ESG Performance Report
for Listed Companies in 2025

IT CITY PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025

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ESG Performance

Company Name : IT CITY PUBLIC COMPANY LIMITED Symbol : IT

Market : SET Industry Group : Services Sector : Commerce

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

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

The Company is committed to reducing the environmental impacts of its operations by emphasizing the efficient use of natural resources and the reduction of greenhouse gas emissions. It also ensures proper waste and garbage management to maintain ecological balance and minimize long-term impacts. In addition, the Company focuses on energy conservation in all operational activities to lessen potential long-term effects from its business operations and to promote environmental sustainability.

Reference link for environmental policy and guidelines	:	https://itcity.co.th/en/policy-e/environmental-management-policy-e/

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	:	No
Changes in environmental policies, guidelines, and/or goals	:	Waste management

In 2025, the Company encouraged employees to jointly conserve the environment and raise awareness of energy conservation, with a focus on ensuring that operations are sustainable and aligned with good governance principles for all employees. The Company implemented various activities and initiatives designed to promote employee participation in reducing environmental impacts, such as: Waste Reduction and Source Separation, Turning Off Lights When Not in Use or After Working Hours, Plastic Waste Reduction and Waste Segregation within the Organization, Energy Conservation within the Organization, Water Resource Management, Water Conservation and Loss Reduction Measures

Information on compliance with environmental management principles and standards

Compliance with water management principles and standards

Water management principles and standards	:	3Rs or 5Rs

Compliance with waste management principles and standards

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

Compliance with greenhouse gas or climate change management principles and standards

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

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Operational Efficiency, Environmental Management, and Biodiversity

Greenhouse gas (GHG) emissions are a primary driver of climate change, resulting from both natural processes and human activities. GHG emissions affect ecosystems, the economy, society, water resource management, and various infrastructure systems. This is a global challenge that requires collective action among all countries to mitigate impacts, and worldwide efforts to reduce GHG emissions are being intensified.

The Company recognizes the significance of this issue and is committed to developing the organization while reducing environmental impacts to support responsible business growth. Managing GHG emissions throughout the supply chain is an important part of the Companys policy, and details of this policy are disclosed on the Companys website at www.itcity.co.th

Goals

1. By 2028, reduce electricity consumption by 10% compared to the base year (2023).
2. By 2030, reduce greenhouse gas emissions by 30% compared to the base year (2023) (Scope 1 and Scope 2).
3. By 2050, achieve net zero greenhouse gas emissions across Scopes 1, 2, and 3.
4. Promote reforestation, forest conservation, and the expansion of green areas.

Strategies

1. Promote digitalization to reduce paper consumption.
2. Foster energy-saving awareness across the organization.
3. Enhance logistics and transportation efficiency.
4. Develop the Companys carbon footprint inventory.
5. Promote green products and green services.
6. Support reforestation projects and the restoration of green areas.
7. Ensure proper management of e-Waste and other waste.
8. Raise environmental awareness among employees and business partners

Operational Performance in 2025: Efficiency Improvement

The Company is committed to promoting sustainable energy conservation, a key mission that requires collaboration across all sectors to achieve meaningful results. The Company applies the 3Rs strategy (Reduce, Reuse, Recycle), which emphasizes reducing resource consumption, reusing resources, and recycling materials. To this end, the Company has established an implementation plan and energy conservation measures across the entire supply chain, supporting efficient and cost-effective use of resources, minimizing environmental impacts, and fostering long-term sustainability.

Governance and Management of Climate-Related Risks and Opportunities

The Company has assigned the Risk Management Committee to monitor and assess risks related to climate change and to report to the Board of Directors for its consideration of the Companys performance in managing climate-related risks and opportunities. The Committee oversees and supervises the development of strategies to address climate change and provides recommendations on additional strategies or action plans to support risk management. Senior executives from all business units jointly drive and implement activities related to climate management, including resource efficiency, reduction of environmental impacts, and the reduction of greenhouse gas emissions.

Carbon Footprint for Organization (CFO)

In 2025, the Company prepared its Carbon Footprint for Organization (CFO) for the third consecutive year, in accordance with the guidelines of the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO), to assess the volume of greenhouse gas emissions arising from the Companys activities. The calculation and preparation of the greenhouse gas emissions inventory were carried out by Triam Enterprise Co., Ltd., a leading environmental organization operating in line with international standards. In 2023, the Company designated 2024 as the base year for greenhouse gas emission calculations to support disclosure in subsequent years and to use such information in planning continuous improvements to its environmental performance in a sustainable manner.

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

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

Information on energy management

Energy management plan

The company's energy management plan	:	Yes

The company is committed to promoting sustainable energy conservation, which is a crucial mission that all parties must clearly adhere to. This is achieved through the 3Rs strategy: Reduce, Reuse, and Recycle. The company has established plans and energy conservation measures throughout its business supply chain, leading to the most efficient and cost-effective use of resources. This approach aims to reduce environmental impact and create long-term sustainability.

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 and fuel consumption	-	2028 : Reduced by 10%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	Yes

In 2024, the company promoted employee involvement in environmental conservation and raised awareness about energy conservation. The focus was on ensuring that operations are sustainable and aligned with the principles of good governance for all employees. Through various activities and projects, employees were encouraged to participate in efforts to reduce environmental impact, such as: 1.Mutual Cooperation in Waste Reduction and Sorting at the Source. 2. Display monitors are turned off when not used. 3. Water Conservation and Loss Reduction Measures. 4.Project for Exchanging Old Products for New Products The details are presented in the 2027 One Report on pages 8689

Information on electricity management

Companys electricity consumption (*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	369,710.00	290,717.00	260,493.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	369,710.00	290,717.00	260,493.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	271.65	218.42	182.80

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)	369,000.00000000	290,717.00000000	26,049.00000000

Electricity Expense (*)

	2023	2024	2025
Total electricity expense (Baht)	2,287,077.86	2,298,930.07	1,980,666.42
Percentage of total electricity expense to total expenses (%)(**)	0.03	0.03	0.02

	2023	2024	2025
Percentage of total electricity expense to total revenues (%)(**)	0.03	0.03	0.02
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	1,680.44	1,727.22	1,389.94

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
Jet fuel (Litres)	59,634.55	0.00	0.00
Diesel (Litres)	6,070.75	1,801.60	37,148.17
Gasoline (Litres)	32,393.09	6,592.08	7,153.11
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : *Not include external fuel consumption*

Companys fuel expense (*)

	2023	2024	2025
Total fuel expense (Baht)	0.00	0.00	0.00

	2023	2024	2025
Percentage of total fuel expense to total expenses (%)(**)	0.00	0.00	0.00
Percentage of total fuel expense to total revenues (%)(**)	0.00	0.00	0.00

Additional explanation : (*) *Exclude electricity expense outside of the Company*
(**) *Total revenues and expenses from consolidated financial statement*

Information on total energy management (electricity + fuel)

Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	0.00

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues)(*)	0.00000000	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / m^2)	0.00000000	0.00000000	0.00000000

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

Water management

Disclosure boundary in water management over the past years

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

Information on water management plan

Water management plan

The Company's water management plan	:	Yes

Water Resource Management

Water resource management is an important priority for the Company, as part of its commitment to sustainable operations that reduce environmental impacts and enhance efficient water use. Although the Companys core activities do not require significant water consumption, the Company continues to emphasize responsible water use in daily activities such as office cleaning, dishwashing, and restroom use, with a focus on using water efficiently and appropriately minimizing consumption.

The Company also communicates and raises awareness of water conservation among employees at all levels to encourage responsible and sustainable water-use behaviors.

Water Conservation and Loss Reduction Measures

The Company recognizes the impacts of drought one of the natural disasters that affects human livelihoods and ecosystems arising from both natural factors and human activities. The Company has therefore implemented measures to enhance water-use efficiency and reduce water loss, such as:

- Inspecting water pipes and taps in the office to prevent leaks
- Avoiding disposal of waste into toilets to reduce unnecessary water use
- Turning off the tap while brushing teeth and lathering soap
- Ensuring taps are fully closed after use
- Washing fruits and vegetables in a container rather than under running water
- Reusing water from laundry or floor cleaning (Re-use)
- Using dishwashing liquid that is not overly concentrated and rinses off easily to reduce water consumption

  These measures help reduce water loss in daily activities and promote efficient water use in all aspects.

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)	2,255.00	1,520.00	1,331.00
Water withdrawal by third-party water (cubic meters)	2,255.00	1,520.00	1,331.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	1.66	1.14	0.93
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.00	0.00	0.00

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

Water discharge by destinations

	2023	2024	2025

	2023	2024	2025
Total wastewater discharge (cubic meters)	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	2,255.00	1,520.00	1,331.00

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)(*)	0.00027494	0.00016824	0.00013506
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)	33,583.08	22,636.93	18,567.00
Total water withdrawal expense from third-party water (Baht)	33,583.08	22,636.93	18,567.00
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%)(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%)(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	24.68	17.01	13.03

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

Waste management

Disclosure boundary in waste management over the past years

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

Information on waste management plan

Waste management plan

The company's waste management plan	:	Yes

The Company provides waste separation bins in various areas within the office to make it easier for employees to sort waste by type,such as general waste, recyclable waste, and hazardous waste. In addition, the Company communicates guidelines on proper waste separation to ensure employees understand and can actively participate in reducing the volume of waste generated within the organization.
Source separation is an important first step toward building sustainability within the organization. It not only helps reduce environmental impacts, but also fosters a culture of shared responsibility among all employees.

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)	10,916.90	23,066.00	37,677.92
Total non-hazardous waste (kilograms)	10,753.90	22,948.00	34,427.12
Total hazardous waste (kilograms)	163.00	118.00	3,250.80
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste Others (kilograms)	163.00	118.00	3,250.80
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.00	0.00	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.00	0.00	0.00

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

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

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	0.00	0.00	0.00
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00

	2023	2024	2025
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	0.00	0.00	0.00
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	0.00	0.00	0.00
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.00	0.00	0.00

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

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

Information on greenhouse gas management plan

Greenhouse gas management plan

The companys greenhouse gas management plan	:	Yes

The Company is committed to promoting sustainable energy conservation, a key mission that requires collaboration across all sectors to achieve meaningful results. The Company applies the 3Rs strategy (Reduce, Reuse, Recycle), which emphasizes reducing resource consumption, reusing resources, and recycling materials. To this end, the Company has established an implementation plan and energy conservation measures across the entire supply chain, supporting efficient and cost-effective use of resources, minimizing environmental impacts, and fostering long-term sustainability.
The Company has assigned the Risk Management Committee to monitor and assess risks related to climate change and to report to the Board of Directors for its consideration of the Companys performance in managing climate-related risks and opportunities. The Committee oversees and supervises the development of strategies to address climate change and provides recommendations on additional strategies or action plans to support risk management. Senior executives from all business units jointly drive and implement activities related to climate management, including resource efficiency, reduction of environmental impacts, and the reduction of greenhouse gas emissions.
In 2025, the Company prepared its Carbon Footprint for Organization (CFO) for the third consecutive year, in accordance with the guidelines of the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO), to assess the volume of greenhouse gas emissions arising from the Companys activities. The calculation and preparation of the greenhouse gas emissions inventory were carried out by Triam Enterprise Co., Ltd., a leading environmental organization operating in line with international standards. In 2023, the Company designated 2024 as the base year for greenhouse gas emission calculations to support disclosure in subsequent years and to use such information in planning continuous improvements to its environmental performance in a sustainable manner.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals	:	Yes
Company's existing targets	:	Setting net-zero greenhouse gas emissions targets

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2024 : Greenhouse gas emissions 178.00 tCO_2e	2028 : Reduced by 10% in comparison to the base year	2030 : Reduced by 30% in comparison to the base year	• Thailand Greenhouse Gas Management Organization (TGO) : None • Science-based Targets (SBTi) : None

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	220.00	178.00	275.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	35.00	33.00	151.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	185.00	145.00	124.00

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) (*)	0.000027	0.000020	0.000028
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.16	0.13	0.19

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

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

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

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (**Metric tonnes of carbon dioxide equivalent**)	0.00	0.00	0.00
Climate Care Platform reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (**Metric kilograms of carbon dioxide equivalent**)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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, Supplier rights

The Human Rights Policy is a sub-topic under the Companys Human Resource Management Policy and is disclosed on the Companys website at www.itcity.co.th under the Sustainability section. The Company is committed to social responsibility and to all stakeholder groups in accordance with the principles of corporate governance and the Code of Conduct. In terms of human rights protection, the Company is committed to respecting human rights in strict accordance with internationally recognized standards, particularly by supporting compliance with the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO Declaration), as well as the social and community rules and regulations in the countries where the Company operates.

All directors, executives, and employees at every level are required to recognize the importance of, and respect, human rights in all aspects relating to every individual, as well as society and communities, in accordance with the laws of each country and the treaties to which each country is bound. This includes:

- Treating all individuals equally in accordance with human rights principles, without discrimination.
- Avoiding any actions that constitute human rights violations.
- Supporting and promoting respect for human rights.

