of Directors has specified the policy, objective, target, strategy and business direction of the company as well as allocated important resources as well as monitored and supervised management to comply with the policy. The Board of Directors has reconsidered the policy annually in order to maximize economic value and shareholders wealth.
3. The Board of Directors has abided by code of honesty and integrity.
4. The Board of Directors has accountability to shareholders, working for the best of shareholders benefit with transparent and reliable data distributing to investors.
5. The Board of Directors comprises of directors who have knowledge and experience relevant to the business and are enthusiastic with the company's business.
6. The Board of Directors intends to continuously operate the business.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Sub-committees Structure

Sub-committees Structure

As of December 31, 2025, the Company has 5 Sub-committees to take into account its business-related matters, including:

- 1) The Audit Committee
- 2) The Nomination and Remuneration Committee
- 3) The Sustainable Development and Corporate Governance Committee
- 4) The Risk Management Committee
- 5) The Executive Committee

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

1. To review and comment on adequacy and effectiveness of internal control on both business and information technology as well as compliance with other relevant laws, rules and regulations such as Securities and Exchange Law, Stock Exchanges Requirements and Laws relating to the Company's business;
2. To review and ensure that the Company's financial reports have been prepared accurately and adequately;
3. To review and ensure that the Company has appropriate and effective internal control system and internal audit system with access to relevant information and allow various parties to cooperate in clarifying the information. To consider the independence of the internal audit department and approve the appointment, transfer and termination of the head of the internal audit department or any departments responsible for the internal audit;

4. To give advice to the Company on improvements, compliance with laws, rules, other relevant regulations and internal control, including risk and internal control on information technology to be efficient and effective, useful and consistent with the principles of good corporate governance and sustainable development;
5. To consider, select nominate and terminate an independent professional to act as the Companys auditor and to propose the remuneration for the position and to attend meetings with the auditor for at least twice a year with no presence of the management team;
6. To consider the matter of the compliance with laws and with the Stock Exchange of Thailand's regulations in light of connected transactions or those which may incur conflicts of interest so as to ensure that those activities were reasonably performed for utmost benefits to the Company;
7. To prepare and disclose the Audit Committee report and have it revealed as part of the Companys annual report. The Audit Committee report, which is to be signed by the Chairman of the Audit Committee, must be comprised of the following items:
 - (A) Comments about the accuracy, completeness and reliability of the Companys financial statements;
 - (B) Comments about the adequacy of the internal control system in the Company;
 - (C) Comments about the Companys compliance with the applicable law and regulations i.e.: the Securities and Exchange Act, the regulations of the Stock Exchange of Thailand and other laws that relate to the Companys business;
 - (D) Comments about the suitability of the Companys auditors;
 - (E) Comments on transactions which might incur conflict of interest;
 - (F) Number of the Audit Committee meetings and the attendances of each committee member;
 - (G) Comments or observations in general that the Audit Committee derived during their performing of duties under The Charter of the Audit Committee;
 - (H) Other transactions which the committee considered that the Companys shareholders and public investors should be acknowledged within the boundaries of their duties and responsibilities assigned by the Board of Directors.
8. To perform other duties assigned by the Board of Directors with the consent of the Audit Committee;

Reference link for the charter

-

The Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

1. To determine procedures and criteria in nominating the Companys directors or the top management of the Company from the Managing Director position up, in alignment with the Good Corporate Governance policy;
2. To make selection of the qualified candidates for the position of new director or search for the top management of the Company from Managing Director position up, whose names are to be proposed for the Board of Directors executive decision;
3. To determine procedures and criteria for fair and reasonable payments of remuneration and other fringe benefits to the Board of Directors and to other committees, the latter having been appointed by the Board of Directors, and propose the aforementioned remuneration scheme for approval during the Shareholders meeting;
4. To consider, recommend and determine the remuneration and other fringe benefits based upon the duties and responsibilities of the top management of the Company from the position of Managing Director up and to take into account the criteria for performance appraisal in order to determine appropriate annual compensation;

5. To consider and review the structure and criteria relating to compensation under No. 3) and No. 4) so as to ensure that they be appropriate for the responsibilities required and the operating results of the Company, thus, in accordance with the market condition;
6. To consider budgets for pay raises, annual bonuses, and other benefits for the Company's employees;
7. To perform any other duties as assigned by the Board of Directors.

Reference link for the charter

-

The Risk management Committee

Role

- Risk management

Scope of authorities, role, and duties

1. Define the scope, policies, and guidelines for managing risk that may arise in the Company's business operations.
2. Define risk types, make assessment, and manage risks to be at acceptable levels.
3. Monitor and evaluate risk management performance and report the results to the Board of Directors and the Audit Committee, as well as provide recommendations as appropriate.
4. Represent the Company in communicating and conducting risk management activities with various executives, including employees and external agencies.
5. Perform any other operations assigned by the Board of Directors with the approval of the Risk Management Committee.

Reference link for the charter

-

The Sustainable Development and Corporate Governance Committee

Role

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

Scope of authorities, role, and duties

1.1 Corporate governance

Set annual review of the implementation of policies, regulations, and best practices according to the Company's business context to comply with the principles of good corporate governance (CG CODE) and sustainable development.

Internal evaluation using corporate governance criteria to identify issues that should be addressed.

1.2 Sustainable development

1.2.1 Develop and perform annual review of the:

Organizational sustainability management and operational goals to ensure consistency with the policies and directions of business operations or corporate strategy.

Important issues, prioritization, and guidelines for managing issues to respond to the needs of all stakeholders.

1.2.2 Assess trends, opportunities, and risks that affect the sustainability of business operations both at present and those that may arise in the future (Emerging Risk).

1.2.3 Follow up on the outcomes of sustainability management and corporate governance and communicate the

results to stakeholders.

