



ESG Performance Report for Listed Companies in 2024

S P V I PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 24 April 2025



ESG Performance

Company Name : S P V I PUBLIC COMPANY LIMITED Symbol : SPVI

Market : mai Industry Group : Technology Sector : SECTOR 0

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Water resources and water quality management, Waste Management

The Company is mindful of its responsibility toward the environment and natural resources. As such, it prioritizes the efficient use of these resources by raising awareness among employees through education on environmental management, including water conservation, energy saving, and the efficient use of resources via communication and campaigns.

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : No
over the past year

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

The company has implemented various activities to promote the prudent use of resources, demonstrating a commitment to resource conservation. These initiatives include:

- Eliminating the use of plastic packaging in company stores, opting for cloth bags for customer use instead. In 2024, this resulted in a reduction of approximately 332,048 plastic bags.
- Choosing certified green label photocopiers and utilizing ink cartridges certified for health, safety, and environmental protection to minimize the environmental impact of document reproduction.

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	4
Actual number of disclosure boundaries	:	0
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : No

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : No

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : No

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	250,081.00	282,554.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	0.00	441.06	574.30

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	250,081.00000000	282,554.00000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	6,579,425.37	1,372,172.93	1,194,731.82
Percentage of total electricity expense to total expenses (%) ^(**)	0.12	0.02	0.02

	2022	2023	2024
Percentage of total electricity expense to total revenues (%) ^(**)	0.12	0.02	0.02
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	12,184.12	2,420.06	2,428.32

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	0.00	0.00

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	N/A	0.00000000	0.00000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	4
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.00	2,995.00	3,252.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	0.00	5.28	6.61
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	0.00	2,995.00	3,252.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00000000	0.00044239	0.00047604

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	17,410.00	81,886.59	42,829.02
Total water withdrawal expense from third-party water (Baht)	17,410.00	81,886.59	42,829.02
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	32.24	144.42	87.05

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	4
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan : No

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : No management

The company has implemented various activities to promote the prudent use of resources, demonstrating a commitment to resource conservation. These initiatives include:

- Eliminating the use of plastic packaging in company stores, opting for cloth bags for customer use instead. In 2024, this resulted in a reduction of approximately 332,048 plastic bags.
- Implementing waste segregation practices to facilitate the recycling of specific types of waste, such as paper, cardboard packaging, and plastic, resulting in the segregation of 8,185 kg of waste in 2024.
- Managing end-of-life products by selling obsolete items to recycling stores instead of disposing of them outright.
- Adopting E-Tax systems for invoice generation, leading to a significant reduction in paper usage, saving approximately 592,699 sheets of paper and helped reduce greenhouse gas emission by 2,725.30 kgCO₂/eq.

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	5,820.00	8,185.58
Total non-hazardous waste (kilograms)	0.00	5,778.40	8,121.78
Total hazardous waste (kilograms)	0.00	41.60	63.80
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

	2022	2023	2024
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	1,274.00	1,060.40
Reused/Recycled non-hazardous waste (Kilograms)	N/A	1,274.00	1,060.40
Reused/Recycled hazardous waste (Kilograms)	N/A	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	21.89	12.95
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	22.05	13.06
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	0.00	0.00

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	4
Actual number of disclosure boundaries	:	0
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	0.00	0.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000000	0.000000	0.000000
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	0.00

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	N/A
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	N/A

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ESG Performance

Company Name : S P V I PUBLIC COMPANY LIMITED Symbol : SPVI

Market : mai Industry Group : Technology Sector : SECTOR 0

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination

The Company adheres to the principle of equality and human rights as well as uses it as the main idea to drive organizations. The Company gives equal importance to employees at all levels by not discriminating against any individual person due to their race, religion, gender, age, marital status, and disability. The Company also strictly complies with the policy of no child and illegal labor as well as prepared guidelines for its responsibility to the employee in the Code of Conduct and Ethics manual.

Reference link for social and human rights policy and guidelines : <https://www.spvi.co.th/driving-business-for-sustainability>

Page number of the reference link : 42

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : No

In 2024, the Company had a harmonious labor environment with no reported disputes or human rights violations.

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on other social management

Plans, performance, and outcomes related to other social management

Anti-corruption The Company realizes the importance of conducting business with integrity by adhering to good corporate governance to support work with transparency, verifiable, and free from any kind of corruption.

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0

	2022	2023	2024
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	4
Data disclosure coverage (%)	:	0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan : No

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals? : No

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : No

The Company maintains a steadfast commitment to recognizing employees as invaluable assets crucial to propelling and guiding the company towards achieving its objectives. To this end, the company ensures diligent compliance with legal standards and ethical practices across various facets, including opportunities, compensation, appointments, promotions, and capacity development. The foundational principles adhered to are as follows:

- (1) Treat employees with courtesy and dignity
- (2) Provide fair compensation to employees
- (3) Maintain a working environment that is safe for the employee's life and property at all times
- (4) Appointment and job transfer as well as rewarding and punishing employees by considerate their trustworthy, knowledge, abilities, and appropriateness of the employees
- (5) Give precedence to developing competencies of the employees
- (6) Comply with laws and regulations related to employees strictly
- (7) Avoid any unfair behavior affecting to job security of employees or any threat action and put pressure on the employees

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	540	567	492
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	540	567	492
Male employees (persons)	190	206	184
Percentage of male employees (%)	35.19	36.33	37.40

	2022	2023	2024
Female employees (persons)	350	361	308
Percentage of female employees (%)	64.81	63.67	62.60

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	251	212	164
Percentage of employees under 30 years old (%)	46.48	37.39	33.33
Total number of employees 30-50 years old (Persons)	266	326	299
Percentage of employees 30-50 years old (%)	49.26	57.50	60.77
Total number of employees over 50 years old (Persons)	23	29	29
Percentage of employees over 50 years old (%)	4.26	5.11	5.89

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	85	65	54
Percentage of male employees under 30 years old (%)	44.74	31.55	29.35
Total number of male employees 30-50 years old (Persons)	96	130	120
Percentage of male employees 30-50 years old (%)	50.53	63.11	65.22
Total number of male employees over 50 years old (Persons)	9	11	10
Percentage of male employees over 50 years old (%)	4.74	5.34	5.43

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	166	147	110
Percentage of female employees under 30 years old (%)	47.43	40.72	35.71
Total number of female employees 30-50 years old (Persons)	170	196	179
Percentage of female employees 30-50 years old (%)	48.57	54.29	58.12

	2022	2023	2024
Total number of female employees over 50 years old (Persons)	14	18	19
Percentage of female employees over 50 years old (%)	4.00	4.99	6.17

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	504	532	460
Percentage of employees in operational level (%)	93.33	93.83	93.50
Total number of employees in management level (Persons)	29	28	26
Percentage of employees in management level (%)	5.37	4.94	5.28
Total number of employees in executive level (Persons)	7	7	6
Percentage of employees in executive level (%)	1.30	1.23	1.22

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	175	193	170
Percentage of male employees in operational level (%)	92.11	93.69	92.39
Total number of male employees in management level (Persons)	11	9	10
Percentage of male employees in management level (%)	5.79	4.37	5.43
Total number of male employees in executive level (Persons)	4	4	4
Percentage of male employees in executive level (%)	2.11	1.94	2.17

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	329	339	290
Percentage of female employees in operational level (%)	94.00	93.91	94.16
Total number of female employees in management level (Persons)	18	19	16

	2022	2023	2024
Percentage of female employees in management level (%)	5.14	5.26	5.19
Total number of female employees in executive level (Persons)	3	3	2
Percentage of female employees in executive level (%)	0.86	0.83	0.65

