



**ESG Performance Report
for Listed Companies in 2025**

S P V I PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025

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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

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Fuel management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

The Company has established an environmental policy as a framework for conducting its business in alignment with sustainable development principles. It aims to minimize environmental impacts arising from its business activities while promoting efficient resource utilization and building confidence among all stakeholder groups. The Company operates in strict compliance with applicable environmental laws, standards, and regulations, and continuously monitors and updates its practices to ensure alignment with new requirements.

In addition, the Company promotes environmental awareness among employees at all levels through training programs, internal communications, and organizational activities. It also supports environmental initiatives within the community and places importance on selecting products, services, and business partners that demonstrate appropriate environmental management practices. Furthermore, the Company encourages the reduction of environmental impacts throughout the supply chain and provides opportunities for employees to participate in energy, water, and resource conservation efforts, including waste segregation and the reduction of operational waste.

Reference link for environmental policy and guidelines : <https://image.makewebeasy.net/makeweb/0/F8ZJluX3D/Document/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1.pdf?v=202405291424>

Page number of the reference link : 1

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 over the past year : Yes

Changes in environmental policies, guidelines, and/or goals : Electricity management, Fuel management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

In 2025, the Company strengthened its environmental management by implementing a more structured and systematic approach. An Environmental Policy was formally established and announced to serve as a governance framework and

principal guideline for conducting business in compliance with applicable environmental laws, standards, and regulatory requirements, while supporting the Company's sustainable development objectives. The Company has promoted efficient resource utilization practices, including waste segregation and the reduction of energy, water, and other resource consumption in its operations. These initiatives have enabled the Company to establish a clearer and more systematic framework for environmental management.

Information on compliance with environmental management principles and standards

Compliance with energy management principles and standards

Energy management principles and standards : Other : Energy Conservation Promotion Act B.E. 2535 (1992)

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

The Company has implemented various initiatives and activities to promote resource reduction and efficient resource utilization, as follows:

- The Company selects photocopiers certified with the Green Label and uses printer toner cartridges that meet recognized health, safety, and environmental protection standards. These practices help minimize environmental impact and support environmentally friendly procurement.
- The Company has implemented an environmental management plan aimed at reducing the use of single-use plastics in its business operations by promoting the use of reusable fabric bags and paper bags as alternatives to plastic bags for customer services. This initiative helps reduce plastic waste generated from business activities and supports responsible resource consumption. In 2025, the Company successfully reduced plastic bag usage by a total of 271,279 bags.

Information on incidents related to legal violations or negative environmental impacts

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

	2023	2024	2025
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	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

The Company places importance on effective energy management, which helps reduce operating costs while minimizing environmental impacts and greenhouse gas emissions. Accordingly, the Company has established appropriate energy management guidelines and measures, covering employee awareness, improvement of equipment and electrical system efficiency, and regular maintenance. The Company's energy management plan includes the following measures:

- Encouraging employees to switch off electrical appliances and office equipment when not in use, controlling and setting appropriate air-conditioning temperatures during working hours, and promoting the use of energy-efficient and environmentally friendly appliances bearing energy-saving and green labels to enhance energy efficiency and reduce environmental impact
- Replacing conventional fluorescent lighting with LED bulbs that consume less electricity while providing equivalent brightness, thereby reducing overall electricity consumption and improving organizational energy efficiency
- Conducting regular inspections and maintenance of electrical systems and related equipment within office buildings to reduce the risk of energy loss due to malfunctioning, deteriorated, or improperly used equipment, extend equipment lifespan, and support efficient energy utilization

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 : Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
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Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 282,554.80 Kilowatt-Hours	2026 : Reduced by 5%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

The Company has encouraged employees to turn off electrical appliances and office equipment when not in use and to cooperate in controlling air-conditioning usage in accordance with the Companys guidelines. These measures help reduce unnecessary electricity consumption and promote a culture of energy conservation within the organization.

In 2025, the Companys electricity consumption increased to 288,627.20 kilowatt-hours, primarily due to extended operating hours and increased use of electrical equipment in line with business operations to support higher customer demand. Nevertheless, the Company continues to emphasize efficient energy use while conducting its business responsibly toward the environment.

Information on electricity management

Companys electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	250,081.00	282,554.80	288,627.20
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	441.06	544.42	572.67

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

Electricity Consumption Intensity

	2023	2024	2025

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	128.29000000	125.81995410
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Person (employee))	N/A	1,391.90000000	1,543.46000000

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	1,372,172.93	1,194,731.82	1,515,292.80
Percentage of total electricity expense to total expenses (%) ^(**)	0.02	0.02	0.02
Percentage of total electricity expense to total revenues (%) ^(**)	0.02	0.02	0.02
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	2,420.06	2,301.99	3,006.53

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

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

Information on fuel management

Companys fuel consumption

	2023	2024	2025
Diesel (Litres)	N/A	3,344.55	2,376.69

Additional explanation : Not include external fuel consumption

Companys fuel expense ^(*)

	2023	2024	2025
--	------	------	------

	2023	2024	2025
Total fuel expense (Baht)	N/A	106,423.44	76,791.01
Percentage of total fuel expense to total expenses (%) ^(**)	N/A	0.00	0.00
Percentage of total fuel expense to total revenues (%) ^(**)	N/A	0.00	0.00

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

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	0.00	316.39	312.70

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00000000	0.00004631	0.00003740
Intensity of total energy consumption within the organization (Megawatt-Hours / Person (employee))	N/A	1.56000000	1.67000000
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	N/A	0.12401099	0.13630144

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	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The Company selects to lease office buildings equipped with efficient water management systems, including the reuse of treated water for toilet flushing and the installation of sensor-operated faucets to control water consumption. In parallel, the Company promotes water conservation awareness among employees, encouraging prudent and efficient water use in daily office activities. Furthermore, the building management regularly monitors, inspects, and maintains water systems and related equipment to prevent leakage and enhance overall water-use efficiency.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2024 : Water withdrawal 16.02 Cubic meters / Person(employee)	2026 : Reduced by 5% or 15.22 Cubic meters / Person(employee)

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Employees have increasingly cooperated in using water efficiently and prudently, demonstrating greater awareness of the value of water resources and complying with the Company's water usage guidelines. In 2025, the Company's total water consumption amounted to 113 cubic meters, equivalent to 0.60 cubic meters per employee.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	2,995.00	3,252.00	113.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	5.28	6.27	0.22
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

	2023	2024	2025
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	2,995.00	3,252.00	113.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00044239	0.00047604	0.00001351
Intensity of total water consumption (Cubic meters / Person(employee))	N/A	16.01970443	0.60427807

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	81,886.59	42,829.02	2,570.11
Total water withdrawal expense from third-party water (Baht)	81,886.59	42,829.02	2,570.11
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)	144.42	82.52	5.10

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	: -
Actual number of disclosure boundaries	: -
Data disclosure coverage (%)	: 0.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company has implemented a waste and waste management plan focusing on waste segregation at the source. Waste is separated into general waste and recyclable waste, with clearly designated disposal points and visible signage to ensure proper segregation by employees. In addition, the Company manages electronic waste through the Trade-In program, which allows customers to exchange used mobile phones or electronic devices. Collected devices are consolidated and forwarded to specialized partners for proper management or environmentally sound disposal.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste and hazardous waste	2024 : non-hazardous waste and hazardous waste 78.46 Kilograms	2026 : Reduced by 50% or 39.23 Kilograms	<ul style="list-style-type: none">• Reuse• Recycle• Landfilling

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

The Company places importance on systematic waste management and has continuously implemented projects and activities in this area. As a result, in 2025, the Company achieved reductions in waste generation, increased recycling, and promoted environmentally friendly waste management as follows:

- Implemented systematic waste segregation at source within the office. Employees demonstrated increased awareness and participation in proper waste separation, resulting in more appropriate waste handling, reduced contamination of waste streams, and minimized environmental risks from improper disposal. In total, the Company segregated 241.80 kilograms of recyclable waste.