1.3 Perform any other duties as assigned by the Board of Directors within the relevant scope of work.

Reference link for the charter

-

Executive Committee

Role

- Others
- To monitor the Companys monthly performance compared with the Companys operating plan

Scope of authorities, role, and duties

1. To monitor the Companys monthly performance compared with the Companys operating plan and report any issues and propose solutions to the Board of Directors as appropriate.
2. To review and screen matters requiring preliminary consideration, such as land acquisition and project development, before proposing them to the Board of Directors for approval.
3. To perform any other duties as assigned by the Board of Directors.

Reference link for the charter

-

Information on each subcommittee

Composition of the Audit Committee

Composition of the Audit Committee

The composition of the Audit Committee is as follows:

1. A member of the Audit Committee must be independent directors with the qualifications as stipulated by the SET;
2. A member of the Audit Committee must be appointed by the Companys Board of Directors or the shareholders;
3. The Audit Committee must consist of not less than 3 members with at least 1 member having knowledge or experience about accounting;
4. The Companys Board of Director is to select and appoint 1 Audit Committee member as the Chairman;
5. The vice president of the internal audit department shall be the Audit Committees secretary by position;
6. The Audit Committee must receive information in accordance with the framework of duties and responsibilities of the Audit Committee and review the performance of the Company, including technical guidelines, knowledge or new developments in internal auditing for the continuous development of the Audit Committees knowledge so that the performance of the Audit Committee shall be effective.

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mrs. TIPAWAN CHAYUTIMANTA^(*) Gender: Female Age : 68 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) Director type : Existing director</p>	1 May 2023	Business Administration, Accounting, Economics, Property Development, Internal Control
<p>2. Ms. VILASNA POONPATPIBUL Gender: Female Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 May 2023	Engineering, Property Development, Information & Communication Technology, Internal Control, Business Administration
<p>3. Mr. NARONGDECH SRUKHOSIT Gender: Male Age : 47 years Highest level of education : Doctoral degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	27 Jun 2023	Law, Internal Control, Governance/ Compliance, Business Administration, Risk Management

Additional explanation :

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

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. CHALERM KIETTITANABUMROONG</p> <p>Gender: Male</p> <p>Age : 73 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	<p>The chairman of the executive committee</p>	<p>11 Sep 2025</p>
<p>2. Mrs. SUWANNA BHUDDHAPRASART</p> <p>Gender: Female</p> <p>Age : 70 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>11 Sep 2025</p>
<p>3. Mr. PRAVIT CHOATEWATTANAPHUN</p> <p>Gender: Male</p> <p>Age : 68 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>11 Sep 2025</p>

List of committee members	Position	Appointment date of executive committee member
<p>4. Ms. APINYA JARUTRAKULCHAI Gender: Female Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	11 Sep 2025
<p>5. Mr. Adisak Srisook Gender: Male Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	11 Sep 2025
<p>6. Mr. Sommart Promkunakorn Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	11 Sep 2025

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

Other Subcommittees

Subcommittee name	Name list	Position
The Nomination and Remuneration Committee	Mrs. TIPAWAN CHAYUTIMANTA	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
	Mr. ADISORN THANANAN-NARAPOOL	The chairman of the subcommittee
	Mr. NAPORN SUNTHORNCHITCHAROEN	Member of the subcommittee
The Risk management Committee	Mr. CHALERM KIETTITANABUMROONG	The chairman of the subcommittee
	Mrs. SUWANNA BHUDDHAPRASART	Member of the subcommittee
	Ms. APINYA JARUTRAKULCHAI	Member of the subcommittee
	Mr. PRAVIT CHOATEWATTANAPHUN	Member of the subcommittee
The Sustainable Development and Corporate Governance Committee	Mrs. SUWANNA BHUDDHAPRASART	The chairman of the subcommittee
	Mr. PRAVIT CHOATEWATTANAPHUN	Vice-chairman of the subcommittee
	Ms. APINYA JARUTRAKULCHAI	Member of the subcommittee
	Mr. Sommart Promkunakorn	Member of the subcommittee
	Mr. Adisak Srisook	Member of the subcommittee

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

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
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List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. Sommart Promkunakorn Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Executive Vice President	1 Jan 2015	Business Administration, Property Development, Engineering
<p>2. Ms. APINYA JARUTRAKULCHAI^(*) Gender: Female Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No</p>	Senior Executive Vice President	1 May 2016	Business Administration, Property Development, Finance, Human Resource Management, Sustainability

List of executives	Position	First appointment date	Skills and expertise
<p>3. Mr. Adisak Srisook</p> <p>Gender: Male</p> <p>Age : 60 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</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>	Executive Vice President	1 May 2016	Engineering
<p>4. Mr. PRAVIT CHOATEWATTANAPHUN (***)</p> <p>Gender: Male</p> <p>Age : 68 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Managing Director	1 Jul 2018	Engineering, Business Administration, Property Development, Governance/ Compliance, Sustainability

List of executives	Position	First appointment date	Skills and expertise
5. Mr. CHALERM KIETTITANABUMROONG Gender: Male Age : 73 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Executive Officer (The highest-ranking executive)	26 Feb 2019	Engineering, Business Administration, Property Development, Risk Management, Governance/ Compliance

Additional Explanation :

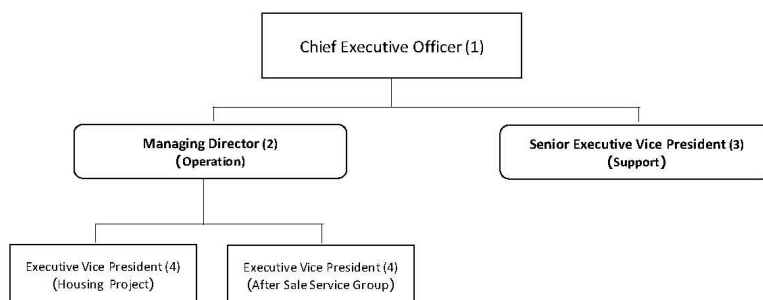
(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

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

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



Executive Structure

Remuneration policy for executive directors and executives

1. The Board of Directors will consider the criteria for the evaluation of the performance of senior executives from the position of managing director and above on an annual basis. The evaluation criteria will be consistent with the interests of the Company.