Number of employees categorized by department over the past year

Department / Line of work / Unit / Business group	Number of employees
Accounting	13
Finance	8
Marketing	12
Sales	41
Retail	304
Engineering & Service	47
Product Management	32
Business Development	12
Human Resource	5
Training	4
Administration	5
Internal Audit	4
Sales Online	5
Total number of employees	492

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No
Years

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	N/A	N/A	6
Percentage of disabled workers to total employment (%)	N/A	N/A	1.22
Total number of employees with disabilities (Persons)	N/A	N/A	6
Total male employees with disabilities (persons)	N/A	N/A	5

	2022	2023	2024
Total female employees with disabilities (persons)	N/A	N/A	1
Percentage of disabled employees to total employees (%)	N/A	N/A	1.22
Contributions to empowerment for persons with disabilities fund	-	-	Yes

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	127,320,269.73	211,494,200.15	189,783,752.76
Total male employee remuneration (baht)	7,957,991.17	76,839,162.66	77,851,514.31
Percentage of remuneration in male employees (%)	6.25	36.33	41.02
Total female employee remuneration (baht)	119,362,278.56	134,655,037.49	111,932,238.45
Percentage of remuneration in female employees (%)	93.75	63.67	58.98
Average remuneration of employees (Baht / Person)	235,778.28	373,005.64	385,739.33
Average remuneration of male employees (Baht / Person)	41,884.16	373,005.64	423,106.05
Average remuneration of female employees (Baht / Person)	341,035.08	373,005.64	363,416.36
Ratio of average remuneration of female employees to male employees	8.14	1.00	0.86

Provident fund management policy

Provident fund management policy : Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	232	222	224
Proportion of employees who are PVD members (%)	42.96	39.15	45.53
Total amount of provident fund contributed by the company (baht)	317,255.81	369,802.97	4,365,766.89
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.25	0.17	2.30

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00
Total amount spent on employee training and development (Baht)	0.00	0.00	0.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000000	0.000000	0.000000
Percentage of training and development expenses to total revenue (%) ^(*)	0.000000	0.000000	0.000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	1,674.00	117,936.00	101,730.00
Total number of hours worked by employees (Hours)	1,674.00	117,936.00	101,730.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	140	222	265
Total number of male employee turnover leaving the company voluntarily (persons)	53	93	89
Total number of female employee turnover leaving the company voluntarily (persons)	87	129	176
Proportion of voluntary resignations (%)	25.93	39.15	53.86
Percentage of male employee turnover leaving the Company voluntarily (%)	9.81	16.40	18.09
Percentage of female employee turnover leaving the Company voluntarily (%)	16.11	22.75	35.77

Employee internal groups

Employee internal groups : No

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines : No

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines : No

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers : No

Information on customer management plan

Customer management plan

Company's customer management plan : No

The Company is committed to build satisfaction and confidence in its customers by providing the good products and services as well as maintaining good relationships by focusing on trading with integrity and fairness. The practice guidelines are as follows.

- (1) Committed to providing up-to-date goods and always improving services to serve the needs of customers
- (2) Offer the qualified product and service at fair price
- (3) Provide accurate information to customer without exaggeration that causes misunderstanding in quality, quantity or any conditions of that product or service
- (4) Provide after-sales service in order to facilitate customers efficiently

Reference link for company's customer management plan : <https://drive.google.com/file/d/1mw6ccDPP011n05HO7McOqwOqEwnnGXEk/view>

Page number of the reference link : 44

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

As a recognized Authorized Apple Service Provider, our Customer Service Center undergoes rigorous monthly evaluations by Apple to gauge customer satisfaction. In the fiscal year 2024, the company achieved an exemplary average customer satisfaction rating of 91.89%, highlighting our commitment to delivering exceptional service.

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	-	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes
customers/consumers

Telephone : 02-559-2901-10

Fax : -

Email : -

Company's website : <https://www.spvi.co.th/%E0%B8%95%E0%B8%B4%E0%B8%94>

Address : No.2 Premier Place 3rd floor, Soi Premier 2,
Srinakarin Rd,
Nong Bon, Prawet, Bangkok 10250

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : No

Information on community and social management plan

Community and social management plan

Company's community and social management plan : No

The Company recognized that the Company survived and grew up by the support of society and community. Therefore, to maintain a good society and community, the Company has adhered to the following principles.

(1) Participating in social activities in providing support to educational activities and knowledge development for all ages and genders

(2) Conducting business in a way that does not conflict with Thai tradition and custom and with no harm to society.

Reference link for company's community and social : <https://drive.google.com/file/d/1mw6ccDPP011n05HO7McOqwOqEw management plan nnGXEk/view>

Page number of the reference link : 44

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management : No
goals

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social : No
management

In 2024, the Company provided continual support for multiple educational projects to support university instructors, educational staff, as well as youth, and their parents. The projects are as follows.

- The "Learning with iPad" project which aims to educate teachers to use iPad for teaching and educate students to use iPad for learning at school. The participating schools are La Salle Chotiravi Nakhonsawan School, Princess Sirindhorn's College, Sansaiwittayakom School, Suankularb Wittayalai Chonburi School, Takhliprachasan School, Thanyarat School, and Thanyasitthisin School.

- The "Learning with Mac" project with Hatyai Wittayalai School, which aims to educate teachers to use Mac for teaching.

- The Company participated in the SET Social Impact Gym 2024 program under the concept "From Planting to Plate," which was organized by the Stock Exchange of Thailand (SET) in collaboration with the Listed Companies Association (maiA). This program aims to enhance the business capabilities of Social Enterprises (SE) to help them operate effectively and efficiently, with the goal of encouraging social entrepreneurs to take part in addressing social issues across various dimensions, such as community development, agriculture, healthcare, and the environment. The program also seeks to achieve sustainable outcomes in both business and social impact. Mr. Trisorn Volyarngosol, Managing Director, volunteered as a coach for Kit Forward Co., Ltd. for a period of 9 weeks, totaling 27.50 hours.

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social : No
development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
social development?

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ESG Performance

Company Name : S P V I PUBLIC COMPANY LIMITED Symbol : SPVI

Market : mai Industry Group : Technology Sector : SECTOR 0

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Board of Directors realizes the importance of good corporate governance with corporate transparency and equitable treatment to all concerned parties. The Board believed that good corporate governance policy is an important factor in business operating. Therefore, the Board has established a “Good Corporate Governance Policy” which covering the content of the Rights of Shareholders, the Equitable Treatment of Shareholders, the Company’s Conduct Towards Relevant Stakeholders, Disclosure and Transparency and Responsibilities of the Board of Directors.

Reference link for the full version of corporate governance policy and guidelines : <https://www.spvi.co.th/en/corporategovernancereport>

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

Nomination and Remuneration Committee has been authorized to set annual review the skill and attributes required by the law of the directors in order to assure the appropriate composition of the Board of Director that align with business directions and business strategies both in present time and in the future. The procedure of selection of director.

Reference link for Nomination of Directors : <https://drive.google.com/file/d/1mw6ccDPP011n05HO7McOqwOqEwnnGXEk/view>

Page number of the reference link : 66

Determination of Director Remuneration

The company had a policy to provide reasonable remuneration for the company’s directors and management team, which should be sufficient to attract and retain the directors and the management team. The remuneration would be justified with their responsibilities and competitive with other companies’ remuneration within the same industry. Factors to be considered include experience, duties, roles and responsibilities of the directors. Moreover, the remuneration of the directors must be approved by the general meeting of shareholders. Meanwhile, remuneration of the management team must comply with the principles and policies set by the Board of Directors, which was also based on obligations, responsibilities and performance of each executive as well as the operating results of the company.