Reference link for social and human rights policy and guidelines	:	https://itcity.co.th/en/policy-e/human-rights-policy/

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	:	Community and environmental rights

Operational Performance in 2025: Efficiency Improvement

The Company is committed to promoting sustainable energy conservation, a key mission that requires collaboration across all sectors to achieve meaningful results. The Company applies the 3Rs strategy (Reduce, Reuse, Recycle), which emphasizes reducing resource consumption, reusing resources, and recycling materials. To this end, the Company has established an implementation plan and energy conservation measures across the entire supply chain, supporting efficient and cost-effective use of resources, minimizing environmental impacts, and fostering long-term sustainability.

Governance and Management of Climate-Related Risks and Opportunities
The Company has assigned the Risk Management Committee to monitor and assess risks related to climate change and to report to the Board of Directors for its consideration of the Companys performance in managing climate-related risks and opportunities. The Committee oversees and supervises the development of strategies to address climate change and provides recommendations on additional strategies or action plans to support risk management. Senior executives from all business units jointly drive and implement activities related to climate management, including resource efficiency, reduction of environmental impacts, and the reduction of greenhouse gas emissions.

Human Rights Management In 2025, the Company did not receive any complaints or reports concerning human rights violations, whether internally or externally, arising from its business activities throughout the supply chain. Accordingly, no remedies were provided to affected parties. Nevertheless, the Company recognises that its business operations may present potential risks of human rights impacts on all stakeholder groups. Therefore, the Company has established guidelines and measures for remedy to mitigate impacts and to restore affected parties to their pre-incident condition. Details of the Companys human rights practices are disclosed on the Companys website at www.itcity.co.th under the Sustainability section.

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

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

Fair labor practice

Disclosure boundary in fair labor practice in the past years

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

Information on employees and labor management plan

Employees and labor management plan

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

Fair Labour Practices

The Company is committed to respecting labour rights and ensuring fair treatment in accordance with applicable laws and policies under the Labour Protection Act, both at national and international levels. The Company focuses on ensuring appropriate employment conditions, wages, working hours, holidays, and welfare benefits, as well as providing a safe working environment that supports effective performance. In addition, the Company promotes a range of employee benefits, such as health insurance, bonuses, and engagement-building activities, in order to enhance quality of work life and employee satisfaction.

In addition, the Company provides a range of employee welfare benefits, with a focus on enhancing life security, such as the establishment of a provident fund, group health insurance, and other benefits that help improve employees quality of life and strengthen job satisfaction, while also promoting sustainable employee engagement with the organisation.

Employee Training and Development

The Company recognises the importance of its people indriving the organisation toward success and places emphasis on continuous human resource development through training and capability building in both hard skills and soft skills, which are key factors in strengthening employees competencies and performance. In 2025, the Company delivered 252 training and development programmes, with an average of 17.39 training hours per person per year. This is to encourage employees to proactively develop themselves, work effectively, and respond to changes efficiently.

Employee Communication

Employee communication is a key factor in fostering strong relationships between the organization and its people, and serves as an important tool for building a clear and accurate understanding of the Companys policies, plans, and objectives. Effective communication supports employees in performing their duties in line with organizational goals and helps strengthen long-term employee engagement.

The Company places importance on both formal and informal communication through various channels, such as monthly meetings, newsletters, emails, and one-on-one meetings, to ensure employees receive clear and timely information. In addition, the Company provides open communication channels for employees to share opinions and suggestions, supported by mechanisms to listen to and respond to employees concerns and issues promptly and effectively.

Employee communication is therefore not only a one-way flow of information from management to employees, but also a participatory process in which all parties can exchange views to continuously improve work practices and performance. Moreover, strong communication contributes to a transparent and collaborative organizational culture, fostering a friendly and positive workplace environment.

Occupational Health and Safety

The safety and well-being of employees is a critical priorityfor the Company. Accordingly, the Company has established an Occupational Safety, Health, and Work Environment Policy to implement measures and maintain a safe working environment for all employees. All employees are required to take responsibility for their own safety as well as that of their colleagues. Working in a safe environment is a fundamental right of every individual. The Companys primary objective is to prevent and reduce workplace accidents to zero, enabling employees to perform their duties efficiently and safely, free from various hazards.

In addition, the Company provides annual health check-ups for all employees and offers group insurance coverage to ensure that employees receive appropriate protection and access to medical treatment.

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : No

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	1,361	1,331	1,425
Percentage of employees to total employment (%)	100.00	100.00	100.00

	2023	2024	2025
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	1361	1331	1425
Male employees (persons)	617	625	674
Percentage of male employees (%)	45.33	46.96	47.30
Female employees (persons)	744	706	751
Percentage of female employees (%)	54.67	53.04	52.70
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	590	567	573
Percentage of employees under 30 years old (%)	43.35	42.60	40.21
Total number of employees 30-50 years old (Persons)	727	714	793
Percentage of employees 30-50 years old (%)	53.42	53.64	55.65

	2023	2024	2025
Total number of employees over 50 years old (Persons)	44	50	59
Percentage of employees over 50 years old (%)	3.23	3.76	4.14

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	260	260	269
Percentage of male employees under 30 years old (%)	42.14	41.60	39.91
Total number of male employees 30-50 years old (Persons)	334	340	376
Percentage of male employees 30-50 years old (%)	54.13	54.40	55.79
Total number of male employees over 50 years old (Persons)	23	25	29
Percentage of male employees over 50 years old (%)	3.73	4.00	4.30

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	330	307	304
Percentage of female employees under 30 years old (%)	44.35	43.48	40.48
Total number of female employees 30-50 years old (Persons)	393	374	417
Percentage of female employees 30-50 years old (%)	52.82	52.97	55.53

	2023	2024	2025
Total number of female employees over 50 years old (Persons)	21	25	30
Percentage of female employees over 50 years old (%)	2.82	3.54	3.99

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	1,299	1,272	1,361
Percentage of employees in operational level (%)	95.44	95.57	95.51
Total number of employees in management level (Persons)	49	43	48
Percentage of employees in management level (%)	3.60	3.23	3.37
Total number of employees in executive level (Persons)	13	16	16
Percentage of employees in executive level (%)	0.96	1.20	1.12

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	579	588	635
Percentage of male employees in operational level (%)	93.84	94.08	94.21
Total number of male employees in management level (Persons)	28	24	26
Percentage of male employees in management level (%)	4.54	3.84	3.86

	2023	2024	2025
Total number of male employees in executive level (Persons)	10	13	13
Percentage of male employees in executive level (%)	1.62	2.08	1.93

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	720	684	726
Percentage of female employees in operational level (%)	96.77	96.88	96.67
Total number of female employees in management level (Persons)	21	19	22
Percentage of female employees in management level (%)	2.82	2.69	2.93
Total number of female employees in executive level (Persons)	3	3	3
Percentage of female employees in executive level (%)	0.40	0.42	0.40

Significant changes in the number of employees

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

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	0	0	0

	2023	2024	2025
Bangkok Metropolitan (Person)	0	0	0
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Number of female employees working in Thailand

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

Number of employees working abroad

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

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	2	1	1
Percentage of disabled workers to total employment (%)	0.15	0.08	0.07
Total number of employees with disabilities (Persons)	2	1	1
Total male employees with disabilities (persons)	2	1	1
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.15	0.08	0.07
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	355,748,452.37	342,314,312.00	424,727,107.00
Total male employee remuneration (baht)	165,061,984.02	164,096,296.00	212,031,028.00
Percentage of remuneration for male employees (%)	46.40	47.94	49.92
Total female employee remuneration (baht)	190,686,468.35	178,218,016.00	212,696,079.00

	2023	2024	2025
Percentage of remuneration for female employees (%)	53.60	52.06	50.08
Average of remuneration of employees (Baht/persons)	261,387.55	257,185.81	298,054.11
Average of remuneration for male employees (Baht/persons)	267,523.47	262,554.07	314,586.09
Average of remuneration for female employees (Baht/persons)	256,299.02	252,433.45	283,217.15
Rate of average of remuneration between female employees and male employees	0.96	0.96	0.90

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : No

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : No

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)	1180	1142	1241

	2023	2024	2025
Number of employees joining in PVD (persons)	283	278	553
Number of PVD members / Total employees (%)	20.79	20.89	38.81
Number of PVD members / Total eligible employees (%)	23.98	24.34	44.56

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	3,946,500.00	4,024,104.00	5,472,573.00

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 (%)
IT CITY PUBLIC COMPANY LIMITED	Yes	1,425	1,241	553	38.81	44.56

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	7.15	11.70	17.39

	2023	2024	2025
Total amount spent on employee training and development (Baht)	0.00	0.00	0.00
Percentage of training and development expenses to total expenses (%) (*)	0.000000	0.000000	0.000000
Percentage of training and development expenses to total revenue (%) (*)	0.000000	0.000000	0.000000

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

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours worked by employees (Hours)	0.00	N/A	N/A

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

	2023	2024	2025
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours)(*)	0.00	N/A	N/A
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours)(**)	0.00	N/A	N/A

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)	693	679	481
Total number of male employee turnover leaving the company voluntarily (persons)	301	274	216
Total number of female employee turnover leaving the company voluntarily (persons)	392	405	265
Proportion of voluntary resignations (%)	50.92	51.01	33.75
Percentage of male employee turnover leaving the Company voluntarily (%)	43.43	40.35	44.91
Percentage of female employee turnover leaving the Company voluntarily (%)	56.57	59.65	55.09

	2023	2024	2025
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

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

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	No
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	:	No

Information on customer management plan

Customer management plan

Company's customer management plan	:	No

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

Companys channels for receiving complaints from customers/consumers	:	Yes
Telephone	:	0-2656-5030-39 ต่อ 1318
Fax	:	0-2656-5049
Email	:	companysec@itcity.co.th
Companys website	:	www.itcity.co.th
Address	:	555 B2,5th Floor, Ratchaprarop Road, Makkasan, Ratchathewi, Bangkok.

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies	:	No

Information on community and social management plan

Community and social management plan

Company's community and social management plan	:	No

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	:	No

Social and Community Development Performance in 2025

The Company recognizes the importance of demonstrating social and environmental responsibility, as it believes that sustainable business growth can only be achieved when communities and society grow alongside the business. Accordingly, the Company has initiated various activities under the Share for Change project, based on the concept of creating balance in parallel with business growth.

The project emphasizes engagement with all stakeholder groups, both within and outside the organization, to support sustainable coexistence.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	0.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) (*)	0.000000	0.000000	0.000000
Percentage of financial contribution for community/social development projects or activities to total revenue (%) (*)	0.000000	0.000000	0.000000

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

ESG Performance

Company Name : IT CITY PUBLIC COMPANY LIMITED Symbol : IT

Market : SET Industry Group : Services Sector : Commerce

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines	:	Yes

The Company places strong emphasis on good corporate governance to build confidence among shareholders and all stakeholder groups. The Company adheres to the principles of the Good Corporate Governance Code for Listed Companies (2017), together with its Code of Conduct, to ensure that business operations are conducted with transparency, fairness, accountability, and auditability.

The Company has established its corporate governance policies and practices in written form and communicates them to relevant parties for consistent implementation. The full policy is disclosed on the Companys website at www.itcity.co.th

Reference link for the full version of corporate governance policy and guidelines	:	https://itcity.co.th/wp-content/uploads/2025/11/25681107-Code-of-Conduct_EN_rev.03.pdf

Policy and guidelines related to the board of directors

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

Nomination of directors

The Nomination and Remuneration Committee reviews and screens qualified candidates proposed for appointment as directors and senior executives, taking into consideration appropriateness, knowledge, expertise, and qualifications aligned with the Companys business strategy.

The Board applies a Board Skills Matrix to assess the skills and expertise of existing directors and to identify gaps (gap analysis) to ensure that newly nominated directors will strengthen the effectiveness of the Companys governance and management.

Determination of director remuneration

Directors and executives remuneration is determined on a reasonable and transparent basis, aligned with each individuals responsibilities and performance. The Company considers business performance, business size and growth, and benchmarking against listed companies in the same industry to ensure that remuneration is appropriate, competitive, and fair. Remuneration must also be approved by the shareholders meeting to ensure transparency and compliance with good corporate governance principles.

Independence of the board of directors from the management

The Company structures its Board to include Independent Directors in accordance with the prescribed criteria,

enabling effective oversight, monitoring, and checks and balances over management.
The roles and responsibilities of directors are clearly defined and separated from day-to-day management authority to avoid potential conflicts of interest.

Director development

The Board of Directors has established a policy for the development of directors and executives to enhance their knowledge,understanding, and skills in relation to the Companys business and other relevant programs that support the effective and continuous performance of their duties. The development approach includes induction programs, as well as the provision of necessary information, updates, and knowledge for newly appointed directors, incumbent directors, and the Companys executives. This also covers executives appointed to serve as directors within the group, as well as individuals involved in the Companys corporate governance framework, including committee secretaries, the Company Secretary, and Investor Relations officers.

Board performance evaluation

The Company conducts an annual performance evaluation of the Board of Directors and all Board committees (at least once a year).The evaluation results are presented to the Board of Directors to inform directors of the Boards effectiveness and to support the use of feedback for continuous improvement and enhanced performance.

