



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SVOA PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



Table of Contents

| | Page |
|--|------|
| Business Operations and Performance | |
| Group Structure and Operations | 1 |
| Risk Management | 5 |
| Sustainable Development | 9 |
| Corporate Governance | |
| Corporate Governance Policy | 14 |
| Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information | 15 |
| Performance Report on Corporate Governance | 27 |

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : SVOA PUBLIC COMPANY LIMITED

Symbol : SVOA

Address : No. 1023, MS Siam Tower, 31st Floor, Rama 3 Road, Chong Nonsi,
Yannawa

Province : Bangkok

Postcode : 10120

Business : The Company is a distributor of computer products and services including hardware, accessories, and licensed software from international suppliers and from its own brand SVOA and also export its own products to several countries. Moreover, the company has consulting services and IT project business which provides mainframe computer installation and supplies quality computers and accessories targeting government sector, private sector, and educational institutions.

Registration Number : 0107537002001

Telephone : 0-2686-3000

Fax (if applicable) : 0-2682-6300

Website : www.svoa.co.th

Email : phenchaa@svoa.co.th

Total Shares Sold (shares)

Common Stock : 813,473,000

Preferred Stock : 133,527,000

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

| | 2022 | 2023 | 2024 |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 7,188,314.00 | 9,240,086.00 | 8,472,467.00 |
| IT distribution strategic business unit (Thousand baht) | 3,842,648.00 | 3,638,926.00 | 3,860,924.00 |
| System intergration strategic business unit (Thousand baht) | 1,511,937.00 | 1,900,697.00 | 1,525,972.00 |
| ITP project strategic business unit (Thousand baht) | 1,429,190.00 | 2,954,387.00 | 2,026,502.00 |
| Digitech One (Thousand baht) | 0.00 | 350,482.00 | 478,117.00 |
| After-sales Service Business unit (Thousand baht) | 125,429.00 | 120,168.00 | 277,130.00 |
| Other (Thousand baht) | 279,110.00 | 275,426.00 | 303,822.00 |

| | 2022 | 2023 | 2024 |
|---|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| IT distribution strategic business unit (%) | 53.46 | 39.38 | 45.57 |
| System intergration strategic business unit (%) | 21.03 | 20.57 | 18.01 |
| ITP project strategic business unit (%) | 19.88 | 31.97 | 23.92 |
| Digitech One (%) | 0.00 | 3.79 | 5.64 |
| After-sales Service Business unit (%) | 1.74 | 1.30 | 3.27 |
| Other (%) | 3.88 | 2.98 | 3.59 |

By Geographical Area or Market

| | 2022 | 2023 | 2024 |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 7,188,314.00 | 9,240,086.00 | 8,472,467.00 |
| Domestic (Thousand baht) | 7,185,291.00 | 9,234,461.00 | 8,470,144.00 |
| International (Thousand baht) | 3,023.00 | 5,625.00 | 2,323.00 |
| Myanmar (Thousand baht) | 3,023.00 | 5,625.00 | 2,323.00 |

| | 2022 | 2023 | 2024 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%) | 99.96 | 99.94 | 99.97 |
| International (%) | 0.04 | 0.06 | 0.03 |
| Myanmar (%) | 100.00 | 100.00 | 100.00 |

Other income as specified in the financial statements

| | 2022 | 2023 | 2024 |
|--|------------|------------|------------|
| Total other income (Thousand baht) | 279,110.00 | 275,427.00 | 303,822.00 |
| Other income from operations (Thousand baht) | 0.00 | 0.00 | 0.00 |
| Other income not from operations (Thousand baht) | 279,110.00 | 275,427.00 | 303,822.00 |

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

| | 2022 | 2023 | 2024 |
|---------------------------------|------------|------------|-------------|
| Share of profit (Thousand baht) | -28,633.00 | -27,545.00 | -117,158.00 |

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) | 2022 | 2023 | 2024 |
|----------------------------------|------|------|------|
| 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)

Risks of Business Management

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Product obsolescence
- Loss or damage from non-compliance of partners or counterparties

Financial Risk

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

Strong Competition Could Adversely Affect Profitability

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risks of Fluctuation of the Exchange Rate

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risks from COVID-19 outbreak during the year

