



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

RABBIT HOLDINGS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : RABBIT HOLDINGS PUBLIC COMPANY LIMITED

Symbol : RABBIT

Address : No. 1000/9 BTS Visionary Park - South Tower, Unit No. 2404-2407,
24th Floor, Phahonyothin Road, Chomphon Sub-district,
Chatuchak District.

Province : Bangkok

Postcode : 10900

Business : The Company conducts the business of full-range real estate
development for lease, service, sale, and management.

Registration Number : 010753700459

Telephone : 0-2027 8778

Fax (if applicable) : -

Website : www.rabbitholdings.co.th

Email : ir@rabbitholdings.co.th

Total Shares Sold (shares)

Common Stock : 7,484,279,875

Preferred Stock : 24,334,891,108

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2023	2024	2025
Total revenue from operations (Thousand baht)	5,283,383.00	5,881,235.00	7,836,652.00
Hotel (Thousand baht)	1,960,550.00	2,806,059.00	2,726,994.00
Other (Thousand baht)	3,322,833.00	3,075,176.00	5,109,658.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Hotel (%)	37.11	47.71	34.80
Other (%)	62.89	52.29	65.20

By Geographical Area or Market

	2023	2024	2025
Total revenue from operations (Thousand baht)	5,283,383.00	5,881,235.00	7,836,652.00
Domestic (Thousand baht)	3,516,168.00	4,642,597.00	5,127,059.00
International (Thousand baht)	1,767,215.00	1,238,638.00	2,709,593.00
Germany (Thousand baht)	1,520,315.00	1,147,755.00	2,533,169.00
Other countries (Thousand baht)	246,900.00	90,883.00	176,424.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	66.55	78.94	65.42
International (%)	33.45	21.06	34.58

Germany (%)	86.03	92.66	93.49
Other countries (%)	13.97	7.34	6.51

Other income as specified in the financial statements

	2023	2024	2025
Total other income (Thousand baht)	1,291,042.00	946,544.00	2,671,396.00
Other income from operations (Thousand baht)	580,696.00	591,110.00	603,826.00
Other income not from operations (Thousand baht)	710,346.00	355,434.00	2,067,570.00

Share of profit of joint ventures and associates accounted for using equity method

	2023	2024	2025
Share of profit (Thousand baht)	-1,119,802.00	235,919.00	-457,068.00

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2023	2024	2025
R&D expenses in the past 3 years	0.00	0.00	0.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

• Strategic and Business Expansion Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Economic risk
- New business risk

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Compliance Risk

- Change in laws and regulations

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations

• Economic Volatility Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

- Government policy
- Economic risk

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

• Financial Investment Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Other

Financial Risk

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

Liquidity Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Liquidity risk
- Other

• Interest Rate Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Laws and regulations is not favorable for doing business

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Other

• Investing in Foreign Securities Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Human Resources Management Risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Human error in business operations
- Other

• Insurance Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Business operations of partners in the supply chain
- Competition risk

Operational Risk

- Corruption
- Other

Compliance Risk

- Violations of laws and regulations

• Project Management Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- ESG risk
- Climate change and disasters
- Other

Operational Risk

- Loss or damage from non-compliance of partners or counterparties
- Other

• Compliance with Laws and Regulations Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Compliance Risk

- Change in laws and regulations
- Other

• Personal Data Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack
- Impact on human rights

Compliance Risk

- Violations of laws and regulations
- Other

• Environmental Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk
- Climate change and disasters

Operational Risk

- Impact on the environment

Compliance Risk

- Other

• Risk from Having Major Shareholder > 50%

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Corporate ownership structure risk

Compliance Risk

- Other

• Information Technology and Increasing Information Technology Threat

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies
- Damage to company image and reputation

Operational Risk

- Information security and cyber-attack
- System disruption risk

Compliance Risk

- Violations of laws and regulations
- Other

Financial Risk

- Other

• Sustainable Development Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk
- Other

Operational Risk

- Human error in business operations
- Impact on the environment
- Impact on human rights
- Other

• Social and Community Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Operational Risk

- Impact on the environment
- Impact on human rights

Compliance Risk

- Other

• Business Operations Risk from Extreme Weather Conditions

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk
- Climate change and disasters

Operational Risk

- Safety, occupational health, and working environment
- Climate change and disasters
- Other

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment
- Liquidity risk

Exchange Rate Volatility Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Other

Economic Volatility Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in return on assets or investment
- Income volatility
- Other

Risk to Securities Holder (2.2.2)

