



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**SAPPE PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2024



## Table of Contents

|  | Page |
|--|------|
| <b>Business Operations and Performance</b>   |      |
| Group Structure and Operations   | 1    |
| Risk Management  | 6    |
| Sustainable Development  | 7    |
| <b>Corporate Governance</b>  |      |
| Corporate Governance Policy  | 11   |
| Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information | 12   |
| Performance Report on Corporate Governance   | 21   |

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : SAPPE PUBLIC COMPANY LIMITED

Symbol : SAPPE

Address : 9/3 Bang Chan Industrial Estate, Soi Seri Thai 56, Seri Thai Road, Khanna Yao Sub-district, Khanna Yao District

Province : Bangkok

Postcode : 10230

Business : Sappe, a leading Thai innovative beverage brand, operates with the commitment: 'We better people's lives through our innovative spirit.' Innovation is the driving force behind the company, shaping its creative, dynamic, and fun approach, which is reflected in both its products and corporate culture. Currently, Sappe offers five product categories, delivering high-quality beverages that cater to consumer demands in both domestic and international markets:

Functional Beverage Category  
Fruit Juice/Juice Drink Category  
Functional Powder Category  
Healthier Snack Category  
Supplements & Others Category

Registration Number : 0107556000591

Telephone : 0-2319-4949

Fax (if applicable) : 0-2319-7337

Website : [www.sappe.com](http://www.sappe.com)

Email : [sutatip.ch@sappe.com](mailto:sutatip.ch@sappe.com)

#### Total Shares Sold (shares)

Common Stock : 308,289,080

Preferred Stock : 0



## Business Operations (1.2)

### Revenue Structure (1.2.1)

By Product Line or Business Grouping

|  | 2022         | 2023         | 2024         |
|--|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht)      | 4,899,505.23 | 6,052,567.58 | 6,775,377.71 |
| Functional Beverage Category (Thousand baht)       | 478,738.54   | 524,844.49   | 936,007.78   |
| Functional Powder Category (Thousand baht)         | 212,513.31   | 270,587.46   | 319,927.00   |
| Fruit Juice / Juice Drink Category (Thousand baht) | 3,718,806.17 | 5,046,606.73 | 5,339,588.21 |
| Healthier Snack Category (Thousand baht)           | 127,775.10   | 205,914.63   | 173,304.67   |
| Supplement and others Category (Thousand baht)     | 28,567.11    | 4,614.27     | 6,550.05     |
| Other (Thousand baht)                              | 333,105.00   | 0.00         | 0.00         |

|  | 2022   | 2023   | 2024   |
|--|--------|--------|--------|
| Total revenue from operations (%)      | 100.00 | 100.00 | 100.00 |
| Functional Beverage Category (%)       | 9.77   | 8.67   | 13.81  |
| Functional Powder Category (%)         | 4.34   | 4.47   | 4.72   |
| Fruit Juice / Juice Drink Category (%) | 75.90  | 83.38  | 78.81  |
| Healthier Snack Category (%)           | 2.61   | 3.40   | 2.56   |
| Supplement and others Category (%)     | 0.58   | 0.08   | 0.10   |
| Other (%)                              | 6.80   | 0.00   | 0.00   |

**By Geographical Area or Market**

|   | 2022         | 2023         | 2024         |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 4,899,505.23 | 6,052,567.58 | 6,775,377.71 |
| Domestic (Thousand baht)                      | 1,100,916.00 | 1,156,025.60 | 1,371,698.26 |
| International (Thousand baht)                 | 3,798,589.23 | 4,896,541.98 | 5,403,679.46 |

  

|                                   | 2022   | 2023   | 2024   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%)                      | 22.47  | 19.10  | 20.25  |
| International (%)                 | 77.53  | 80.90  | 79.75  |

**Other income as specified in the financial statements**

|  | 2022   | 2023   | 2024   |
|--|--------|--------|--------|
| Total other income (Thousand baht)               | 333.11 | 145.84 | 258.17 |
| Other income from operations (Thousand baht)     | 0.00   | 0.00   | 0.00   |
| Other income not from operations (Thousand baht) | 333.11 | 145.84 | 258.17 |