2. The Nomination and Remuneration Committee will evaluate the performance of the Company's top executive, and determine the remuneration in connection with the executive's performance and the performance of the Company, and propose to the Board of Directors for further approval. The compensation will be at the same level as other businesses in the same industry.

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

The Board of Directors oversees the establishment of an appropriate structure and remuneration

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	51,592,590.00	53,747,924.00	51,870,534.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	51,592,590.00	53,747,924.00	51,870,534.00

Other remunerations of executive directors and executives

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

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Chuleeporn Moonsawat	chuleeporn.m@qh.co.th	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Apinya Jarutrakulchai	corp_secretary@qh.co.th	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mrs. Suneerat Puntarikpan	suneerat.p@qh.co.th	-

List of the head of the compliance unit

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Apinya Jarutrakulchai	ir@qh.co.th	-

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	6,430,000.00	-	-

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

The Company has convened the Board of Directors meeting so as to approve the vision, strategies, goals, policies, business plans and budgets of the Company, as well as to follow up on the management teams administrative operations and ensure that the Companys goals and business plans are incessantly achieved. The company has scheduled meetings in advance throughout the year.

The Board of Directors held 8 meetings in 2025. The corporate secretary will dispatch an invitation letter to the meeting together with meeting agendas and all relevant documents to the directors 7 days in advance, in order that the directors had enough time to study the data/information prior to participating in the meeting, whereupon all directors would be able to independently express their professional opinions while not being subject to any persons will or that of a group of persons. Minutes of each of those meetings, including directors opinions, will be recorded clearly in writing.

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

The nomination, development, and performance evaluation of the board of directors and its subcommittees.

Nomination of Directors and Top Executive

Nomination of Directors

The Nomination and Remuneration Committee will consider the nomination of directors in accordance with the nomination policy and the qualifications of directors as presented in item 6.1.1Policy and Guidelines for the Board (2) Director Nomination Policy and propose to the Board of Directors for consideration. The list of such directors will then be proposed to the Shareholders' Meeting for further consideration and approval.

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mrs. SUWANNA BHUDDHAPRASART	Director	1 Jul 2000	Accounting, Business Administration, Property Development, Human Resource Management, Sustainability

List of directors	Position	First appointment date of director	Skills and expertise
Mr. PRAVIT CHOATEWATTANAPHUN	Director	20 Apr 2010	Engineering, Business Administration, Property Development, Governance/ Compliance, Sustainability
Ms. VILASNA POONPATPIBUL	Director	1 May 2023	Engineering, Property Development, Information & Communication Technology, Internal Control, Business Administration
Mr. NARONGDECH SRUKHOSIT	Director	27 Jun 2023	Law, Internal Control, Governance/ Compliance, Business Administration, Risk Management

List of newly appointed director to replace the ex-director

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

Selection of independent directors

Criteria for selecting independent directors

The independent directors have important roles in enhancing investors confidence, imposing a balance on major shareholders power and promoting the good corporate governance under the principle of international standard. The Company therefore defines the following requirements for its independent directors, which is in accordance with the minimum regulations prescribed by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). (Details are disclosed in the Form 56-1 One Report)

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

Number of directors from major shareholders

Rights of minority shareholders on director appointment

They can collectively nominate individuals to serve as company directors.

- Method of director appointment : Others : Majority vote of the shareholders participating in the meeting and having the right to vote.

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
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List of directors	Participation in training in the past financial year	History of training participation
<p>1. Mr. BOONSOM LERDHIRUNWONG (Chairman of the board of directors, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2025: ESG in the Boardroom: A Practical Guide for Board (ESG) • 2022: Advanced Audit Committee Program (AACP) • 2019: Ethical Leadership Program (ELP) • 2014: Role of the Chairman Program (RCP) • 2012: Director Certification Program (DCP) • 2012: Financial Statements for Directors (FSD) <p>Other</p> <ul style="list-style-type: none"> • 2025: IOD Forum The Evolving Role of AC in Fostering Trust and Transparency Adapting to Emerging Risks and Evolving Competencies • 2024: IOD Forum ;Maximizing Board Effectiveness:The Role of Lead Independent Directors in Thai Business
<p>2. Mrs. SUWANNA BHUDDHAPRASART (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2025: The Boards Role in Mergers and Acquisitions (BMA) • 2023: Director Leadership Certification Program (DLCP) • 2007: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2025: • Practical Workshop on Enterprise Risk Management (ERM) • 2024: Preparing for Environmental Measures (No.16/2024), TLCA

List of directors	Participation in training in the past financial year	History of training participation
3. Mr. ADISORN THANANAN-NARAPOOL (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2004: Director Accreditation Program (DAP) • 2004: Director Certification Program (DCP)
4. Mr. PRAVIT CHOATEWATTANAPHUN (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2011: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2025: • Practical Workshop on Enterprise Risk Management (ERM) • 2024: - TLCA CFO Professional Development Program, TLCA No. 6/2024 :Cybersecurity & Risk Management for CFOs
5. Mr. NAPORN SUNTHORNCHITCHAROEN (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2005: Director Certification Program (DCP) • 2004: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2011: Financial Institutions Governance Program (FGP) 2/2011