Corporate governance of subsidiaries and associated companies

The Company has established a policy for the governance of subsidiaries and associates with the objective of defining direct and indirect measures and mechanisms that enable the Company to oversee and manage the operations of its subsidiaries and associates. This includes monitoring to ensure that subsidiaries and associates comply with the prescribed measures and mechanisms as if they were business units of the Company, and that their operations are aligned with the Companys policies.
Such governance is carried out in compliance with the Public Limited Companies Act, the Civil and Commercial Code, securities laws, and other applicable laws, as well as relevant notifications, regulations, and requirements of the Capital Market Supervisory Board, the Securities and Exchange Commission, and the Stock Exchange of Thailand. This policy is intended to protect the Companys investment interests in its subsidiaries and associates.

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

To perform duties in compliance with applicable laws with honesty and integrity, and to make fair and equitable decisions for all shareholders in order to achieve the best interests of shareholders as a whole. To disclose the companys status, operating performance, and financial/accounting information, as well as other relevant reports, accurately, completely, and in a timely manner. Furthermore, to communicate the companys future outlook to shareholders on an equal basis, supported by reasonable information and evidence, covering both positive and negative aspects.

Employee

Promote inclusive and continuous development of employees knowledge and capabilities, and comply with applicable labor laws and employment-related requirements. Communicate to employees to ensure awareness of their rights, duties, and responsibilities toward themselves and others. Ensure that appointments, transfers, rewards, and disciplinary actions are carried out with integrity and fairness, based on qualifications, competence, and appropriateness, and provide fair compensation to employees.

Customer

Provide services and deliver quality products that meet or exceed customer expectations at fair prices. Disclose complete, accurate, and non-misleading information regarding products and services. Treat customers fairly and without discrimination. Respect and protect customers personal data and confidential information, and do not use such information for the benefit of third parties. Continuously improve products and services with courtesy and efficiency to build customer confidence.

Business competitor

The Company conducts its business under the principles of fair competition. It does not seek to obtain competitors confidential information through dishonest or unlawful means, nor does it damage competitors reputations through false, misleading, or unfair statements or actions.

Business partner

The Company aims to build and maintain strong and sustainable relationships with suppliers and/or creditors based on fairness, integrity, and trust. The Company supports transparent business practices, does not give or accept bribes, and does not support unlawful acts or actions that may adversely affect the economy or national security. The Company strictly complies with agreed terms and conditions, and if it is unable to comply with any term, it will promptly provide advance notice and work together to identify appropriate solutions. This is to ensure the delivery of quality goods/services that are accurate, meet requirements, and provide value for all parties.

Creditor

The Company aims to build and maintain strong and sustainable relationships with suppliers and/or creditors based on fairness, integrity, and trust. The Company supports transparent business practices, does not give or accept bribes, and does not support unlawful acts or actions that may adversely affect the economy or national security. The Company strictly complies with agreed terms and conditions, and if it is unable to comply with any term, it will promptly provide advance notice and work together to identify appropriate solutions. This is to ensure the delivery of quality goods/services that are accurate, meet requirements, and provide value for all parties.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Conducting business with transparency and integrity is essential to building confidence among all stakeholder groups. The Company therefore places importance on establishing clear guidelines and standards of conduct to ensure that all employees act in an appropriate and ethical manner. Accordingly, the Company has prepared a **Business Code of Conduct Manual** to serve as guidance for practices consistent with the Companys values and ethical standards. The Companys Business Code of Conduct Manual covers a number of key topics, including:

1. **Responsibility to Shareholders:**The Company is committed to giving due importance to shareholders by complying with applicable laws, regulations, and requirements to ensure transparency in operations, and by respecting cultural differences, in order to build trust and safeguard shareholders best interests.
2. **Conflicts of Interest and Confidentiality:**The Company is responsible for preventing conflicts of interest through strict management of internal information, particularly information that may affect securities prices, and by ensuring secure management of personal data, to support ethical and transparent operations.
3. **Responsibility to the Company and Company Assets:**The Company emphasizes the protection of Company assets, including documents and related information, as well as the appropriate use of computers and information technology. The Company also considers employees public communications (e.g., comments or media interviews) and the exercise of political rights in a manner that does not compromise the organizations political neutrality.

4. **Treatment of the Companys Stakeholders:**The Company is committed to treating all stakeholder groupswhether shareholders, employees, customers, suppliers, or creditorsfairly and with respect. This includes anti-corruption practices, occupational health and safety and environmental management, promoting social responsibility, developing organizational competitiveness under fair competition, and preventing money laundering. The Company also provides an open and transparent channel for receiving complaints related to good corporate governance.

The Company places importance on conducting its business with transparency and in adherence to its Code of Conduct, through clear practices and high standards. This is aligned with the Companys vision to become one of the leading large-scale retailers of IT products, smartphones, and tablets by creating customer satisfaction through excellent service and offering modern, high-quality products.

Compliance with the Companys Business Code of Conduct is directly linked to the Companys vision, objectives, and strategies, with the aim of creating organizational value through building trust among all stakeholders, as well as promoting sustainable and transparent business practices. This, in turn, supports stability and continuous growth in the market.

The Company has established clear guidelines and a Business Code of Conduct to ensure that employees at all levels and management operate in the same direction, guided by ethical principles that enhance the Companys reputation and effectively meet stakeholders expectations.

Reference link for the full version of business code of conduct	:	https://itcity.co.th/wp-content/uploads/2025/11/25681107-Code-of-Conduct_EN_rev.03.pdf

Policy and guidelines related to business code of conduct

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

Prevention of Conflicts of Interest

The Company places importance on preventing and managing potential conflicts of interest that may arise among executives, directors, employees, and stakeholders to ensure transparent and fair business operations and to protect the best interests of the Company and its shareholders. The Company has implemented the following measures:

1.Conflict of interest prevention policy

The Company has established a clear policy on preventing conflicts of interest, requiring directors, executives, and employees to disclose any potential conflicts that may arise in the course of their work and to avoid decision-making that may undermine the balance of the Companys interests. This is to prevent conflicts of interest that could adversely affect the Companys credibility and transparency. In addition, the Company discloses its conflict of interest prevention policy on its website at www.itcity.co.th under the Sustainability section to allow shareholders and stakeholders to access the information transparently.

2.Disclosure of relevant interests

Directors and executives who have conflicts of interest in business matters or contracts with the Company must fully disclose such information to the Audit Committee or the Board of Directors. Such matters must be reviewed and commented on by the Audit Committee before being submitted to the Board of Directors for approval, prior to taking any actions that may give rise to conflicts of interest.

3.Training and awareness

The Company provides training for directors, executives, and employees at all levels on conflict of interest awareness and management to ensure that all personnel understand the importance of avoiding conflicts of interest and strictly complying with the Companys requirements.

4.Actions taken in the event of a conflict

If any action that may give rise to a conflict of interest is identified, the Company will take action in accordance with clear measures and make fair determinations. This may include adjusting relevant actions or taking disciplinary action where necessary.

Reference link for Prevention of Conflicts of Interest : https://itcity.co.th/en/policy-e/conflict-of-interest-policy-e/

Anti-corruption

In 2025, the Company placed emphasis on anti-corruption and the promotion of transparent business conduct. The Company established clear policies and practices to prevent and address corruption and the misuse of personal interests for improper gain across all parts of the organization. During the year, the Company implemented these policies rigorously and disclosed its anti-corruption policy on the Companys website at www.itcity.co.th under the Sustainability section to provide transparent access for shareholders and stakeholders.

1.Declaration of intent to join the Thai Private Sector Collective Action Against Corruption (CAC)

The Company signed a declaration of intent to join the Thai Private Sector Collective Action Against Corruption (CAC) on 23 December 2024, demonstrating its commitment to preventing corruption in all forms and supporting fair and transparent business practices. In 2025, the Company was in the process of preparing to apply for certification under the relevant procedures.

2.Communication of the anti-corruption policy

The Company communicated its anti-corruption policy and related practices to employees at all levels to ensure understanding and proper implementation.

3.Training and capacity building

The Company sent relevant personnel responsible for anti-corruption oversight to attend the Anti-Corruption: The Practical Guide (ACPG) Program, Batch 70/2025, organized by the Thai Institute of Directors, to enhance knowledge and skills in managing corruption-related risks.

4.Anti-corruption practices

The Company has established practices to support anti-corruption, including:

- Gifts, souvenirs, and entertainment (giving/receiving)
- Charitable donations
- Giving and receiving sponsorships/support
- Political neutrality

In addition, the Company provides whistleblowing and complaint channels regarding corruption, accessible through the Companys website at www.itcity.co.th under the Sustainability section, and has clearly communicated these channels to employees.

5.Monitoring and evaluation of policy implementation

The Company monitors and evaluates compliance with the anti-corruption policy on an ongoing basis. The Board of Directors has assigned the Audit Committee to oversee and continuously monitor the implementation of this policy to ensure effective and transparent practice.

In addition, the Internal Audit Departments annual audit plan includes anti-corruption reviews as part of the Companys annual internal assessment and audit to evaluate risks and the effectiveness of related measures.

6.Audit Committee review of the adequacy of internal controls

The Audit Committee reviews the adequacy of internal control processes related to anti-corruption on an annual basis to ensure that controls are sufficient to detect and prevent corruption effectively.

7.Actions taken when corruption is identified

The Company adheres to fair and appropriate processes when potential corruption or irregularities are identified, including investigation procedures and disciplinary actions in accordance with the Companys requirements.

Reference link for Anti-corruption	:	https://itcity.co.th/en/anti-corruption-e/

Whistleblowing and Protection of Whistleblowers

Whistleblowing

The Company is committed to fostering a transparent environment by providing accessible and confidential channels for employees and stakeholders to report concerns or complaints regarding operations that may involve corruption or other misconduct. The whistleblowing channels are as follows:

1. Send the letter to the Company Secretary 2. Send the letter to the Chairman of Audit Committee

Protection of Whistleblowers and Complainants

Employees or staff who, in good faith, submit complaints, provide whistleblowing information, give statements, or provide any information without malicious intent or an intention to harm any person or the Company will be protected by the Company. Such protection includes, for example, no unfair treatment in the form of changes in position, job duties, or workplace location; suspension; threats; harassment or interference with work performance; termination; or any other actions that constitute unfair treatment. If it becomes necessary to change or revoke the protection granted to any individual before the process under this policy is completed, approval must be obtained from the Audit Committee.

Reference link for Whistleblowing and Protection of Whistleblowers	:	https://itcity.co.th/en/whistle-blowing-e/

Prevention of Misuse of Inside Information

The Board of Directors recognizes the importance of preventing the misuse of the Companys inside information for personal benefit. Accordingly, the Company has established a securities trading policy applicable to directors, executives, and employees, which has been communicated throughout the organization and disclosed on the Companys website at www.itcity.co.th under the Sustainability section.

The Company has also informed executives of their statutory duties to report their securities holdings in the Company, including those of their spouses and minor children, as well as any changes in such holdings to the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand pursuant to Section 59, and the penalties under Section 275 of the Securities and Exchange Act B.E. 2535 (1992).

In addition, the Company has defined Designated Persons, meaning persons whose positions or duties give them access to the Companys inside information, including their spouses (or persons living together as husband and wife) and minor children, as well as any juristic person in which such persons, their spouses (or persons living together as husband and wife), or their minor children collectively hold more than 30% of the total voting rights and represent the largest shareholding in such juristic person. Designated Persons are prohibited from trading the Companys securities during the period of 30 days prior to the disclosure of the Companys quarterly and annual financial statements and during any other period as the Company may prescribe from time to time. Trading may resume only after at least 24 hours have passed following the public disclosure of material information by the Company.

In 2025, the Company Secretary issued reminders to Designated Persons regarding the securities trading blackout periods, prohibiting such persons from trading the Companys securities for 30 days prior to the disclosure of quarterly and annual financial statements, as well as during any other periods prescribed by the Company from time to time. Trading may resume only after at least 24 hours have passed following the Companys disclosure of material information.

During the past year, the Company received no complaints regarding any misconduct by directors or executives relating to the improper use of inside information.

In addition, in 2025, the Company organized training on the prevention of the misuse of inside information for personal gain and the prevention of conflicts of interest. Employees who attended the training accounted for 91.36% of the total office-based workforce.

Gift giving or receiving, entertainment, or business hospitality

Giving or receiving gifts and souvenirs may be permitted in accordance with customary practices and must be conducted transparently, without influencing the Companys operations or business decisions, and without any expectation of benefits or compensation in return. Such practices must comply with applicable laws and be consistent with the Companys policies. Any gifts must be given or received on behalf of the Company, and management approval is required if the value exceeds the threshold specified by the Company.

Hospitality may be provided or accepted in line with customary practices and must be transparent, without affecting the Companys operations or business decisions, and without any expectation of benefits or compensation. Hospitality must comply with applicable laws and the Companys policies and must be undertaken on behalf of the Company. In addition, hospitality expenses must be reviewed by the Accounting Department and Internal Audit to ensure compliance with the Companys requirements.

