



Corporate Governance

Pi Securities Public Company Limited



Corporate Governance and Sustainability Policy

Overview of Corporate Governance Policies and Practices

The Board of Directors absolutely believes that good corporate governance is the crucial factor in leading the Company toward success and the achievement of its key objectives, as well as in strengthening efficient operating systems that form the foundation for stable and sustainable growth. Thus, the Board of Directors has established a policy to continuously promote and enhance good corporate governance practices throughout all departments and among all personnel of the Company. Such practices are grounded in the principles of integrity, transparency, and accountability, with measures in place to prevent and avoid conflicts of interest through accurate, complete, and timely disclosure of information, and to protect the interests of the Company's customers and shareholders on the basis of fairness and equitable treatment. In addition, the Company places importance on proper conduct and social responsibility at every stage of its business operations.

Policies and Practices Relating to Board of Directors

The Company has established key policies and practices relating to the Board of Directors to ensure that its business operations are conducted in a transparent and fair manner. These policies and practices cover the nomination and remuneration of directors and executives, director development, performance evaluation, the duties and responsibilities of directors and corporate governance. They are categorized into the following five sections:

Section 1 Rights of Shareholders

Section 2 Equitable Treatment of Shareholders

Section 3 Roles of Stakeholders

Section 4 Disclosure and Transparency

Section 5 Board Responsibilities

Policies and Practices Relating to Shareholders and Stakeholders

The Company has established policies and practices relating to shareholders and stakeholders under its Corporate Governance Policy, sections on equitable treatment of shareholders and the roles of stakeholders.



Section 1 Rights of Shareholders

1.1 The Board of Directors shall oversee and safeguard the protection of the fundamental rights of all shareholders as follows:

- (1) There shall be no restrictions on the acquisition or transfer of shares, except where such transfer would result in the Company having non-Thai shareholders holding more than 49 percent of the total number of issued shares.
- (2) The right to receive accurate, complete, and timely information.
- (3) The right to nominate, appoint, or remove directors, and to approve the appointment of the independent auditor.
- (4) The right to participate in decision-making on significant changes to the Company's key policies.
- (5) The right to receive a share of profits derived from the Company's operations.
- (6) The right to attend shareholders' meetings and to vote on matters presented at such meetings, including:
 - Nomination, appointment, or removal of directors;
 - Appointment of the auditor;
 - Allocation and payment of dividends;
 - Establishment or amendment of the Articles of Association and the Memorandum of Association;
 - Capital reduction or capital increase;
 - Approval of special transactions; and
 - Other matters affecting the Company as prescribed by law.
- (7) The Board of Directors ensures that shareholders are provided with information regarding the date, time, venue, and agenda of shareholders' meetings, together with explanations and supporting reasons for each agenda item or proposed resolution, as specified in the notice of meeting and the relevant supporting documents. Details of proxy appointment procedures are also provided, with at least one independent director proposed as a proxy, to enable shareholders to review relevant information for informed decision-making on each agenda item.
- (8) The Company facilitates shareholders' participation by arranging shareholders' meetings at locations that are convenient and accessible, thereby enabling shareholders to fully exercise their rights to attend meetings and vote.



- (9) All directors, particularly the Chairman of the Audit Committee, are required to attend shareholders' meetings in order to provide clarifications or respond to shareholders' questions.
- (10) Shareholders may request the Board of Directors to include additional items on the meeting agenda and may raise questions, seek explanations, and express opinions in an appropriate manner. The Board shall not add any agenda items without prior notification to shareholders.
- (11) Shareholders are informed in advance of the rules and procedures applicable to shareholders' meetings, such as voting procedures and guidelines for submitting questions in advance. The Company publishes meeting-related information and supporting documents on its website prior to dispatching meeting documents to shareholders, thereby allowing sufficient time for shareholders to review the information and submit questions before the meeting date.
- (12) The Board of Directors' opinions are provided for each agenda item, and accurate and complete minutes of meetings are prepared, including records of key questions raised and significant comments made. Such records are made available for review by shareholders and relevant parties, and the minutes of the Annual General Meeting of Shareholders may be downloaded from the Company's website.
- (13) All directors and senior executives of the Company are required to disclose any direct or indirect relationships with major shareholders, controlling persons, or third parties that have related-party transactions with the Company.