- Participated in the Low Emission Support Scheme (LESS) organized by the Thailand Greenhouse Gas Management Organization (Public Organization), by conducting internal waste segregation campaigns to enable certain types of waste to be recycled or properly managed instead of being entirely sent to landfill.

- Implemented the Trade-In program to promote responsible electronic waste management, with a total of 4,960 electronic devices from customers entering the program.

- Organized the Old Calendars for a Cause initiative to reduce paper waste by collecting unused desk calendars from employees and donating them to the Technology Center for the Blind, where they are repurposed into Braille learning materials for visually impaired individuals. This initiative helps reduce waste, promote resource reuse, and create social value alongside responsible waste management. In 2025, the Company donated a total of 53 used calendars under this project.

Information on waste management

Waste Generation ^(*)

	2023	2024	2025
Total waste generated (Kilograms)	5,820.00	8,185.58	3,917.50
Total non-hazardous waste (kilograms)	5,778.40	8,121.78	3,909.10
Total hazardous waste (kilograms)	41.60	63.80	8.40
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
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

	2023	2024	2025
Total reused/recycled waste (Kilograms)	1,274.00	1,060.40	241.80
Reused/Recycled non-hazardous waste (Kilograms)	1,274.00	1,060.40	241.80
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	21.89	12.95	6.17
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	22.05	13.06	6.19
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.00	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	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company recognizes the risks and impacts of greenhouse gas (GHG) emissions contributing to climate change. Accordingly, it has established a greenhouse gas management plan focused on controlling and reducing emissions from activities under the Company's direct control, as well as indirect activities related to energy consumption, resource utilization, and waste management. This approach ensures that business operations are aligned with the Company's climate change policy and sustainability strategy. The Company has implemented the following plans and measures:

- Regulating and managing the use of company vehicles appropriately by limiting usage strictly to organizational missions, while regularly monitoring and maintaining vehicles to reduce fuel consumption and direct greenhouse gas emissions (Scope 1).
- Reducing paper consumption by encouraging employees to use digital documents and print only when necessary, thereby minimizing greenhouse gas emissions associated with paper production, which are categorized as indirect emissions from purchased goods and raw materials (Scope 3).
- Promoting waste segregation among employees, particularly recyclable materials such as paper and plastic bottles, to reduce greenhouse gas emissions from waste management processes, which are considered indirect emissions from waste generated after product use (Scope 3).

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting other greenhouse gas reduction targets

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1	2024 : Greenhouse gas emissions 0.04 tCO ₂ e	2026 : Reduced by 5% or 0.04 tCO ₂ e in comparison to the base year	-
Scope 2	2024 : Greenhouse gas emissions 0.69 tCO ₂ e	2026 : Reduced by 5% or 0.66 tCO ₂ e in comparison to the base year	-

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

The Company has commenced the implementation of its greenhouse gas management plan, covering emissions across Scopes 1, 2, and 3, and has undertaken measures related to energy efficiency, resource reduction, and waste management in order to reduce greenhouse gas emissions from activities under its operational control.

In 2025, the Company participated in the Low Emission Support Scheme (LESS) organized by the Thailand Greenhouse Gas Management Organization (Public Organization). During the period of January to June 2025, the Company conducted internal waste segregation campaigns, resulting in a reduction of greenhouse gas emissions from waste management amounting to 189 kilograms of carbon dioxide equivalent (kgCO₂e). The Company also received a certificate of recognition from the Thailand Greenhouse Gas Management Organization (Public Organization) in acknowledgment of its participation.

Diagram of performance and outcomes in greenhouse gas management



ใบประกาศเกียรติคุณ
(Letter of Recognition: LOR)

โครงการสนับสนุนกิจกรรมลดก๊าซเรือนกระจก
(Low Emission Support Scheme: LESS)

กระทรวงทรัพยากรธรรมชาติและสิ่งแวดล้อม

โดย องค์การบริหารจัดการก๊าซเรือนกระจก (องค์การมหาชน)

เพื่อแสดงว่า

บริษัท เอส พี วี ไอ จำกัด (มหาชน)

ดำเนิน

กิจกรรมรณรงค์คัดแยกขยะ

ได้รับการประเมินว่าสามารถลดก๊าซเรือนกระจกได้

189 กิโลกรัมคาร์บอนไดออกไซด์เทียบเท่า

(1 มกราคม 2568 - 30 มิถุนายน 2568)

ลง

นายณกรณ์ ตรรกวิรพัท

ผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

ให้ไว้ ณ วันที่ 25 พฤศจิกายน พ.ศ 2568

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	150.42	150.79
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	9.17	6.51

	2023	2024	2025
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	N/A	141.25	144.28

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000000	0.000022	0.000018
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.29	0.30
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Person(employee))	N/A	0.74098522	0.80636363

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 : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	2.73	26.11
Climate Care Platform reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	23.00

	2023	2024	2025
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Other projects (Metric tonnes of carbon dioxide equivalent)	0.00	2.73	3.11
e-Tax Paperless Initiative (Metric tonnes of carbon dioxide equivalent)	0.00	2.73	3.11

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Remarks - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

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, Supplier rights

The Company places importance on respecting and protecting human rights throughout its business operations. It has established a Human Rights Policy to serve as a framework for conducting business in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and applicable laws and regulations. The policy covers the protection of human rights for all stakeholder groups, including employees, customers, shareholders, business partners, and communities. The Company emphasizes fair treatment, non-discrimination, respect for human dignity, the provision of a safe and inclusive working and service environment free from all forms of harassment, as well as the protection of personal data and the appropriate safeguarding of confidential information.

Reference link for social and human rights policy and guidelines : <https://image.makewebeasy.net/makeweb/0/F8ZJluX3D/Document/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99.pdf?v=202405291424>

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 : Yes

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

In 2025, the Company established and formally announced its Human Rights Policy to ensure that social and human rights management is clear, systematic, and aligned with international best practices. The Company also implemented a Human Rights Due Diligence (HRDD) process as a mechanism to identify, assess, and manage human rights risks across its operations.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The Company has developed a comprehensive Human Rights Due Diligence (HRDD) framework covering the identification, assessment, prevention, mitigation, monitoring, and review of human rights risks and impacts that may arise from its operations and supply chain. This framework ensures that the Company conducts its business responsibly, transparently, and in full respect of internationally recognized human rights principles. The framework is aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and comprises 5 key steps:

1. The formal commitment and declaration of the Company's human rights policy and principles
2. The assessment of actual and potential human rights impacts arising from the Company's activities
3. The integration of policy commitments with assessment outcomes, including the establishment of internal and external control mechanisms
4. The monitoring and reporting of performance
5. The implementation of corrective actions and remediation measures where necessary.