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

|                                 | 2022   | 2023       | 2024      |
|---------------------------------|--------|------------|-----------|
| Share of profit (Thousand baht) | 343.82 | -20,120.00 | -1,211.07 |

**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 : Yes

| (Unit : Thousand baht) | 2022 | 2023 | 2024 |
|------------------------|------|------|------|
|------------------------|------|------|------|

|                                  |               |               |               |
|----------------------------------|---------------|---------------|---------------|
| R&D expenses in the past 3 years | 21,048,487.00 | 25,969,000.00 | 20,873,125.00 |
|----------------------------------|---------------|---------------|---------------|



# 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)**

**Governance and Management of Subsidiaries, Both Domestic and International (Governance Dimension)**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Other

### Risk to Securities Holder (2.2.2)

**Risk Towards Investment of Securities Holders from Major Shareholders with Management Authority**

**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.sappe.com/wp-content/uploads/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99.pdf>  
(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, 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

• Electricity consumption

|  | 2022          | 2023          | 2024          |
|--|---------------|---------------|---------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 26,673,000.00 | 28,200,004.00 | 27,827,032.00 |

### Water management

• Water consumption

|                                       | 2022 | 2023       | 2024         |
|---------------------------------------|------|------------|--------------|
| Total water withdrawal (Cubic meters) | 0.00 | 845,286.00 | 1,119,897.00 |

## Waste management

### • Waste from operations

|  | 2022              | 2023              | 2024              |
|--|-------------------|-------------------|-------------------|
| Non-hazardous waste (Kilograms)          | 504,850.00        | 411,550.00        | 474,159.00        |
| Hazardous waste (Kilograms)              | 1,150.00          | 2,219.00          | 5,457.00          |
| <b>Total waste generated (Kilograms)</b> | <b>506,000.00</b> | <b>413,769.00</b> | <b>479,616.00</b> |

## Greenhouse gas management

### • Greenhouse gas emissions

|   | 2022             | 2023             | 2024             |
|---|------------------|------------------|------------------|
| Scope 1 (Tons of carbon dioxide equivalents)                            | 4,048.00         | 5,286.00         | 5,049.00         |
| Scope 2 (Tons of carbon dioxide equivalents)                            | 11,801.00        | 12,700.00        | 13,491.00        |
| Scope 3 (Tons of carbon dioxide equivalents)                            | 43,411.00        | 52,051.00        | 44,574.00        |
| <b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b> | <b>59,260.00</b> | <b>70,037.00</b> | <b>63,114.00</b> |

### • Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : SGS (Thailand) Co., Ltd.

## 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, 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)         | 255        | 260        | 290        |
| Number of female employees (Persons)       | 307        | 289        | 278        |
| <b>Total number of employees (Persons)</b> | <b>562</b> | <b>549</b> | <b>568</b> |

##### • Employee remuneration

|                              | 2022 | 2023 | 2024 |
|------------------------------|------|------|------|
| Employee remuneration (baht) | 0.00 | 0.00 | 0.00 |

##### • Employee development and training

|   | 2022  | 2023  | 2024  |
|---|-------|-------|-------|
| Average employee training hours (Hours / Person / Year) | 22.00 | 27.00 | 28.27 |

##### • 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 (%) | 0.00 | 0.00 | N/A  |

• **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

#### 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          | 7                 | 77.78          |
| Number of female directors        | 2                 | 22.22          |
| Number of executive directors     | 4                 | 44.44          |
| Number of non-executive directors | 5                 | 55.56          |
| Number of independent directors   | 4                 | 44.44          |

#### 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. NATEE ONIN<br>Gender: Male<br>Age: 52 years old<br>Highest level of education: Doctoral degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the board<br>(Non-executive)<br><br>Director type: Original director | 2 Sep 2013                | Corporate Management, Strategic Management, Accounting, Finance, Governance/ Compliance |