List of directors	Participation in training in the past financial year	History of training participation
<p>6. Mr. ACHAWIN ASAVABHOKIN (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2014: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2025: -TLCA CFO Professional Development Program ; No.1 , 2 , 3 , 7 , 8 • 2024: -TLCA CFO Professional Development Program, Economic Update for CFO" • 2024: -TLCA CFO Professional Development Program," Accounting Standards Related to ESG Securities Issuance " • 2024: -TLCA CFO Professional Development Program," Guidelines for Enhancing the Quality of Financial Reports for Listed Companies" • 2024: -TLCA CFO Professional Development Program,"Tax Governance" "Tax Governance"
<p>7. Ms. APINYA JARUTRAKULCHAI (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2025: The Boards Role in Mergers and Acquisitions (BMA) • 2015: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2025: TLCA CFO Professional Development Program ; No. 1 , 3 , 4 , 5 • 2025: • Practical Workshop on Enterprise Risk Management (ERM) • 2024: TLCA CFO Professional Development Program ; No. 6 , 7 , 8 • 2023: TLCA CFO Professional Development Program ; No. 4 , 6 , 7

List of directors	Participation in training in the past financial year	History of training participation
8. Mr. CHALERM KIETTITANABUMROONG (Director)	Non-participating	Thai Institute of Directors (IOD) • 2005: Director Certification Program (DCP)
9. Mrs. TIPAWAN CHAYUTIMANTA (Director, Independent director)	Participating	Thai Institute of Directors (IOD) • 2025: Board Nomination and Compensation Program (BNCP) • 2019: Director Certification Program (DCP) Other • 2024: IOD Forum ; Maximizing Board Effectiveness :The Role of Lead Independent Directors in Thai Business
10. Ms. VILASNA POONPATPIBUL (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2024: Financial Statements for Directors (FSD) • 2023: Advanced Audit Committee Program (AACP) • 2023: Director Certification Program (DCP) Other • 2024: IOD Forum ; Maximizing Board Effectiveness : The Role of Lead Independent Directors in Thai Business
11. Mr. NARONGDECH SRUKHOSIT (Director, Independent director)	Participating	Thai Institute of Directors (IOD) • 2025: ESG in the Boardroom: A Practical Guide for Board (ESG) • 2024: Advanced Audit Committee Program (AACP) • 2022: Director Certification Program (DCP) • 2022: Financial Statements for Directors (FSD) Other • 2024: IOD Forum ; Maximizing Board Effectiveness : The Role of Lead Independent Directors in Thai Business

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors conducts self-assessment both on a group basis and individual basis at least once a year to review work performance, issues and obstacles during the past year as well as enhance the effectiveness of the work of the Board of Directors.

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

The results of the assessment of the Board of Directors as a group and individual was considered Excellent.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Nomination and Remuneration Committee shall conduct performance evaluation for the Chief Executive Officer, as well as taking into account the matter of remuneration, and then have the instrument submitted to the Board of Directors for the latter's approval once a year based upon the following key issues:

1. Finance
2. Customer
3. Internal business operation of the company
4. Learning and human resources development

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 : 8
past year (times)
Date of AGM meeting : 22 Apr 2025
EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. BOONSOM LERDHIRUNWONG (Chairman of the board of directors, Independent director)	8	/	8	1	/	1		/	
2. Mrs. SUWANNA BHUDDHAPRASART (Director)	8	/	8	1	/	1		/	
3. Mr. ADISORN THANANAN-NARAPOOL (Director)	8	/	8	1	/	1		/	
4. Mr. PRAVIT CHOATEWATTANAPHUN (Director)	8	/	8	1	/	1		/	
5. Mr. NAPORN SUNTHORNCHITCHAROEN (Director)	8	/	8	1	/	1		/	
6. Mr. ACHAWIN ASAVABHOKIN (Director)	8	/	8	1	/	1		/	
7. Ms. APINYA JARUTRAKULCHAI (Director)	8	/	8	1	/	1		/	
8. Mr. CHALERM KIETTITANABUMROONG (Director)	8	/	8	1	/	1		/	
9. Mrs. TIPAWAN CHAYUTIMANTA (Director, Independent director)	8	/	8	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
10. Ms. VILASNA POONPATPIBUL (Director, Independent director)	8	/	8	1	/	1		/	
11. Mr. NARONGDECH SRUKHOSIT (Director, Independent director)	8	/	8	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. BOONSOM LERDHIRUNWONG (Chairman of the board of directors)	8/8 (100.00%)	1/1 (100.00%)	N/A
2. Mrs. SUWANNA BHUDDHAPRASART (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
3. Mr. ADISORN THANANAN-NARAPOOL (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
4. Mr. PRAVIT CHOATEWATTANAPHUN (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
5. Mr. NAPORN SUNTHORNCHITCHAROEN (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
6. Mr. ACHAWIN ASAVABHOKIN (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
7. Ms. APINYA JARUTRAKULCHAI (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
8. Mr. CHALERM KIETTITANABUMROONG (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
9. Mrs. TIPAWAN CHAYUTIMANTA (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
10. Ms. VILASNA POONPATPIBUL (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
11. Mr. NARONGDECH SRUKHOSIT (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	100.00%	100.00%	N/A

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

Remuneration of the board of directors

Types of remuneration of the board of directors

The Nomination and Remuneration Committee shall take into account the remuneration scheme for directors based upon their responsibilities and performance, the Company's business type and the size of the business, market situations including competition, by ensuring that it be established at a suitable level and the incentives be good enough to attract and retain the talent pool of superior quality.

The Nomination and Remuneration Committee shall prescribe how the remuneration scheme should be and the type, the method of payment, and the suitable amount of such payment, all of which then shall be proposed to the Board of Directors for their consideration and approval, and to the shareholders during the Annual General Shareholders Meeting for their approval. The package shall be disclosed to the public as well.