Reference link for the information and an HRDD process : https://image.makewebeasy.net/makeweb/0/F8ZJluX3D/Document/%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%95%E0%B8%A3%E0%B8%A7%E0%B8%88%E0%B8%AA%E0%B8%AD%E0%B8%9A%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99%E0%B8%AD%E0%B8%A2%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%A3%E0%B8%AD%E0%B8%9A%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99__HRDD_.pdf?v=202405291424

HRDD process diagram



การตรวจสอบสิทธิมนุษยชนอย่างรอบด้าน
Human Rights Due Diligence : HRDD

บริษัท เอส พี 5 จำกัด (มหาชน) ได้จัดทำกรอบกระบวนการตรวจสอบด้านสิทธิมนุษยชนอย่างรอบด้าน โดยเป็นกระบวนการบริหารความเสี่ยงที่มีการดำเนินงานอย่างต่อเนื่อง ประกอบด้วยหลักการสำคัญ 5 ขั้นตอน ตามหลักการชี้แนะของ UN Guiding Principles on Business and Human Rights (UNGPs) ดังนี้

- 1  การประกาศนโยบายและหลักการของบริษัทฯ ว่าด้วยการเคารพสิทธิมนุษยชน
- 2  การประเมินผลกระทบที่เกิดขึ้นจริงหรือมีแนวโน้มที่จะเกิดขึ้นจากกิจกรรมของบริษัทฯ
- 3  การบูรณาการนโยบายกับการประเมิน รวมถึงกลไกการควบคุมภายในและภายนอก
- 4  การติดตามและการรายงานผลการดำเนินงาน
- 5  การแก้ไขให้ถูกต้องและเยียวยา

Information on other social management

Plans, performance, and outcomes related to other social management

The Company has established an Anti-Corruption Policy, recognizing the importance of conducting business with integrity. The Company adheres to the principles of good corporate governance, emphasizing transparency, accountability, and a zero-tolerance approach to corruption in all forms.

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

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

	2023	2024	2025
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

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Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : Yes
 and labor management goals?

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> Employee training and development Promoting employee relations and participation 	Number of Employees Receiving Training	2024: Employees who received training accounted for 53 percent of the total workforce	2026: Employees who received training accounted for not less than 60 percent of the total workforce

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 : Yes
 management

The Company places importance on the continuous development and well-being of its employees in order to support sustainable organizational growth. The Company focuses on training and developing skills necessary for work performance. Retail staff receive training in service and sales in accordance with established standards to create positive impressions and satisfaction for customers, while head office employees are provided with knowledge development through the Spark Forum activities held 4 times, covering the topics Health Report Reading with Doctor, Master Your Money: Smart Ways to Save, Spend & Invest, Marketing & Digital Trends 2025, and Generative AI for Executive. These activities aim to enhance both professional knowledge and personal development. The satisfaction assessment of employees who participated in each session showed an average satisfaction level of 91.28%.

In addition, the Company places importance on employees quality of life and engagement by providing welfare and support for important life events. These include support for funeral ceremonies to help alleviate financial burdens and provide encouragement to employees and their families, support for wedding ceremonies to express congratulations, and support for gender equality and diversity in accordance with the principles of marriage equality. This reflects the Companys commitment to employees well-being, stability, and sense of belonging within the organization, while promoting equality and diversity in a concrete manner. The Company also conducts regular employee engagement surveys. In 2025, the Company conducted an Employee Engagement survey to reflect employees confidence in and commitment to the organization.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	567	519	504
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons) ⁽¹⁾	567	519	504
Male employees (persons)	206	192	174
Percentage of male employees (%)	36.33	36.99	34.52
Female employees (persons)	361	327	330
Percentage of female employees (%)	63.67	63.01	65.48

Remark: ⁽¹⁾ The total number of employees as of year-end presented in the table includes the Company's executives.

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	212	155	163
Percentage of employees under 30 years old (%)	37.39	29.87	32.34
Total number of employees 30-50 years old (Persons)	326	333	317
Percentage of employees 30-50 years old (%)	57.50	64.16	62.90
Total number of employees over 50 years old (Persons)	29	31	24

	2023	2024	2025
Percentage of employees over 50 years old (%)	5.11	5.97	4.76

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	65	49	41
Percentage of male employees under 30 years old (%)	31.55	25.52	23.56
Total number of male employees 30-50 years old (Persons)	130	131	124
Percentage of male employees 30-50 years old (%)	63.11	68.23	71.26
Total number of male employees over 50 years old (Persons)	11	12	9
Percentage of male employees over 50 years old (%)	5.34	6.25	5.17

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	147	106	122
Percentage of female employees under 30 years old (%)	40.72	32.42	36.97
Total number of female employees 30-50 years old (Persons)	196	202	193
Percentage of female employees 30-50 years old (%)	54.29	61.77	58.48
Total number of female employees over 50 years old (Persons)	18	19	15

	2023	2024	2025
Percentage of female employees over 50 years old (%)	4.99	5.81	4.55

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	532	487	475
Percentage of employees in operational level (%)	93.83	93.83	94.25
Total number of employees in management level (Persons)	28	26	23
Percentage of employees in management level (%)	4.94	5.01	4.56
Total number of employees in executive level (Persons)	7	6	6
Percentage of employees in executive level (%)	1.23	1.16	1.19

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	193	178	161
Percentage of male employees in operational level (%)	93.69	92.71	92.53
Total number of male employees in management level (Persons)	9	10	8
Percentage of male employees in management level (%)	4.37	5.21	4.60
Total number of male employees in executive level (Persons)	4	4	5

	2023	2024	2025
Percentage of male employees in executive level (%)	1.94	2.08	2.87

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	339	309	314
Percentage of female employees in operational level (%)	93.91	94.50	95.15
Total number of female employees in management level (Persons)	19	16	15
Percentage of female employees in management level (%)	5.26	4.89	4.55
Total number of female employees in executive level (Persons)	3	2	1
Percentage of female employees in executive level (%)	0.83	0.61	0.30

Number of employees categorized by department over the past year

Department / Line of work / Unit / Business group	Number of employees (persons)
Internal Audit Department	4
Office of Directors Department	6
iCenter Service Department	34
Accounting Department	15
Finance Department	10
Operations Audit Department	5

Department / Line of work / Unit / Business group	Number of employees (persons)
Education and Enterprise Department	36
Retail Business Department	308
Marketing Department	12
SPVi Academy	4
Product Management Department	24
Accessories and Partner Products Management Department	7
Online Business Department	26
Information Systems and Technology Department	3
Organizational Development and Human Resources Department	10
Total number of employees	504

Significant changes in the number of employees

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

Employment of workers with disabilities

	2023	2024	2025

	2023	2024	2025
Total employment of workers with disabilities (persons)	N/A	6	5
Percentage of disabled workers to total employment (%)	N/A	1.16	0.99
Total number of employees with disabilities (Persons)	N/A	N/A	5
Total male employees with disabilities (persons)	N/A	N/A	4
Total female employees with disabilities (persons)	N/A	N/A	1
Percentage of disabled employees to total employees (%)	N/A	N/A	0.99
Contributions to empowerment for persons with disabilities fund	-	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	211,494,200.15	189,783,752.76	176,953,135.90
Total male employee remuneration (baht)	76,839,162.66	77,851,514.31	62,850,162.43
Percentage of remuneration for male employees (%)	36.33	41.02	35.52
Total female employee remuneration (baht)	134,655,037.49	111,932,238.45	114,102,973.47
Percentage of remuneration for female employees (%)	63.67	58.98	64.48
Average of remuneration of employees (Baht/persons)	373,005.64	365,671.97	351,097.49

	2023	2024	2025
Average of remuneration for male employees (Baht/persons)	373,005.64	405,476.64	361,207.83
Average of remuneration for female employees (Baht/persons)	373,005.64	342,300.42	345,766.58
Rate of average of remuneration between female employees and male employees	1.00	0.84	0.96

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company places importance on enhancing employees quality of life and long-term financial security under the social dimension of its sustainability framework. The Company continuously supports and promotes employee participation in the Provident Fund to encourage disciplined savings and financial preparedness for the future and retirement.

Participation in the Provident Fund enables employees to make regular savings contributions alongside the Companys contributions, thereby strengthening their long-term financial stability. The Fund is managed in a systematic, transparent manner and in accordance with good governance principles, while also providing tax benefits as prescribed by law.

This practice reflects the Companys commitment to caring for employees as key stakeholders and supporting the development of a stable and sustainable organization.