Compliance with laws, regulations, and rules

The Company places importance on good and transparent corporate governance. Clear policies and practices have been established to ensure that operations align with good corporate governance principles and comply with applicable laws and international standards. In 2025, the Company monitored and reviewed compliance with such policies and practices rigorously across several areas, including the following:

1. Maintaining Financial Credibility and Transparency in Disclosure
2. Prevention of Conflicts of Interest
3. Insider Trading and Use of Inside Information for Personal Gain
4. Anti-Corruption
5. Whistleblowing
6. Protection of Whistleblowers and Complainants
7. Disciplinary Actions and Remedial Measures
8. Monitoring of the Whistleblowing and Complaint Handling System

Information and assets usage and protection

The Company emphasizes the protection of Company assets, including documents and related information, as well as the appropriate use of computers and information technology. The Company also considers employees public communications (e.g., comments or media interviews) and the exercise of political rights in a manner that does not compromise the organizations political neutrality.

Anti-unfair competitiveness

The Company conducts its business under the principles of fair competition. It dose not seek competitors' confidential information through dishonest or unlawful means, and does not damage competitors' reputations through defamation or any actions that are untrue or unfair.

Information and IT system security

The Company manages its information systems across all operational levels, from the corporate level to operational units, to ensure that material information is managed effectively. The Company operates in accordance with relevant policies and procedures used to control information systems, including information security measures and effective communication practices, so that management, the Board of Directors, employees, shareholders, investors, and other stakeholders receive accurate, reliable, and complete information.

In addition, the Company provides channels for employees and external parties to submit complaints or suggestions to the Data Protection Officer, the Company Secretary, or the Audit Committee through channels specified in the Companys corporate governance policy and Code of Conduct.

Additional measures implemented to enhance effective information technology management include:

1.System Access Control and Monitoring : The Company controls and monitors access to information for employees at all levels through an access control framework and audit logs to prevent inappropriate or unauthorized access to data.

2.IT and Cybersecurity Training : The Company provides training on information technology usage and cybersecurity for employees at all levels to enhance awareness of the importance of data protection and safe use of technology.

3.Data Backup and Disaster Recovery : The Company has a policy for backing up critical data and restoring information systems in the event of unexpected incidents (disaster recovery) to ensure the Company can resume operations quickly and securely.

4.Cybersecurity Threat Prevention Measures : The Company applies strict cybersecurity measures, such as firewalls, data encryption, and intrusion detection systems, to protect critical information from cyberattacks.

5.Personal Data Protection and Management : The Company has policies to protect customers and employees personal data in accordance with its Data Privacy Policy, ensuring compliance with applicable laws and regulations on personal data protection.

6.Disclosure of Security Policies : The Company discloses its information system security policies and measures for safeguarding critical information on the Companys website (**www.itcity.co.th**) to provide shareholders and stakeholders with transparent and clear access to information regarding the Companys data protection practices.

These measures help the Company mitigate risks arising from the use of information systems and build confidence in the security of information management both within and outside the organization.

Environmental management

Operational Efficiency, Environmental Management,and Biodiversity

Greenhouse gas (GHG) emissions are a primary driver of climate change, resulting from both natural processes and human activities.GHG emissions affect ecosystems, the economy, society, water resource management, and various infrastructure systems. This is a global challenge that requires collective action among all countries to mitigate impacts, and worldwide efforts to reduce GHG emissions are being intensified.

The Company recognizes the significance of this issue and is committed to developing the organization while reducing environmental impacts to support responsible business growth. Managing GHG emissions throughout the supply chain is an important part of the Companys policy, and details of this policy are disclosed on the Companys website at www.itcity.co.th Goals

Goals

1. By 2028, reduce electricity consumption by 10% compared to the base year (2023).
2. By 2030, reduce greenhouse gas emissions by 30% compared to the base year (2023) (Scope 1 and Scope 2).
3. By 2050, achieve net zero greenhouse gas emissions across Scopes 1, 2, and 3.
4. Promote reforestation, forest conservation, and the expansion of green areas.

Strategies

1. Promote digitalization to reduce paper consumption.
2. Foster energy-saving awareness across the organization.
3. Enhance logistics and transportation efficiency.
4. Develop the Companys carbon footprint inventory.
5. Promote green products and green services.
6. Support reforestation projects and the restoration of green areas.
7. Ensure proper management of e-Waste and other waste.
8. Raise environmental awareness among employees and business partners.

Human rights

The Human Rights Policy is a sub-topic under the Companys Human Resource Management Policy and is disclosed on the Companys website at www.itcity.co.th under the Sustainability section. The Company is committed to social responsibility and to all stakeholder groups in accordance with the principles of corporate governance and the Code of Conduct. In terms of human rights protection, the Company is committed to respecting human rights in strict accordance with internationally recognized standards, particularly by supporting compliance with the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO Declaration), as well as the social and community rules and regulations in the countries where the Company operates.

All directors, executives, and employees at every level are required to recognize the importance of, and respect, human rights in all aspects relating to every individual, as well as society and communities, in accordance with the laws of each country and the treaties to which each country is bound. This includes:

- Treating all individuals equally in accordance with human rights principles, without discrimination.
- Avoiding any actions that constitute human rights violations.
- Supporting and promoting respect for human rights.

1. **Remediation in Cases of Rights Violations**

In the event of a human rights violation within the organization, the Company will provide fair and appropriate remediation to affected persons, as follows:

- **Investigation and Impact Assessment :** The Company will carefully investigate and assess the impacts arising from the human rights violation in order to determine the effects on affected persons and consider the nature of the violation before proceeding with remediation.
- **Fair Remediation :** The Company will provide remediation to affected persons through appropriate measures, which may include an official apology, financial compensation, suitable rehabilitation, and other necessary assistance, to ensure proper resolution and remedy.
- **Disclosure :** The Company will disclose information regarding the violation and the remediation provided in a transparent and accountable manner, enabling stakeholders to be informed and to verify the process.

2.P

revention and Continuous Improvement

The Company will apply lessons learned from any human rights violations to improve internal policies and processes and to prevent recurrence. This includes providing training and awareness programs for employees at all levels on human rights and compliance with the Companys policies.

3. **Complaint Channels**

The Company provides clear complaint channels for employees and external parties affected by rights violations to ensure that each case is reviewed fairly and addressed transparently.

The Company believes that remediation for human rights violations demonstrates the Companys responsibility to protect rights and uphold fairness for all parties, while strengthening stakeholder confidence in the Companys sustainability and transparency.

Safety and occupational health at work

The safety and well-being of employees is a critical priority for the Company. Accordingly, the Company has established an Occupational Safety, Health, and Work Environment Policy to implement measures and maintain a safe working environment for all employees. All employees are required to take responsibility for their own safety as well as that of their colleagues. Working in a safe environment is a fundamental right of every individual. The Companys primary objective is to prevent and reduce workplace accidents to zero, enabling employees to perform their duties efficiently and safely, free from various hazards.

In addition, the Company provides annual health check-ups for all employees and offers group insurance coverage to ensure that employees receive appropriate protection and access to medical treatment.

Reference link for Safety and occupational health at : https://itcity.co.th/wp-content/uploads/2025/08/itcity-hsework policy-en.pdf

Social and Public Responsibility

The Company supports the undertakings which are useful for the community and public society, does not perform any acts that will discredit the country, natural resources, and environment, does not collaborate or support any person who does the business, which is illegal or vulnerable to the society and the security of the country, and also cultivate the awareness of community and public social responsibility to be arisen in the organization. The Company intends to operate the business together with social responsibility by adhering to the Business Ethics and Corporate Governance Code. The Companys activity implementation focuses on the employee participation with public mind in order to continuously cultivate the awareness of social responsibility to all levels of employees in the organization. The Company is involved in the role of supporting the social activities in various periods and occasions under the expectation of the maximum interest to the society and community, implements the activities that are creative and beneficial in supporting the activities of agencies, and supporting monetary matters and equipment for education, for promotion of the youth and Thai societys strong quality of life in order to reinforce the sustainable social foundation of the country accordingly.

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

To ensure effective compliance with the Business Code of Conduct, the Company has established clear processes for training and communicating the Code of Conduct to all relevant parties. This begins with introducing good corporate governance practices as part of the onboarding process for new employees, followed by annual refreshers to ensure that employees and management understand the importance of adhering to the Business Code of Conduct.

The Company also provides convenient and secure channels for reporting misconduct or any actions that are inconsistent with the Business Code of Conduct, enabling employees to report inappropriate behavior openly without fear of retaliation or punishment. This reflects the Companys commitment to fostering a transparent and accountable organizational culture.

In addition, the Audit Committee and management regularly monitor and review compliance with the Business Code of Conduct to ensure that the organization operates in strict accordance with ethical principles. Compliance outcomes are also reported in the Companys annual report (56-1 One Report) to strengthen confidence among shareholders and stakeholders.

These measures support the development of a culture focused on ethical conduct and the creation of sustainable organizational value, enabling the Company to grow in the market and maintain a strong reputation over the long term.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks	:	Yes
Anti-corruption networks or projects the company has joined or declared intent to join	:	Thai Private Sector Collective Action Against Corruption (CAC) CAC membership certification status : Not certified Certification document of CAC membership status : 0.pdf

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

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

In the past year, did the company review the corporate governance policy and guidelines, or board of directors charter	:	Yes
Material changes and developments in policy and guidelines over the past year	:	No

In 2025, the Company reviewed its corporate governance policies, practices, and systems to ensure appropriateness and alignment with the Companys circumstances. Such review was approved by the Board of Directors Meeting No. 6/2025 held on 12 December 2025. In addition, the Company reviewed and updated the charters of the Board of Directors and its sub-committees to align with changes in relevant corporate governance standards. These updates were presented to and approved at the same Board meeting to ensure that future operations are efficient and aligned with the principles of good corporate governance.

Throughout 2025, the Company complied with the principles of good corporate governance, except for the following matters:

1) The Company has one Independent Director who has served for more than nine (9) years, namely Mr. Vichit Yanamorn, due to his experience and knowledge which are beneficial to the Companys operations and strategy. The Independent Director continues to be able to perform his duties independently and to provide constructive views that support the Boards decision-making, including protecting the interests of shareholders and stakeholders. The continuation of his tenure does not affect his independence in performing duties. The Company also regularly conducts performance evaluations of Independent Directors to ensure that there is no impact on fair and transparent decision-making.

2) The Company has five (5) Independent Directors,representing 45.45% of the total number of directors, which is still below the 50% threshold recommended under the Good Corporate Governance principles. Nevertheless, in the director nomination process, the Company carefully considers each candidates qualifications and suitability, with due regard to their ability to strengthen effective corporate governance. Although the proportion of Independent Directors does not meet the recommended threshold, the Company continues to maintain effective corporate governance and appropriate checks and balances among all groups of directors to ensure transparent and fair decision-making, as well as to appropriately protect the interests of shareholders and stakeholders.

Implementation of the CG Code for listed companies

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

Other corporate governance performance and outcomes

Assessment of Compliance with Good Corporate Governance Principles in 2025

• Corporate Governance Report of Thai Listed Companies (CGR) Survey The Company was assessed under the 2025 Thai Listed Company Corporate Governance assessment conducted by the Thai Institute of Directors (IOD). The Company achieved an overall average score of 97 points, rated at the Excellent level, and received an Excellent rating for the second consecutive year.

• Quality Assessment of Annual General Meeting of Shareholders (AGM)

The Company was rated at the Excellent level and achieved a perfect score of 100 points in the quality assessment of the Companys 2025 Annual General Meeting of Shareholders, conducted by the Thai Investors Association.

• Sustainability Assessment 2025

The Company was selected for inclusion in the Stock Exchange of Thailands sustainable stocks list under the SET ESG Ratings 2025, achieving a rating of AA, and was included in the sustainable stocks list for the second consecutive year.

• Declaration of Intent to Join Thailands Private Sector Collective Action Coalition Against Corruption (CAC)

The Company declared its intent to join Thailands Private Sector Collective Action Coalition Against Corruption (CAC). The Companys Chief Executive Officer signed the declaration of intent on 23 December 2024, and the Company is currently preparing to submit its application for certification in accordance with the relevant process.

The above assessments reflect the Companys commitment to operating its business in accordance with good corporate governance principles, with a focus on transparency, ethical conduct, and alignment with leading governance standards. This strengthens confidence among investors and all stakeholder groups, particularly in safeguarding interests in a clear and fair manner, while supporting long-term business sustainability.