Independence of the Board of Directors from the Management

Director Development

The Board of Directors had set a policy to promote and support training and education for corporate governance to related parties, including directors, Audit Committee, management team and corporate secretary. This was to encourage and continuously enhance their efficiency and effectiveness.

Reference link for Director Development : <https://drive.google.com/file/d/1mw6ccDPP011n05HO7McOqwOqEwnnGXEk/view>

Board Performance Evaluation

The Board of Director has set 2024 performance review for which covered following issues :

1. Structure of the Board of Directors
2. Corporate strategies and business direction
3. Responsibilities of the board of Directors
4. Corporate Governance
5. Relationship between the Board of Directors and Management.

Reference link for Board Performance Evaluation : <https://drive.google.com/file/d/1mw6ccDPP011n05HO7McOqwOqEwnnGXEk/view>

Page number of the reference link : 64

Corporate Governance of Subsidiaries and Associated Companies

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : No

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information

Prevention of Conflicts of Interest

Anti-corruption

The company is committed to conducting its business with honesty, integrity, transparency, equitable and responsibility for society and all the company's stakeholders according to the principle of good governance. The company realizes that bribery or corruption is threatening to destroy free and fair-trade practices and is causing damage to economic and social development.

Reference link for Anti-corruption : <https://drive.google.com/file/d/1mw6ccDPP011n05HO7McOqwOqEwnnGXEk/view>

Page number of the reference link : 84

Whistleblowing and Protection of Whistleblowers

Board of Directors Provide opportunities for employees and stakeholders to have a channel for complaints. Commenting and informs the clues about of action may violate or fails in comply with state laws and regulations or corporate governances' policy. Business ethics and regulative of me Company, including any actions that may imply corrupt, the company will protect your information very well and take action according to Continue to be more concise.

Prevention of Misuse of Inside Information

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption : No
networks

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate : Yes
governance policy and guidelines, or board of directors'
charter

Material changes and developments in policy and guidelines : No
over the past year

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Fully implement

The Board has already reviewed and improved the Company's Good Corporate Governance Policy, latest on August 6, 2024, for its appropriate to the business circumstance and compliance with the principles of Good Corporate Governance for Listed Company 2012, established by the Stock Exchange of Thailand as well as CG Code of the Securities and Exchange Commission and the Stock Exchange, The Company disclosed the content of "Good Corporate Governance Policy" in its website: <https://www.spvi.co.th/corporate-governance-report>

Corporate Governance Structure

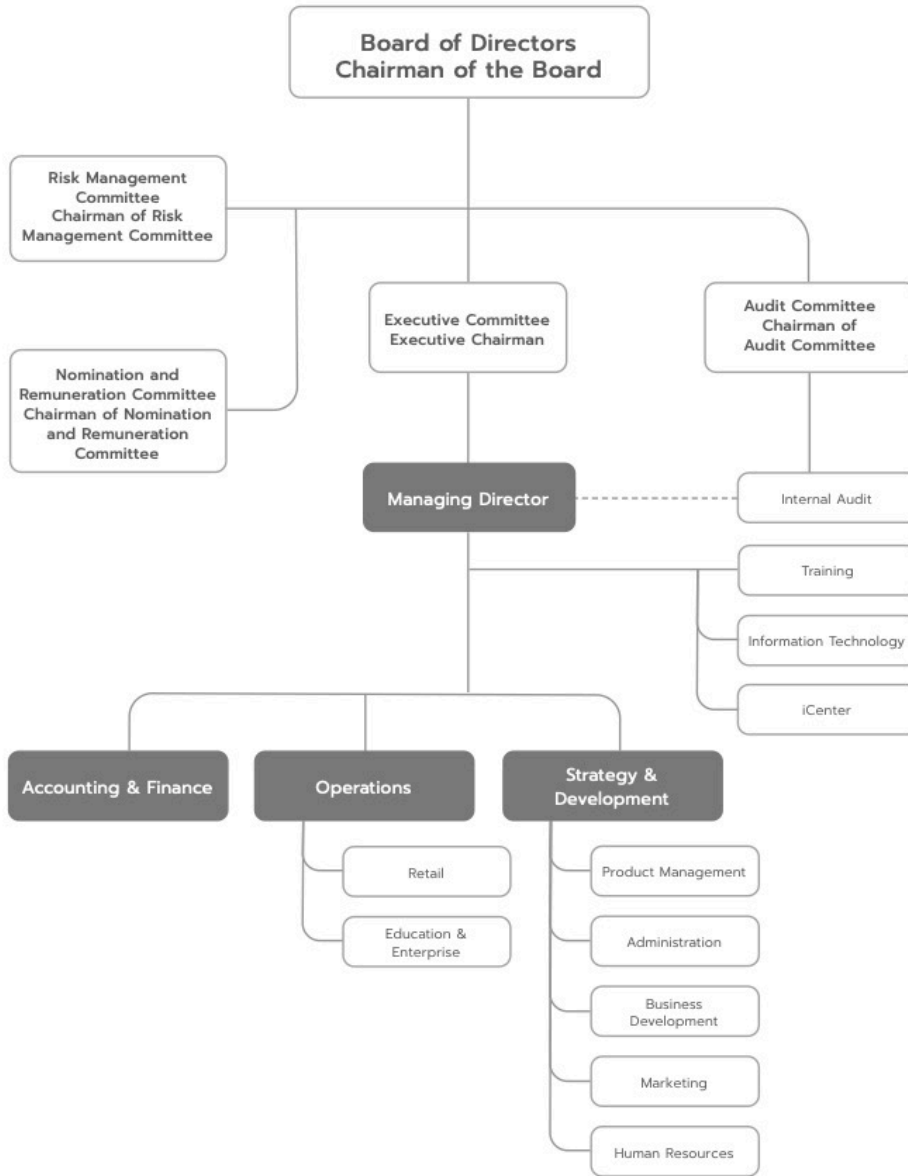
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram

Organization Structure



Organization Chart

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	8	
	6	2
Executive directors	3	
	2	1
Non-executive directors	5	
	4	1
Independent directors	3	
	2	1
Non-executive directors who have no position in independent directors	2	
	2	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	75.00	25.00
Executive directors	37.50	
	25.00	12.50
Non-executive directors	62.50	
	50.00	12.50
Independent directors	37.50	
	25.00	12.50
Non-executive directors who have no position in independent directors	25.00	
	25.00	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average age of board of directors	63	
	66	55

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. TEERA APHAIWONGSE Gender: Male Age : 77 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years : - DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 400,000 Shares (0.100000 %)</p>	<p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : -</p> <p>Type of director : Existing director</p>	29 Oct 2012	IT Management, Internal Control, Leadership, Banking, Accounting
<p>2. Mr. SUJIN SUWANNAGATE Gender: Male Age : 74 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 300,000 Shares (0.075000 %)</p>	<p>Vice-chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	29 Oct 2012	Audit, Internal Control, Banking, Accounting, Finance

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. MIN INTANATE Gender: Male Age : 70 years Highest level of education : Doctoral degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 300,000 Shares (0.075000 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 Jan 2011	Insurance, Information & Communication Technology, Data Analysis, Leadership, Risk Management
<p>4. Mr. NARATHORN WONGVISES Gender: Male Age : 72 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 2,825,200 Shares (0.706300 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 Jan 2011	Banking, IT Management, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. TRISORN VOLYARNGOSOL Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 26,024,116 Shares (6.506029 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 Jan 2011	Finance, Leadership, Corporate Management, Corporate Social Responsibility
<p>6. Mrs. PETCHARAT VOLYARNGOSOL Gender: Female Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 27,994,000 Shares (6.998500 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 Jan 2011	Economics