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	293	259	256

	2023	2024	2025
Number of employees joining in PVD (persons)	222	224	214
Number of PVD members / Total employees (%)	39.15	43.16	42.46
Number of PVD members / Total eligible employees (%)	75.77	86.49	83.59

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	4,026,731.79	4,365,766.89	3,824,969.59

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
S P V I PUBLIC COMPANY LIMITED	Yes	504	256	214	42.46	83.59

Human resource development policy

Training programs for employees

The Company places great emphasis on the training and development of employees and has established a training division created specifically to instruct employees. This training division has the objectives of developing the specialized and technical knowledge, skills and experience of employees. Stimulating these qualities is vital to the development of our employees as it helps them to accomplish their assignments effectively as well as supports and prepares them towards fulfilling their own career goals. These processes will, in turn, strengthen the operations of the company as well.

The Company is providing the following trainings to employees: Training course for new employees: to prepare employees for their new job

- Orientation course to provide the information of the Company
- Selling skill training which covers customer service techniques and techniques for creating better customer experiences
- Product knowledge and demonstrations as well as product innovation
- On the job training

Advanced training course: To review knowledge of employees in every position

- Training for trainers

- Training for cashiers
- Training for product demonstrations staffs

Furthermore, the Company also encourages employees to take training courses outside the company and also take certification exams held by brand owners such as Apple. This would allow employees to develop their own professional, specific skills and also improve the Company's competitiveness.

The Company also foresees and gives priority to personnel succession plans, especially for top management, in order to give confidence to the Company for the readiness of personnel replacement when necessary and to support business expansion in the future. For the position of top management, senior manager and above, the Company will identify the successor for immediate replacement. In case there is no one qualified for the position, the Company will provide a development plan to the subordinate as well as recruit from outside the Company.

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	No	No	No
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00

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

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	117,936.00	101,730.00	957,352.00
Total number of hours worked by employees (Hours)	117,936.00	101,730.00	957,352.00

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	0	0	0

	2023	2024	2025
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

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	222	228	196
Total number of male employee turnover leaving the company voluntarily (persons)	93	78	64
Total number of female employee turnover leaving the company voluntarily (persons)	129	150	132
Proportion of voluntary resignations (%)	39.15	43.93	38.89
Percentage of male employee turnover leaving the Company voluntarily (%)	41.89	34.21	32.65

	2023	2024	2025
Percentage of female employee turnover leaving the Company voluntarily (%)	58.11	65.79	67.35

	2023	2024	2025
Evaluation result of employee engagement	-	Yes	Yes

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 : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data
- Reference link to consumer data privacy and protection policy and guidelines : [https://image.makewebeasy.net/makeweb/0/F8ZJluX3D/Document/นโยบายการคุ้มครองข้อมูลส่วนบุคคล_Privacy_Policy_\[OCT9_25_.pdf?v=202405291424](https://image.makewebeasy.net/makeweb/0/F8ZJluX3D/Document/นโยบายการคุ้มครองข้อมูลส่วนบุคคล_Privacy_Policy_[OCT9_25_.pdf?v=202405291424)

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : Yes
- Responsible sales and marketing guidelines : Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts
- Reference link for responsible sales and marketing policy and guidelines : https://image.makewebeasy.net/makeweb/0/F8ZJluX3D/Document/BOD_003_2568_%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD%E0%B8%88%E0%B8%A3%E0%B8%B4%E0%B8%A2%E0%B8%98%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88.pdf?v=202405291424
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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 : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Appropriate marketing communications through digital channels
- Reference link to policy and guidelines on communicating the impact of products and services to customers / consumers : https://image.makewebeasy.net/makeweb/0/F8ZJluX3D/Document/BOD_003_2568_คู่มือจริยธรรมและจรรยาบรรณธุรกิจ.pdf?v=202405291424
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Information on customer management plan

Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The Company places importance on customer relationship management as a key factor supporting sustainable business operations. It is committed to delivering a consistently positive and high-quality customer experience across all service channels, including iStudio stores, U•Store outlets, and partner-operated stores. The Company strives to maintain uniform service standards while providing accurate and appropriate product and service information tailored to customers needs, thereby supporting informed decision-making throughout the entire customer journey.

The Company's customer relationship management encompasses consultation and product sales, service delivery and after-sales support, as well as communication through both physical stores and online platforms. The Company leverages systems and technology to support service delivery, customer data management, and service quality monitoring, enhancing its ability to respond to customer needs appropriately and in a timely manner.

The Company continuously gathers customer feedback and suggestions through in-store interactions, online channels, and customer satisfaction surveys. The information obtained is used to monitor factors affecting the customer experience, improve service processes, and address complaints appropriately. Performance in customer management is monitored through service efficiency and customer satisfaction indicators, and the evaluation results are utilized to continuously enhance service quality and strengthen employees service skills, thereby fostering long-term customer relationships.

Information on setting customer management goals

Setting customer management goals

- Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> Responsible production and services for customers Development of customer satisfaction and customer relationship Protection of customer personal information 	Average Customer Satisfaction Score	2024: The average customer satisfaction score was 91.89%.	2026: Maintain the average customer satisfaction score at a minimum of 90%.

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

As the Company operates customer service centers appointed as Authorized Apple Service Providers by Apple, customer satisfaction is assessed on a monthly basis in accordance with the prescribed standards. In 2025, the Company achieved an average customer satisfaction score of 91.41 percent.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

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Fax : -

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Company's website : <https://www.spvi.co.th>

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

Information on community development and engagement policies

Community development and engagement policies

- Community development and engagement policies : Yes
- Reference link for community development and engagement policies : <https://image.makewebeasy.net/makeweb/0/F8ZJluX3D/Document/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%A1%E0%B8%B5%E0%B8%AA%E0%B9%88%E0%B8%A7%E0%B8%99%E0%B8%A3%E0%B9%88%E0%B8%A7%E0%B8%A1%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%8A%E0%B8%B8%E0%B8%A1%E0%B8%8A%E0%B8%99%E0%B8%AA%E0%B8%B1%E0%B8%87%E0%B8%84%E0%B8%A1.pdf?v=202405291424>

Information on community and social management plan

Community and social management plan

- Company's community and social management plan : Yes
- Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Sports and recreation

The Company manages community and social engagement under its Community Development and Engagement Policy, with structured plans covering areas surrounding its head office and branches, as well as target communities outside its immediate locations that are relevant to the nature of its business particularly the education sector, in alignment with the Company's business type, vision, and mission.

The Company emphasizes CSR-in-Process initiatives by leveraging its expertise in technology and digital solutions as key tools for knowledge transfer and skills development among educational personnel and community members. Through these efforts, the Company aims to promote access to technology, enhance learning opportunities, and encourage the appropriate and effective use of technology for sustainable social development.