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Emerging Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- Damage to company image and reputation
- Competition risk
- Economic risk
- New business risk
- ESG risk
- Pandemic risk
- Climate change and disasters

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

- Product obsolescence
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- Property lease agreement execution
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Corruption
- System disruption risk
- Inventory risk
- Pandemic risk

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Corporate Governance
- Legal risk

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment
- Unhedged loan and borrowing in a foreign currency
- Liquidity risk

- Income volatility

Risk to Securities Holder (2.2.2)

Risk Factor from The Major Shareholders Who Hold Over 25 Percent of Stock

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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.svoa.co.th/investor/382/document/>
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity Management, Water Management, Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

| | 2022 | 2023 | 2024 |
|-----------------------------------|------|------|------|
| Jet fuel (Litres) | 0.00 | 0.00 | 0.00 |
| Diesel (Litres) | 0.00 | 0.00 | 0.00 |
| Gasoline (Litres) | 0.00 | 0.00 | 0.00 |
| 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 |
|----------------------|------|------|------|

• Electricity consumption

| | 2022 | 2023 | 2024 |
|--|--------|--------|------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 920.62 | 920.62 | 0.00 |

Water management

• Water consumption

| | 2022 | 2023 | 2024 |
|---------------------------------------|------|------|------|
| Total water withdrawal (Cubic meters) | 6.90 | 6.90 | 0.00 |

Waste management

• Waste from operations

| | 2022 | 2023 | 2024 |
|--|------------------|------------------|------------------|
| Non-hazardous waste (Kilograms) | 19,351.00 | 24,286.00 | 27,610.50 |
| Hazardous waste (Kilograms) | 168.00 | 1,250.00 | 1,090.00 |
| Total waste generated (Kilograms) | 19,519.00 | 25,536.00 | 28,700.50 |

Greenhouse gas management

• Greenhouse gas emissions

| | 2022 | 2023 | 2024 |
|---|-------------|---------------|-------------|
| Scope 1 (Tons of carbon dioxide equivalents) | 0.00 | 171.00 | N/A |
| Scope 2 (Tons of carbon dioxide equivalents) | 0.00 | 464.00 | N/A |
| Scope 3 (Tons of carbon dioxide equivalents) | 0.00 | 0.00 | N/A |
| Total GHG emissions (Metric tonnes of carbon dioxide equivalent) | 0.00 | 635.00 | 0.00 |

- **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

Company human right guideline : Employee Rights, 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

| | 2022 | 2023 | 2024 |
|--|------------|------------|------------|
| Number of male employees (Persons) | 446 | 417 | 414 |
| Number of female employees (Persons) | 313 | 305 | 299 |
| Total number of employees (Persons) | 759 | 722 | 713 |

• Employee remuneration

| | 2022 | 2023 | 2024 |
|------------------------------|----------------|----------------|----------------|
| Employee remuneration (baht) | 445,579,718.29 | 426,187,226.00 | 451,055,632.00 |

• Employee development and training

| | 2022 | 2023 | 2024 |
|---|--------------|--------------|--------------|
| Average employee training hours (Hours / Person / Year) | 9.00 | 15.00 | 22.50 |
| Employee development and training expenses (baht) | 1,867,684.00 | 2,888,000.00 | 3,156,000.00 |

• Health, safety and work environment

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total number of lost time injury incidents by employees (Cases) | 0 | 0 | 0 |

• **Employee retention**

| | 2022 | 2023 | 2024 |
|--|-------|------|------|
| Percentage of employees who voluntarily resigned (%) | 11.46 | 8.17 | 8.42 |

• **Significant labor dispute**

| | 2022 | 2023 | 2024 |
|---------------------------|------|------|------|
| 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 : <https://www.svoa.co.th/investor/299/document/>

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

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, 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 | 10 | 100.00 |
| Number of male directors | 8 | 80.00 |
| Number of female directors | 2 | 20.00 |
| Number of executive directors | 6 | 60.00 |
| Number of non-executive directors | 4 | 40.00 |
| Number of independent directors | 4 | 40.00 |