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mrs. SUSAMA RATIVANICH Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 300,000 Shares (0.075000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	29 Oct 2012	IT Management, Internal Control, Media & Publishing
<p>8. Mr. SOPHON INTANATE Gender: Male Age : 42 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Apr 2015	Economics, Insurance, Finance, Leadership

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. TEERA APHAIWONGSE	Chairman of the Board of Directors		✓	✓		
2. Mr. SUJIN SUWANNAGATE	Vice-chairman of the Board of Directors		✓	✓		
3. Mr. MIN INTANATE	Director	✓				✓
4. Mr. NARATHORN WONGVISES	Director	✓				✓
5. Mr. TRISORN VOLYARNGOSOL	Director		✓		✓	✓
6. Mrs. PETCHARAT VOLYARNGOSOL	Director	✓				✓
7. Mrs. SUSAMA RATIVANICH	Director		✓	✓		
8. Mr. SOPHON INTANATE	Director		✓		✓	
Total (persons)		3	5	3	2	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	25.00
2. Banking	3	37.50
3. Insurance	2	25.00
4. Media & Publishing	1	12.50
5. Information & Communication Technology	1	12.50
6. Accounting	2	25.00
7. Finance	3	37.50
8. Corporate Social Responsibility	1	12.50
9. IT Management	3	37.50
10. Data Analysis	1	12.50
11. Corporate Management	1	12.50
12. Leadership	4	50.00
13. Risk Management	2	25.00
14. Audit	1	12.50
15. Internal Control	3	37.50

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

Additional explanation : (*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of : Doesn't Have
directors and the Management

Information on the roles and duties of the board of directors

Board charter : Doesn't Have

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

• Others

• To carry out its duties in compliance with all relevant laws, regulations, the company's objectives and Articles of Association as well as the resolutions of shareholder meetings. It shall carefully act in the company's best interest with integrity and discretion.

Scope of authorities, role, and duties

1. To elect an Executive Committee to perform a task, or multiple tasks as assigned by the Board.

The Board also has the authority to appoint a Executive Chairman and other members of various committees such as the Audit Committee, the Nomination and Remuneration Committee.

2. To determine the company's direction, policies, business plan and budget as well as supervise the Executive Committee or any assigned person to ensure that they act in compliance with the policies set by the Board.

3. To review and approve the company's visions, missions and corporate values.

In the Board of Director Meeting No. 5/2024, the board has reviewed the Company's vision,

mission and corporate value and found that the details of such remain up-to-date and in accordance with the current Company's operating policy.

4. To review and approve the company's policies, directions, strategies, business plans, annual budget for the business, annual expenditure budget and large investment projects that have been proposed by the Executive Committee.

5. To monitor the company's performance according to the business plan and budget
6. To review and approve other important matters related to the company as deemed appropriate, for the greater benefit of the company. However, the following transactions can proceed only after receiving approvals from a shareholder meeting. It is further stipulated that if there is a transaction, in which a director or a party has a conflict of interest, such director or party must refrain from casting a vote on the said transaction.
 - (a) Transactions that are legally require a resolution from a shareholders' meeting.
 - (b) Transactions in which directors may have a conflict of interest and are required by the law or the Stock Exchange of Thailand's regulations to be approved by a shareholders' meeting.Each of the following transactions can proceed only after receiving consent from a Board of Directors' meeting and at least an affirmative vote from three-fourth of shareholders who attend the shareholder meeting:
 - (a) The sales or transfer of all or a substantial part of the company.
 - (b) The purchase or acquisition of another business or a private company.
 - (c) The entering, amendment or termination of any agreement relating to the lease of all or a substantial part of the company's business.
 - (d) The assignment for a third party to manage the company's business or merging with a third party with an aim to share revenues.
 - (e) The amendment in the company's Memorandum of Association or Articles of Association.
 - (f) The increase, or decrease in capital, bond issuance, mergers or dissolutions of the company.
7. Directors are responsible for notifying the company of their own or any related persons' interests, whether directly, in any contracts entered into by the company, as well as any changes in their shareholding or debenture holdings in the company.

Reference link for the charter

-

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

1. To review the company's financial report and ensure its reliability and adequacy.
2. To review that the company has appropriate and effective internal control and internal audit systems and to determine an internal audit unit's independence as well as to consider the appointment, transfer or dismissal of the chief of an internal audit unit or any other positions responsible for the internal audit.
3. To review the company's compliance with the Securities and Exchange Act, the regulations of the Stock Exchange and the laws relating to the company's business.
4. To consider, select, nominate and recommend an independent individual to be the company's auditor and to propose the remuneration for the said individual, as well as attend a non-executive meeting with the company's auditor at least once a year.
5. To review connected transactions and transactions that may lead to a conflict of interest to ensure they conform with all relevant laws and regulations of the Stock Exchange, reasonable and are for the best interest of the company.
6. To prepare an Audit Committee report and disclose it in the company's annual report. Such report must be signed by the Chairman of the Audit Committee and must include at least the following information:
 - (a) An opinion on the accuracy, completeness and creditability of the company's financial report.
 - (b) An opinion on the adequacy of the company's internal control system.
 - (c) An opinion on the compliance with the Securities and Exchange laws and the regulations of the Stock Exchange and any laws pertinent to the company's businesses.
 - (d) An opinion on the suitability of an auditor.
 - (e) An opinion on transactions that may lead to conflict of interest.
 - (f) The number of Audit Committee meetings, and the attendance of such meetings by each committee member.
 - (g) Opinions or remarks received by the Audit Committee through the performance of its duties as defined in the Committee's charter.
 - (h) Other transactions, which the Audit Committee views appropriate to disclose to the shareholders and general investors, within the scope of duties assigned by the Board of Directors.
7. To perform any other tasks assigned by the Board of Directors, with the consent of the Audit Committee

Reference link for the charter

-

Executive Committee

Role

- Others
 - To propose the company's targets, policies, business plans and strategies, annual budget, to the Board of Directors for consideration.

Scope of authorities, role, and duties

1. To monitor business operations of the company to be in accordance with policies, plans and budgets as approved by the Board of Directors.
2. To consider and approve the company's normal business transactions under budget or investment approved by the Board of Directors. Each transaction must be approved within the given authority approved by the Board of Directors.
3. To present the company's organizational structure, number of required human resources and management authority for the Board of Directors' approval.
4. To consider and adjust remuneration and bonuses for employees that are ranking below Managing Directors, including manpower not accounted for in the annual budget.
5. To appoint or hire a consultant regarding the administration of the company, in order to achieve highest efficiency.
6. To consider profit and loss of the company and propose both interim and annual dividends for the Board of Directors' approval.
7. To assign any person(s) to perform a task under the Executive Committee's supervision or to delegate authority to the person(s) and within a period as deemed appropriate by the Executive Committee. The Executive Committee may dismiss, withdraw, change or reassign the authorized person(s) or the delegation of authority as it sees fit.
8. To perform other duties as assigned by the Board of Directors.

Reference link for the charter

-

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

1. To propose risk management policies in various areas to the Board of Directors for consideration and approval.
2. To control, oversee and review risk management process in various aspects of the company to ensure that there is a proper and acceptable level of risk management and in line with the risk management policy.
3. To report the progress of operational development and improvement to reduce the company risk exposure, to the Board of Directors for acknowledgement on a quarterly basis.
4. Consider and review the suitability of the risk management policy at least once a year or when the company's risk factors are significantly changed. In the event that there is a change to the risk management policy, the Committee must propose the Board of Directors for approval.
5. To perform other risk management related tasks assigned by the Board of Directors.