- Reference link for company's community and social management plan : <https://image.makewebeasy.net/makeweb/0/F8ZJluX3D/Document/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%A1%E0%B8%B5%E0%B8%AA%E0%B9%88%E0%B8%A7%E0%B8%99%E0%B8%A3%E0%B9%88%E0%B8%A7%E0%B8%A1%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%8A%E0%B8%B8%E0%B8%A1%E0%B8%8A%E0%B8%99%E0%B8%AA%E0%B8%B1%E0%B8%87%E0%B8%84%E0%B8%A1.pdf?v=202405291424>

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social : No
management 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 : Yes
social management

In 2025, the Company organized educational initiatives for universities, educational personnel, students, and parents through the Learning with iPad, Learning with Mac, Learning with Experience, and other technology training programs. Key activities included the following:

- **Tricks and tips for iPad and AI learning with iPad:** The Company conducted a digital skills development program for first-year vocational certificate (Por Wor Chor) students at Charansanitwong Technological College. The program focused on continuous digital skills enhancement, progressing from fundamental iPad usage to the practical application of AI tools. The overall satisfaction assessment results were rated at a good level, reflecting the effectiveness of the learning activity design and its practical relevance.
- **Apple teacher portfolio project:** The Company implemented the Apple Teacher Portfolio program at Mandanarumol School to strengthen educators technological capabilities. The initiative emphasized the application of iPad and MacBook devices in designing learning activities, preparing lesson plans, and creating instructional media to enhance classroom effectiveness.
- **MacBook training program:** This program was organized for students at Sa-nguan Ying School, Suphan Buri Province, to introduce fundamental MacBook features and the creation of educational media through various applications. The training emphasized hands-on practice and project-based learning, enabling students to apply technology in producing their own creative work while enhancing their creativity and digital competencies.
- **Childrens day activity Little memories, big love with my family:** The Company organized a creative workshop in collaboration with Central Chaengwattana under the campaign Little memories, big love with my family. The activity promoted experiential learning (Learning by doing) through the use of the Freeform application on iPad, allowing participants to express their ideas and emotions through digital artwork while fostering meaningful family engagement.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

Does the company measure the non-financial : No
benefits from 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 Companys conduct towards relevant stakeholders, disclosure and transparency and responsibilities of the Board of Directors.

The Board has already reviewed and improved the Companys Good Corporate Governance Policy, latest on February 18, 2025, 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 (SEC).

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, Other guidelines related to the board of directors

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 as follow;

- **Selection and appointment of new directors**

1. Nomination and Remuneration Committee will prepare a Board Skill Matrix to consider and define the deficient skills of the directions as well as the diversity of occupied skills, experience, knowledge, independence, age and gender.
2. Nomination and Remuneration Committee will consider the most qualified nominee from various sources as follows:
 - a. Board of Directors recommendations
 - b. Shareholders representing not less than 1 percentage of the total share with voting right of the company
 - c. External consulting firms
 - d. Database of Directors from Thai Institute of Directors

3. Nomination and Remuneration Committee shall perform a preliminary evaluation of individual candidates and select a number of candidates for interview.

4. Nomination and Remuneration Committee proposes the most appropriate nominee to the Board of Directors in order to propose at shareholders meeting for their consent. In case the position is vacant for reasons other than retirement by rotation, the Board of Directors is authorized to appoint that nominee to the position.

● **Re-appointment of directors**

To consider the existing directors to maintain their position, the Nomination and Remuneration Committee shall determine a variety of criteria such as performance, number of attendances in the meeting, the participation in the meeting and participation in various activities of the Board of Directors.

Determination of director remuneration

The Nomination and Remunerations Committee has reviewed the guidelines and type of remuneration of the Committee and Sub-Committee and proposed the Board of Directors to proposed approval in the Annual General Meeting 2024. On April 4, 2025, the shareholders resolved to approve the remuneration of Directors 2025 as follows;

● **Monetary remuneration**

Directors	Monetary remuneration (baht)		
	Monthly remuneration	Meeting allowance	Bonus
The Board of Directors			
Chairman	130,000	5,000	-
Vice-chairman	60,000	5,000	-
Member	40,000	5,000	-
Audit Committee			
Chairman	20,000	-	-
Member	10,000	-	-
Sub-Committee			
Chairman	-	5,000	-
Member	-	5,000	-

Remarks:

1. The directors who is the Companys executive/advisor/or employee will not be paid for the remuneration of Directors
2. The directors who is the Companys executive/advisor/or employee will not be paid for the meeting allowance for subcommittee meeting

● **Non-monetary remuneration** No other benefits than monthly remuneration, meeting allowance and bonus.

Independence of the board of directors from the management

The Board of Directors has a policy that the Chairman and the Managing Director must not be the same person, to ensure clarity in responsibilities between policy-making for governance and day-to-day management. The company has clearly separated the roles and responsibilities between the Board of Directors and the executives. The Board of Directors is responsible for setting policies and overseeing the executives' operations, while the executives are responsible for managing the company's various operations in accordance with the established policies.

● **Composition and appointment of 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. The company has a policy that at least a third of the Board of Directors (consisting of at least 3 people) must be Independent Directors.

- **Qualifications of independent directors**

1. Not hold shares exceeding one-half (0.5) percent of the total number of voting shares of the company including the shares held by related persons of the independent director.
2. Not be or not have been a member of Management Committee, employee, officers, consultant who receives a salary, or the authorized person of the company unless they are clear from the foregoing status not less than two (2) years before being appointed as Director.
3. Not be a person related by blood or registration under law with management, major shareholders, authorized person, or a person to be nominated as executives or authorized person of the company. Neither being parents, spouse, sibling, child nor spouses of children
4. Not be or have had a business relationship with the company or its conflict of interest companies in the manner that inhibits their independent judgment unless they are clear from the foregoing status not less than two (2) years before being appointed as Director
5. Not be or have been an auditor of the company, its conflict of interest companies, major shareholder, non-independent director, executive or partner of an audit firm which employs auditors of the company or corporate that may have conflict of interest unless they are clear from the foregoing status not less than two (2) years before being appointed as Director.
6. Not be or have been any kind of professional advisor including a legal or financial advisor who receives an annual service fee exceeding two (2) million baht from the company or its conflict of interest companies, including major shareholder, non-independent directors, executives or partner of the professional advisor unless they are clear from the foregoing status not less than two (2) years before being appointed as Director.
7. Not be a director who has been appointed to be a representative of the Board of Directors, major shareholder or shareholder related to major shareholder of the company.
8. Not be in other characteristics which will inhibit the independent opinion toward the operation of the company

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.

In 2025, there were 8 directors who attended training courses to enhance their knowledge, specifically on the topic "Thinking Forward to Thailand's Future," regarding perspectives and concepts that would be beneficial for creating the future, leading to sustainable development.

Board performance evaluation

The Board of Directors has set a self-assessment of Board of Directors, individual director, and sub-committee in order to evaluate performance, as well as to review and evaluate the comments toward any issues related to company's operations and performance of Board of Directors. This process will improve corporate governance

- **The Board of Directors self-assessment**

The Board of Directors has set 2025 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

The 2025 performance appraisal of the entire Board of Director was evaluated excellent with 100 percent to these 5 issues

● **Self-assessment for individual director**

The Board of Director has set the performance evaluation of the year 2025 for individual director. The assessment covered following issues;

1. The structure and qualifications of the Board of Director
2. The meeting of Directors
3. The role, responsibility and authority of the Board of Director

The 2025 performance appraisal of individual director was evaluated excellent with 100 percent to these 3 issues

● **Self-assessment for subcommittees**

The Board of Director has set the performance evaluation of the year 2024 for each sub-committee. The assessment covered following issues;

1. The structure and qualification of the Board of Director
2. The meeting of Directors
3. The role, responsibility and authority of the Board of Director

The 2024 performance appraisal of each sub-committee was evaluated excellent as following;

Subcommittee	Performance (percent)
Audit Committee	100
Nomination and Remuneration Committee	100
Risk Management Committee	100

● **Assessment procedure**

At the end of year, the companys secretary shall provide assessment form to all directors for self-assessment. The form will be collected and report to the Board of Director in order to acknowledge and discuss for further improvement.

● **Performance assessment of Managing Director**

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

The 2025 performance appraisal of Managing Director was evaluated Excellent with 99.53 percent to these 7 issues.

Meetings of non-executive directors and orientation for new directors

● **Non-executive director meeting:** The Board of Director had determined to arrange non-executive meeting at least 1 time in order to encourage non-executive directors to exchange opinion and consider variety of issue both the companys business and public interests. In 2024, the company has arranged non-executive meeting to determine the performance of the Board of Director, the compliance of Corporate Good Governance (CG Code) for the 2017 Listed Company, and other issues.

● **Remuneration of directors and management team:** The company had a policy to provide reasonable remuneration for the companys 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.