Section 2 Equitable Treatment of Shareholders

2.1 Shareholders' meetings are conducted in a manner that promotes equitable treatment of all shareholders, as follows:

- (1) The Company dispatches the notice of the shareholders' meeting to shareholders at least seven days in advance of the meeting date. In addition, information regarding the date, time, venue, and agenda of the meeting is published on the Company's website prior to the distribution of meeting documents, thereby allowing shareholders sufficient time to review the information and providing them with an opportunity to submit questions in advance of the meeting.
- (2) The Board of Directors allows shareholders to submit questions at least seven days in advance of the shareholders' meeting.
- (3) The Company publishes notices convening the shareholders' meeting in daily newspapers for at least three consecutive days prior to the meeting date.
- (4) The Company facilitates shareholders' registration for meeting attendance by utilizing a computerized registration system to ensure maximum convenience and efficiency.
- (5) The Company holds shareholders' meetings on the date, time, and at the venue as previously notified to shareholders, ensuring convenient access and avoiding any sudden changes of venue that may prevent shareholders from attending the meeting.
- (6) The Board of Directors allows shareholders to appoint proxies using proxy forms that enable shareholders to specify their voting directions and proposes at least one independent director as an alternative proxy option for shareholders.
- (7) The Chairman of the Meeting informs shareholders of the rules and procedures governing the meeting, the voting process, and the shareholding numbers of shareholders attending the meeting.
- (8) Each share carries equal rights and voting power. Shareholders are entitled to exercise voting rights in proportion to the number of shares held and are provided with equal access to the Company's information.
- (9) The Chairman of the Meeting commences the meeting in accordance with the agenda specified in the notice of meeting.
- (10) The Chairman of the Meeting provides shareholders with full opportunity to raise questions and seek information.



- (11) The Board of Directors encourages the use of voting ballots for all agenda items, particularly for significant matters such as related-party transactions, acquisitions or disposals of assets, and the election of directors.
- (12) At shareholders' meetings, all shareholders, including executive shareholders, non-executive shareholders, and foreign shareholders are treated equally and fairly.
- (13) All shareholders attending the meeting are entitled to exercise their voting rights in all cases, including voting in favor, voting against, or abstaining from voting.
- (14) The Board of Directors allows shareholders to exercise their rights to appoint directors on an individual basis.

2.2 Prevention of the use of Inside Information for Personal or Third-Party Benefits

The Company has established policies and regulations prohibiting directors, executives, and employees from trading securities or derivative instruments by using inside information. Measures have also been implemented to prevent the leakage or use of inside information among the Company's departments and personnel, including the following:

- (1) The Company has established regulations for securities trading by directors, executives, employees, and related persons, including restrictions on transactions involving securities for which the investment banking division and the debenture capital markets business, as well as the designation of prohibited securities lists (Watch List and Restricted List).
- (2) The Company has implemented regulations and measures to prevent the unauthorized access to or misuse of clients' inside information through information barriers (Chinese Walls).
- (3) The Company has issued formal announcements regarding the safeguarding of non-public material information that has not yet been disclosed to the general investing public.
- (4) The Company has issued written codes of conduct for executives and employees, including the specification of disciplinary actions and penalties for any violations.
- (5) The Company has appointed a Disciplinary and Ethics Committee to consider cases in which executives or employees violate the Company's rules and regulations or those prescribed by external regulatory authorities.

2.3 Policy for Preventing Directors and Executives from Abusing Their Positions for Improper Personal Gain

- (1) Directors, executives, and employees of the Company who have access to inside information are strictly prohibited from disclosing such inside information to external parties or to any persons who are not directly involved or authorized.



- (2) Directors, executives, and employees of the Company who are involved in the preparation of financial reports or reports relating to the Company's transactions are prohibited from trading in securities for which the Company acts as a transaction advisor or service provider.

2.4 Conflict of Interest Policy

Directors, executives, and employees are required to strictly comply with the Company's Code of Conduct and to avoid any actions that may give rise to conflicts of interest.

2.5 Related-Party Transactions Policy as follows:

The Company has established control measures for related-party transactions with persons or entities that have interests in, or may give rise to, conflicts of interest. The Audit Committee is responsible for providing opinions on the reasonableness and fairness of such related-party transactions by considering the transaction terms and potential impacts, in order to ensure compliance with relevant requirements, including the calculation of transaction size, the approval process, and disclosure obligations. Such considerations are used to determine whether the transactions constitute ordinary business transactions conducted on normal commercial terms or transactions supporting ordinary business operations conducted on normal commercial terms, as applicable.

In considering related-party transactions, the Audit Committee's opinions are used to support the decision-making of the Board of Directors and/or shareholders, as the case may be. Any person who may have a conflict of interest or a vested interest in such related party transactions shall not be entitled to vote on the approval of such transactions.