Reference link for the charter

-

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

1. Nomination

1.1 To consider the structure and composition of the Board of Directors and Sub-committee.

Including to consider qualification of the directors that appropriate to business size and nature of business in order to propose to the Board of Director and/or the shareholder meeting for approval as appropriate.

1.2 To set the guideline and appropriate procedure in nominating Board of Directors and other Sub-committee.

1.3 To select appropriate persons to assume the position of the Company's directors and propose approval to the Board of Directors and proposed appointment to the shareholder meeting.

1.4 To select appropriate persons to assume the position of directors in Sub-committee and propose appointment to the Board of Director.

1.5 To manage the orientation and provide useful information to the new appointed directors.

2. Remuneration

2.1 To review the guideline and policies of the Board of Directors and other sub-committees' remuneration and propose to the Board of Directors to consent and to Shareholder's meeting for approval.

2.2 To consider the guideline for performance assessment of Managing Director and propose to the Board of Director for approval.

2.3 To determine remuneration for directors as per policies and propose to the Board of Director to consent and to Shareholder's meeting for approval.

2.4 To evaluate the annual performance of Chief Executive Officer and determine the appropriate remuneration in order to propose to the Board of Director to consent.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. TEERA APHAIWONGSE^(*) Gender: Male Age : 77 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	29 Oct 2012	IT Management, Internal Control, Leadership, Banking, Accounting
<p>2. Mr. SUJIN SUWANNAGATE^(*) Gender: Male Age : 74 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	29 Oct 2012	Audit, Internal Control, Banking, Accounting, Finance
<p>3. Mrs. SUSAMA RATIVANICH Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	29 Oct 2012	IT Management, Internal Control, Media & Publishing

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. MIN INTANATE Gender: Male Age : 70 years Highest level of education : Doctoral degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes</p>	The chairman of the executive committee	1 Mar 2011
<p>2. Mr. TRISORN VOLYARNGOSOL Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	1 Mar 2011
<p>3. Mrs. PETCHARAT VOLYARNGOSOL Gender: Female Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	1 Mar 2023
<p>4. Mr. Hathaiwat Puapunt Gender: Male Age : 34 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	19 Dec 2024

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Ms. Pakjira Tassanasewee Gender: Female Age : 34 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the executive committee	21 Aug 2024	Mr. Hathaiwat Puapunt Appointment date of replacement committee member : 19 Dec 2024

Other Subcommittees

Subcommittee name	Name list	Position
Risk Management Committee	Mr. NARATHORN WONGVISES	The chairman of the subcommittee
	Mr. TRISORN VOLYARNGOSOL	Vice-chairman of the subcommittee
	Mrs. PETCHARAT VOLYARNGOSOL	Member of the subcommittee
	Mr. Hathaiwat Puapunt	Member of the subcommittee
Nomination and Remuneration Committee	Mr. TEERA APHAIWONGSE	The chairman of the subcommittee (Independent director)
	Mr. SUJIN SUWANNAGATE	Member of the subcommittee (Independent director)
	Mrs. SUSAMA RATIVANICH	Member of the subcommittee (Independent director)

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. TRISORN VOLYARNGOSOL Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>MANAGING DIRECTOR (The highest-ranking executive)</p>	6 Jan 2011	Finance, Leadership, Corporate Management, Corporate Social Responsibility
<p>2. Mrs. PETCHARAT VOLYARNGOSOL Gender: Female Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Vice President (Operations) (The highest-ranking executive)</p>	1 Mar 2021	Economics
<p>3. Mr. Hathaiwat Puapunt^(*) Gender: Male Age : 34 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes</p>	<p>Vice President (Accounting and Finance) (The highest-ranking executive)</p>	22 Aug 2024	Accounting, Finance, Audit
<p>4. Mrs. Duangnapa Volyarngosol Gender: Female Age : 58 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Assistant Vice President (Product Management)</p>	1 Mar 2011	Procurement, Negotiation

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Pairoj Ulsinant Gender: Male Age : 54 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Electronic Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Manager - Retail	1 Mar 2011	Human Resource Management, Leadership
6. Mr. Pongsakorn Boonsrimuang Gender: Male Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Manager-Engineering and Service	1 Mar 2011	Information & Communication Technology, Engineering

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

*(***) Appointed after the fiscal year end of the reporting year*

Remuneration policy for executive directors and executives

The Board has determined the policy and guidelines for remuneration for Managing Director and management team. The Nomination and Remuneration Committee will consider the remuneration of Managing Director in order to propose approval to the Board of Directors. Such remuneration has been determined appropriately according to the Company's remuneration structure as well as the performance in accordance with roles and responsibilities

Does the board of directors or the remuneration committee : Yes
have an opinion on the remuneration policy for executive
directors and executives

The Nomination and Remuneration Committee has considered remuneration for individual directors in accordance with the role and responsible of individual director and such remunerations are in appropriate rate comparing to the market and the listed company in the same business size. As well as, such remunerations are in sufficient rate to motivate and maintain the quality directors with the company.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	24,115,763.91	24,853,820.14	21,266,470.67

Short-term Incentive

1.Fixed Compensation and Benefits

- Base Salary
2. Other Welfares i.e. Providence Fund
3. Performance-related Variable Compensation
- Bonus

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

No other benefits than monthly remuneration, meeting allowance and bonus.

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mrs. Salisa Laovitawat	salisa@spvi.co.th	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Sunsanee Horanikom	sunsanee.ho@spvi.co.th	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Yupa Benjavikrai	yupa@spvi.co.th	-

Head of investor relations

Does the Company have an appointed head of investor relations : Have relations

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Trisorn Volyarngosol	ir@spvi.co.th	025502901-10

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone number +66 2264 9090	1,395,000.00	Types of non-audit service : observation in product write - off process. Details of non-audit service : 25,000 Amount paid during the fiscal year 0.00 baht Amount to be paid in the future 0.00 baht Total non-audit fee 0.00 baht	1. Mr. CHAWALIT CHALUAYAMPORN BUT Email: chawalit.Chaluayampornbut@th.ey.com Telephone number: 02-2264-0777 License number: 8881

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No
 representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Summary of duty performance of the board of directors over the past year

The Board of Directors realizes the importance of good corporate governance with corporate transparency and equitable treatment to all concerned parties. The Board believed that good corporate governance policy is an important factor in business operating. Therefore, the Board has established a “Good Corporate Governance Policy” which covering the content of the Rights of Shareholders, the Equitable Treatment of Shareholders, the Company’s Conduct Towards Relevant Stakeholders, Disclosure and Transparency and Responsibilities of the Board of Directors.

The Board has already reviewed and improved the Company’s Good Corporate Governance Policy, latest on August 6, 2024, for its appropriate to the business circumstance and compliance with the principles of Good Corporate Governance for Listed Company 2012, established by the Stock Exchange of Thailand as well as CG Code of the Securities and Exchange Commission and the Stock Exchange.

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

Selection of independent directors

Criteria for selecting independent directors

The Board of Directors shall collectively consider the qualifications of a candidate to be filled in a position of Independent Director basing on the qualifications and prohibited attributes prescribed in the Public Limited Companies Act, Securities and Stock Exchange Laws, Notifications of the SEC and/or other related rules and regulations. In addition, the Board of Directors shall determine candidates with qualified work experience and suitable skills for the position of Independent Director and then propose these candidates to a shareholders’ meeting for their consideration and appointment.