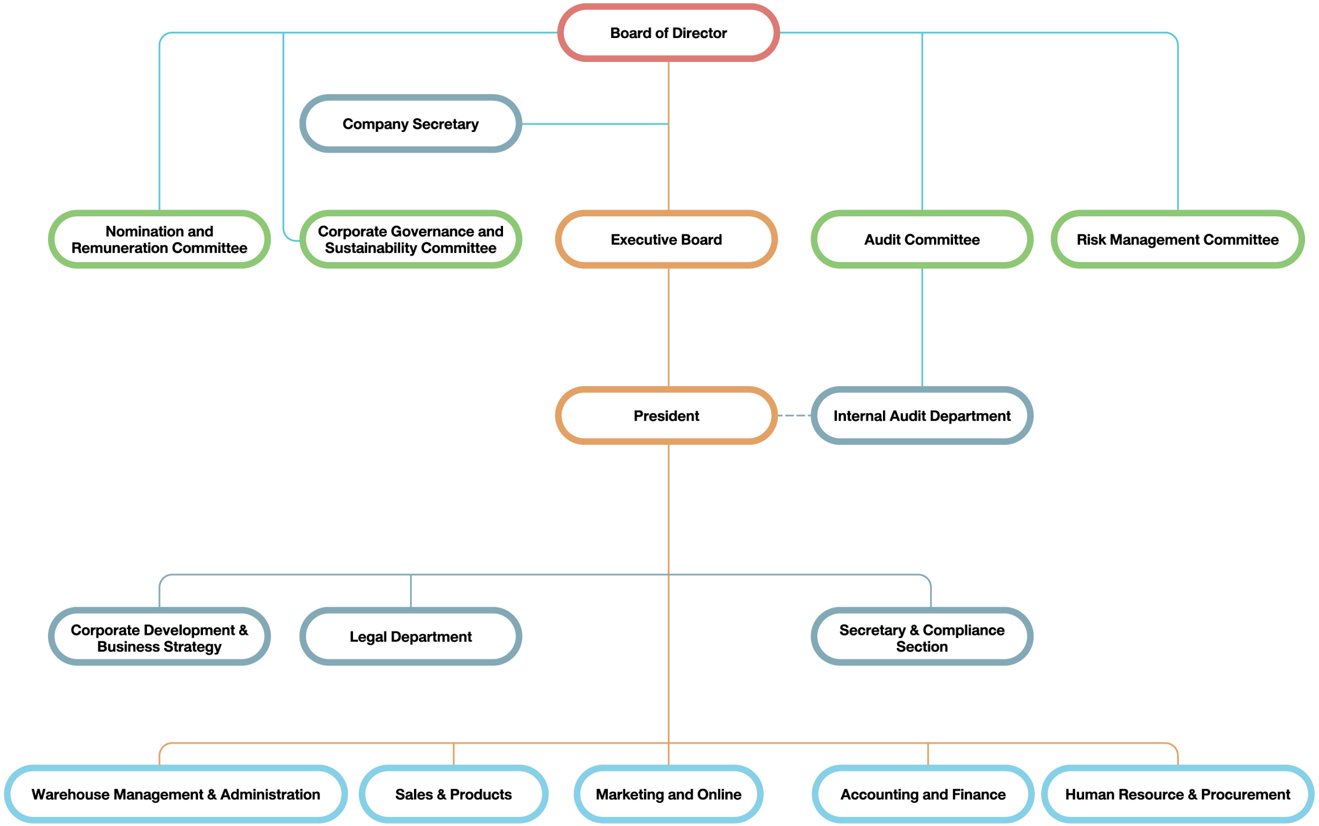
Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	11		11		11	
	11	0	11	0	11	0
Executive directors	3		3		3	
	3	0	3	0	3	0
Non-executive directors	8		8		8	
	8	0	8	0	8	0
Independent directors	5		5		5	
	5	0	5	0	5	0
Non-executive directors who have no position in independent directors	3		3		3	
	3	0	3	0	3	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	100.00	0.00	100.00	0.00	100.00	0.00
Executive directors	27.27		27.27		27.27	
	27.27	0.00	27.27	0.00	27.27	0.00
Non-executive directors	72.73		72.73		72.73	
	72.73	0.00	72.73	0.00	72.73	0.00
Independent directors	45.45		45.45		45.45	
	45.45	0.00	45.45	0.00	45.45	0.00
Non-executive directors who have no position in independent directors	27.27		27.27		27.27	
	27.27	0.00	27.27	0.00	27.27	0.00

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	60		61		62	
	60	0	61	0	62	0

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
1. Mr. VICHIT YANAMORN Gender: Male Age : 79 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No	Chairman of the board of directors (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	7 Oct 2002	Statistics, Information & Communication Technology, IT Management, Project Management, Data Analysis
2. Mr. EKACHAI SIRIJIRAPATANA Gender: Male Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Business Information System Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No	Director (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)	7 Oct 2002	Strategic Management, Change Management, Data Analysis, Human Resource Management, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
3. Mr. PIPOPE CHOKVATHANA Gender: Male Age : 49 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Information System 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 **Shareholding in the company** • Direct shareholding : 1,465,859 Shares (0.400072 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 20,000 Shares (0.005459 %)	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	11 Apr 2018	Brand Management, IT Management, Strategic Management, Marketing, Digital Marketing

List of directors	Position	First appointment date of director	Skills and expertise
4. Dr. WILSON TEO YONG PENG Gender: Male Age : 59 years Highest level of education : Doctoral degree Study field of the highest level of education : Business Administration Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors) 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)	11 Apr 2018	Finance, Accounting, Strategic Management, Audit, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. SARSAK TUNTASUWON Gender: Male Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Public Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	9 May 2018	Law, Risk Management, Strategic Management, Sustainability, Audit

List of directors	Position	First appointment date of director	Skills and expertise
6. Dr. SATHIT PITIVARA Gender: Male Age : 62 years Highest level of education : Doctoral degree Study field of the highest level of education : Public Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	9 May 2018	Change Management, Corporate Management, Governance/ Compliance, Strategic Management, Marketing

List of directors	Position	First appointment date of director	Skills and expertise
7. Mr. WEERAPAT PUNSAK-UDOMSIN Gender: Male Age : 55 years Highest level of education : Bachelor'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 **Shareholding in the company** • Direct shareholding : 19,823,881 Shares (5.410465 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors) 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)	8 Aug 2018	Marketing, Leadership, Corporate Management, IT Management, Audit

List of directors	Position	First appointment date of director	Skills and expertise
8. Mr. PICHAI NERANARTKOMOL Gender: Male Age : 67 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	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	28 Jun 2019	Strategic Management, Leadership, Law, Information & Communication Technology, Commerce

List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. CHATTAPHUM KHANTIVIRIYA Gender: Male Age : 64 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 **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	6 Nov 2019	Finance, Accounting, Corporate Management, Budgeting

List of directors	Position	First appointment date of director	Skills and expertise
10. Mr. SOPHON INTANATE Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : No DCP course : Yes	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	8 Aug 2018	Data Analysis, Economics, Negotiation, Leadership, Electronic Components

List of directors	Position	First appointment date of director	Skills and expertise
11. Mr. RONNAWAT SUWANNAPIROM 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 **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	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)	5 Apr 2022	Law, Audit, Accounting, Internal Control, Leadership

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
1. Mr. VICHIT YANAMORN	Chairman of the board of directors		✔	✔		
2. Mr. EKACHAI SIRIJIRAPATANA	Director	✔				✔
3. Mr. PIPOPE CHOKVATHANA	Director		✔		✔	
4. Dr. WILSON TEO YONG PENG	Director		✔		✔	
5. Mr. SARSAK TUNTASUWON	Director		✔	✔		
6. Dr. SATHIT PITIVARA	Director		✔	✔		
7. Mr. WEERAPAT PUNSAK-UDOMSIN	Director		✔		✔	
8. Mr. PICHAI NERANARTKOMOL	Director	✔				✔
9. Mr. CHATTAPHUM KHANTIVIRIYA	Director		✔	✔		
10. Mr. SOPHON INTANATE	Director	✔				✔
11. Mr. RONNAWAT SUWANNAPIROM	Director		✔	✔		
Total (persons)		3	8	5	3	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	9.09
2. Commerce	1	9.09
3. Electronic Components	1	9.09
4. Information & Communication Technology	2	18.18
5. Law	3	27.27
6. Marketing	3	27.27
7. Accounting	3	27.27
8. Finance	2	18.18
9. Human Resource Management	1	9.09
10. Sustainability	1	9.09
11. IT Management	3	27.27
12. Data Analysis	3	27.27
13. Statistics	1	9.09
14. Digital Marketing	1	9.09
15. Brand Management	1	9.09
16. Negotiation	1	9.09
17. Project Management	1	9.09
18. Corporate Management	3	27.27
19. Change Management	2	18.18
20. Leadership	4	36.36
21. Strategic Management	6	54.55
22. Risk Management	1	9.09

Skills and expertise	Number (persons)	Percent (%)
23. Audit	4	36.36
24. Internal Control	1	9.09
25. Budgeting	1	9.09
26. Governance/ Compliance	3	27.27

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
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	Yes	Yes

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : Others : Independence of the Board from Management

1) The Company structures its Board to include Independent Directors in accordance with the prescribed criteria, enabling effective oversight, monitoring, and checks and balances over management.

2) The roles and responsibilities of directors are clearly defined and separated from day-to-day management authority to avoid potential conflicts of interest.

Information on the roles and duties of the board of directors

Board charter	:	Have

The Board of Directors has the authority and responsibility to manage the company in accordance with the law, the companys objectives, and its regulations, as well as the resolutions of the shareholders' meeting that comply with the law, with integrity and due care to protect the companys interests. The full charter of the Board of Directors, including the sub-committees, is disclosed on the companys website at www.itcity.co.th under the "Sustainable Development" section. The key powers and duties are summarized as follows:
a) The Board of Directors shall hold an annual general shareholders meeting within four months of the last day of the fiscal year of the Company.
b) The Board of Directors shall hold a meeting at least once every three months.
c) The Board of Directors shall prepare the balance sheet and income statement as of the last day of the fiscal year of the Company for submission to the shareholders meeting for their consideration and approval.
d) The Board of Directors may approve the granting of authority to any directors or director to take any action on behalf of the Board or grant authority to any persons the Board considers appropriate, and the Board may change, amend or cancel said authority whenever it deems appropriate.
e) The Board of Directors shall determine the Companys target, policy, business plan and budget and supervise the management of the Executive Committee to ensure it is in line with the Companys policy.
f) The Board of Directors shall determine the management structure, appointment of the Executive Committee, Chief Executive Officer, and members of other Committees.
g) The Board of Directors shall monitor the Companys performance so as to compare it with the overall business plan and budget.
h) No director shall engage in any business which has the same nature as and is in competition with the business of the Company or become a partner in an ordinary partnership or become a director of a private company or any other company operating a business which has the same nature as and is in competition with the business of the Company, unless he or she notifies the shareholders meeting prior to the resolution of his or her appointment.
i) A director shall notify the Company without delay when he or she has a direct or indirect interest in any contract which is made by the Company; and when he or she holds shares or debentures of the Company or an affiliated company, and shall indicate any increase or decrease in the number of the directors total number of shares.

Reference link for the board charter	:	https://itcity.co.th/wp-content/uploads/2025/11/Board_of_Directors_Charter-e_Rev01-1.pdf

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

• Audit of financial statements and internal controls

Scope of authorities, role, and duties

- To review the Companys financial reporting process to ensure that it is accurate and adequate.
- To review the Companys internal control system and internal audit system to ensure that they are suitable and efficient, to determine an internal audit units independence.
-To review the Companys compliance with the law on securities and exchange, the Exchanges regulations.
-To consider, select and nominate an Independent person to be the Companys auditor, and to propose such persons
remuneration.
- To review the Connected Transactions, or the transactions that may lead to conflicts of interests, to ensure that they are in compliance with the laws and the Exchanges regulations.
-To prepare, and to disclose in the Companys annual report.
- To perform any other act as assigned by the Companys board of directors, with the approval of the audit committee.
-To perform the Audit Committees report to the Companys board of directors at least once for each quarter.

Reference link for the charter

-

Risk Management Committee

Role

• Risk management

Scope of authorities, role, and duties

- Determine and review the risk management framework, Risk Management Charter, administrative policies and processes
as well as suggest guidelines for managing risks related to the companys business.
- Support and develop risk management at all levels throughout the organization.This includes having various tools continuously and effectively.
- Supervise, monitor and review important risk management plans and reports along with giving advice. This is to ensure that the risk is managed effectively and appropriately at an
acceptable level and in line with the risk management policy.
- Report important risk management results to the Board of Directors for acknowledgment.
- When performing its duties, the Risk Management Committee may seek approval from an independent consultant when
considered necessary and appropriate.

Reference link for the charter

-

Nomination and Remuneration Committee

Role

• Director and executive nomination
• Remuneration

Scope of authorities, role, and duties

- Consider the structure of the entire board of directors in terms of the number of directors that is appropriate with the size, type and complexity of business.
- Recruit, select and nominate suitable people to serve as company directors according to term and/or upon vacancies of positions and/or make additional appointments through proposals made to the board of directors and shareholder meetings for consideration of approval.
- Consider the selection of qualified persons who are not contrary to official regulations to hold the position of director.The qualifications of a person who is going to be an independent director must at least comply with the rules prescribed by the SEC for submission.
- Consider and select qualified directors to be members of the committees and present to the Board of Directors for appointing consideration.
- Consider guidelines and set remunerations for the board of directors and sub-committee directors.
- Consider the guidelines and principles for the annual performance evaluations of the board of directors by arranging for the preparation of performance evaluation forms for the board of directors and for evaluating the performance of the Nomination and Remuneration Committee.
- Review the suitability of the charter of the Nomination and Remuneration Committee on a regular basis and, if changes are necessary, make proposals to the board of directors for approval consideration.
- Perform other tasks as assigned by the board of directors.