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. MANU LEOPAIROTE Gender: Male Age: 81 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive, Independent director) Director type: Original director | 27 Jan 2009 | Audit, Internal Control, Governance/ Compliance, Strategic Management, Risk Management |

| | | | | |
|----|---|--|-------------|---|
| 2. | Mr. WILSON TEO YONG PENG Gender: Male Age: 58 years old Highest level of education: Doctoral degree Major: Management Thai nationality: No Residing in Thailand: Yes | Director (Executive) Director type: Original director | 15 Feb 2006 | Risk Management, Budgeting, Data Analysis, Finance, Accounting |
| 3. | Mr. ANANT TANGTATSWAS Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Re-elected as director | 2 Apr 2012 | Audit, Internal Control, Governance/ Compliance, Accounting, Risk Management |
| 4. | Mr. KRIT KULSUPPAISARN Gender: Male Age: 71 years old Highest level of education: Below a bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Original director | 9 Nov 2016 | Data Management, Corporate Management, Project Management, Data Analysis, IT Management |
| 5. | Ms. KULAPA INTANATE Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | 11 May 2017 | Strategic Management, Corporate Management, Information & Communication Technology, Accounting, Risk Management |

| | | | | |
|----|---|--|-------------|--|
| 6. | <p>Mr. DAMNOEN KAEWTHAWEE</p> <p>Gender: Male</p> <p>Age: 78 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 11 Apr 2022 | <p>Risk Management, Audit, Data Analysis, Internal Control, Governance/ Compliance</p> |
| 7. | <p>Mr. CHAO INTANATE</p> <p>Gender: Male</p> <p>Age: 34 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Science Program in Information Technology Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p> | 17 Jul 2023 | <p>Information & Communication Technology, Electronic Components, IT Management, Accounting</p> |
| 8. | <p>Ms. Vipaphorn Sirichaiya</p> <p>Gender: Female</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p> | 17 Jul 2023 | <p>Accounting, Finance, Data Analysis, Risk Management, Budgeting</p> |
| 9. | <p>Mr. Pathom Indarodom</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Computer Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p> | 28 Feb 2024 | <p>Information & Communication Technology, IT Management, Data Management, Digital Marketing, Project Management</p> |

| | | | | |
|-----|-----------------------------|-------------------------|-------------|--|
| 10. | Mr. PRASIT CHINVATTANACHOT | Director | 28 Feb 2024 | Information & Communication Technology, IT Management, Risk Management, Strategic Management |
| | Gender: Male | (Non-executive, | | |
| | Age: 65 years old | Independent director) | | |
| | Highest level of education: | | | |
| | Bachelor's degree | Director type: Original | | |
| | Major: Computer | director | | |
| | Thai nationality: Yes | | | |
| | Residing in Thailand: Yes | | | |

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

| General information | Position | Tenure | Replacement Director |
|---|---|--|---|
| 1. Mr. PRAPON PHASUKYUD Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Civil Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) | Date position was assumed: 27 Feb 2003 Date directorship ended: 28 Feb 2024 | Mr. PRASIT CHINVATTANACHOT Date position was assumed: 28 Feb 2024 |
| 2. Mr. ANANPOL NONTAPHUND Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) | Date position was assumed: 14 May 2020 Date directorship ended: 28 Feb 2024 | Mr. Pathom Indarodom Date position was assumed: 28 Feb 2024 |

Other Information pertaining to committees

| | |
|--|-------|
| The Chairman is an independent director | : Yes |
| 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. ANANT TANGTATSWAS [1] Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes | Chairman of the audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director | 25 Feb 2016 | Audit, Internal Control, Governance/ Compliance, Accounting, Risk Management |
| 2. Mr. MANU LEOPAIROTE [1] Gender: Male Age: 81 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director | 25 Feb 2016 | Audit, Internal Control, Governance/ Compliance, Strategic Management, Risk Management |
| 3. Mr. DAMNOEN KAEWTHAWEE Gender: Male Age: 78 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Additional and newly-appointed directors | 24 Feb 2023 | Risk Management, Audit, Data Analysis, Internal Control, Governance/ Compliance |

| | | | | |
|----|-----------------------------|-------------------------|-------------|-----------------------------|
| 4. | Mr. PRASIT CHINVATTANACHOT | Audit committee | 28 Feb 2024 | Information & Communication |
| | Gender: Male | (Non-executive, | | Technology, IT Management, |
| | Age: 65 years old | Independent director) | | Risk Management, Strategic |
| | Highest level of education: | | | Management |
| | Bachelor's degree | Director type: Original | | |
| | Major: Computer | director | | |
| | Thai nationality: Yes | | | |
| | Residing in Thailand: Yes | | | |