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes
through the nomination committee

Method for selecting persons to be appointed as the highest- : Yes
ranking executive through the nomination committee

Rights of minority shareholders on director appointment

-

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. TEERA APHAIWONGSE (Chairman of the Board of Directors)	Participating	Other <ul style="list-style-type: none"> • 2024: Broadening Board's Perspective on Risk and Compliance • 2024: ESG: Understanding & Crisis Management • 2023: Strategy to Cyber Security 4.0 • 2023: The Business Landscape in a Changing World
2. Mr. SUJIN SUWANNAGATE (Vice-chairman of the Board of Directors)	Participating	Other <ul style="list-style-type: none"> • 2024: Broadening Board's Perspective on Risk and Compliance • 2024: ESG: Understanding & Crisis Management • 2023: Strategy to Cyber Security 4.0 • 2023: The Business Landscape in a Changing World
3. Mr. MIN INTANATE (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Broadening Board's Perspective on Risk and Compliance • 2024: ESG: Understanding & Crisis Management • 2023: Strategy to Cyber Security • 2023: The Business Landscape in a Changing World
4. Mr. NARATHORN WONGVISES (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Broadening Board's Perspective on Risk and Compliance • 2024: ESG: Understanding & Crisis Management • 2023: Strategy to Cyber Security • 2023: The Business Landscape in a Changing World
5. Mr. TRISORN VOLYARNGOSOL (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Broadening Board's Perspective on Risk and Compliance • 2024: ESG: Understanding & Crisis Management • 2023: Strategy to Cyber Security • 2023: The Business Landscape in a Changing World
6. Mrs. PETCHARAT VOLYARNGOSOL (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Broadening Board's Perspective on Risk and Compliance • 2024: ESG: Understanding & Crisis Management • 2023: Strategy to Cyber Security 4.0 2566: The Business Landscape in a Changing World • 2023: The Business Landscape in a Changing World
7. Mrs. SUSAMA RATIVANICH (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Broadening Board's Perspective on Risk and Compliance • 2024: ESG: Understanding & Crisis Management • 2023: Strategy of Cyber of Security 4.0 • 2023: The Business Landscape in a Changing World
8. Mr. SOPHON INTANATE (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: Broadening Board's Perspective on Risk and Compliance • 2024: ESG: Understanding & Crisis Management • 2023: Strategy of Cyber of Security 4.0 • 2023: The Business Landscape in a Changing World

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors has set 2024 performance review for which covered following issues:

1. Structure of the Board of Directors
2. Corporate strategies and business direction

3. Responsibilities of the Board of Directors
4. Corporate Governance
5. Relationship between the Board of Directors and Management

Evaluation of the duty performance of the board of directors over the past year

The 2024 performance appraisal of the entire Board of Director was evaluated “excellent” with 99.69 percent to these 5 issues

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Nomination and Remuneration Committee set a performance review of Managing Directors, by using assessment form consented by the Board of Director, in order to determine remuneration The assessment covered following issues:

1. Leadership skill
2. Strategic and implementation plan
3. Financial planning and performance
4. Relationship to Directors
5. Management skill and relationship to personnel
6. The succession
7. Product and service knowledge

Reference link for the performance evaluation criteria for the executives : <https://drive.google.com/file/d/1mw6ccDPP011n05HO7McOqwOqEwnnGXEk/view>

Page number of the reference link : 65

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 5
(times)

Date of AGM meeting : 04 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. TEERA APHAIWONGSE (Chairman of the Board of Directors, Independent director)	5	/	5	1	/	1	N/A	/	N/A
2. Mr. SUJIN SUWANNAGATE (Vice-chairman of the Board of Directors, Independent director)	5	/	5	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
3. Mr. MIN INTANATE (Director)	5	/	5	1	/	1	N/A	/	N/A
4. Mr. NARATHORN WONGVISES (Director)	5	/	5	1	/	1	N/A	/	N/A
5. Mr. TRISORN VOLYARNGOSOL (Director)	5	/	5	1	/	1	N/A	/	N/A
6. Mrs. PETCHARAT VOLYARNGOSOL (Director)	5	/	5	1	/	1	N/A	/	N/A
7. Mrs. SUSAMA RATIVANICH (Director, Independent director)	5	/	5	1	/	1	N/A	/	N/A
8. Mr. SOPHON INTANATE (Director)	5	/	5	1	/	1	N/A	/	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

-

Remuneration of the board of directors

Types of remuneration of the board of directors

1. Monetary Remuneration
2. Non-Monetary Remuneration : No other benefits than monthly remuneration, meeting allowance and bonus.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. TEERA APHAIWONGSE (Chairman of the Board of Directors)			2,225,000.00		N/A
Board of Directors	35,000.00	2,190,000.00	2,225,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee	N/A	N/A	N/A	-	
Nomination and Remuneration Committee	N/A	N/A	N/A	-	
2. Mr. SUJIN SUWANNAGATE (Vice-chairman of the Board of Directors)			1,055,000.00		N/A
Board of Directors	35,000.00	1,020,000.00	1,055,000.00	No	
Audit Committee	N/A	N/A	N/A	-	
Nomination and Remuneration Committee	N/A	N/A	N/A	-	
3. Mr. MIN INTANATE (Director)			625,000.00		N/A
Board of Directors	25,000.00	600,000.00	625,000.00	-	
Executive Committee	N/A	N/A	N/A	-	
4. Mr. NARATHORN WONGVISES (Director)			640,000.00		N/A
Board of Directors	40,000.00	600,000.00	640,000.00	-	
Risk Management Committee	N/A	N/A	N/A	-	
5. Mr. TRISORN VOLYARNGOSOL (Director)			25,000.00		N/A
Board of Directors	25,000.00	N/A	25,000.00	-	
Executive Committee	N/A	N/A	N/A	-	
Risk Management Committee	N/A	N/A	N/A	-	
6. Mrs. PETCHARAT VOLYARNGOSOL (Director)			25,000.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	25,000.00	N/A	25,000.00	-	
Executive Committee	N/A	N/A	N/A	-	
Risk Management Committee	N/A	N/A	N/A	-	
7. Mrs. SUSAMA RATIVANICH (Director)			755,000.00		N/A
Board of Directors	35,000.00	720,000.00	755,000.00	-	
Audit Committee	N/A	N/A	N/A	-	
Nomination and Remuneration Committee	N/A	N/A	N/A	-	
8. Mr. SOPHON INTANATE (Director)			625,000.00		N/A
Board of Directors	25,000.00	600,000.00	625,000.00	-	
9. Mr. Hathaiwat Puapunt (Member of the executive committee)			N/A		N/A
Executive Committee	N/A	N/A	N/A	No	
Risk Management Committee	N/A	N/A	N/A	-	
10. Ms. Pakjira Tassanasewee (Member of the executive committee)			N/A		N/A
Executive Committee	N/A	N/A	N/A	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	245,000.00	5,730,000.00	5,975,000.00
2. Audit Committee	0.00	0.00	0.00
3. Executive Committee	0.00	0.00	0.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
4. Risk Management Committee	0.00	0.00	0.00
5. Nomination and Remuneration Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	245,000.00
Other monetary remuneration (Baht)	5,730,000.00
Total (Baht)	5,975,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : No

Mechanism for overseeing subsidiaries and associated companies : No / In progress

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : No / In progress

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : No / In progress

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines

The Company realizes the importance of conducting business with integrity by adhering to good corporate governance to support work with transparency, verifiable, and free from any kind of corruption. The Board of Directors has established an anti-corruption policy and guideline which covers various issues including gifting, supporting entertainment expenses, supporting political activities, business connection and government procurement, whistle - blowing and complaint, as well as the process of handling complaints and protecting the whistleblowers and related persons. This policy is for the directors, executives and employees of the Company to use as guidelines for anti-corruption practices.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : Yes

Board of Directors Provide opportunities for employees and stakeholders to have a channel for complaints. Commenting and informs the clues about of action may violate or fails in comply with state laws and regulations or corporate governances' policy. Business ethics and regulative of me Company, including any actions that may imply corrupt, the company will protect your information very well and take action according to Continue to be more concise.