|    |  |  |            |   |
|----|--|--|------------|---|
| 2. | Mr. ADISAK RUCKARIYAPHONG<br>Gender: Male<br>Age: 51 years old<br>Highest level of education: Master's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes         | Vice Chairman<br>(Executive)<br><br>Director type: Original director | 2 Sep 2013 | Marketing, Risk Management, Food & Beverage, Governance/ Compliance, Strategic Management           |
| 3. | Mr. ANAN RUCKARIYAPONG<br>Gender: Male<br>Age: 81 years old<br>Highest level of education: Below a bachelor's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes  | Director<br>(Executive)<br><br>Director type: Original director      | 2 Sep 2013 | Strategic Management, Corporate Management, Food & Beverage, Marketing, Governance/ Compliance      |
| 4. | Mr. ARNUPAP RUCKARIYAPONG<br>Gender: Male<br>Age: 46 years old<br>Highest level of education: Bachelor's degree<br>Major: Computer Science<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Executive)<br><br>Director type: Original director      | 2 Sep 2013 | Food & Beverage, Strategic Management, Marketing, Governance/ Compliance, IT Management             |
| 5. | Ms. PIYAJIT RUCKARIYAPONG<br>Gender: Female<br>Age: 49 years old<br>Highest level of education: Bachelor's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes     | Director<br>(Executive)<br><br>Director type: Original director      | 2 Sep 2013 | Marketing, Food & Beverage, Human Resource Management, Strategic Management, Governance/ Compliance |

|    |   |  |             |  |
|----|---|--|-------------|--|
| 6. | <p>Mrs. NIRATCHARA SIRIAMPHUNKUL</p> <p>Gender: Female</p> <p>Age: 62 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</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> | 2 Sep 2013  | Finance, Accounting, Risk Management, Governance/ Compliance, Strategic Management |
| 7. | <p>Mr. THANA THIENACHARIYA</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</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> | 2 Sep 2013  | IT Management, Risk Management, Strategic Management, Accounting, Finance          |
| 8. | <p>Mr. SURATH PRALONGSIL</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</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> | 2 Sep 2013  | Finance, Accounting, Risk Management, Strategic Management, Governance/ Compliance |
| 9. | <p>Mr. CHANIN ARCHJANANUN</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</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> | 27 Apr 2023 | Accounting, Finance, Risk Management, Governance/ Compliance, Strategic Management |

## 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. SURATH PRALONGSIL [1]<br>Gender: Male<br>Age: 54 years old<br>Highest level of education: Master's degree<br>Major: Finance<br>Thai nationality: Yes<br>Residing in Thailand: Yes           | Chairman of the audit committee<br>(Non-executive, Independent director)<br><br>Director type: Original director | 27 Apr 2023               | Finance, Accounting, Risk Management, Strategic Management, Governance/ Compliance |
| 2. Mrs. NIRATCHARA SIRIAMPHUNKUL<br>Gender: Female<br>Age: 62 years old<br>Highest level of education: Bachelor's degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive, Independent director)<br><br>Director type: Original director                 | 1 Nov 2022                | Finance, Accounting, Risk Management, Governance/ Compliance, Strategic Management |

|    |   |  |             |   |
|----|---|--|-------------|---|
| 3. | Mr. CHANIN ARCHJANANUN [1]<br>Gender: Male<br>Age: 60 years old<br>Highest level of education:<br>Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 27 Apr 2023 | Accounting, Finance, Risk<br>Management, Governance/<br>Compliance, Strategic<br>Management |
|----|---|--|-------------|---|

[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. Mr. ADISAK RUCKARIYAPHONG<br>Gender: Male<br>Age: 51 years old<br>Highest level of education: Master's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes        | Chairman of the executive committee | 9 Feb 2015                |
| 2. Mr. ANAN RUCKARIYAPONG<br>Gender: Male<br>Age: 81 years old<br>Highest level of education: Below a bachelor's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Member of the executive committee   | 2 Sep 2013                |
| 3. Ms. PIYAJIT RUCKARIYAPONG<br>Gender: Female<br>Age: 49 years old<br>Highest level of education: Bachelor's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes    | Member of the executive committee   | 2 Sep 2013                |

|    |  |                                   |            |
|----|--|-----------------------------------|------------|
| 4. | Mr. ARNUPAP RUCKARIYAPONG<br>Gender: Male<br>Age: 46 years old<br>Highest level of education: Bachelor's degree<br>Major: Computer Science<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Member of the executive committee | 2 Sep 2013 |
| 5. | Mr. Tanarat Ruckariyapong<br>Gender: Male<br>Age: 43 years old<br>Highest level of education: Master's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes         | Member of the executive committee | 2 Sep 2013 |