Financial Investment Risk

Risk Management Measures: Yes

Related Risk Topics

- Other

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.rabbitholdings.co.th/storage/document/cg/sustainability-policy-th.pdf>
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.rabbitholdings.co.th/storage/document/cg/environmental-management-policy-th.pdf>
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2023	2024	2025
Diesel (Litres)	9,140.00	103,194.79	29,819.22
Gasoline (Litres)	496.63	176,924.47	23,133.48
Natural gas (Standard cubic feet)	N/A	N/A	19,179.99
LPG (Kilograms)	2,266,496.20	2,046,457.91	813,073.24

• Electricity consumption

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	32,804,220.00	45,860,580.00	35,817,420.00

Water management

• Water consumption

	2023	2024	2025
Total water withdrawal (Cubic meters)	350,098.73	528,965.82	497,655.27

Waste management

• Waste from operations

	2023	2024	2025
Non-hazardous waste (Kilograms)	37,046.17	42,192.29	1,084,020.56
Hazardous waste (Kilograms)	0.00	0.00	0.00
Total waste generated (Kilograms)	37,046.17	42,192.29	1,084,020.56

Greenhouse gas management

• Greenhouse gas emissions

	2023	2024	2025
Scope 1 (Tons of carbon dioxide equivalents)	7,683.20	7,044.55	4,952.44
Scope 2 (Tons of carbon dioxide equivalents)	16,398.83	22,925.71	17,013.28
Scope 3 (Tons of carbon dioxide equivalents)	4,554.91	8,555.08	6,533.55
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	28,636.94	38,525.34	28,499.27

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://www.rabbitholdings.co.th/storage/document/cg/human-rights-policy-th.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2023	2024	2025
Number of male employees (Persons)	527	860	867
Number of female employees (Persons)	656	1,015	968
Total number of employees (Persons)	1,183	1,875	1,835

• Employee remuneration

	2023	2024	2025
Employee remuneration (baht)	290,744,662.00	356,199,741.00	239,632,814.00

• Employee development and training

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	3.63	6.14	20.38
Employee development and training expenses (baht)	1,560,166.00	2,965,025.00	3,274,510.00

• Health, safety and work environment

	2023	2024	2025
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Total number of lost time injury incidents by employees (Cases)	11	56	25
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• **Employee retention**

	2023	2024	2025
Percentage of employees who voluntarily resigned (%)	32.63	26.24	21.47

• **Significant labor dispute**

	2023	2024	2025
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy and-code-of-business-conduct : <https://www.rabbitholdings.co.th/th/corporate-governance/corporate-governance-and-code-of-business-conduct>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	6	66.67
Number of female directors	3	33.33
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
Number of independent directors	3	33.33

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. KEEREE KANJANAPAS Gender: Male Age: 75 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	7 Jul 2017	Finance & Securities, Transportation & Logistics, Property Development, Corporate Social Responsibility, Business Administration

2.	Mr. KAVIN KANJANAPAS Gender: Male Age: 50 years old Highest level of education: Below a bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Jul 2017	Transportation & Logistics, Marketing, Digital Marketing, Finance, Property Development
3.	Mr. KONG CHI KEUNG Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Jul 2017	Insurance, Property Development, Accounting, Finance, Finance & Securities
4.	Mr. RUNGSON SRIWORASAT Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	19 Dec 2017	Banking, Accounting, Finance, Risk Management, Audit
5.	Ms. SORAYA SATIANGOSET Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	15 Dec 2020	Accounting, Finance, Insurance, Property Development, Budgeting

6.	Mr. SAYAM SIWARAPORNSKUL Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	13 Mar 2025	Finance & Securities, Insurance, Law, Business Administration, Property Development
7.	Ms. CHAWADEE RUNGRUANG Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	28 Apr 2025	Accounting, Finance, Commerce, Marketing, Risk Management
8.	Ms. CHALIDA BHUVADEJSIRIVORADEE Gender: Female Age: 49 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	28 Apr 2025	Commerce, Law, Accounting, Finance, Risk Management
9.	Mr. WISIT ANANSKULWAT Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	28 Apr 2025	Petrochemicals & Chemicals, Corporate Social Responsibility, Health Care Services, Sustainability

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

General information	Position	Tenure	Replacement Director
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1.	Mr. CHAIWAT ATSAWINTARANGKUN Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 28 Apr 2005 Date directorship ended: 28 Apr 2025	Mr. WISIT ANANSKULWAT Date position was assumed: 28 Apr 2025
2.	Mr. PLAKORN WANGLEE Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 7 Jul 2017 Date directorship ended: 28 Apr 2025	Ms. CHALIDA BHUVADEJSIRIVORADEE Date position was assumed: 28 Apr 2025
3.	Mr. SURAJIT GONGVATANA Gender: Male Age: 74 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 16 Jun 2018 Date directorship ended: 13 Mar 2025	Mr. SAYAM SIWARAPORNSKUL Date position was assumed: 13 Mar 2025

