

## Corporate Governance Policy

AddTech Hub Public Company Limited (the “Company”) realizes the importance of compliance with corporate governance principles in business operations. Therefore, the Board of Directors has a policy to comply with principles and guidelines which are consistent with the Corporate Governance Code for Listed Companies 2017 issued by the Securities and Exchange Commission. It is taken from the Principles of Good Corporate Governance for Listed Companies 2012 of the Stock Exchange of Thailand and covers all five sections of the OECD principles on rights and equality of shareholders and stakeholders, the role of stakeholders, disclosure and transparency and the duties of the Board of Directors. It is presented in the form of the 8-core principles for the Board of Directors, which is the leader or the person responsible for corporate governance in order to build investor confidence and create sustainable business values. (Hereinafter referred to as “CG Code”)

The Board of Directors of AddTech Hub Public Company Limited will review the implementation of the CG Code in accordance with the Company’s context annually and if any CG Code is found to be inappropriate to the Company’s context, the Company will consider and apply substitute measures (if any) whereby shareholders and stakeholders will be informed about the principle that has not yet been applied in the form 56-1 One Report.

This practice of the CG Code is reflected in the Code of Conduct as well as the charters of the Board of Directors and the committees assigned in various matters and the advanced preparation of the agenda of the Board and sub-committee meetings throughout the year to ensure that the Board’s performance of duties is complete. The details of the Company’s conduct will be provided in the Corporate Governance Report, whereby the Company will communicate and publish corporate governance documents on the Company’s website. Stakeholders can view more details on the Company’s website under the “Corporate Governance” section in the part of Investor Relations (<https://www.addtechhub.com>).

### Principles and Sub-Guidelines

1. The Board of Directors recognizes the role and responsibilities as an organization leader that creates sustainable value for the business.

1.1 The Board of Directors works with Management to define objectives and goals, strategies, operating policies and allocating key resources to achieve objectives and goals through monitoring, evaluation and supervision.

1.2 The Board of Directors cooperates with the Management in creating sustainable value for the business, i.e. being able to compete and have good performance with regard to long-term impacts, conducting business with ethics, respecting rights and being responsible to stakeholders, being beneficial to society,

developing or reducing the negative impact on the environment and enabling the Company to adapt under changing factors.

1.3 The Board of Directors ensures that directors and executives perform their duties responsibly, cautiously and honestly to the organization and oversees that the operations are in accordance with the laws, regulations and resolutions of the shareholder meeting.

1.4 The Board of Directors clearly defines the scope, delegation of duties, and responsibilities to the Chief Executive Officer and the Management and monitors them to perform their duties as assigned.

2. The Board of Directors sets the objectives and main goals of the business for sustainability.

2.1 The Board of Directors determines that the Company's main objectives and goals are for sustainability in line with creating value for the entity, its stakeholders and society at large.

2.2 The Board of Directors oversees to ensure that the annual and/or medium-term strategy is consistent with the achievement of the main objectives and goals of the entity and the appropriate and safe implementation of innovation and technology.

3. Building an effective Board of Directors

3.1 The Board of Directors determines and reviews the Board structure in terms of size, composition and proportion of independent directors that are appropriate for the organization.

3.2 The Board of Directors selects the appropriate person to be the Chairman of the Board ensures that the Board's operations are favorable for independent decision-making.

3.3 The Board of Directors ensures that the nomination and selection of directors has a transparent and clear process in order to obtain a Board whose qualifications are in line with the specified elements.

3.4 The Board of Directors proposes to shareholders to approve directors' remuneration by considering the structure and remuneration rates that are suitable for short-term and long-term responsibilities and incentives.

3.5 The Board of Directors ensures that all directors are responsible for their duties and allocate sufficient time.

3.6 The Board of Directors ensures that there is a framework and mechanism for overseeing the policies and operations of the subsidiaries and other businesses in which the Company has significant investments at an appropriate level and that such businesses have the correct and consistent understanding.

3.7 The Board of Directors provides an annual performance evaluation of the Board of Directors, sub-committees and individual director by applying the evaluation results to further develop the performance of the directors.

3.8 The Board of Directors supports each director to have knowledge and understanding of the roles and duties, nature of business and laws related to business operations and to obtain skills and knowledge for performing the duties of a director on a regular basis.

3.9 The Board of Directors ensures that the Board's operations are smooth, has access to the necessary information and has a Company Secretary who has the necessary and appropriate knowledge and experience to support the Board's operations.