[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. PRAPON PHASUKYUD | Audit committee | Date position was | Mr. PRASIT CHINVATTANACHOT |
| Gender: Male | (Non-executive, | assumed: | Date position was assumed: |
| Age: 67 years old | Independent director) | 27 Feb 2003 | 28 Feb 2024 |
| Highest level of education: | | Date directorship | |
| Doctoral degree | | ended: | |
| Major: Civil Engineering | | 28 Feb 2024 | |
| Thai nationality: Yes | | | |
| Residing in Thailand: Yes | | | |

[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. KULAPA INTANATE | Chairman of the | 11 May 2017 |
| Gender: Female | executive committee | |
| Age: 39 years old | | |
| Highest level of education: Master's degree | | |
| Major: Management | | |
| Thai nationality: Yes | | |
| Residing in Thailand: Yes | | |

| | | | |
|----|---|--|--------------------|
| 2. | <p>Mr. KRIT KULSUPPAISARN</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Member of the executive committee</p> | <p>9 Nov 2016</p> |
| 3. | <p>Mr. WILSON TEO YONG PENG</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Management</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p> | <p>Member of the executive committee</p> | <p>15 Feb 2006</p> |
| 4. | <p>Mr. Pathom Indarodom</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Computer Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Member of the executive committee</p> | <p>28 Feb 2024</p> |
| 5. | <p>Ms. Vipaphorn Sirichaiya</p> <p>Gender: Female</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Member of the executive committee</p> | <p>28 Feb 2024</p> |
| 6. | <p>Mr. CHAO INTANATE</p> <p>Gender: Male</p> <p>Age: 34 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Science Program in Information Technology Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Member of the executive committee</p> | <p>25 Feb 2025</p> |

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

| General information | Position | Tenure | Replacement Director |
|--|-----------------------------------|--|---|
| 1. Mr. ANANPOL NONTAPHUND Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | Date position was assumed: 14 May 2020 Date directorship ended: 28 Feb 2024 | Mr. Pathom Indarodom Date position was assumed: 28 Feb 2024 |

Other sub-committees

Sub-committees information

| Name of sub-committees | List of directors | Position |
|--|----------------------------|----------|
| Nomination and Remuneration Committee | Mr. MANU LEOPAIROTE | Chairman |
| | Mr. ANANT TANGTATSWAS | Member |
| | Mr. Prasit Chinvattanachot | Member |
| Risk Management Committee | Mr. DAMNOEN KAEWTHAWEE | Chairman |
| | Mr. ANANT TANGTATSWAS | Member |
| | Mr. Prasit Chinvattanachot | Member |
| Corporate Governance and Sustainable Development Committee | Mr. DAMNOEN KAEWTHAWEE | Chairman |
| | Mr. ANANT TANGTATSWAS | Member |
| | Mr. Prasit Chinvattanachot | Member |
| | Mr. MANU LEOPAIROTE | Member |

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

Sub-committees responsible for corporate governance : Corporate Governance and Sustainable Development Committee

Sub-committees responsible for corporate sustainability development

: Corporate Governance and Sustainable
Development
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. Mr. WILSON TEO YONG PENG [1][2] Gender: Male Age: 58 years old Highest level of education: Doctoral degree Major: Management | Chief Financial Officer | 15 Feb 2006 | Risk Management, Budgeting, Data Analysis, Finance, Accounting |
| 2. Mr. KRIT KULSUPPAISARN Gender: Male Age: 71 years old Highest level of education: Below a bachelor's degree Major: Management | Chief Operating Officer, IT Project Strategic Business Unit | 9 Nov 2016 | Data Management, Corporate Management, Project Management, Data Analysis, IT Management |
| 3. Ms. KULAPA INTANATE Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Management | CHIEF EXECUTIVE OFFICER | 14 May 2020 | Strategic Management, Corporate Management, Information & Communication Technology, Accounting, Risk Management |
| 4. Mr. Pathom Indarodom Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Computer Engineering | Chief Operating Officer | 28 Feb 2024 | Information & Communication Technology, IT Management, Data Management, Digital Marketing, Project Management |