- **The orientation of new director:** The Company's Board of Directors has mandated the orientation of new directors to build knowledge and understanding of the business and various operations of the Company, thereby preparing them for their duties as directors.

- **Controls on the use of inside information:** Directors, management and employees were not allowed to disclose or take advantage of confidential and/or internal information of the company for the benefits of themselves or any other person, whether directly or indirectly. Directors, management and employees of the company as well as their spouses and dependent children were prohibited from using internal information of the company. Internal information was defined as information that had or might have an impact on the price of the company's securities and which had not been disclosed to the public. Directors, management and employees of the company were restricted to use the internal information to buy, sell, offer for sale, or persuade others to buy, sell or offer for sale the company's securities, whether directly or indirectly before the information was revealed to the public. They were also prohibited to do so for their own or others' benefits, or to knowingly allow others to do so for their benefits. Those who violate such rules would be punished according to disciplinary guidelines specified by the company. The company had taken measures to ensure that its executives understand and acknowledge their obligations to report the holding of the company's securities by themselves, their spouses and dependent children. This includes the report of any change in the holding of such securities to the SEC according to Section 59 of Securities and Exchange Act B.E. 2535. The company notified its directors, management and employees as well as their spouses and dependent children to refrain from making any transaction on the company's securities, 1 month prior to the public disclosure of the company's financial statements. The company had duly notified its directors, management team and employees of the above-mentioned requirements. For the year 2025, the company's secretarial department has notified directors, executives, and individuals in positions or roles that may have access to insider information through email communication regarding the blackout period, which prohibits the trading of securities of the Company. It is confirmed that, during the blackout period, neither directors, executives, nor related employees engaged in securities trading using internal information.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Community and society, Other guidelines regarding shareholders and stakeholders

Shareholder

The rights of shareholders

The company realizes and gives importance to various basic rights of the shareholders, such as the rights to buy, sell or transfer shares; to obtain relevant and adequate information on the company; to participate and vote in the shareholders meetings to elect or remove Directors of the company, to appoint the external auditor, to make decisions on important issues, such as dividend payment, amend the company's Memorandum of Association and Articles of Association and increase or decrease capital etc.

Apart from various basic rights of the shareholders mentioned above, the company takes various actions to promote and facilitate the exercise of the shareholders rights, as follows.

- **Before the meeting**

1. The company invited minority shareholders to propose agenda and nominate a person to be a director during 1-31 December 2024. The rules and procedures for proposal was announced and published in the website of Stock Exchange of Thailand and company website. Nevertheless, none of minority shareholder presented the proposal.
2. The invitation notice of the meeting was prepared and sent along with support documents to shareholders prior to the meeting date and also was published on the company website <https://www.spvi.co.th/shareholdersmeeting2025> for 30 days in advance and also documents delivery 21 days in advance so that shareholders would have enough time to study the information beforehand.
3. An invitation notice provided correct, clear and adequate information as follows:
 - a. Invitation notice of each agenda clearly stated that it was for acknowledgement or consideration including facts, reason and the comments from the Board of Directors.
 - b. Registration form with printed barcode was attached with the invitation notice to accommodate faster registration process for shareholders.
 - c. Attached 3 proxy forms so that shareholders who were unable to attend the meeting might appoint any person as their proxies by using one of the three proxy forms enclosed with the notice of the meeting.
 - d. Information of those who had been nominated for election as directors. The details included the name, age, education, work experiences, training organized by the Thailand Institute of Directors (IOD), number of companies that each director maintained directorship, type of the proposed directorship, directorship commencement date.
 - e. Details of 2 directors who can act as shareholders proxies. All of the proposed directors are independent directors. A shareholder may appoint one of them as a proxy to attend and vote on the shareholders behalf.
 - f. Articles of Association in connection with shareholder meeting
 - g. Map of the location of the meeting for travelling by car or public transportation.

● On the day of the meeting

1. The company organized the Annual General Meeting of Shareholders on April 4, 2025 at the Conference Room, 31th Floor, MS Siam Tower, Rama III Road, Chongnonsi, Yannawa, Bangkok. That conference room was considered as in appropriate size that could adequately accommodate attendees. The registration process began 2 hours in advance of the meeting so that staff would get enough time to check documents of shareholders presented at the meeting in person and a large number of proxies appointed by shareholders. For the accuracy and to speed up the registration process, the company had prepared sufficient officers and registration desks. Once registration was completed, shareholders would receive a ballot to vote on each agenda of the meeting.
2. Before the meeting started, the Secretary of the meeting would inform shareholders on how to vote according to the Articles of Association. Holders of the companys common shares were entitled to cast one vote per one share. The casting of votes would be conducted openly. The company used a barcode system to count the votes for accuracy and speed. After the vote counting on each agenda was completed, the company would display the outcome on a screen to inform shareholders by dividing the vote scores into approve, disapprove and abstain.
3. Chairman of the Audit Committee, Audit Committee, Independent Directors, Board of Directors, Executive Chairman and Managing Director of the company all gave priority and attended the general meeting to provide clarifications or answers inquiries from shareholders in the meeting.
4. For those shareholders who attended the meeting after it started, they could still attend the meeting and vote on agendas, which were being considered, or those had not been voted.
5. The shareholder meeting proceeded according to the specified agendas. The meeting would not consider additional agenda(s) not specified in the invitation notice.
6. Chairman of the meeting assigned the secretary to announce the vote result of each agenda to shareholders immediately and no shareholders raised any objections.

● After the meeting

1. The company disclosed resolutions from the shareholder meeting with the outcome of votes count within the same day through media channels of SET.

2. The Company Secretary prepared minutes of the meeting and submitted to SET within 14 days as specified by the laws and disclosed on the company's website within 14 days after the meeting date

The equitable treatment of shareholders

The Company recognized the importance and values the right of every individual shareholder, whether executive or non-executive, major or minor shareholders. Thus, the Company would not engage in any discriminatory act or cause any unfair treatment to shareholders under the provisions of the relevant laws. In 2025, the company practiced the following procedures:

- **The shareholder meeting**

1. The company delivered all three proxy forms to holders of all shares so that shareholders could choose the form that best fitted their needs.
2. In the case where a shareholder was unable to attend the meeting, the company had nominated 2 independent directors. A shareholder might appoint one of them as a proxy to attend and vote on the shareholders behalf.

- **The directors and executives** The company had written measures to strictly prevent wrongful use of inside information (Insider Trading). The company has determined strict guidelines in written for the preventions of the use of insider information, as follows;

1. Notify the Directors, Executives, and employees for the regulations and policies of wrongful use of inside information to ensure the acknowledgement and follow of those regulations and policies.
2. Prohibit trading the securities of the Company for 30 days before the public disclosure of financial statement. The Company's Secretary will notify the Directors and Executives for the silent period in advance.
3. Define the person whose position or function was allowed more chance to know or possess the insider information than general employees as a group of people with random risk who cannot perform trading or transferring the Company's securities for 30 days before the public disclosure of quarterly and annual financial statements (Black out period). In addition, the reporting of holding and change of securities of their own, spouse, and minor child to the Company's Secretary within 3 business days from the date of such change.

The Company has established measures to prevent conflicts of interest that may arise from transactions between the Company and persons who may have conflicts.

1. Directors and executives are required to report to the company on any conflicts of interest involving themselves or related parties, particularly those associated with the management of the company or its subsidiaries.
2. Directors and executives who have conflicts of interests on a transaction shall abstain from considering and casting their vote to approve such transaction.
3. Directors and executives notify the Company of any changes in their conflicts of interests. The Company secretary report the changes to the Board of Directors at each quarterly meeting for acknowledgment.
4. Connected transactions that occurred in the year 2025 were all transparent and were carried out in a fair manner in accordance with ordinary courses of business.