In addition, the Company discloses information on related-party transactions and other relevant transactions in accordance with the requirements of the Securities and Exchange Commission and the Stock Exchange of Thailand, as well as accounting standards prescribed by the Federation of Accounting Professions of Thailand.



Section 3 Role of Stakeholders

The Board of Directors places great importance on all groups of stakeholders. Stakeholders are accorded with appropriate care and protection by the Company in accordance with their legal rights under applicable laws. The Company also promotes cooperation with stakeholders in creating financial value and ensuring the Company's sustainability, without discrimination among directors, executives, employees, customers, shareholders, creditors, business partners, government agencies, society, and other relevant parties. Accordingly, the Company provides due care to its stakeholders in the following areas:

- (1) **Customers:** The Company is committed to delivering the highest level of benefits and satisfaction to its customers by exercising due care, protecting customers' interests, and offering high-quality products and services. The Company provides services in a fair manner and safeguards customers' information by maintaining strict confidentiality.
- (2) **Shareholders:** The Company strives to conduct its business efficiently and transparently in order to generate appropriate returns for shareholders. The Company aims to achieve consistently strong operating performance and maintain effective internal control and internal audit systems, as well as a robust risk management framework.
- (3) **Employees:** The Company considers all employees to be valuable assets. It is committed to the continuous development of its employees and to providing opportunities for career advancement and job security, while offering appropriate remuneration commensurate with their knowledge, capabilities, and performance.
- (4) **Business Partners and Competitors:** The Company treats business partners and competitors fairly and maintains confidentiality in accordance with applicable laws and regulations.
- (5) **Creditors and Suppliers:** The Company upholds integrity and is committed to complying with the terms and conditions agreed upon with all types of creditors and suppliers, in accordance with applicable laws and regulations.
- (6) **Commitment to Transparent Business Practices:** The Company promotes employee compliance with laws and regulations relating to intellectual property rights, including trademarks, patents, copyrights, trade secrets, and other forms of intellectual property as prescribed by law. In addition, the Company has established policies and guidelines on anti-corruption to ensure that employees perform their duties appropriately, as follows:



- Establish effective and appropriate internal control and risk assessment systems to prevent fraud, corruption, and other improper practices by the Company's personnel and relevant external parties.
- Promote the values of integrity and accountability as part of the corporate culture, while enhancing awareness among the Company's personnel that corruption is unacceptable and must not be tolerated.
- Ensure transparent and accurate financial reporting mechanisms in accordance with internationally accepted accounting standards.
- Provide communication channels for employees and relevant stakeholders to report tips, suggestions, or complaints related to corruption, with measures in place to protect whistleblowers' rights.
- Implement measures to prevent giving or receiving gifts, assets, or other benefits, as well as entertainment or expenses exceeding prescribed limits, that are inconsistent with the Company's policies or in violation of applicable laws.
- Establish measures to prevent bribery in all forms, whether undertaken to facilitate business operations or to maintain business relationships, directly or indirectly.
- Ensure that procurement processes are conducted in a transparent and fair manner, in compliance with applicable rules and proper procedures.
- Require that charitable donations and all forms of sponsorships be conducted transparently and lawfully in accordance with the laws of the relevant jurisdictions.
- Promote the exchange of knowledge, experience, and best practices with other companies within the same industry, as well as with all relevant stakeholders, to foster collective action and participation in anti-corruption activities organized by the Company or other regulatory authorities.



Section 4 Disclosure and Transparency

4.1 Disclosure of Information

- (1) The Company ensures that information is prepared accurately, completely, and transparently, and that disclosures are made on a regular basis in both Thai and English through various channels, such as the Company's website. Such information is regularly reviewed and updated to ensure it remains current.
- (2) The Company provides and discloses information to directors and/or executives of the Company upon request.
- (3) Only persons or units authorized or appointed by the Board of Directors or senior management are permitted to communicate information to shareholders, investors, the media, or external regulatory authorities
- (4) Information regularly disclosed by the Company includes, but is not limited to, the following:
 - General information and type of businesses;
 - Financial statements and operating performances, including analyzed results;
 - Names and shareholding proportions of major shareholders and executives;
 - Business risk factors;
 - Remuneration policies of the Board of Directors and senior executives;
 - Qualifications and profiles of directors;
 - Transactions with related parties;
 - Code of Conduct
- (5) The Company prepares financial statements and financial information to present its financial position and operating results in accordance with legal requirements, and fully, accurately, adequately, and timely discloses other relevant information to ensure that shareholders and stakeholders are appropriately informed.
- (6) The Company's financial statements are audited by an independent external auditor.
- (7) The Company regularly updates its corporate information to support investors' decision-making and to serve other external parties, such as analysts, investment advisors, securities companies, credit rating agencies, the media, and external regulatory authorities.
- (8) The Company discloses the roles and responsibilities of the Board of Directors, the number of Board meetings, each director's attendance record, as well as the structure and nature of remuneration paid to each director in the annual report and on the Company's website.