## 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. PIYAJIT RUCKARIYAPONG<br>Gender: Female<br>Age: 49 years old<br>Highest level of education: Bachelor's degree<br>Major: Management | CHIEF EXECUTIVE OFFICER                               | 2 Sep 2013                | Marketing, Food & Beverage, Human Resource Management, Strategic Management, Governance/ Compliance |
| 2. Mr. Anak Lapsuksatit [1]<br>Gender: Male<br>Age: 45 years old<br>Highest level of education: Master's degree<br>Major: Finance         | Chief Financial Officer and Chief Operating Officer I | 1 Mar 2017                | Finance   |



|    |   |   |             |  |
|----|---|---|-------------|--|
| 3. | Mrs. Yata Onin<br>Gender: Female<br>Age: 44 years old<br>Highest level of education: Doctoral degree<br>Major: PHILOSOPHY IN SOCIAL MANAGEMENT    | Chief Brand<br>Innovation & Growth<br>Officer | 20 Oct 2017 | Corporate Management,<br>Marketing, Brand Management   |
| 4. | Mr. ARNUPAP RUCKARIYAPONG<br>Gender: Male<br>Age: 46 years old<br>Highest level of education: Bachelor's degree<br>Major: Computer Science        | Chief Project and<br>Technology Officer       | 1 Mar 2022  | Food & Beverage, Strategic<br>Management, Marketing,<br>Governance/ Compliance, IT<br>Management |
| 5. | Ms. Kanyaporn Skutalakul<br>Gender: Female<br>Age: 44 years old<br>Highest level of education: Doctoral degree<br>Major: Management               | Chief Operating<br>Officer II                 | 1 Mar 2022  | Economics, Corporate<br>Management, Marketing,<br>Accounting, Finance                            |
| 6. | Mr. Carlos Leonel Diaz Rigby<br>Gender: Male<br>Age: 51 years old<br>Highest level of education: Master's degree<br>Major: International Business | Chief Commercial<br>Officer – In Market       | 17 May 2024 | Marketing  |

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 290

Number of female employees (persons) : 278

**Total number of employees (persons) : 568**

#### Employee Remuneration

Total employee remuneration : 0.00

## Provident fund

|   |         |
|---|---------|
| Total number of employees (persons)                   | : 568   |
| Number of employees contributing to the PVD (persons) | : 473   |
| Percentage of employees who are members (%)           | : 83.27 |

## 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. Jarinya Buransuk | jarinya.bu@sappe.com | 02-319-4949 ต่อ 1001 |

- Company secretary

| General information           | Email                | Telephone            |
|-------------------------------|----------------------|----------------------|
| 1. Ms. Sutatip Chantharangsee | sutatip.ch@sappe.com | 02-319-4949 ต่อ 9709 |

- Head of internal audit

| General information               | Email              | Telephone   |
|-----------------------------------|--------------------|-------------|
| 1. Ms. Monnapat Phumirattanajarin | plia@plgroup.co.th | 02-526-6100 |

- Head of compliance unit

| General information      | Email                | Telephone            |
|--------------------------|----------------------|----------------------|
| 1. Ms. Paweena Sriwichai | paweena.sr@sappe.com | 02-319-4949 ต่อ 2101 |

• Head of investor relations

| General information             | Email                  | Telephone            |
|---------------------------------|------------------------|----------------------|
| 1. Mr. Chinnavit Lertbannaphong | chinnavit.le@sappe.com | 02-319-4949 ต่อ 1805 |

Company's auditor

| Company                                 | Names and general information of auditors                            | Audit fee (baht) | Other non-audit fees (baht)                        |
|---|--|------------------|--|
| 1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED | 1. Mr PIYANAT SINGKHORN<br>Email: piyanat@kpmg.co.th<br>Telephone: - | 3,530,000.00     | Details: -<br>Total service fee (baht): 180,000.00 |