Employee

The Company adheres to the practice guidelines for treating employees fairly, both in terms of reward opportunities, appointments, transfers, as well as potential development, respect to individuality and human dignity, not involve in human rights violations, maintain a safe working environment for the lives and assets of employees.

Customer

The Company strived to achieve customers satisfaction and confidence by keeping on improving products and services as well as maintaining good relationships, integrity and fairness.

In 2025, the Company conducted a customer satisfaction survey for its iStudio stores and achieved an overall satisfaction and service confidence rating of 91.41 percent. In addition, customer satisfaction for the Company's iCenter service centers, which is assessed monthly by Apple, indicated that each branch consistently achieved an overall satisfaction score of not less than 90 percent, in line with the key objectives of the Company's customer relationship management plan.

The Company has acknowledged areas for improvement identified through these assessments and has implemented corrective actions to further enhance service quality and customer experience on an ongoing basis.

Business competitor

The Company treated competitors in accordance with international standard under legal frameworks on fair trade competition. It observed the rules of fairness when competing and would not acquire information from competitors illegally or against its ethics.

Business partner

The Company adheres to fair and responsible practices toward its business partners by strictly complying with agreed commercial terms and conditions. Emphasis is placed on transparency, integrity, and the maintenance of product and service quality in order to foster trust and sustain long-term business relationships.

To strengthen mutual standards of business conduct, the Company has established a Supplier Code of Conduct, covering key areas including business ethics, anti-corruption, respect for human rights and labor practices, occupational health and safety, environmental management, product and service quality, and supply chain collaboration. This Code has been communicated to key suppliers as a guideline for implementation, thereby promoting responsible, transparent, and continuously improving business practices throughout the supply chain.

Creditor

The Company treats its creditors fairly by strictly complying with financial terms and agreements, including timely repayment of obligations, proper maintenance of collateral quality, and adherence to all other conditions agreed upon with creditors. In the event that the Company is unable to comply with any such conditions, it will promptly notify the relevant creditors to jointly consider appropriate solutions based on reasonable grounds.

Community and society

The Company realizes its responsibilities towards the communities and society. It participated in charitable activities and public services, for example, activities to promote education.

Whistleblower or complainant protection measures

The company held the anti-frauds and corruptions policy and prohibits any kind of bribery for the business interest of the company. The company assigned the risk assessment and guideline for corporate good governance in order to prevent and monitor the frauds and corruptions in the organization. As well as, the company emphasized the participation of the relevant stakeholders to determine business transparency, compliance with corporate good governance policy, as well as the best practice to anti-corruptions in organizations. Those who witness the violation can report to the board of director through company secretary or internal audit department. The report of violation will be investigated and the whistle-blower will be well protected by company.

● **Measure of witness protection**

1. The company will keep the information of corruptions, whistle-blowers, petitioners, and suspects as confidential.
2. The company will disclose the information as necessary by concern on safety of the source of information and relevant persons.
3. The company will appropriately and fairly mitigates the loss of injured person
4. The company will not conduct any unfair action toward the whistle-blowers and petitioners whether change job position, job description, workplace, suspend or terminate job, or any other unfair action toward the whistle-blowers, petitioners, and any person who cooperative to the investigation.

● **Channel to report the offense**

- Report to the company secretary
 - SPVI Public Company Limited
 - 2 Premier Place Building, 1st Floor Zone A and 3rd Floor, Soi Premier 2, Srinakarin Road, Nongbon Subdistrict, Prawet District, Bangkok 10250
 - Email to: companysecretary@spvi.co.th
- Report to internal audit department

- SPVI Public Company Limited
- 2 Premier Place Building, 1st Floor Zone A and 3rd Floor, Soi Premier 2, Srinakarin Road, Nongbon Subdistrict, Prawet District, Bangkok 10250
- Email to: spviwhistleblowing@spvi.co.th

- **Procedure upon receiving complaint**

Upon receiving the complaint and whistleblowing through the assigned channels, the Company's Secretary or Internal Audit Department will gather the facts. The Internal Audit Department will inspect before submit the complaint to the head of relevant department. In addition, the Internal Audit Department will propose measures to solve such problems by adhering to the principle of transparency and fair-treat to all stakeholders.

- **Fact-finding**

Internal Audit Department will consider and propose report of investigation with comments and suggestions to Managing Director to consider command next step as appropriate and report to Audit Committee for acknowledgement. In 2025, none of complaints related to corruption was reported. The complaints related to other matters were solved and reported to relevant departments for acknowledgement.

- **Instruction and Communication**

The Company promotes knowledge and understanding to all level of employees to have awareness of the anti-corruption. The human resource department will communicate and provide training to raise awareness for the anti-frauds and corruptions policy and best practice for the employees at all levels.

Disclosure and transparency

The Board of Directors recognized the importance of accurate and transparent disclosure of information, both financial and non-financial, as stipulated by the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. It also disclosed other significant information that might affect the price of the company's securities, and might have an impact on investors and stakeholders decision. This was carried out to ensure that related parties obtain equal information. The company disseminated information of the company to shareholders, investors and general public through various channels provided by the Stock Exchange of Thailand and the company's website (www.spvi.co.th)

The Board of Directors was responsible to review and ensure the reliability, completeness and rationality of the company's financial statements. The company's financial statements must be prepared in accordance with generally accepted accounting principles and use appropriate accounting policy with consistency and careful judgment. The responsibility of the Board of Directors to the financial statements together with the report of the auditor must be included in the Annual Report Form (56-1 One Report). The roles of the Board of Directors and the Audit Committee, number of board meetings, and the number of meetings each director attended during the past year, must be clearly reported. In addition, the company was appointed to report the change of stockholding of board of director and management in every broad meeting. Information regarding the securities holdings of the Company's directors and executives for the year 2025 is presented in Attachment 7: Report on Securities Holdings of Directors and Executives.

In addition, The company set up an Investor Relations Department to handle information and communication with shareholders. Investors and securities analysts could reach the company via the following contact details:

- Telephone: 0 2559 2901-10
- Email: ir@spvi.co.th

Investors could also study the company's information on the website: www.spvi.co.th

In 2025, the Company participated in the listed companies meet investors event (Opportunity day) on four occasions, organized by The Stock Exchange of Thailand. The purpose of these events was to provide updates on the Company's business operations and performance to securities analysts, investors, and the media.

The Company received positive feedback from investors, shareholders, and interested participants. Details of the Company's participation in the Opportunity day events are as follows:

Session no.	Opportunity day	Date of participation
1	For the year 2024	March 5, 2025
2	For the first quarter of 2025	May 23, 2025
3	For the second quarter of 2025	August 22, 2025
4	For the third quarter of 2025	November 20, 2025

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Board of Directors places great importance on conducting business in accordance with good corporate governance principles, transparency, and accountability to all stakeholders. Accordingly, the Board has considered and approved the establishment of a Code of Ethics and Business Conduct to serve as a framework guiding the performance and decision-making of directors, executives, and employees. The Code ensures compliance with applicable laws, upholds moral integrity and business ethics, and seeks to prevent actions that may give rise to conflicts of interest.

This Code of Ethics and Business Conduct plays a vital role in promoting a corporate culture founded on honesty, transparency, and accountability. It also supports the building of trust, corporate reputation, and shared pride among personnel, which form the foundation of good corporate governance and the Company's sustainable long-term growth.

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, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

In the course of performing duties for the Company, situations may arise in which the personal interests of directors, executives, or employees conflict with the interests of the Company. Such conflicts may occur in various forms. To prevent conflicts of interest, the Company has established guidelines for directors, executives, and employees to adhere to as follows:

- Avoid entering into related-party transactions that may give rise to conflicts of interest with the Company.