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of
the Board of Directors' meetings : No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. RUNGSON SRIWORASAT [1] Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	19 Dec 2017	Banking, Accounting, Finance, Risk Management, Audit
2. Ms. CHALIDA BHUVADEJSIRIVORADEE [1] Gender: Female Age: 49 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	29 Apr 2026	Commerce, Law, Accounting, Finance, Risk Management
3. Mr. WISIT ANANSKULWAT Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	29 Apr 2025	Petrochemicals & Chemicals, Corporate Social Responsibility, Health Care Services, Sustainability

[1] A director with the accounting expertise needed to review financial statements

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

General information	Position	Tenure	Replacement Director
1. Mr. PLAKORN WANGLEE [1] Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 7 Jul 2017 Date directorship ended: 28 Apr 2025	Ms. CHALIDA BHUVADEJSIRIVORADEE Date position was assumed: 28 Apr 2026
2. Mr. CHAIWAT ATSAWINTARANGKUN [1] Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 19 Dec 2017 Date directorship ended: 28 Apr 2025	Mr. WISIT ANANSKULWAT Date position was assumed: 28 Apr 2025

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Ms. SORAYA SATIANGOSET Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	16 Jun 2018

2.	Mr. KAVIN KANJANAPAS Gender: Male Age: 50 years old Highest level of education: Below a bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	13 Mar 2025
3.	Ms. CHAWADEE RUNGRUANG Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	29 Apr 2025
4.	Mr. KONG CHI KEUNG Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	13 Mar 2025
5.	Mr. SAYAM SIWARAPORNSKUL Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Mar 2025

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

General information	Position	Tenure	Replacement Director
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1.	Mr. SURAJIT GONGVATANA	Chairman of the executive committee	Date position was assumed:	Mr. SAYAM SIWARAPORNSKUL
	Gender: Male			Date position was assumed:
	Age: 74 years old		16 Jun 2018	13 Mar 2025
	Highest level of education: Below a bachelor's degree		Date directorship ended:	
	Major: Business Administration		13 Mar 2025	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Board of Nomination and Remuneration Committee	Mr. RUNGSON SRIWORASAT	Chairman
	Mr. KONG CHI KEUNG	Member
	Mr. WISIT ANANSKULWAT	Member
Sustainability Committee	Mr. WISIT ANANSKULWAT	Chairman
	Ms. CHALIDA BHUVADEJSIRIVORADEE	Member
	Ms. SORAYA SATIANGOSET	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: None
Sub-committees responsible for nomination	: Board of Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Board of Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Sustainability Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Ms. SORAYA SATIANGOSET [1] Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Officer and Acting Chief Executive Officer	1 Mar 2018	Accounting, Finance, Insurance, Property Development, Budgeting
2. Mr. Anuchit Sirirungngam [1] Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Accounting	Acting Vice President of Finance	29 Jun 2023	Accounting
3. Mr. Natthabongse Yavijaya [1][2] Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Accounting	Associate Director of Accounting Department	1 Dec 2023	Accounting

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration

	2023	2024	2025
Total executive remuneration (baht)	22.78	18.28	15.60

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 867

Number of female employees (persons) : 968

Total number of employees (persons) : 1,835

Employee Remuneration

Total employee remuneration : 239,632,814.00

Provident fund

Total number of employees (persons) : 1,835

Number of employees contributing to the PVD (persons) : 1,196

Percentage of employees who are members (%) : 65.18

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
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1.	Mr. Natthabongse Yavijaya	natthabongse.yav@rabbitholdings.co.th	0814884550
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• **Company secretary**

General information	Email	Telephone
1. Ms. Hassaya Nunchang	companysecretary@rabbitholdings.co.th	089-9881998

• **Head of internal audit**

General information	Email	Telephone
1. Mr. Rattipoom sutapakul	rattipoom.sut@rabbitholdings.co.th	0891577800

• **Head of compliance unit**

General information	Email	Telephone
1. Ms. Hassaya Nunchang	companysecretary@rabbitholdings.co.th	0899881998

• **Head of investor relations**

General information	Email	Telephone
1. Ms. Soraya Satiangoset	ir@rabbitholdings.co.th	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. EY OFFICE LIMITED	<p>1. Mrs. ISARAPORN WISUTTHIYAN</p> <p>Email: isaraporn.wisutthiyan@th.ey.com</p> <p>Telephone: 0224949321</p>	21.80	-
	<p>2. Mrs. SIRIRAT SRICHAROENSUP</p> <p>Email: Sirirat.sricharoensup@th.ey.com</p> <p>Telephone: 024949311</p>		
	<p>3. Mr CHATCHAI KASEMSRITHANAWAT</p> <p>Email: chatchai.kasemsrithanawat@th.ey.com</p> <p>Telephone: 024949323</p>		