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. BOONSOM LERDHIRUNWONG (Chairman of the board of directors, Independent director)			2,237,333.00		N/A
Board of Directors (Chairman of the board of directors)	304,000.00	1,933,333.00	2,237,333.00	-	
2. Mrs. SUWANNA BHUDDHAPRASART (Director)			1,938,667.00		N/A
Board of Directors (Director)	240,000.00	1,546,667.00	1,786,667.00	-	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	-	
The Sustainable Development and Corporate Governance Committee (The chairman of the subcommittee)	152,000.00	N/A	152,000.00	-	
The Risk management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
3. Mr. ADISORN THANANAN- NARAPOOL (Director)			1,900,667.00		N/A
Board of Directors (Director)	240,000.00	1,546,667.00	1,786,667.00	-	
The Nomination and Remuneration Committee (The chairman of the subcommittee)	114,000.00	N/A	114,000.00	-	
4. Mr. PRAVIT CHOATEWATTANAPHUN (Director)			1,546,665.00		N/A
Board of Directors (Director)	0.00	1,546,665.00	1,546,665.00	-	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	-	
The Sustainable Development and Corporate Governance Committee (Vice-chairman of the subcommittee)	N/A	N/A	N/A	-	
The Risk management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
5. Mr. NAPORN SUNTHORNCHITCHAROEN (Director)			1,876,667.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	240,000.00	1,546,667.00	1,786,667.00	-	
The Nomination and Remuneration Committee (Member of the subcommittee)	90,000.00	N/A	90,000.00	-	
6. Mr. ACHAWIN ASAVABHOKIN (Director)			1,786,667.00		N/A
Board of Directors (Director)	240,000.00	1,546,667.00	1,786,667.00	-	
7. Ms. APINYA JARUTRAKULCHAI (Director)			1,546,667.00		N/A
Board of Directors (Director)	0.00	1,546,667.00	1,546,667.00	-	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	-	
The Risk management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
The Sustainable Development and Corporate Governance Committee (Member of the subcommittee)	N/A	N/A	N/A	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
8. Mr. CHALERM KIETTITANABUMROONG (Director)			1,546,666.00		N/A
Board of Directors (Director)	0.00	1,546,666.00	1,546,666.00	-	
Executive Committee (The chairman of the executive committee)	N/A	N/A	N/A	-	
The Risk management Committee (The chairman of the subcommittee)	N/A	N/A	N/A	-	
9. Mrs. TIPAWAN CHAYUTIMANTA (Director, Independent director)			2,104,667.00		N/A
Board of Directors (Director)	240,000.00	1,546,667.00	1,786,667.00	-	
Audit Committee (Chairman of the audit committee)	228,000.00	N/A	228,000.00	-	
The Nomination and Remuneration Committee (Member of the subcommittee)	90,000.00	N/A	90,000.00	-	
10. Ms. VILASNA POONPATPIBUL (Director, Independent director)			1,966,667.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	240,000.00	1,546,667.00	1,786,667.00	-	
Audit Committee (Member of the audit committee)	180,000.00	N/A	180,000.00	-	
11. Mr. NARONGDECH SRUKHOSIT (Director, Independent director)			1,966,667.00		N/A
Board of Directors (Director)	240,000.00	1,546,667.00	1,786,667.00	-	
Audit Committee (Member of the audit committee)	180,000.00	N/A	180,000.00	-	
12. Mr. Adisak Srisook (Member of the executive committee)			0.00		N/A
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	-	
The Sustainable Development and Corporate Governance Committee (Member of the subcommittee)	0.00	0.00	0.00	-	
13. Mr. Sommart Promkunakorn (Member of the executive committee)			0.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	-	
The Sustainable Development and Corporate Governance Committee (Member of the subcommittee)	0.00	0.00	0.00	-	

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	1,984,000.00	17,400,000.00	19,384,000.00
2. Audit Committee	588,000.00	0.00	588,000.00
3. Executive Committee	0.00	0.00	0.00
4. The Nomination and Remuneration Committee	294,000.00	0.00	294,000.00
5. The Risk management Committee	0.00	0.00	0.00
6. The Sustainable Development and Corporate Governance Committee	152,000.00	0.00	152,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	3,274,000.00	2,988,000.00	3,018,000.00
Other monetary remuneration (Baht)	18,326,666.66	5,400,000.00	17,400,000.00
Total (Baht)	21,600,666.66	8,388,000.00	20,418,000.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

Mechanism for overseeing subsidiaries and : Yes
associated companies

Mechanism for overseeing management and taking : The appointment of representatives as directors,
responsibility for operations in subsidiaries and executives, or controlling persons in proportion to
associated companies approved by the board of shareholding, The determination of the scope of duties
directors and responsibilities of directors and executives as company
representatives in establishing important policies,
Disclosure of financial condition and operating results,
Transactions between the company and related parties,
Other significant transactions, Acquisition or disposal of
assets, Internal control system of the subsidiary operating
the core business is appropriate and sufficient in the
subsidiary operating the core business

Board of directors has established a policy for overseeing the subsidiary companies.

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 Audit Committee regularly reviews connected or related transactions to ensure that the conditions for the transactions serve the best interest of the Company by treating them as though they were ones being conducted with outsiders on an arms length basis. The Audit Committee also supervises the Company and ensures that the latter proceed and disclose relevant information of these related transactions completely and in compliance with official regulations prescribed by the authorities as per details shown in Connected Transactions section.

The Company has organized the corporate structure of the Company, its subsidiaries, associated companies, and related companies to avoid potential conflicts of interest.

To communicate and reinforce knowledge and understanding of how to prevent conflict of interest, the Company prepared and distributed educational materials on the subject to the Board of Directors, executives, and employees via email and the Intranet on October 3, 2025.

One hundred percent of directors, executives, and employees were communicated with regarding the prevention of conflicts of interest.

Furthermore, in 2025, the Company found no misconduct or received any complaints regarding conflicts of interest.

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

The Company has the policy to control the use of the Companys internal data for personal benefits by prohibiting the directors and/or executives to use the Companys data for personal benefits. Disclosed details of the use of internal information policy in Topic 6.1.2 Policy and guidelines related to shareholders and stakeholders (4) Supervision on the use of internal information.