Reference link for the charter

-

Governance and Sustainable Development Committee

Role

- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

- To determine the guidelines, propose policies/ practices on code of conduct and business ethics including anti-corruption policy.
- To suggest, review policy/practice regarding the responsibilities to various groups of the Companys stakeholders, and to supervise, give advice, monitor the progress of operations, and evaluate the effectiveness of corporate governance practices.
- To promote integrated organizational management, including Governance, Risk Management & Internal Control, and Compliance (GRC) for effectiveness.
- To determine, and review policies and strategies and improve the Company's sustainable development goals with the balance of Environmental, Social, and Governance (ESG).
- To give advice and promote the establishment of principles, policies, and strategies, including the Companys operations to be in line with the principle of sustainable development.

- To supervise, monitor, evaluate, and disclose the sustainable development operations to be balanced and efficient for maximum benefit to the Company and its stakeholders.

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. VICHIT YANAMORN(*) Gender: Male Age : 79 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	9 May 2018	Statistics, Information & Communication Technology, IT Management, Project Management, Data Analysis
2. Mr. SARSAK TUNTASUWON Gender: Male Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Public Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	9 May 2018	Law, Risk Management, Strategic Management, Sustainability, Audit

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Mr. RONNAWAT SUWANNAPIROM 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 Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	12 May 2022	Law, Audit, Accounting, Internal Control, Leadership

Additional explanation :

(*) Directors with expertise in accounting information review

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

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. EKACHAI SIRIJIRAPATANA Gender: Male Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Business Information System Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	6 Nov 2019

List of committee members	Position	Appointment date of executive committee member
2. Mr. PICHAI NERANARTKOMOL Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes	Vice-chairman of the executive committee	6 Nov 2019
3. Mr. SOPHON INTANATE Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	6 Nov 2019

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

Other Subcommittees

Subcommittee name	Name list	Position
Risk Management Committee	Mr. SARSAK TUNTASUWON	The chairman of the subcommittee (Independent director)
	Mr. VICHIT YANAMORN	Member of the subcommittee (Independent director)
	Mr. RONNAWAT SUWANNAPIROM	Member of the subcommittee (Independent director)
Nomination and Remuneration Committee	Dr. SATHIT PITIVARA	The chairman of the subcommittee (Independent director)
	Mr. RONNAWAT SUWANNAPIROM	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
	Mr. PIPOPE CHOKVATHANA	Member of the subcommittee
Governance and Sustainable Development Committee	Mr. RONNAWAT SUWANNAPIROM	The chairman of the subcommittee (Independent director)
	Mr. CHATTAPHUM KHANTIVIRIYA	Member of the subcommittee (Independent director)
	Mr. PIPOPE CHOKVATHANA	Member of the subcommittee

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

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. EKACHAI SIRIJIRAPATANA Gender: Male Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Business Information System Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Chairman (The highest-ranking executive)	6 Nov 2019	Strategic Management, Change Management, Data Analysis, Human Resource Management, Governance/ Compliance

List of executives	Position	First appointment date	Skills and expertise
2. Mr. SOPHON INTANATE Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	PRESIDENT	6 Nov 2019	Data Analysis, Economics, Negotiation, Leadership, Electronic Components
3. Mr. PICHAI NERANARTKOMOL Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Vice President	6 Nov 2019	Strategic Management, Leadership, Law, Information & Communication Technology, Commerce

List of executives	Position	First appointment date	Skills and expertise
4. Mr. Pairoj Amatamahatana Gender: Male Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Business Information System Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Vice President of Warehouse Management & Administration	1 Oct 2020	Risk Management, IT Management, Negotiation, Procurement, Data Management
5. Ms. Wannaporn Chansareewittaya(*) Gender: Female Age : 36 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Vice President of Financial and Accounting	1 Oct 2020	Accounting, Risk Management, Budgeting, Audit, Finance

List of executives	Position	First appointment date	Skills and expertise
6. Mr. Suwat Panichpakdee Gender: Male Age : 68 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Vice President	1 Jan 2021	Strategic Management, Data Analysis, Finance, Leadership, Economics

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance
(**) Accounting supervisor
(***) Appointed after the fiscal year end of the reporting year

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

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

Remuneration policy for executive directors and executives

- Executive compensation is determined based on the responsibilities of each position and the companys performance, with primary consideration given to shareholders interests and the companys sustainability.
- Compensation is set using fair criteria by benchmarking against companies in the same industry and of similar size.
- Compensation consists of salary, bonuses, and other benefits, taking into account performance outcomes and achieved targets.
- Long-term incentives are determined based on the companys growth and the enhancement of shareholder value, in order to encourage executives to focus on delivering sustainable performance.

Reference link for remuneration policy for executive directors and executives : https://itcity.co.th/en/director-remuneration-policy-e/

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

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	19.50	20.25	27.32

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 directors and executives in the past year : 0.00

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Teeraporn Kulchawa	teeraporn_k@itcity.co.th	02-656-5030-39

List of the company secretary

General information	Email	Telephone number
1. Ms. RATTANAPORN KOOMPAN	rattanaporn_ko@itcity.co.th	02-656-5030-39

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Chirawan Thipkomut	chirawan_p@itcity.co.th	02-656-5030-39

List of the head of the compliance unit

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Nannaphat Thirakanokwilai	nannaphat_t@itcity.co.th	0-2656-5030-39

Company's auditor

Details of the companys 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	2,750,000.00	-	-

Assigned personnel in case of a foreign company

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

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

Over the past year, the Board of Directors performed its key roles and duties that contributed to the Companys organizational development and strengthened its capabilities across various areas. The Board set policies and strategies aimed at enhancing sustainable competitiveness, with a focus on establishing direction and strategies to drive growth in a highly competitive environmentparticularly in the IT industry, which is characterized by rapid change and innovation. The Board placed emphasis on supporting market expansion, new product development, and the creation of business opportunities in new markets as key drivers of the Companys growth. A summary of the Boards performance over the past year is as follows: 1. Oversight of the Companys operations 2. Establishment of policies and business direction 3. Development of corporate governance-related policies and practices 4.Monitoring implementation of strategies 5. Promotion of innovation 6. Sustainability development and promotion 7. Anti-corruption
8.Monitoring and evaluation of corporate governance practices 9. Internal control and internal audit 10. Promotion of an ethical corporate culture. The details have been disclosed in the Annual Registration Statement (Form 56-1), pages 178179.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. EKACHAI SIRIJIRAPATANA	Director	7 Oct 2002	Strategic Management, Change Management, Data Analysis, Human Resource Management, Governance/ Compliance
Dr. WILSON TEO YONG PENG	Director	11 Apr 2018	Finance, Accounting, Strategic Management, Audit, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
Mr. WEERAPAT PUNSAK-UDOMSIN	Director	8 Aug 2018	Marketing, Leadership, Corporate Management, IT Management, Audit
Mr. RONNAWAT SUWANNAPIROM	Director	5 Apr 2022	Law, Audit, Accounting, Internal Control, Leadership

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 Nomination and Remuneration Committee is responsible for screening and selecting qualified candidates for appointment as directors and senior executives. This is carried out by considering their suitability, knowledge, expertise, and alignment with the Companys business strategies.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Number of directors from major shareholders

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

Rights of minority shareholders on director appointment

The company grants minority shareholders the right to nominate individuals for consideration as directors in advance for a period of one month prior to the shareholders meeting. Nominations may be submitted through the companys website or sent directly to the Company Secretary. The company publishes all details and criteria on its website and also announces this right through the website of the Stock Exchange of Thailand.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. VICHIT YANAMORN (Chairman of the board of directors, Independent director)	Participating	-
2. Mr. EKACHAI SIRIJIRAPATANA (Director)	Participating	-

List of directors	Participation in training in the past financial year	History of training participation
3. Mr. PIPOPE CHOKVATHANA (Director)	Participating	-
4. Dr. WILSON TEO YONG PENG (Director)	Participating	-
5. Mr. SARSAK TUNTASUWON (Director, Independent director)	Participating	-
6. Dr. SATHIT PITIVARA (Director, Independent director)	Participating	-
7. Mr. WEERAPAT PUNSAK-UDOMSIN (Director)	Participating	-
8. Mr. PICHAI NERANARTKOMOL (Director)	Non-participating	-
9. Mr. CHATTAPHUM KHANTIVIRIYA (Director, Independent director)	Non-participating	-
10. Mr. SOPHON INTANATE (Director)	Participating	-
11. Mr. RONNAWAT SUWANNAPIROM (Director, Independent director)	Participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Company has established criteria and conducts performance evaluations of the Board of Directors as a whole, its sub-committees, and individual directors at least once a year. The Company has adapted sample assessment forms for the performance evaluation of the Board of Directors, sub-committees, and individual directors issued by the Stock Exchange of Thailand to ensure alignment with the Companys context.

In 2025, the Company conducted performance evaluations of the Board of Directors as a whole, individual directors, and sub-committees. The assessment forms were reviewed by the Nomination and Remuneration Committee on 24 October 2025 to ensure that the evaluations remained aligned with the current circumstances and complied with good corporate governance principles.

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

The Company has established criteria and evaluated the performance of the Board of Directors, sub-committees, and individual directors at least once a year, the Company has applied and adapted the examples of performance evaluation for the Board of Directors, Sub-committees, and Individual Directors of the Stock Exchange of Thailand to be consistent to the use of the Company.

In 2025, the company conducted an evaluation of the performance of the Board of Directors as a whole, individual directors, and the sub-committees. The evaluation form was reviewed by the Nomination and Remuneration Committee on October 24, 2025, to ensure that the evaluation aligns with the current situation and adheres to good corporate governance principles.

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

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Risk Management Committee	Group assessment	4	100
	Self-assessment	4	100
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	4	100
	Self-assessment	4	100
	Cross-assessment (assessment of another director)	None	None
Governance and Sustainable Development Committee	Group assessment	4	100

List of directors	Assessment form	Grade / Average score received	Grade / Full score
	Self-assessment	4	100
	Cross-assessment (assessment of another director)	None	None
Board of Directors	Group assessment	4	100
	Self-assessment	4	100
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	4	100
	Self-assessment	4	100
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	None	None
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the : 6

past year (times)

Date of AGM meeting : 09 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. VICHIT YANAMORN (Chairman of the board of directors, Independent director)	6	/	6	1	/	1		/	
2. Mr. EKACHAI SIRIJIRAPATANA (Director)	6	/	6	1	/	1		/	
3. Mr. PIPOPE CHOKVATHANA (Director)	6	/	6	1	/	1		/	
4. Dr. WILSON TEO YONG PENG (Director)	6	/	6	1	/	1		/	
5. Mr. SARSAK TUNTASUWON (Director, Independent director)	6	/	6	1	/	1		/	
6. Dr. SATHIT PITIVARA (Director, Independent director)	6	/	6	1	/	1		/	
7. Mr. WEERAPAT PUNSAK-UDOMSIN (Director)	6	/	6	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)
8. Mr. PICHAI NERANARTKOMOL (Director)	5	/	6	1	/	1		/	
9. Mr. CHATTAPHUM KHANTIVIRIYA (Director, Independent director)	5	/	6	1	/	1		/	
10. Mr. SOPHON INTANATE (Director)	6	/	6	1	/	1		/	
11. Mr. RONNAWAT SUWANNAPIROM (Director, Independent director)	6	/	6	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. VICHIT YANAMORN (Chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
2. Mr. EKACHAI SIRIJIRAPATANA (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
3. Mr. PIPOPE CHOKVATHANA (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
4. Dr. WILSON TEO YONG PENG (Director)	6/6 (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
5. Mr. SARSAK TUNTASUWON (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
6. Dr. SATHIT PITIVARA (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
7. Mr. WEERAPAT PUNSAK-UDOMSIN (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
8. Mr. PICHAI NERANARTKOMOL (Director)	5/6 (83.33%)	1/1 (100.00%)	N/A
9. Mr. CHATTAPHUM KHANTIVIRIYA (Director)	5/6 (83.33%)	1/1 (100.00%)	N/A
10. Mr. SOPHON INTANATE (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
11. Mr. RONNAWAT SUWANNAPIROM (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	**96.97%**	**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 remuneration of the Board of Directors is determined based on principles of reasonableness, transparency, and alignment with each individuals responsibilities and performance. The Company considers its operating results, business size and growth, as well as comparisons with other listed companies in the same industry to ensure that the remuneration is appropriate, competitive, and fair. In addition, the remuneration must be reviewed and approved by the shareholders meeting to ensure transparency and compliance with good corporate governance practices.