4.2 Report of the Board of Directors

The Board of Directors has prepared a statement of the Board's responsibility with respect to the Company's financial statements and other significant matters in accordance with the principles of good practice prescribed by the Stock Exchange of Thailand. Such statement is presented in the Annual Report together with the independent auditor's report. In addition, the structure of the Board of Directors includes an appropriate number of independent directors in compliance with the criteria prescribed by relevant regulatory authorities. These independent directors are responsible for reviewing the Company's financial statements, ensuring the adequacy of disclosure of material information in the notes to the financial statements, and reviewing the adequacy and effectiveness of the Company's internal control system and the risk management framework to ensure that internal controls and risk management are appropriate and effective. In this regard, the Audit Committee holds discussions and meetings with the internal audit and compliance functions, together with the external auditor, to review and provide opinions on the Company's financial reporting. In addition, the Audit Committee's report is prepared and disclosed in the Company's Annual Report.

4.3 Investor Relations

The Board of Directors places great importance on the disclosure of information that is accurate, complete, transparent, timely, and value-enhancing for investors. This includes both financial and general information, as well as material information that may affect the Company. Such information is disclosed to investors and relevant parties in a comprehensive and timely manner, in accordance with the requirements prescribed by the Stock Exchange of Thailand. The Company disseminates such information through its website at <https://www.pi.financial>. In addition, to ensure that the Company's disclosures are accurate, complete, and reliable, and to prevent the dissemination of rumors or misinformation, the Company has designated the Chief Executive Officer as the person responsible for responding to inquiries and providing clarifications to investors and relevant parties. Investors may ask further information via email at support@pi.financial

The Company has designated the Compliance Division as the central unit for receiving complaints and whistleblowing reports. Investors may submit complaints or provide whistleblowing information via email at compliance@pi.financial or by telephone at 0-2205-7000 ext. 7314.



Section 5 Board Responsibilities

The Board of Directors plays a key role in corporate governance and in formulating the Company's strategic policies, business plans, budgets, and risk management framework, exercising independent judgment to ensure the utmost benefit of the Company and its shareholders as a whole.

5.1 Board of Directors Structure

(1) Checks and Balances by Non-Executive Directors

The Board of Directors shall consist of no fewer than five and no more than fifteen directors. The directors must possess diverse skills and experience, be able to exercise independent judgment, demonstrate leadership, and have the requisite knowledge to effectively participate in deliberations at Board meetings. All directors must also meet the qualifications prescribed by applicable laws. In addition, the Board of Directors shall include independent directors from external sources who possess appropriate expertise and competence, comprising at least one-third of the total number of directors or not fewer than three independent directors.

The appointment of directors shall be made in accordance with the prescribed terms of office and shall be conducted in a transparent and clearly defined manner. The nomination process for appointment or election of directors includes the disclosure of sufficiently detailed profiles of director candidates. The Company discloses the detailed biographies of all directors and promptly updates the public on any changes to the Board through the Company's website and official communications.

(2) Qualifications of Directors and Independent Directors

The Company does not impose a limit on the number of independent directors. Directors and independent directors must possess appropriate qualifications, taking into account diversity of skills, experience, and specialized expertise that are beneficial to the Company, as well as their ability to dedicate sufficient time and effort to the performance of their duties. They must also not possess any prohibited characteristics as prescribed by notifications of the Securities and Exchange Commission. Independent directors are subject to a maximum consecutive term of office of no more than nine years from the date of their first appointment as independent directors.

(3) Sub-Committees

In addition to the Executive Committee and the Audit Committee, the Board of Directors has considered and appointed the sub-committees.