| | | | | |
|----|---|-------------------------------|-------------|---|
| 5. | Ms. Vipaphorn Sirichaiya [2] Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Accounting | Group Financial Controller | 28 Feb 2024 | Accounting, Finance, Data Analysis, Risk Management, Budgeting |
| 6. | Mr. CHAO INTANATE Gender: Male Age: 34 years old Highest level of education: Master's degree Major: Science Program in Information Technology Management | Deputy Executive Director | 25 Feb 2025 | Information & Communication Technology, Electronic Components, IT Management, 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

| | 2022 | 2023 | 2024 |
|-------------------------------------|---------------|---------------|---------------|
| Total executive remuneration (baht) | 18,090,006.00 | 22,772,868.00 | 22,493,456.00 |

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) : 414

Number of female employees (persons) : 299

Total number of employees (persons) : 713

Employee Remuneration

Total employee remuneration : 451,055,632.00

Provident fund

Total number of employees (persons) : 713

Number of employees contributing to the PVD (persons) : 425

Percentage of employees who are members (%) : 59.61

Other Significant Information (7.6)

Other significant information

Assigned persons

• Person assigned to take direct responsibility for accounting oversight

| General information | Email | Telephone |
|-----------------------------|------------------------|-----------|
| 1. Ms. Vapaphorn Sirichaiya | vipaphorn_s@svoa.co.th | 028492701 |

• Company secretary

| General information | Email | Telephone |
|-----------------------------|-------------------|-----------|
| 1. Mr. Wilson Teo Yong Peng | wilson@svoa.co.th | 028492701 |

• Head of internal audit

| General information | Email | Telephone |
|--------------------------------|---------------------|-----------|
| 1. Ms. Jintana Jearanairungroj | jjearana@svoa.co.th | 026863000 |

• Head of compliance unit

| General information | Email | Telephone |
|---------------------------|-------------------------|-----------|
| 1. Ms. Panaskan Jermpipat | panaskan_j@d1asia.co.th | 026863000 |

• Head of investor relations

| General information | Email | Telephone |
|-----------------------------|------------------------|-----------|
| 1. Ms. Vipaphorn Sirichaiya | vipaphorn_s@svoa.co.th | 028492701 |

Company's auditor

| Company | Names and general information of auditors | Audit fee (baht) | Other non-audit fees (baht) |
|----------------------|--|------------------|-----------------------------|
| 1. EY OFFICE LIMITED | <p>1. Mrs. KAMONTIP LERTWITWORATEP Email: Kamontip.Lertwitworatep@th.ey.com Telephone: 022649090</p> <p>2. Mrs. SATIDA RATANANURAK Email: Satida.Ratananurak@th.ey.com Telephone: 022649090</p> <p>3. Mrs. NATTEERA PONGPINITPINYO Email: natteera.pongpinitpinyo@th.ey.com Telephone: 022649090</p> | 2,650,000.00 | - |

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 continuing directors (full term of directorship and being re-appointed as a director)

| General information | Position | Date position was assumed | Experience and expertise |
|--|--|---|---|
| 1. Mr. ANANT TANGTATSWAS Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Re-elected as director | Date position was assumed: 2 Apr 2012 | Audit, Internal Control, Governance/ Compliance, Accounting, Risk Management |
| 2. Ms. KULAPA INTANATE Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | Date position was assumed: 11 May 2017 | Strategic Management, Corporate Management, Information & Communication Technology, Accounting, Risk Management |
| 3. Ms. Vipaphorn Sirichaiya Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | Date position was assumed: 17 Jul 2023 | Accounting, Finance, Data Analysis, Risk Management, Budgeting |