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. VICHIT YANAMORN (Chairman of the board of directors, Independent director)			**2,420,000.00**		**0.00**
Board of Directors (Chairman of the board of directors)	2,400,000.00	0.00	2,400,000.00	No	
Audit Committee (Chairman of the audit committee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
2. Mr. EKACHAI SIRIJIRAPATANA (Director)			**0.00**		**N/A**
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
3. Mr. PIPOPE CHOKVATHANA (Director)			**390,000.00**		**0.00**

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	360,000.00	0.00	360,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
Governance and Sustainable Development Committee (Member of the subcommittee)	10,000.00	0.00	10,000.00	No	
4. Dr. WILSON TEO YONG PENG (Director)			**360,000.00**		**0.00**
Board of Directors (Director)	360,000.00	0.00	360,000.00	No	
5. Mr. SARSAK TUNTASUWON (Director, Independent director)			**505,000.00**		**N/A**
Board of Directors (Director)	480,000.00	0.00	480,000.00	No	
Audit Committee (Member of the audit committee)	0.00	0.00	0.00	No	
Risk Management Committee (The chairman of the subcommittee)	25,000.00	0.00	25,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
6. Dr. SATHIT PITIVARA (Director, Independent director)			**385,000.00**		**N/A**
Board of Directors (Director)	360,000.00	0.00	360,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	25,000.00	0.00	25,000.00	No	
7. Mr. WEERAPAT PUNSAK-UDOMSIN (Director)			**360,000.00**		**N/A**
Board of Directors (Director)	360,000.00	0.00	360,000.00	No	
8. Mr. PICHAI NERANARTKOMOL (Director)			**0.00**		**N/A**
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Vice-chairman of the executive committee)	0.00	0.00	0.00	No	
9. Mr. CHATTAPHUM KHANTIVIRIYA (Director, Independent director)			**370,000.00**		**N/A**
Board of Directors (Director)	360,000.00	0.00	360,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Governance and Sustainable Development Committee (Member of the subcommittee)	10,000.00	0.00	10,000.00	No	
10. Mr. SOPHON INTANATE (Director)			**0.00**		**N/A**
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
11. Mr. RONNAWAT SUWANNAPIROM (Director, Independent director)			**532,500.00**		**N/A**
Board of Directors (Director)	480,000.00	0.00	480,000.00	No	
Audit Committee (Member of the audit committee)	0.00	0.00	0.00	No	
Governance and Sustainable Development Committee (The chairman of the subcommittee)	12,500.00	0.00	12,500.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	5,160,000.00	0.00	5,160,000.00
2. Audit Committee	0.00	0.00	0.00
3. Executive Committee	0.00	0.00	0.00
4. Risk Management Committee	65,000.00	0.00	65,000.00
5. Nomination and Remuneration Committee	65,000.00	0.00	65,000.00
6. Governance and Sustainable Development Committee	32,500.00	0.00	32,500.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	5,160,000.00	4,920,000.00	5,322,500.00
Other monetary remuneration (Baht)	168,750.00	0.00	0.00
Total (Baht)	5,328,750.00	4,920,000.00	5,322,500.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	:	No
Mechanism for overseeing subsidiaries and associated companies	:	No / In progress

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 Company places importance on preventing and managing potential conflicts of interest that may arise among executives, directors, employees, and stakeholders to ensure transparent and fair business operations and to protect the best interests of the Company and its shareholders. The Company has implemented the following measures:

1.Conflict of interest prevention policy

The Company has established a clear policy on preventing conflicts of interest, requiring directors, executives, and employees to disclose any potential conflicts that may arise in the course of their work and to avoid decision-making that may undermine the balance of the Companys interests. This is to prevent conflicts of interest that could adversely affect the Companys credibility and transparency. In addition, the Company discloses its conflict of interest prevention policy on its website at www.itcity.co.th under the Sustainability section to allow shareholders and stakeholders to access the information transparently.

2.Disclosure of relevant interests

Directors and executives who have conflicts of interest in business matters or contracts with the Company must fully disclose such information to the Audit Committee or the Board of Directors. Such matters must be reviewed and commented on by the Audit Committee before being submitted to the Board of Directors for approval, prior to taking any actions that may give rise to conflicts of interest.

3.Training and awareness

The Company provides training for directors, executives, and employees at all levels on conflict of interest awareness and management to ensure that all personnel understand the importance of avoiding conflicts of interest and strictly complying with the Companys requirements.

4.Actions taken in the event of a conflict

If any action that may give rise to a conflict of interest is identified, the Company will take action in accordance with clear measures and make fair determinations. This may include adjusting relevant actions or taking disciplinary action where necessary.

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 requires all directors, executives, and employees to disclose any business relationships or personal interests that may affect decision-making or the companys operations. If any potential conflict of interest is identified, the company will conduct a thorough review and investigation to ensure that business decisions are made with the best interests of the company and its shareholders as the primary consideration. Additionally, measures are in place to prevent the misuse of positions or insider information for personal gain, as well as to avoid transactions that may lead to conflicts of interest.

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

In 2025, the Company placed emphasis on anti-corruption and the promotion of transparent business conduct. The Company established clear policies and practices to prevent and address corruption and the misuse of personal interests for improper gain across all parts of the organization. During the year, the Company implemented these policies rigorously and disclosed its anti-corruption policy on the Companys website at www.itcity.co.th under the Sustainability section to provide transparent access for shareholders and stakeholders.

1.Declaration of intent to join the Thai Private Sector Collective Action Against Corruption (CAC)

The Company signed a declaration of intent to join the Thai Private Sector Collective Action Against Corruption (CAC) on 23 December 2024, demonstrating its commitment to preventing corruption in all forms and supporting fair and transparent business practices. In 2025, the Company was in the process of preparing to apply for certification under the relevant procedures.

2.Communication of the anti-corruption policy

The Company communicated its anti-corruption policy and related practices to employees at all levels to ensure understanding and proper implementation.

3.Training and capacity building

The Company sent relevant personnel responsible for anti-corruption oversight to attend the Anti-Corruption: The Practical Guide (ACPG) Program, Batch 70/2025, organized by the Thai Institute of Directors, to enhance knowledge and skills in managing corruption-related risks.

4.Anti-corruption practices

The Company has established practices to support anti-corruption, including:

- Gifts, souvenirs, and entertainment (giving/receiving)
- Charitable donations
- Giving and receiving sponsorships/support
- Political neutrality

In addition, the Company provides whistleblowing and complaint channels regarding corruption, accessible through the Companys website at www.itcity.co.th under the Sustainability section, and has clearly communicated these channels to employees.

5.Monitoring and evaluation of policy implementation

The Company monitors and evaluates compliance with the anti-corruption policy on an ongoing basis. The Board of Directors has assigned the Audit Committee to oversee and continuously monitor the implementation of this policy to ensure effective and transparent practice.

In addition, the Internal Audit Departments annual audit plan includes anti-corruption reviews as part of the Companys annual internal assessment and audit to evaluate risks and the effectiveness of related measures.

6.Audit Committee review of the adequacy of internal controls

The Audit Committee reviews the adequacy of internal control processes related to anti-corruption on an annual basis to ensure that controls are sufficient to detect and prevent corruption effectively.

7.Actions taken when corruption is identified

The Company adheres to fair and appropriate processes when potential corruption or irregularities are identified, including investigation procedures and disciplinary actions in accordance with the Companys requirements.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

The Company is committed to fostering a transparent environment by providing accessible and confidential channels for employees and stakeholders to report concerns or complaints regarding operations that may involve corruption or other misconduct. The whistleblowing channels are as follows: 1.Sending a letter to the Company Secretary 2. Sending a letter to the Chairman of the Audit Committee

Protection of Whistleblowers and Complainants

Employees or staff who, in good faith, submit complaints, provide whistleblowing information, give statements, or provide any information without malicious intent or an intention to harm any person or the Company will be protected by the Company. Such protection includes, for example, no unfair treatment in the form of changes in position, job duties, or workplace location; suspension; threats; harassment or interference with work performance; termination; or any other actions that constitute unfair treatment. If it becomes necessary to change or revoke the protection granted to any individual before the process under this policy is completed, approval must be obtained from the Audit Committee.

Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	0	7

Details of cases or issues received through whistleblowing channels

Year of event	Details	Progress status
Jan 2025 - Feb 2025	**Case or issue** The employee recommended that the customer purchase the product from an external store. **Topics or issues about** Prevention of conflicts of interest **Investigation results** No information found **Corrective actions** No information found	Incident no longer subject to action
Feb 2025	**Case or issue** Complaint about incorrect tax invoice issuance **Topics or issues about** Compliance with laws, regulations, and rules **Investigation results** No violation detected **Corrective actions** No violation detected	Incident no longer subject to action
Aug 2025	**Case or issue** File a complaint about an employee recommending customers to use external shop services. **Topics or issues about** Prevention of conflicts of interest **Investigation results** No information found **Corrective actions** No information found	Incident no longer subject to action

Year of event	Details	Progress status
Nov 2025	**Case or issue** Complaint regarding inappropriate behavior by an employee. **Topics or issues about** Compliance with laws, regulations, and rules **Investigation results** No violation detected. **Corrective actions** No violation detected.	Incident no longer subject to action
Nov 2025	**Case or issue** Complaint about inappropriate behavior of an employee **Topics or issues about** Compliance with laws, regulations, and rules **Investigation results** No information found **Corrective actions** No information found	Incident no longer subject to action
Dec 2025	**Case or issue** Complaint about an employee providing unclear information to customers **Topics or issues about** Compliance with laws, regulations, and rules **Investigation results** The employee is at fault. **Corrective actions** Communicate with customers and process error reports	Incident no longer subject to action

Year of event	Details	Progress status
Dec 2025	**Case or issue** Complain about impolite customer service **Topics or issues about** Compliance with laws, regulations, and rules **Investigation results** No violation detected **Corrective actions** No violation detected	Incident no longer subject to action

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) : 5

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. VICHIT YANAMORN (Chairman of the audit committee)	5	/	5	5/5 (100.00%)
2 Mr. SARSAK TUNTASUWON (Member of the audit committee)	5	/	5	5/5 (100.00%)
3 Mr. RONNAWAT SUWANNAPIROM (Member of the audit committee)	5	/	5	5/5 (100.00%)
Average meeting attendance rate				**(100.00%)**

The results of duty performance of the audit committee

The company conducted a performance evaluation of the Audit Committee covering responsibilities, meeting processes, and overall effectiveness. The average score was 4.0, equivalent to 99.2%.

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) : 6

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. EKACHAI SIRIJIRAPATANA (The chairman of the executive committee)	6	/	6	6/6 (100.00%)
2 Mr. PICHAI NERANARTKOMOL (Vice-chairman of the executive committee)	6	/	6	6/6 (100.00%)
3 Mr. SOPHON INTANATE (Member of the executive committee)	6	/	6	6/6 (100.00%)
Average meeting attendance rate				**(100.00%)**

The results of duty performance of Executive Committee

The performance of duties of the Executive Committee is as follows:

1. To consider the annual budget allocation as proposed by management before submitting it to the Board of Directors for approval.
2. To approve expenditures in accordance with the companys approval authority manual.
3. To approve significant capital expenditures.
4. To provide advice to management on matters related to financial policy, marketing, human resource management, and other operational aspects.
5. To allocate bonus payments, as approved by the Board of Directors, to employees, workers of the company, or any individuals who have contributed services to the company.

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 4

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SARSAK TUNTASUWON (The chairman of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
2 Mr. VICHIT YANAMORN (Member of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
3 Mr. RONNAWAT SUWANNAPIROM (Member of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
			Average meeting attendance rate	**(100.00%)**

The results of duty performance of Risk Management Committee

The company has conducted a performance evaluation of the Risk Management Committee, covering responsibilities, meeting processes, and overall effectiveness. The average score was 4.0, equivalent to 99.2%.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times) : 3

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Dr. SATHIT PITIVARA (The chairman of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
2 Mr. RONNAWAT SUWANNAPIROM (Member of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)
3 Mr. PIPOPE CHOKVATHANA (Member of the subcommittee)	3	/	3	3/3 (100.00%)
Average meeting attendance rate				**(100.00%)**

The results of duty performance of Nomination and Remuneration Committee

Key Performance Highlights in the Past Year

1. Nomination and Selection of Directors The Committee considered and nominated four (4) individuals to serve as directors of the Company. Candidates were assessed to ensure they possessed appropriate and complete qualifications in accordance with the Public Limited Companies Act B.E. 2535 (1992) and did not have any disqualifications under applicable laws. In doing so, the Committee took into account each candidates qualifications, experience, and competencies, and proposed the appointments to the Board of Directors for approval. In addition, the Company provided minority shareholders the opportunity to propose director candidates during 1 December 2025 to 31 December 2025 for submission to the Board of Directors and the Annual General Meeting of Shareholders for 2026. However, no shareholder proposed any candidate.
2. Review of Directors Remuneration The Committee reviewed the remuneration of the Board of Directors and Board subcommittees, taking into account the duties and responsibilities assigned, individual performance, the Companys operating performance, and remuneration levels comparable to industry benchmarks. The Committee then submitted its recommendations to the Board of Directors and the Annual General Meeting of Shareholders for 2025 for consideration and approval.
3. Performance Evaluation of the Committee The Committee conducted its performance evaluation for 2025 through self-assessments on both an individual and collective basis. Overall, the results indicated that the Committee performed its duties effectively and in accordance with the scope of responsibilities prescribed.
4. Review and Revision of the Nomination and Remuneration Committee Charter The Committee reviewed the Nomination and Remuneration Committee Charter (the Charter) and revised it in 2025 to align with good corporate governance practices and current circumstances. The revised Charter was approved by the Board of Directors on 7 November 2025.
5. Review of Performance Evaluation Forms The Committee reviewed the performance evaluation forms for the Board of Directors, the individual self-assessment forms for directors, and the performance evaluation forms for Board subcommittees. In 2025, no revisions were made, as the current evaluation forms were deemed complete and appropriate.