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 2

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. TEERA APHAIWONGSE (Chairman of the audit committee)	2	/	2
2 Mr. SUJIN SUWANNAGATE (Member of the audit committee)	2	/	2
3 Mrs. SUSAMA RATIVANICH (Member of the audit committee)	2	/	2

The results of duty performance of the audit committee

The Audit Committee performed the duty as assigned by the Board of Directors, in compliance with the charter of auditing. In 2024, the Audit Committee held 4 meetings with the management, internal auditors, and external auditors. The Committee reported its activities to the Board of Directors on a quarterly basis as summarized below.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 4

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. MIN INTANATE (The chairman of the executive committee)	4	/	4
2 Mr. TRISORN VOLYARNGOSOL (Member of the executive committee)	4	/	4
3 Mrs. PETCHARAT VOLYARNGOSOL (Member of the executive committee)	4	/	4
4 Mr. Hathaiwat Puapunt (Member of the executive committee)	1	/	1
5 Ms. Pakjira Tassanasewee (Member of the executive committee)	3	/	3

The results of duty performance of Executive Committee

The Executive Committee According to the scope and assigned duties by the Board of Directors, the Executive Committee has performed the entire duties with all their capability and prudence for the overall benefits of the Company and shareholders by appropriately. The essence of duties including;

1. Consider and scrutinize the business strategy and annual budgeting, and propose to the Board of Directors to consider approval.
2. Follow up business performance in order to ensure achievement of assigned business goal and report to the Board of Directors.
3. Consider criteria in determining the rate of annual salary increment and policy of bonus payment as well as consider

the annual salary and bonus payment for the staffs in job grade lower than Managing Director.

4. Consider other matters assigned by the Board of Directors.

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 3

List of Directors	Meeting attendance of Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. NARATHORN WONGVISES (The chairman of the subcommittee)	3	/	3
2 Mr. TRISORN VOLYARNGOSOL (Vice-chairman of the subcommittee)	3	/	3
3 Mrs. PETCHARAT VOLYARNGOSOL (Member of the subcommittee)	3	/	3
4 Mr. Hathaiwat Puapunt (Member of the subcommittee)	1	/	1

The results of duty performance of Risk Management Committee

In 2024, the Risk Management Committee conducted 3 meetings to monitor and make consideration on important matters assigned by the Board of Directors as follows:

1. Consider the risk factors that affect the company's goal by considering carefully both internal and external risk factors together with suggesting useful solutions to reduce risk to the acceptable level
2. Provide suggestions and monitor performance of management level of the Risk Management in order to bring into action to achieve the goal.
3. Schedule to report the performance to the Board of Directors on quarterly basis.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times) : 2

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. TEERA APHAIWONGSE (The chairman of the subcommittee)	2	/	2
2 Mr. SUJIN SUWANNAGATE (Member of the subcommittee)	2	/	2
3 Mrs. SUSAMA RATIVANICH (Member of the subcommittee)	2	/	2

The results of duty performance of Nomination and Remuneration Committee

In 2024, there was a meeting of the Nomination and Remuneration Committee, which all members gave priority to attend and provided suggestions that benefit to the operation of the Nomination and Remuneration Committee.

The Nomination and Remuneration Committee was assigned by the Board of Directors to arrange the meeting to consider variety of matters carefully, reasonably, transparently and independently by taking into account maximum benefits of the

company and company's shareholders. The Nomination and Remuneration Committee has performed their duty under the duties and responsibilities set forth in the Charter of the Nomination and Remuneration Committee, which are in line with the principle and guideline of Good Corporate Governance of the Stock Exchange of Thailand.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company has been strongly committed to growing its business in accordance with the conceptual framework of sustainable development. The Company believes that sustainable business operation is not about making a business run for long but enabling business for sustainable growth by establishing strong foundation to grow its business together with supporting better society and environment. Therefore, when the Company is operating well on the strong business foundation as well as taking into account the mutual benefits of the stakeholders, the Company will be able to sustain its business to deliver good products and services as well as, eventually, create value and sustainability for the society.

To emphasize on sustainable business practices, the Company has implemented measures on social responsibility in its business process (CSR - in - Process) for sustainable development, which cover various dimensions of sustainability-related issues including economic, social, and environment. These measures have been implemented through the main point of operating framework including good corporate governance, human rights, labor practices, environment, fair operation to consumers, engagement, and development to society to gain trust in business operation from stakeholders. In this regard, the Company has communicated the conceptual framework of sustainable development to all departments to get understanding and raise awareness of its importance. This will help create cooperation to drive the Company's operation on sustainable management guidelines.

Reference link for sustainability policy : <https://www.spvi.co.th/en/driving-business-for-sustainability>

Sustainability management goals

Does the company set sustainability management goals : No

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : No

Has the company changed and developed the policy and/or goals of sustainable management over the past year : No

Information on impacts on stakeholder management in business value chain

Business value chain

The Company's business operations are divided into 4 main activities, all of which impact stakeholders in the value chain. Details are as follows:

1. Sourcing and Procurement
2. Logistic and Distribution
3. Retail and Marketing
4. Responsibility to consumer and After Sales Service

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Suppliers 	<ul style="list-style-type: none"> - Fair Trade - Anti-bribery and corruptions - Compliance with commercial terms - Fair treat to business partner - Ontime debt settlement 	<ul style="list-style-type: none"> - Equitable treatment to business partner - Well-defined purchasing process - Knowledge sharing and improvement of product and service - Compliance with trading regulations and conditions - Free trade and fair competition - Give precedence to manufacturing standard - Operations with ethics 	<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • Meeting and discussion with mutual agreement • Opinion exchange including suggestion for improvement
<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> - Treat employee with respect to Human Rights - Provide reasonable and fair compensation as well as other benefit - Comply to labor ethics - Life and property safety - Knowledge development - Opportunity for career advancement 	<ul style="list-style-type: none"> - Manage appropriate and fair compensation including welfare - Fair treat to all employee with equality and respect in Human Right - Provide opportunity and career advancement - Organize training to develop capability to employee - Provide safety workplace 	<ul style="list-style-type: none"> • Complaint Reception • Others <ul style="list-style-type: none"> • Orientation for new employees • Direct complaint to the management Email companysecretary@spvi.co.th • Annual performance assessment

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> • Community • Society 	<ul style="list-style-type: none"> - Promote and support social activities that are beneficial to community and society - Employment 	<ul style="list-style-type: none"> - Career supports in the local community - Promote and support activity related to society and community 	<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • Community engagement through employment • School and university activities • Stores located in each university
<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> - Quality of product and service both before and after sales - Reasonable price of product and service - Accurate information of product attribute and promotional activity 	<ul style="list-style-type: none"> - Training product knowledge to employee for service efficiently - Provide demonstration product for trial before purchase - Organize workshop to educate product knowledge and technique both at stores and webinar 	<ul style="list-style-type: none"> • Satisfaction Survey • Training / Seminar • Others <ul style="list-style-type: none"> • Interaction with customers while providing service
<ul style="list-style-type: none"> • Investors or investment institutions • Shareholders 	<ul style="list-style-type: none"> - Good performance and good return on investment - Good corporate governance - Data Transparency - Disclosure of accurate information in a timely manner - Good governance on human right and equality 	<ul style="list-style-type: none"> - Review the Company's strategies and goals to create sustainable returns - Encourage shareholders to attend the Annual General Meeting and participate in asking question and raise opinion in the meeting - Disclosure of company information in a transparent and timely manner through the Stock Exchange of Thailand and other channels including on the Company's website - Provide opportunity for shareholder to directly present their opinions and complaints to the Company 	<ul style="list-style-type: none"> • Annual General Meeting (AGM) • Others <ul style="list-style-type: none"> • Annual Report • Contact Investor Relation at Tel. 02-559-2901 -10 Email : ir@spvi.co.th Website : www.spvi.co.th