In case directors and/or executives has breached the law and caused damage to the Company and the third parties, the Company shall cooperate and coordinate with the regulatory authorities to take legal actions.

To communicate and reinforce knowledge and understanding of how to prevent insider trading for personal gain, the Company prepared and distributed educational materials on the subject to the Board of Directors, executives, and employees via email and the Intranet on October 3, 2025.

One hundred percent of directors, executives, and employees were communicated with regarding the prevention of insider trading.

In 2025, the Company found no misconduct and there were no instances of stock trading using inside information by the Company's directors and executives.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : The participation in anti-corruption projects, Communication and training for employees on anti-corruption policy and guidelines

● **Participation in Thai Private Sector Collective Action Coalition Against Corruption**

The Company has emphasized and promoted honest and transparent business operation, as well as strict compliance with the law. In addition, the Company realizes that apart from negative impacts on business operation, reputation and image of the Company, bribes and corruptions are also the obstacles for sustainable growth of the Company.

The Board of Directors of the Company resolved that the Company must show its intention to participate in Thailand's Private Sector Collective Action Coalition Against Corruption and the Chairman of the committee of Thailand's Private Sector Collective Action Coalition Against Corruption acknowledged our participation in the project on December 26, 2014.

To be in accordance with and meet the Company's anti-corruption objective, the Company established an Anti-Corruption Working Group comprising of representatives from all departments with the Chief Executive Officer as the chairman. On December 8, 2016, the Company completed and submitted the Self-Evaluation Tool for Countering Bribery form to be certified as a member of Thailand's Private Sector Collective Action Coalition Against Corruption.

On October 5, 2025 the Company has been renewed the Certification of Membership of the Private Sector Collective Action Coalition Against Corruption for 3 years (the Third time).

● **Employees Communication and Training**

1. Provide orientation and training on anti-corruption policies and measures to directors, employees, and executives at least once a year.

2. Encourage directors and executives to be involved in educating employees to set a good example of operating in compliance with anti-corruption policies and measures.

● **Monitoring and Evaluation**

To ensure that anti-corruption policies and measures are implemented thoroughly throughout the organization and have clear oversight, the Company has set out the responsibilities of the management as follows :

- Provide internal control mechanisms and systems that support the implementation of anti-corruption policies and measures.
- Present urgent issues regarding corruption (if any) to the Audit Committee and the Board of Directors.
- Regularly report the results of the audit in accordance with anti-corruption policies and measures to the Audit Committee and the Board of Directors .
- Encourage subordinates at all levels to recognize the importance of complying with anti-corruption policies and measures.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

In order for all stakeholders are to be treated equally and in fairness, the Company has established a series of channels through which petitions and complaints, as well as suggestions and feedbacks, may be directed in the event that - from the Companys business operations or to its employees possible misconducts related with suspicious behaviors deemed bribery and corruption.

The petitioners can submit the clues and complaints including related evidences by following channel :

e- mail : auditcommittee@qh.co.th

By Post : Quality Houses Public Company Limited.

No.1 Q House Lumpini Building ,Floor 7 , South Sathorn Rd.,

Tungmahamek , Sathorn , Bangkok 10120

Such the Companys email and address could be found on the Companys website

Number of cases or issues related to whistleblowing

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

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 6

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. TIPAWAN CHAYUTIMANTA (Chairman of the audit committee)	6	/	6	6/6 (100.00%)
2 Ms. VILASNA POONPATPIBUL (Member of the audit committee)	6	/	6	6/6 (100.00%)
3 Mr. NARONGDECH SRUKHOSIT (Member of the audit committee)	6	/	6	6/6 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

In 2025, the Audit Committee convened six separate meetings with the external auditor, without management in attendance.

1. Reviewing the Company's quarterly and yearly financial statements
2. Monitoring internal audit activities and reviewing annual audit plan
3. Reviewing the adequacy of the risk management system
4. Monitoring the Company's compliance in accordance with the Securities and Exchange Laws
5. Selecting the Company's external auditors and reviewing their remuneration
6. Reviewing and providing opinions on related party transactions
7. Emphasizing the Company's corporate governance
8. Considering the Anti-Corruption Guidelines

9. Performing the Audit Committee's duties properly
10. Establishing the Self-Assessment System

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) : 3

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. CHALERM KIETTITANABUMROONG (The chairman of the executive committee)	3	/	3	3/3 (100.00%)
2 Mrs. SUWANNA BHUDDHAPRASART (Member of the executive committee)	3	/	3	3/3 (100.00%)
3 Mr. PRAVIT CHOATEWATTANAPHUN (Member of the executive committee)	3	/	3	3/3 (100.00%)
4 Ms. APINYA JARUTRAKULCHAI (Member of the executive committee)	3	/	3	3/3 (100.00%)
5 Mr. Adisak Srisook (Member of the executive committee)	3	/	3	3/3 (100.00%)
6 Mr. Sommart Promkunakorn (Member of the executive committee)	3	/	3	3/3 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Executive Committee

To monitor the Company's monthly performance compared with the Company's operating plan and report any issues and propose solutions to the Board of Directors as appropriate.