4. The Board of Directors oversees the recruitment and development of senior executives and personnel management.

4.1 The Board of Directors recruits and develops Chief Executive Officer and senior executives to have the knowledge, skills, experience and attributes necessary to drive the organization towards its goals.

4.2 The Board of Directors determines the appropriate compensation and evaluation structure.

4.3 The Board of Directors understands the structure and relationship of shareholders that may affect the management and operations of the Company.

4.4 The Board of Directors oversees the management and development of personnel to have the appropriate knowledge, skills, experience and motivation.

5. The Board of Directors oversees the promotion of innovation and responsible business operations.

5.1 The Board of Directors emphasizes and supports the creation of innovations that bring value to the business while creating benefits for customers or related parties and being socially and environmentally responsible.

5.2 The Board of Directors ensures that the Management operates business in an environmentally responsible manner and is reflected in the action plan to ensure that all departments of the organization operate in accordance with the objectives, key goals, plans and strategies of the entity.

5.3 The Board ensures that the Management allocates resources in an efficient and effective manner, taking into account the impact and development of resources along the value chain for sustainable business operations.

5.4 The Board of Directors ensures that there is supervision and management of information technology at the organizational level in accordance with the needs of the business, including ensuring that information technology is used to enhance business opportunities, improve operations and in risk management in order to achieve the objectives and main goals of the business.

6. The Board of Directors ensures that there is an appropriate risk management and internal control system.

6.1 The Board of Directors ensures that the Company has a risk management and internal control system that will effectively lead the Company to achieve its objectives and complies with relevant laws and standards.

6.2 The Board of Directors appoints Audit Committee that can perform its duties efficiently and independently.

6.3 The Board of Directors oversees the management of potential conflicts of interest between the Company and its Management, Board of Directors or shareholders, including the prevention of misuse of the Company's assets, information and opportunities and improper transactions with persons related to the Company.

6.4 The Board of Directors ensures that clear anti-corruption policies and guidelines are formulated and communicated at all levels of the organization and to third parties for their practical implementation.

6.5 The Board of Directors ensures that there is a mechanism for receiving complaints and taking action in case of whistleblowing.

7. The Board of Directors oversees the maintenance of financial credibility and disclosure.

7.1 The Board of Directors ensures that the financial reporting and disclosure systems are accurate, adequate, timely and in accordance with relevant rules, standards and guidelines.

7.2 The Board of Directors oversees the adequacy of financial liquidity and debt repayment capability.

7.3 In the event that the business faces financial problems or is likely to encounter problems, the Board of Directors will ensure that the business has a remedial plan or has other mechanisms to solve the financial problems, under consideration of the rights of stakeholders.

7.4 The Board of Directors will consider preparing a sustainability report as appropriate.

7.5 The Board ensures that the Management has a unit or person responsible for investor relations that is responsible for communicating with shareholders and other stakeholders such as investors, analysts in an appropriate, equitable and timely manner.

7.6 The Board of Directors promotes the use of information technology in disseminating information.

8. The Board of Directors encourages participation and communication with shareholders.

8.1 The Board of Directors ensures that shareholders are involved in making decisions on important matters of the Company.

8.2 The Board of Directors ensures that the proceedings on the shareholder meeting date are organized, transparent, efficient and favors shareholders in exercising their rights.

8.3 The Board of Directors ensures that the resolutions of the meetings and the preparation of the minutes of the shareholder meetings are properly and completely disclosed.

#### Responsible person according to the Corporate Governance Policy

Issue	Responsible person
Annual review of good corporate governance principles	- Nomination and Remuneration Committee - Sustainability Management Team

Issue	Responsible person
Meetings of directors and shareholder meetings and keeping meeting documents	Company Secretary
Retention and prevention of internal use of written information	Company Secretary
Directors and executives are legally responsible for reporting their securities holdings	- Directors and executives - Company Secretary is the keeper of the documents
Publication of information through the Company website	Company Secretary
Providing information to shareholders, analysts and related parties (Investor Relations)	Chief Executive Officer / Board of Directors
Supervision of connected transactions and related party transactions	Chief Financial Officer
Internal control system audit	Internal audit company (third party)
Preparation of financial report	Accounting Manager
Preparation of annual report	Accounting Manager and Company Secretary
Coordinating with the SET and sending information through the SET Portal system	Company Secretary

This Corporate Governance Policy has been considered and approved by the Board of Directors' Meeting No. 2/2024 on 6 March 2024 and is effective immediately.