5.2 Roles, Duties, and Responsibilities of the Board of Directors

(1) Leadership, Vision, and Independence in Decision-Making

The Board of Directors has the highest duty and responsibility for formulating, considering, approving, and reviewing the Company's policies, strategies, objectives, business plans, budgets, and risk management framework. The Board also oversees and ensures that management operates in accordance with the approved policies, plans, and budgets in an effective and transparent manner. In addition, the Board of Directors places strong emphasis on good corporate governance. The Company has established its Corporate Governance Policy in written form, which is approved, reviewed, and evaluated for effectiveness at least once a year. The Board emphasizes the establishment of a sound internal control system, effective risk management measures, and regular monitoring of these matters through Board meetings. Accordingly, it is essential that the Board of Directors demonstrates strong leadership, clear vision, and independence in decision-making to ensure the utmost benefit of the Company and its shareholders.

At present, the Company has five main committees and sub-committees, namely the Board of Directors, the Audit Committee, the Executive Committee, the Investment Committee, and the Nomination and Remuneration Sub-Committee. The powers, duties, and responsibilities of each committee and sub-committee, as well as those of management, are clearly defined. Such authorities also include financial approval powers. This structure ensures an appropriate segregation of duties in accordance with the principles of good corporate governance and supports efficient and transparent management, with mechanisms in place to allow for effective oversight and accountability at all times.

(2) Conflicts of Interest

The Board of Directors has established clear policies and practices to oversee and prevent conflicts of interest in the conduct of the Company's business operations, as follows:

- Establish the Company's organizational structure and the composition of its committees in accordance with the principles of good corporate governance.
- Promote integrity and ethical conduct among all executives and employees, ensuring adherence to professional ethics and refraining from prioritizing personal interests over responsibilities to the Company. This includes safeguarding customer confidentiality and prohibiting the disclosure or misuse of the Company's or customers' inside information for personal or third-party benefit.
- In any decision that may involve a conflict of interest, or in cases where certain actions may benefit the Company but are not aligned with the differing interests of various stakeholder groups, the Board of Directors and management shall consider such matters carefully, prudently, honestly, rationally, and independently, within the framework of sound ethics, with due regard to



the best interests of the Company. In all such cases, the Company shall ensure appropriate disclosure to shareholders.

- In the event that any matter may give rise to a conflict of interest, constitutes a related-party transaction, or involves any director who has an interest or is connected to the transaction under consideration, such director is required to immediately disclose the relevant information to the meeting and shall not be entitled to attend the meeting or vote on the relevant agenda item.
- All directors, executives, and employees shall avoid any actions that may conflict with the interests of the Company, whether arising from dealings with parties related to the Company, such as customers or competitors, or from the use of opportunities or information obtained through their positions as directors or employees for personal gain. This includes engaging in businesses that compete with the Company or undertaking outside work that adversely affects the performance of their duties.
- All directors, executives, and employees shall refrain from holding shares in businesses that compete with the Company if such shareholding results in an inability to perform their duties as required or adversely affects the performance of their responsibilities. In cases where such shareholdings were acquired prior to becoming a director, executive, or employee, prior to the Company entering such business, or were obtained through inheritance, the individual must report the matter to their respective supervisor in accordance with the reporting hierarchy, with a copy submitted to the Audit and Compliance function in all cases.

(3) Business Ethics

In pursuing business success and achieving the Company's highest objectives, as well as maintaining efficient operating systems, one of the key factors is ethical business conduct. Recognizing the importance of this principle, the Board of Directors has established a Code of Conduct to emphasize ethical business practices and compliance with regulatory requirements. The Code of Conduct serves as a guideline for directors, executives, and employees in performing their duties with integrity, honesty, and fairness in their dealings with the Company, customers, shareholders, and all stakeholder groups. Disciplinary measures have also been prescribed for any violations or non-compliance. The Company has assigned the Audit and Compliance function to monitor and oversee compliance with the Code of Conduct on a regular basis.

(4) Internal Control and Audit Systems and Financial Report

The Board of Directors places great importance on the internal control system at both the management and operational levels, emphasizing that such controls must be adequate and appropriate to the Company's business operations in order to prevent potential losses to the Company as a whole. These controls cover



financial, operational, risk management, and compliance aspects. Accordingly, the Board has established the following policies regarding the internal control and internal audit system:

- The Company's management is responsible for preparing financial reports that are accurate, complete, and timely, including quarterly, semi-annual, and annual financial statements.
- Establish an effective internal control and internal audit system to ensure that the Company complies with relevant standards and laws, under the oversight of internal auditors and the review of the Audit Committee.
- Define the duties and authorities of management in writing.
- Establish ongoing controls and audits over the use of the Company's assets to prevent loss, misuse, or any improper personal benefit.
- Provide for continuous control and monitoring of the use of the Company's assets to prevent damage, misuse, or any improper personal gain.
- The Board gives importance to advice or suggestions made by independent auditors and regulatory bodies in helping the Company to further improve its operational practices.
- Ensure segregation of duties and responsibilities among individuals or departments to provide appropriate checks and balances.
- The Board of Directors has a policy requiring the Compliance Division to report directly to the Audit Committee to ensure independence and enable effective oversight and checks and balances.
- The Board of Directors has a policy to recruit and appoint external auditors from reputable audit firms approved by the Securities and Exchange Commission (SEC) to examine the accuracy and completeness of accounting records and financial disclosures, provide recommendations, and address weaknesses or deficiencies in accounting practices or the Company's internal control system.

5.3 Meetings of the Board of Directors

- (1) The Board of Directors schedules regular meetings in advance each year so that directors can conveniently allocate time to attend all meetings. In addition, special meetings may be convened as necessary. Each regular meeting includes follow-up on matters from previous meetings and a review of the Company's operating performance.
- (2) A quorum for a Board meeting requires the presence of not less than one-half of the total number of directors.
- (3) The Chairman of the Board of Directors approves the meeting agenda in consultation with the Chairman of the Executive Committee and considers requests from individual directors to include



other important matters on the agenda. Each director has the independence to propose items for inclusion on the meeting agenda.

- (4) The Chairman of the Board of Directors allocates sufficient time for management to present matters or supporting documents and ensures adequate time for directors to thoroughly deliberate and discuss significant issues.
- (5) The Board of Directors supports the Chairman of the Executive Committee in inviting senior executives to attend Board meetings to provide information or additional details as directly responsible parties, and to allow the Board to become acquainted with senior management.
- (6) The Board of Directors may access and request necessary information, advice, and services from the Chairman of the Executive Committee or other designated executives, or may seek independent opinions from external advisors when appropriate.
- (7) Management and senior executives are responsible for providing appropriate and timely information, advice, and services to the Board.
- (8) The Board of Directors has a policy to allow non-executive directors to meet among themselves to discuss issues without management present. Any opinions or conclusions from such meetings are to be reported to the Chairman of the Board of Directors.
- (9) The Company Secretary is required to distribute meeting notices together with the agenda and supporting documents for each agenda item to directors at least seven days in advance of the meeting, to allow sufficient time for review prior to attendance. In every Board meeting, the secretary shall keep record of the minutes of the meeting for future reference.
- (10) Minutes of every Board meeting are recorded in writing for all agenda items in a complete and accurate manner. The approved minutes are properly maintained so that the Board and/or relevant parties may review them at any time.

5.4 Board of Directors' Self-Assessment

The Board of Directors supports the conduct of a self-assessment of the Board's performance. The Board of Directors carries out such self-evaluation on an annual basis in order to jointly consider its performance, as well as any issues and challenges encountered, with a view to further improvement and enhancement. The assessment focuses on the overall performance of the Board of Directors and/or specific aspects of its duties, and is not intended to evaluate the performance of any individual director.



5.5 Remuneration of Directors and Executives

The Company has clearly and transparently established directors' remuneration in the form of meeting allowances, which has been duly approved by the shareholders' meeting. In cases where directors are assigned additional duties and responsibilities, such as serving as members of sub-committees, they shall receive additional remuneration commensurate with the scope of duties and responsibilities so assigned. The Company has established a Remuneration Committee to determine the criteria for evaluating the performance of senior executives and to set fair, appropriate, and transparent remuneration or compensation. In this regard, the Board of Directors has a policy to disclose information relating to the remuneration of directors and executives in the annual report and on the Company's website.

5.6 Development of Directors and Executives

The Company has undertaken the following actions to provide directors and executives with relevant information and updates:

- (1) Summarizing and presenting applicable laws, rules, regulations, and notifications, including any material amendments thereto, to the Board of Directors and executives promptly upon any changes.
- (2) Encouraging directors to attend training programs relating to the roles and duties of directors in capital market intermediary businesses, in order to enhance their knowledge, understanding, and ability to perform their duties accurately and effectively.
- (3) Requiring that all newly elected or appointed directors obtain approval from the Office of the Securities and Exchange Commission and the Stock Exchange of Thailand prior to assuming their duties as Company directors.
- (4) Ensuring that all first-time directors are provided with information regarding the Company, applicable rules and regulations, and the Company's Director's Handbook.
- (5) Providing presentations, information updates, and communications that are beneficial to the performance of duties by directors and executives.