Meeting attendance of The Nomination and Remuneration Committee

Meeting The Nomination and Remuneration Committee (times) : 3

List of Directors	Meeting attendance of The Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. TIPAWAN CHAYUTIMANTA (Member of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)
2 Mr. ADISORN THANANAN-NARAPOOL (The chairman of the subcommittee)	3	/	3	3/3 (100.00%)
3 Mr. NAPORN SUNTHORNCHITCHAROEN (Member of the subcommittee)	3	/	3	3/3 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of The Nomination and Remuneration Committee

For the year 2025, the Nomination and Remuneration Committee held a total of 3 meetings to consider and present agendas to the Board of Directors for approval as follows:

1. Nominate the directors to replace those who completed their terms. Nominate the directors to replace those who completed their terms in alignment with the Company's business strategy.
2. Consider the Board of Directors monthly remuneration and meeting allowance for the year 2025.
3. Consider the Board of Directors bonus for the year 2024.
4. Consider the Chief Executive Officers KPI.
5. Consider employee bonus for the year 2025 and employee salary increase for the year 2026.
6. Consider the Chief Executive Officers bonus for the year 2025 and salary increase for the year 2026.
7. Consider and follow up a succession plan.
8. Assessment of directors skill matrix.
9. Consider the Nomination and Remuneration Committees self-assessment for the year 2025.

Meeting attendance of The Risk management Committee

Meeting The Risk management Committee : 2
(times)

List of Directors	Meeting attendance of The Risk management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

1 Mr. CHALERM KIETTITANABUMROONG (The chairman of the subcommittee)	2	/	2	2/2 (100.00%)
2 Mrs. SUWANNA BHUDDHAPRASART (Member of the subcommittee)	2	/	2	2/2 (100.00%)
3 Ms. APINYA JARUTRAKULCHAI (Member of the subcommittee)	2	/	2	2/2 (100.00%)
4 Mr. PRAVIT CHOATEWATTANAPHUN (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of The Risk management Committee

The Risk Management Committee has supervised the establishment of risk assessment procedures on a monthly/quarterly basis by assessing risks at both the project/department and company levels, overseeing and monitoring risk owners to ensure that that appropriate risk management plans are prepared and implemented on a continuous basis, promoting this as part of the Company culture and considering it the responsibility of employees at all levels.

The Risk Management Committee is committed to preventing and minimizing risks to an acceptable level. This is an important part of supporting the company to achieve its business goals, increase the value of the organization, and create value for all stakeholders.

Meeting attendance of The Sustainable Development and Corporate Governance Committee

Meeting The Sustainable Development and Corporate Governance Committee (times) : 4

List of Directors	Meeting attendance of The Sustainable Development and Corporate Governance Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. SUWANNA BHUDDHAPRASART (The chairman of the subcommittee)	4	/	4	4/4 (100.00%)
2 Mr. PRAVIT CHOATEWATTANAPHUN (Vice-chairman of the subcommittee)	4	/	4	4/4 (100.00%)
3 Ms. APINYA JARUTRAKULCHAI (Member of the subcommittee)	4	/	4	4/4 (100.00%)
4 Mr. Sommart Promkunakorn (Member of the subcommittee)	4	/	4	4/4 (100.00%)
5 Mr. Adisak Srisook (Member of the subcommittee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of The Sustainable Development and Corporate Governance Committee

In 2025, the Sustainable Development and Corporate Governance Committee performed its duties according to the Charter and as tasked by the Board of Directors with summary of its operations

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company is committed to conducting business in building quality communities and societies to become a learning organization that creates innovation and technology for sustainable business operations with the aim to deliver a better quality of life. This would lead to the creation of economic values while preserving resources and the environment under good corporate governance in order to satisfy all stakeholders.

Sustainability management goals

Does the company set sustainability management goals : Yes

The Sustainable Development and Corporate Governance Committee set the corporate sustainability management goals by applying the United Nations Sustainable Development Goals (SDGs) to the corporate sustainability management goals, to align with the direction and goals of international sustainable development as well as to build confidence and create benefits to all stakeholders in all three dimensions, namely Environment (E), Social (S), and Governance and Economy (G).

United Nations SDGs that align with the organization's sustainability management goals : Goal 4 Quality Education, Goal 5 Gender Equality, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions

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

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

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

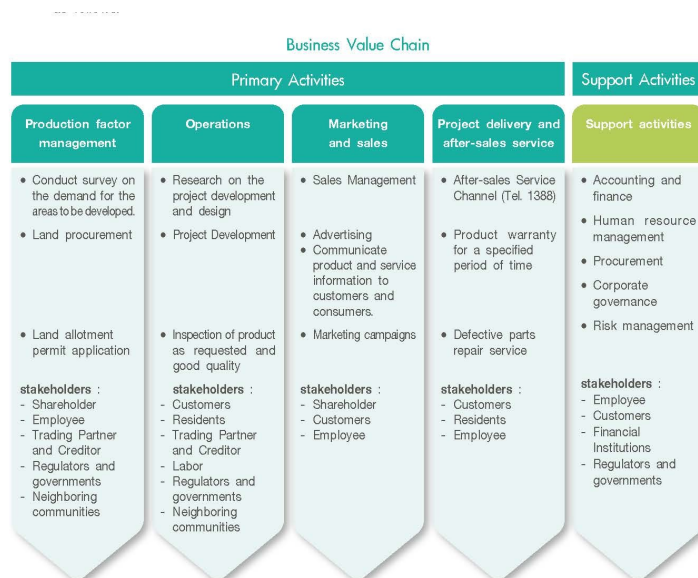
Has the company changed and developed the policy and/or goals of sustainable management over the past year : No

Information on impacts on stakeholder management in business value chain

Business value chain

The nature of the business value chain that represents the relationship of key stakeholders in activities related to the Company's business operations can be divided into primary activities and support activities

Business value chain diagram



Business Value Chain

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
External stakeholders			
<ul style="list-style-type: none"> Creditor Suppliers Community Shareholders Employees Customers Residents Financial institution 	<ul style="list-style-type: none"> Have career advancement Occupational Health and safety 	-	<ul style="list-style-type: none"> Annual General Meeting (AGM) Complaint Reception Employee Engagement Survey Satisfaction Survey

Diagram of the stakeholder analysis in the business value chain

3.2.2 Analysis of stakeholders in the business value chain

The Company's guidelines for meeting the expectations of stakeholders both inside and outside the organization are as follows:

Stakeholders	Points of interest / expectations	Response to stakeholders and treatment	Communication and engagement channels
 <p>Shareholder</p>	<ul style="list-style-type: none"> Consistently generate appropriate profits and business growth Balance returns for the stakeholders of all groups Risk Management Adherence to good governance Anti-Corruption Socially and Environmentally Responsible 	<ul style="list-style-type: none"> Appropriate and consistent dividend payment Treat all shareholders equally Establish sustainable development policies and practices consisting of corporate, environmental, and social governance principles Disclose information with transparency in a specified period of time Conduct business in accordance with relevant laws and regulations 	<ul style="list-style-type: none"> Annual general meeting of shareholders Company website SET News Annual report Analyst meetings
 <p>Neighboring communities and environment</p>	<ul style="list-style-type: none"> Reduce the environmental impact from construction Construction Safety Promote energy savings Efficient use of resources Does not cause damage to nearby buildings 	<ul style="list-style-type: none"> Design products with regards to environmental responsibility Blocking/enclosing construction zones Prevent noise, dust and reduce impact/prevent damage from construction Conduct business with a focus to prevent impact on communities and the environment Choose an eco-friendly partner Strictly comply with relevant laws Establish sustainable development policies and practices consisting of corporate, environmental, and social governance principles 	<ul style="list-style-type: none"> Construction site signs Field visits to survey the impacts on communities Social responsibility activities
 <p>Trading Partner and Creditor</p>	<ul style="list-style-type: none"> Fair and appropriate compensation Clear procurement policy Safety at work Comply with the contracts 	<ul style="list-style-type: none"> Record the contract in writing Strictly comply with the conditions of creditors Pay appropriate and on-time compensation Have protective equipment at work Treat all partners equally 	<ul style="list-style-type: none"> Inspect the site and survey requirements Training arrangements Relationship building activities

Stakeholders	Points of interest / expectations	Response to stakeholders and treatment	Communication and engagement channels
 Customers / Residents	<ul style="list-style-type: none"> Business Ethics and Transparency High-quality products and services Development of innovative and environmentally friendly products Customer relationship management Data security and privacy Set up a unit to receive customer complaints 	<ul style="list-style-type: none"> Use of high-quality materials and promotion of environmentally friendly products Continuously develop innovation for products and services Maintain customer confidentiality Establish sustainable development policies and practices consisting of corporate, environmental, and social governance principles Provide appropriate after-sales services 	<ul style="list-style-type: none"> Non-exaggerated advertising Satisfaction Survey Call Center Customer relations activities Email for complaint notification
 Employee	<ul style="list-style-type: none"> Happy at work Have career advancement Good quality of life Appropriate compensation and benefits Sustainable Business Growth Continuous knowledge and skills development Occupational Health and Safety 	<ul style="list-style-type: none"> Provide appropriate benefits Take care and provide fair treatment in compensation and career advancement Provide the necessary training for continuous development Establish sustainable development policies and practices consisting of corporate, environmental, and social governance principles Notification of Occupational Health and Safety Policy Operational guidelines for employees 	<ul style="list-style-type: none"> Employee Manual Intranet Employees' Orientation Trainings
 Regulators and governments	<ul style="list-style-type: none"> Compliance of related rules and regulations Transparent Disclosure Business integrity and ethics Cooperation with government agencies 	<ul style="list-style-type: none"> Conducting business correctly according to official requirements Complete disclosure of information in a timely manner as required by the regulatory authorities Cooperate and support operations that benefit all sectors 	<ul style="list-style-type: none"> Company Website Government Agency Website Annual Report Corporate Governance Policy Contacting government agencies
 Financial Institutions	<ul style="list-style-type: none"> The number of the Company's customers applying for loans with the financial institutions increases 	<ul style="list-style-type: none"> Introduce financial institutions to approve loans to customers 	<ul style="list-style-type: none"> Contacting financial institutions Financial Institutions Website Facilitate customers to submit documents for loan applications.

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Analysis of stakeholders in the business value chain

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes
materiality topics

Over the past year, the company has reviewed its : No
sustainability materiality topics

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Reduce the environmental impact of project management.	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance
Greenhouse gas management and climate change risk management.	<ul style="list-style-type: none"> • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Risk Management Committee is an independent body that supports and acts on behalf of the Board of Directors in overseeing risk management. Its purpose is to minimize potential damage to business operations arising from both external and internal factors. This ensures that the company has reasonable assurance that, should various risks arise within the organization, they will be managed appropriately and in a timely manner, thereby contributing to sustainable growth and creating long-term value for shareholders.

The Risk Management Committee continuously assesses the company's risks and establishes guidelines and measures to minimize them as much as possible. At a minimum, it considers risks related to financial matters, business operations, and production.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

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

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risk from shortage of contractors and skilled labor

Related risk factors :

Operational Risk

- Shortage or reliance on skilled workers

ESG risk factors : Yes

Risk characteristics

Housing construction and development project significantly depends upon qualified contractors and skilled labors. In particular, the projects that the Company and subsidiaries sell are mid-level to high-end products which have heavy emphasis on product quality. The number of qualified contractors and skilled labor for construction of the houses or public infrastructure of the projects are limited or in shortage, especially in times real estate industry growth.

Risk-related consequences

The shortage of qualified contractors and skilled labor is an obstacle to production, growth of revenue and quality control. However, the Company and its subsidiaries have a policy in accepting new contractors, who meet the criteria in contracting for its projects. Additionally, it constantly provides knowledge and skills development, and promotes good relationship with both existing and new contractors.

In addition, the Company and its subsidiaries also provide financial support to contractors as the case may be. The

Company and its subsidiaries have also adapted its construction methods by introducing new technologies, including, pre-cast, pre-fabrication and tunnel to reduce labor intensity and shorten construction period.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : No
plan

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

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

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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