# 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)

##### Development of directors over the past year

| List of directors             | Position              | Participated in director development program |
|-------------------------------|-----------------------|--|
| Mr. NATEE ONIN                | Chairman of the board | Non-participating                            |
| Mr. ADISAK RUCKARIYAPHONG     | Vice Chairman         | Participating                                |
| Mr. ANAN RUCKARIYAPONG        | Director              | Non-participating                            |
| Mr. ARNUPAP RUCKARIYAPONG     | Director              | Non-participating                            |
| Ms. PIYAJIT RUCKARIYAPONG     | Director              | Participating                                |
| Mrs. NIRATCHARA SIRIAMPHUNKUL | Director              | Participating                                |
| Mr. THANA THIENACHARIYA       | Director              | Non-participating                            |
| Mr. SURATH PRALONGSIL         | Director              | Participating                                |
| Mr. CHANIN ARCHJANANUN        | Director              | Non-participating                            |

#### Meeting attendance and remuneration to each Board member (8.1.2)

##### Meeting attendance of the board of directors

Number of board meetings (times) : 10

Date of AGM meeting : 18 Apr 2024

EGM meeting : No

|    | List of directors                            | Termination date | Number of Board Meeting | AGM meetings  | EGM meetings             |
|----|--|------------------|-------------------------|---------------|--------------------------|
| 1. | Mr. NATEE ONIN<br>(Chairman of the board)    | -                | 10/10                   | Participating | Did not hold the meeting |
| 2. | Mr. ADISAK RUCKARIYAPHONG<br>(Vice Chairman) | -                | 9/10                    | Participating | Did not hold the meeting |
| 3. | Mr. ANAN RUCKARIYAPONG<br>(Director)         | -                | 10/10                   | Participating | Did not hold the meeting |
| 4. | Mr. ARNUPAP RUCKARIYAPONG<br>(Director)      | -                | 10/10                   | Participating | Did not hold the meeting |
| 5. | Ms. PIYAJIT RUCKARIYAPONG<br>(Director)      | -                | 10/10                   | Participating | Did not hold the meeting |
| 6. | Mrs. NIRATCHARA SIRIAMPHUNKUL<br>(Director)  | -                | 9/10                    | Participating | Did not hold the meeting |
| 7. | Mr. THANA THIENACHARIYA<br>(Director)        | -                | 8/10                    | Participating | Did not hold the meeting |
| 8. | Mr. SURATH PRALONGSIL<br>(Director)          | -                | 10/10                   | Participating | Did not hold the meeting |
| 9. | Mr. CHANIN ARCHJANANUN<br>(Director)         | -                | 10/10                   | 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. NATEE ONIN<br>(Chairman of the board)    | -                | 264,000.00               | 1,492,546.00                       | No                 |
| 2. | Mr. ADISAK RUCKARIYAPHONG<br>(Vice Chairman) | -                | 194,000.00               | 1,492,546.00                       | No                 |
| 3. | Mr. ANAN RUCKARIYAPONG<br>(Director)         | -                | 214,000.00               | 1,492,546.00                       | No                 |
| 4. | Mr. ARNUPAP RUCKARIYAPONG<br>(Director)      | -                | 214,000.00               | 1,492,546.00                       | No                 |
| 5. | Ms. PIYAJIT RUCKARIYAPONG<br>(Director)      | -                | 214,000.00               | 1,492,546.00                       | No                 |
| 6. | Mrs. NIRATCHARA SIRIAMPHUNKUL<br>(Director)  | -                | 192,000.00               | 1,492,546.00                       | No                 |

|    |                                       |   |            |              |    |
|----|---------------------------------------|---|------------|--------------|----|
| 7. | Mr. THANA THIENACHARIYA<br>(Director) | - | 174,000.00 | 1,492,546.00 | No |
| 8. | Mr. SURATH PRALONGSIL<br>(Director)   | - | 214,000.00 | 1,492,546.00 | No |
| 9. | Mr. CHANIN ARCHJANANUN<br>(Director)  | - | 214,000.00 | 1,492,546.00 | 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. SURATH PRALONGSIL<br>(Chairman of the audit committee) | -                | 4/4                                   |
| 2. | Mrs. NIRATCHARA SIRIAMPHUNKUL<br>(Audit committee)         | -                | 4/4                                   |
| 3. | Mr. CHANIN ARCHJANANUN<br>(Audit committee)                | -                | 4/4                                   |