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SAYAM SIWARAPORNSKUL Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 13 Mar 2025	Finance & Securities, Insurance, Law, Business Administration, Property Development
2. Ms. CHAWADEE RUNGRUANG Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 28 Apr 2025	Accounting, Finance, Commerce, Marketing, Risk Management
3. Ms. CHALIDA BHUVADEJSIRIVORADEE Gender: Female Age: 49 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 28 Apr 2025	Commerce, Law, Accounting, Finance, Risk Management

4.	Mr. WISIT ANANSKULWAT	Director	Date position was assumed:	Petrochemicals & Chemicals,
	Gender: Male	(Non-executive,		Corporate Social
	Age: 62 years old	Independent director)	28 Apr 2025	Responsibility, Health Care
	Highest level of education:			Services, Sustainability
	Master's degree	Director type: Newly		
	Major: Business Administration	appointed director to		
	Thai nationality: Yes	replace ex-director		
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. KEEREE KANJANAPAS	Chairman of the board	Participating
Mr. KAVIN KANJANAPAS	Director	Participating
Mr. KONG CHI KEUNG	Director	Participating
Mr. RUNGSON SRIWORASAT	Director	Participating
Ms. SORAYA SATIANGOSET	Director	Participating
Mr. SAYAM SIWARAPORNSKUL	Director	Participating
Ms. CHAWADEE RUNGRUANG	Director	Participating
Ms. CHALIDA BHUVADEJSIRIVORADEE	Director	Participating
Mr. WISIT ANANSKULWAT	Director	Participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 9

Date of AGM meeting : 28 Apr 2025

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. KEEREE KANJANAPAS (Chairman of the board)	-	9/9	Participating	Participating
2. Mr. KAVIN KANJANAPAS (Director)	-	8/9	Non-participating	Participating
3. Mr. KONG CHI KEUNG (Director)	-	9/9	Participating	Participating
4. Mr. RUNGSON SRIWORASAT (Director)	-	9/9	Participating	Participating
5. Ms. SORAYA SATIANGOSET (Director)	-	9/9	Participating	Participating
6. Mr. SAYAM SIWARAPORNSKUL (Director)	-	6/6	Participating	Participating
7. Ms. CHAWADEE RUNGRUANG (Director)	-	6/6	Non-participating	Non-participating
8. Ms. CHALIDA BHUVADEJSIRIVORADEE (Director)	-	6/6	Non-participating	Participating
9. Mr. WISIT ANANSKULWAT (Director)	-	6/6	Non-participating	Participating
10. Mr. CHAIWAT ATSAWINTARANGKUN (Director)	28 Apr 2025	3/3	Participating	Non-participating
11. Mr. PLAKORN WANGLEE (Director)	28 Apr 2025	3/3	Participating	Non-participating
12. Mr. SURAJIT GONGVATANA (Director)	13 Mar 2025	2/3	Non-participating	Non-participating

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. KEEREE KANJANAPAS (Chairman of the board)	-	180,000.00	0.00	No
2. Mr. KAVIN KANJANAPAS (Director)	-	160,000.00	0.00	No
3. Mr. KONG CHI KEUNG (Director)	-	180,000.00	0.00	No
4. Mr. RUNGSON SRIWORASAT (Director)	-	180,000.00	N/A	No
5. Ms. SORAYA SATIANGOSET (Director)	-	180,000.00	0.00	No

6.	Mr. SAYAM SIWARAPORNSKUL (Director)	-	120,000.00	0.00	No
7.	Ms. CHAWADEE RUNGRUANG (Director)	-	120,000.00	0.00	No
8.	Ms. CHALIDA BHUVADEJSIRIVORADEE (Director)	-	120,000.00	0.00	No
9.	Mr. WISIT ANANSKULWAT (Director)	-	120,000.00	0.00	No
10.	Mr. CHAIWAT ATSAWINTARANGKUN (Director)	28 Apr 2025	60,000.00	0.00	No
11.	Mr. PLAKORN WANGLEE (Director)	28 Apr 2025	60,000.00	0.00	No
12.	Mr. SURAJIT GONGVATANA (Director)	13 Mar 2025	40,000.00	0.00	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 6

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. RUNGSON SRIWORASAT (Chairman of the audit committee)	-	6/6
2.	Ms. CHALIDA BHUVADEJSIRIVORADEE (Audit committee)	-	4/4
3.	Mr. WISIT ANANSKULWAT (Audit committee)	-	4/4
4.	Mr. PLAKORN WANGLEE (Audit committee)	28 Apr 2025	2/2
5.	Mr. CHAIWAT ATSAWINTARANGKUN (Audit committee)	28 Apr 2025	2/2