Development of directors over the past year

| List of directors | Position | Participated in director development program |
|----------------------------|-----------------------|--|
| Mr. MANU LEOPAIROTE | Chairman of the board | Participating |
| Mr. WILSON TEO YONG PENG | Director | Participating |
| Mr. ANANT TANGTATSWAS | Director | Participating |
| Mr. KRIT KULSUPPAISARN | Director | Participating |
| Ms. KULAPA INTANATE | Director | Participating |
| Mr. DAMNOEN KAEWTHAWEE | Director | Participating |
| Mr. CHAO INTANATE | Director | Participating |
| Ms. Vipaphorn Sirichaiya | Director | Participating |
| Mr. Pathom Indarodom | Director | Participating |
| Mr. PRASIT CHINVATTANACHOT | Director | Participating |
| Mr. PRAPON PHASUKYUD | Director | Non-participating |
| Mr. ANANPOL NONTAPHUND | Director | Non-participating |

Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 7

Date of AGM meeting : 11 Apr 2024

EGM meeting : No

| | List of directors | Termination date | Number of Board Meeting | AGM meetings | EGM meetings |
|-----|--|------------------|-------------------------|-------------------|--------------------------|
| 1. | Mr. MANU LEOPAIROTE (Chairman of the board) | - | 7/7 | Participating | Did not hold the meeting |
| 2. | Mr. WILSON TEO YONG PENG (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 3. | Mr. ANANT TANGTATSWAS (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 4. | Mr. KRIT KULSUPPAISARN (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 5. | Ms. KULAPA INTANATE (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 6. | Mr. DAMNOEN KAEWTHAWEE (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 7. | Mr. CHAO INTANATE (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 8. | Ms. Vipaphorn Sirichaiya (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 9. | Mr. Pathom Indarodom (Director) | - | 6/6 | Non-participating | Did not hold the meeting |
| 10. | Mr. PRASIT CHINVATTANACHOT (Director) | - | 5/6 | Participating | Did not hold the meeting |
| 11. | Mr. PRAPON PHASUKYUD (Director) | 28 Feb 2024 | 1/1 | Non-participating | Did not hold the meeting |
| 12. | Mr. ANANPOL NONTHAPHUND (Director) | 28 Feb 2024 | 1/1 | Non-participating | Did not hold the meeting |

Remuneration for company directors

| List of directors | Termination date | Meeting allowance (baht) | Other monetary remuneration (baht) | Other non-monetary |
|-------------------|------------------|--------------------------|------------------------------------|--------------------|
|-------------------|------------------|--------------------------|------------------------------------|--------------------|

| | | | | | |
|-----|--|-------------|-----------|------|----|
| 1. | Mr. MANU LEOPAIROTE (Chairman of the board) | - | 35,000.00 | 0.00 | No |
| 2. | Mr. WILSON TEO YONG PENG (Director) | - | 0.00 | 0.00 | No |
| 3. | Mr. ANANT TANGTATSWAS (Director) | - | 35,000.00 | 0.00 | No |
| 4. | Mr. KRIT KULSUPPAISARN (Director) | - | 0.00 | 0.00 | No |
| 5. | Ms. KULAPA INTANATE (Director) | - | 0.00 | 0.00 | No |
| 6. | Mr. DAMNOEN KAEWTHAWEE (Director) | - | 35,000.00 | 0.00 | No |
| 7. | Mr. CHAO INTANATE (Director) | - | 0.00 | 0.00 | No |
| 8. | Ms. Vipaphorn Sirichaiya (Director) | - | 0.00 | 0.00 | No |
| 9. | Mr. Pathom Indarodom (Director) | - | 0.00 | 0.00 | No |
| 10. | Mr. PRASIT CHINVATTANACHOT (Director) | - | 25,000.00 | 0.00 | No |
| 11. | Mr. PRAPON PHASUKYUD (Director) | 28 Feb 2024 | 5,000.00 | 0.00 | No |
| 12. | Mr. ANANPOL NONTAPHUND (Director) | 28 Feb 2024 | 0.00 | 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) : 4

| | List of directors | Termination date | Number of the audit committee meeting |
|----|--|------------------|---------------------------------------|
| 1. | Mr. ANANT TANGTATSWAS (Chairman of the audit committee) | - | 4/4 |
| 2. | Mr. MANU LEOPAIROTE (Audit committee) | - | 4/4 |
| 3. | Mr. DAMNOEN KAEWTHAWEE (Audit committee) | - | 4/4 |
| 4. | Mr. PRASIT CHINVATTANACHOT (Audit committee) | - | 3/3 |

5. Mr. PRAPON PHASUKYUD
(Audit committee)

28 Feb 2024

1/1