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : No

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Environment Aspect	<ul style="list-style-type: none"> • Energy Management • Water Management • Waste and Waste Management
Social Aspect	<ul style="list-style-type: none"> • Human Rights • Fair Labor Practices • Customer / Consumer Responsibility
Economic Aspect	<ul style="list-style-type: none"> • Others : Provision of excellent services and innovative customer experiences

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Reference link for corporate sustainability report : <https://www.spvi.co.th/en/driving-business-for-sustainability>

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : Carbon Disclosure Project (CDP)

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company gave important to risk management in order to prepare for prevention and adaptation to various risks as well as seeking for business opportunity from those risks. The Company had established the Risk Management Committee as well as risk management policy, assessment tools, and analysis of risk factors both internal and external factors that affect the Company in order to implement and control the risk of the entire company.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risk from being terminated as an authorized reseller of Apple products

Related risk factors : Strategic Risk

- Reliance on large partners / distributors or few partners / distributors
- Economic risk

ESG risk factors : No

Risk characteristics

SPVI was appointed by Apple South Asia (Thailand) Limited to be a reseller of Apple products and to open service centers in order to provide after sales services for Apple customers. The company purchased Apple products in the proportion of 93.18 percent, 92.63 percent and 94.00 percent of the total products purchased by the company respectively during 2022-2024

Risk-related consequences

The contract with Apple is a year-to-year contract, which could be terminated at any time. If it happens, it will have a significant adverse impact on the company's business.

Risk management measures

However, SPVI have experience as an Apple reseller for more than 30 years as well as generated a sizeable sale figure and has strictly complied with the terms and conditions of the contract. The management is confident that the company will continue to gain credibility and support from Apple

Risk 2 Risk associate with the product obsolescence

Related risk factors : Operational Risk

- Product obsolescence
- Inventory risk

ESG risk factors : No

Risk characteristics

Apple products are those with fast-paced technological changes. Driven by rapid ICT changes, new Apple products are developed and launched into the market with an increasing speed to meet customers' demands, just like other IT products.

Risk-related consequences

Therefore, the company may encounter problems with inventory management for the outdated or obsolete models, which cannot be sold in the market

Risk management measures

The company has dedicated personnel to implement product management. They will closely monitor product inventory, product selection and submit appropriate amount of order to prevent the risk of outdated products. For the order of products,

product managers will regularly conduct surveys on customers' requirements through salespersons and branch managers. Furthermore, the company follows new product information, technology and other trend updates from Apple and other resellers, which help the company to select products that best fit its customers' demands. Moreover, SPVI has an efficient inventory management by implementing an online inventory system to link inventory data from all branches. At the end of each day, the company will perform a random check on the inventory of each branch and compare to the report generated by the company's inventory system. For branches with low inventory turnover, the products will be transferred to the other branches as well as organize sales promotional activities to help boost the sales. On the other hand, branches with inventory shortage will be able to check inventory of other branches real-time. As a result, products are normally sold before their popularity decline. Besides, when Apple launches new products to replace the old models, the company will be compensated for price difference according to agreed models, conditions and timing. This will enable the company to reduce old products' prices in order to be able to compete in the market.

Risk 3 Risk associated with the competition

Related risk factors : Strategic Risk
 • Competition risk
 ESG risk factors : No

Risk characteristics

The rapid growth of Information and Communication Technology (ICT) industry, particularly smartphone and tablet PC, has made the competition among vendors such as Apple, Samsung, and Oppo be more intense.

Risk-related consequences

The company may face risk associated with competitors who may become Apple's reseller in Thailand and are authorized to open iStudio, iBeat, U•Store, Apple outlets in their retail stores or department stores as well as online stores.

Risk management measures

The Company as an authorized Reseller of Apple provided distribution channels which mostly located in prime area throughout Bangkok. In addition, the Company has service centers that provided quality and full service for after sale service to all products of the Company.

Risk 4 Risk associated with lease agreements

Related risk factors : Strategic Risk
 • Government policy
Operational Risk
 • Property lease agreement execution
 ESG risk factors : No

Risk characteristics

The company currently provides Apple and Apple related products and services to retail customers through its 77 branches 6 iStudios, 4 iBeat, 26 U•Stores, 5 Mobi as well as, 5 iCenter, 13 AIS shops by Partner, 8 AIS Telewiz, 1 AIS Buddy and 9 A-Store. Since they are located either in shopping malls, office buildings and universities both in Bangkok and up country.

Risk-related consequences

The company has to rent and enter into either short-term or long- term lease agreements with landlords. There are risks that the company might not be able to renew the contracts or encounter changes in terms of agreements that could resulting in increasing costs to the company.

Risk management measures

As of December 31, 2024, SPVI has a branch with a long-term lease agreement, which has the remaining contractual term of 6 years. Others are short-term contracts, which are usually no longer than 3 years. However, the management of the company has been a good tenant for an average of more than 10 years. Therefore, the non-renewal risk remains low.

Risk 5 Risk associated with fraud (Operational risk)

Related risk factors : Operational Risk
 • Human error in business operations
 • Safety, occupational health, and working environment
 • Corruption
 ESG risk factors : No

Risk characteristics

The company needs to distribute various products to branches. Those products are usually valuable, mobile and in demand.

Risk-related consequences

There are risks that the company may face fraudulent actions in the level of operational staff.

Risk management measures

The company has set a tight internal control and auditing system. It also deploys information technology system to support the inventory management. Moreover, the company makes it a responsibility of the branch managers to conduct a daily random check on products, especially those high-value products. Moreover, Operation Audit officer will check the inventory of each branch once a month. Staff in each branch will be obliged to be jointly responsible for lost items. The company believes that the introduced policy measures would limit possible damages within the scope that has insignificant impact on the company's performance.

Risk 6 Risk associated with cyber security (Cyber Security Risk)

Related risk factors : Operational Risk

- Information security and cyber-attack
- System disruption risk

ESG risk factors : No

Risk characteristics

The company realized that, nowadays, various of digital system become more importance role to the business. The Company had utilize various of data in working process as well as analyse data in order to design business to serve the needs of all stakeholders effectively. The said stakeholders are including customers, business partners, and employees. In addition, the epidemic of COVID-19

Risk-related consequences

The company to adapt to work from outside the office or work from home in order to keep business running continuously.

Risk management measures

The Company has taken various actions such as the preparation of a personal data security policy, manage up-to-date and secure information technology system, arrange training session for employee to raise awareness on cyber security risk and set procedures and measures as follows- Assign authorized access to specific persons who have relevant duties to that information

- Manage data backup
- Continuously develop hardware and software systems to be up-to-date to deal with new forms of cybercrime and prevent unauthorized access to information
- Install systems and equipment to prevent threats (Firewall) and monitor threat behavior from both head office and branches.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines : Yes

Link for company's sustainable supply chain management policy and guidelines : <https://www.spvi.co.th/en/driving-business-for-sustainability>

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : No

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : No

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : No

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from : No
innovation development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
innovation development?

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