The Nomination and Remuneration Committee has performed its duties with due care and prudence in accordance with good corporate governance principles, with due regard to the best interests of the Company and all stakeholders.

Meeting attendance of Governance and Sustainable Development Committee

Meeting Governance and Sustainable Development Committee (times)	:	2

<table>
<tr><th rowspan="2">List of Directors</th><th colspan="3">Meeting attendance of Governance and Sustainable Development Committee</th><th rowspan="2">Average meeting attendance</th></tr>
<tr><th>Meeting attendance (times)</th><th>/</th><th>Meeting attendance rights (times)</th></tr>
<tr><td>1 Mr. RONNAWAT SUWANNAPIROM
(The chairman of the subcommittee, Independent director)</td><td>2</td><td>/</td><td>2</td><td>2/2
(100.00%)</td></tr>
<tr><td>2 Mr. CHATTAPHUM KHANTIVIRIYA
(Member of the subcommittee, Independent director)</td><td>2</td><td>/</td><td>2</td><td>2/2
(100.00%)</td></tr>
<tr><td>3 Mr. PIPOPE CHOKVATHANA
(Member of the subcommittee)</td><td>2</td><td>/</td><td>2</td><td>2/2
(100.00%)</td></tr>
<tr><td colspan="4">Average meeting attendance rate</td><td>(100.00%)</td></tr>
</table>

The results of duty performance of Governance and Sustainable Development Committee

The company has conducted a performance evaluation of the Corporate Governance and Sustainability Committee, covering areas such as the committees duties, meeting processes, and overall effectiveness. The average score was 4.0, representing 100%.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company is committed to conducting business responsibly in relation to the environment, society, and good corporate governance, with sustainability principles serving as a key driver for organizational advancement. The Companys sustainability management policy has been designed to reflect its intention to build stability and achieve sustainable growth, while also placing emphasis on managing potential impacts both within the organization and on society as a whole.

The Companys sustainability management policy focuses on balancing business growth with environmental stewardship and social responsibility. The Company strives to develop the organization in a responsible and sustainable manner, supported by good corporate governance, to ensure that it can grow while sustainably safeguarding the interests of all stakeholders.

Environmental Policy

The Company is committed to reducing the environmental impacts of its operations by emphasizing efficient use of natural resources and the reduction of greenhouse gas emissions. The Company also ensures proper waste and disposal management to help maintain ecological balance and minimize long-term impacts. In addition, the Company focuses on energy conservation across all operational activities in order to reduce potential long-term impacts from business operations and to promote environmental sustainability.

Social Policy

The Company places importance on respecting human rights and equality in all aspects of its operations, with responsibility toward its employees and relevant communities. Accordingly, the Company has policies to provide a safe working environment, create opportunities for employee learning and skills development, and participate in social and community activities.

Good Corporate Governance Policy

The Company is committed to conducting business with transparency and integrity, supported by rigorous governance processes to ensure that the organization operates efficiently and fairly. The Company places importance on compliance with applicable laws and internationally recognized standards, and has established an effective internal control and internal audit system to ensure that all aspects of its operations are carried out transparently and in accordance with the highest ethical standards.

Sustainability Targets and Performance

With respect to sustainability targets and performance, the Company has disclosed relevant information under the section Sustainability Performance for 2025 in this report, enabling stakeholders to track progress and assess the Companys performance in achieving its sustainability goals in a transparent and effective manner.

Reference link for sustainability policy : https://itcity.co.th/en/policy-e/sustainable-development-policy-e/

Sustainability management goals

Does the company set sustainability management goals : Yes

With respect to sustainability targets and performance, the Company has disclosed relevant information under the section Sustainability Performance for 2025 in Form 56-1 One Report 2025, enabling stakeholders to track progress and assess the Companys performance in achieving its sustainability goals in a transparent and effective manner.

United Nations SDGs that align with the organization's sustainability management goals	:	Goal 1 No Poverty, Goal 2 Zero Hunger, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals

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	:	No
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

Activities in the business value chain consist of two main groups:

1. Primary activities activities directly related to creating and delivering products or services.
2. Support activities activities that help support the primary activities so they can operate efficiently.

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

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
• Employees	• Knowledge development. • Occupational health and safety. • Career advancement. • Treatment of employees according to human rights principles. • Fair remunerations.	• Train and develop skills to provide growth opportunities in the organization. • Maintain safety and a good work environment. • Provide fair remunerations and adequate benefits. • Conduct annual employee engagement surveys.	• Online Communication • Internal Meeting • Complaint Reception • Employee Engagement Survey
<u>External stakeholders</u>			
• Consumers	• Responsibility for products and services. • Access to products and services. • Personal data security. • Equitable treatment of customers.	• Sell quality products that are certified according to established standards. • Deliver good and equitable services. • Offer pre and post sale care. • Heed and respond to complaints. • Expand product and service channels. • Develop a customer data management system to maintain and secure personal data	• Online Communication • Complaint Reception • Satisfaction Survey • Others • Customer Service Center
• Suppliers	• Fair business conduct. • Mutual business growth. • Responsibility for products and services.	• Equitable and fair treatment of suppliers. • Operate according to the business code of conduct. • Raise the level of sustainability issues with suppliers.	• Online Communication • External Meeting

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
• Business partners	• Fair business conduct. • Risk management. • Human resources management.	• Operate according to the business code of conduct. • Develop personnel effectively. • Manage risks appropriately.	• Online Communication • External Meeting
• Investors or investment institutions • Shareholders	• Business performance. • Good governance. • Information transparency. • Care for rights and equality.	• Public reports and disclose information transparently. • Operate according to the business code of conduct. • Create maximum benefits for shareholders as a whole.	• Online Communication • Annual General Meeting (AGM) • Others • Annual Report • Investor Relations • Opportunity Day
• Government agencies and Regulators	• Operating business without violating related laws and regulations. • Good governance.	• Support and follow all laws and regulations. • Cooperate with the government and regulatory agencies. • Operate business transparently, fairly and in a verifiable manner without violating the law.	• Online Communication
• Community	• Responsible business operation without causing social, community and environmental impacts.	• Operate business without causing impacts on society and surrounding communities where the company operates business. • Respect human rights and local cultures and traditions.	• Online Communication

Information on organization's material sustainability topics

Organization's material sustainability topics

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

Details of organization's material sustainability topics

Information on sustainability report

Corporate sustainability report

Corporate sustainability report	:	Have data
Reference link for corporate sustainability report	:	https://itcity.co.th/en/sustainability-activities-e/

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines	:	GRI Standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company recognizes the importance of risk management across all operational activities, as risks are inherently uncertain factors that may affect operations or the achievement of organizational objectives. Accordingly, the Company has established a systematic risk management approach, beginning with the identification of risk factors that may impact operations or corporate objectives. The Company then conducts risk analysis across various dimensions, considering both likelihood and potential impact, and prioritizes risks that require attention and prompt management.

The Company has also established clear risk management guidelines to prevent and control risks arising from uncertain circumstances that may affect the Companys overall success. Risk monitoring and assessment are performed on a quarterly basis, and the assessment results are regularly reported to the Board of Directors to ensure that risks are evaluated and managed effectively, with adequate and appropriate measures in place to control and mitigate risks across all aspects of operations.

The Company has disclosed its full Risk Management Policy on the Companys website at **www.itcity.co.th**, under the Sustainability section.

Reference link to risk management policy and plan : https://itcity.co.th/en/policy-e/risk-management-policy-e/

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Strategic Risk

Related risk factors : Strategic Risk

- Behavior or needs of customers / consumers
- Reliance on large partners / distributors or few partners / distributors
- Competition risk
- Corporate ownership structure risk

Operational Risk

- Product obsolescence
- Information security and cyber-attack
- Corruption
- Inventory risk

Compliance Risk
- Change in laws and regulations

Financial Risk
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the
inflation rate
- Income volatility

ESG risk factors : Yes

Risk characteristics

Currently, the company faces several risks that may impact its business operations across multiple areas, including operations, resource management, market competition, and compliance with legal requirements. Identifying and effectively managing these risks is essential to strengthening the companys stability and long-term sustainability.

Risk-related consequences

Impacts of risks in various areas affect an organizations internal processes, such as loss of competitiveness, distribution issues, financial losses, decreased revenue, increased costs, legal actions, and non-compliance with regulations.

Risk management measures

The Company recognizes the importance of risk management across all operational activities, as risks are inherently uncertain factors that may affect operations or the achievement of organizational objectives. Accordingly, the Company has established a systematic risk management approach, beginning with the identification of risk factors that may impact operations or corporate objectives. The Company then conducts risk analysis across various dimensions, considering both likelihood and potential impact, and prioritizes risks that require attention and prompt management.

The Company has also established clear risk management guidelines to prevent and control risks arising from uncertain circumstances that may affect the Companys overall success. Risk monitoring and assessment are performed on a quarterly basis, and the assessment results are regularly reported to the Board of Directors to ensure that risks are evaluated and managed effectively, with adequate and appropriate measures in place to control and mitigate risks across all aspects of operations.

The Company has disclosed its full Risk Management Policy on the Companys website at www.itcity.co.th, under the Sustainability section.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The company has established a Business Continuity Plan (BCP) to ensure that operations can continue in the event of incidents such as disasters or system disruptions. The plan covers preparations for business recovery, protection of critical data, and maintaining operations to return to normal as quickly as possible.

Reference link to business continuity plan (BCP) : https://itcity.co.th/en/policy-e/business-continuity-management-policy-e/

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Companys sustainable supply chain management policy and guidelines	:	Yes

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Companys sustainable supply chain management plan	:	No

Supply chain management is a key challenge for the company in developing its strategies to ensure the efficient delivery of products and services to consumers. The entire process, from procurement, production, storage, transportation, to distribution, forms the supply chain. In the modern context, supply chain activities are viewed as a network that incorporates sustainability in economic, social, and environmental aspects. The company integrates these sustainability issues into its business operations, collaborating with business partners to enhance the value chain, create opportunities, reduce risks, and improve competitive capabilities in the long term. Furthermore, the company emphasizes business practices that align with sustainability standards to ensure confidence among consumers and stakeholders. The company's supply chain management policies are disclosed on its website, www.itcity.co.th, allowing all stakeholders to access relevant information and collectively contribute to responsible and sustainable business growth.

Sustainable Supply Chain Performance in 2025

The Company recognizes that its business operations rely on raw materials, equipment, and services provided by suppliers.If suppliers do not place importance on, or fail to comply with, relevant rules and requirements, this may affect the continuity and sustainability of the Companys business. Therefore, the Company places strong emphasis on managing supplier-related risks and is committed to developing suppliers to operate sustainably, promoting long-term growth and collaboration. In this regard, the Company has established a Sustainable Supply Chain Management Policy and guidelines to support efficient supply chain management and social responsibility. The Company discloses such policy on its website at www.itcity.co.th to ensure that all stakeholders can access relevant information and jointly strengthen the resilience and sustainability of the Companys supply chain.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

	2023	2024	2025
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	0.00	100.00	100.00

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : https://itcity.co.th/en/policy-e/code-of-conduct-for-business-partners-e/

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

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : Yes

	2023	2024	2025
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	0.00	100.00	100.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Companys research and development (R&D) policy	:	Yes
Reference link to companys research and development (R&D) policy	:	https://itcity.co.th/en/policy-e/policy-on-the-promotion-of-creative-ideas-and-innovation-management-e/

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

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	1,672,001.58

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

The Company has invested in the development of technology and information systems to support its business operations and enhance management efficiency. Key development initiatives include:

• Customer Relationship Management (CRM) system development, with development expenses totaling Baht 673,339.08

• AI Retail Intelligence implementation project, with project expenses totaling Baht 998,662.50

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 innovation culture	:	No

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

	2023	2024	2025
Manage customer data systematically, reduce duplication, and improve data accuracy. (-)	0.00	0.00	0.00
Enhance the efficiency of managing benefits, coupons, loyalty points (-)	0.00	0.00	0.00
Support more targeted marketing and communications for different customer groups. (-)	0.00	0.00	0.00
Strengthen the capability to track and evaluate campaign performance for continuous improvement. (-)	0.00	0.00	0.00
Improve conversion rates through in-depth analysis of customer behavior (-)	0.00	0.00	0.00
Optimize workforce allocation (smart staffing) in alignment with peak traffic periods (-)	0.00	0.00	0.00
Increase average transaction value (ATV) and enhance cross-selling opportunities (-)	0.00	0.00	0.00
Improve space utilization and merchandising effectiveness (-)	0.00	0.00	0.00
Support management decision-making with timely and reliable data (-)	0.00	0.00	0.00