In the event that any director, executive, or employee enters into a related-party transaction with the Company, the Company shall treat such transaction as if conducted with an external party, under the same commercial terms and

conditions that a reasonable person would agree upon with a general contractual counterparty, based on fair bargaining power and free from any influence arising from their position as a director, executive, or related person. The concerned director or executive must not participate in the consideration or approval of such transaction.

- Not disclose the Company's confidential and/or inside information, nor use such information for personal benefit or for the benefit of any other person, whether directly or indirectly, regardless of whether any compensation is received.

- In the event of a transaction that may involve a conflict of interest, the Audit Committee shall review the matter and report it to the Board of Directors for acknowledgment. All related-party transactions shall be carefully considered by the Board of Directors and conducted in compliance with the regulations of the Stock Exchange of Thailand. The pricing and terms shall be on an arms length basis, comparable to transactions with external parties. The details, transaction value, rationale, and necessity shall be disclosed in Form 56-1 and in the notes to the financial statements.

Anti-corruption

The Company places great importance on conducting business with honesty, transparency, and fairness in accordance with the principles of good corporate governance. The Company recognizes that corruption is a significant risk that may adversely affect its credibility, fair competition, and sustainable growth.

Accordingly, the Company has established an Anti-Corruption Policy as a framework to prevent and combat bribery and all forms of improper conduct. The policy covers business operations, interactions with government agencies, and relationships with business partners.

The Company encourages directors, executives, and employees at all levels to recognize their roles and responsibilities in performing their duties ethically. In addition, the Company has implemented whistleblowing mechanisms and measures to protect whistleblowers, thereby promoting a transparent and accountable corporate culture and strengthening long-term confidence among stakeholders.

Whistleblowing and Protection of Whistleblowers

The Company shall keep the information and identity of whistleblowers or complainants, as well as the accused persons, strictly confidential. Disclosure of information will be made only to the extent necessary, taking into consideration the safety and potential damage to the reporting source or related persons. Any person who suffers damage shall be entitled to appropriate and fair remedial measures.

The Company shall not take any unfair action against whistleblowers, complainants, or those who cooperate in fact-finding investigations. Such unfair actions include, but are not limited to, changes in job position, job description, or workplace; suspension; termination; or any other act deemed to be unjust treatment.

The Company has established the following channels for whistleblowing or submitting complaints:

1. By mail addressed directly to S P V I Public Company Limited 2 Premier Place Building, 1st Floor Zone A and 3rd Floor, Soi Premier 2, Srinakarin Road, Nong Bon Subdistrict, Prawet District, Bangkok 10250

Attention to:

- Company Secretary
- Internal Audit Department

2. By email:

- Company Secretary: companysecretary@spvi.co.th
- Internal Audit Department: spviwhistleblowing@spvi.co.th

Prevention of Misuse of Inside Information

The Company considers it the responsibility of directors, executives, and employees to strictly safeguard the Company's confidential information, particularly inside information that has not yet been disclosed to the public or information that may materially affect the Company's business operations or share price. The Company has therefore established the following guidelines:

- Directors, executives, and employees must not use any material inside information of the Company that has not been disclosed to the public for their own benefit or for the benefit of others.

- Directors, executives, and employees have the right and freedom to invest in and trade the Company's securities. However, in order to prevent conflicts of interest, during the period of one month prior to the public disclosure of the quarterly and/or annual financial statements, directors, executives, and their related persons (including spouses and minor children of directors and executives) are prohibited from trading the Company's securities.

Gift giving or receiving, entertainment, or business hospitality

To prevent conflicts of interest and promote transparent business practices, the Company requires directors, executives, and employees to adhere to the following guidelines:

- They should refrain from accepting gifts, whether in cash or non-cash form, from business partners or persons connected with the Company's business, except on customary occasions or traditional festivals.
- They may accept business hospitality where it serves the Company's legitimate business interests. However, they should avoid accepting hospitality that is excessive or beyond normal business relationships from persons associated with the Company or potential future business partners.

Compliance with laws, regulations, and rules

The Company requires directors, executives, and employees at all levels to strictly comply with all applicable laws, regulations, and rules relevant to its business operations. Directors and executives must perform their duties in accordance with the law and the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission, with honesty, transparency, and fairness. Employees are required to comply with the Company's regulations, lawful orders of their supervisors, and to perform their duties with integrity, discipline, and full capability.

The Company places importance on avoiding conflicts of interest and requires that the acquisition or disposal of securities by directors and executives be conducted in accordance with the regulations of the Stock Exchange of Thailand. This is to further strengthen sustainable good corporate governance practices.

Information and assets usage and protection

The Company places great importance on the proper use, maintenance, and protection of its information and assets, as well as the information of all stakeholders, in accordance with ethical standards and its Code of Business Conduct. The Company adheres to the principles of accuracy, completeness, transparency, and fairness in disclosing information to shareholders.

Directors, executives, and employees at all levels are prohibited from seeking personal gain from inside information or undisclosed information, and must avoid any actions that may give rise to conflicts of interest. In addition, the Company is committed to providing accurate information to customers without exaggeration, and to respecting the information rights of business partners, creditors, and competitors. Confidential information shall not be disclosed, nor shall information be obtained through dishonest means.

Employees are responsible for using the Company's assets and intellectual property for the maximum benefit of the organization, and for properly safeguarding and protecting confidential information. They are also required to respect the intellectual property rights of others. These practices are intended to strengthen trust, fairness, and sustainability in the Company's business operations.

Anti-unfair competitiveness

The Company has established a policy to treat its business competitors in accordance with applicable competition laws and fair trade practices. The Company shall not violate or improperly obtain competitors' trade secrets through fraudulent or dishonest means. The guidelines are as follows:

- Conduct business within the framework of fair competition.
- Refrain from seeking competitors' confidential information through dishonest or inappropriate means.
- Not damage the reputation of competitors through false or malicious allegations.

Information and IT system security

The Company recognizes the importance of safeguarding data and information systems used in its business operations. Appropriate measures are in place to ensure the proper use of information, restrict access strictly on a need-to-know basis, and prevent misuse of data. These practices are implemented in accordance with ethical standards and the Company's Code of Business Conduct, in order to build confidence among stakeholders.

Environmental management

The Company recognizes its duties and responsibilities toward the environment and has therefore adopted the following practices:

- Select products that are environmentally friendly and safe for customers.
- Ensure that the Companys operations do not adversely affect the quality of life of communities, society, or the environment.

Human rights

The Company is committed to respecting and protecting the human rights of all stakeholders, particularly its employees, who are regarded as valuable resources and a key factor in the organizations success. The Company conducts its business based on the principles of equality and non-discrimination in recruitment, appointment, and transfer, with consideration given to merit and competence regardless of race, religion, gender, age, status, or disability. The Company also ensures appropriate protection of employees privacy and personal data, promotes capacity development, teamwork, and courteous expression of opinions based on mutual respect. A safe and healthy working environment is provided, along with fair compensation and welfare in compliance with labor laws. Channels are made available for employees to file complaints if they believe they have been treated unfairly.

Furthermore, the Company encourages employees to respect the rights of colleagues, customers, and society, to treat all parties equally, and to refrain from violating personal rights. The Company also respects employees freedom of expression and their right to participate in political activities in a personal capacity. These practices aim to foster a corporate culture that respects human dignity and supports the Companys sustainable growth.

Page number of the reference link : 5

Safety and occupational health at work

The Company ensures that the working environment is safe and hygienic for employees, with appropriate measures in place to prevent hazards and promote employees health and well-being.

Promotion of compliance with the business code of conduct

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

The Company has established a concrete governance framework for ethics and business conduct by requiring all directors, executives, and employees to acknowledge, understand, and strictly comply with the Code of Ethics and Business Conduct. Executives at all levels are assigned responsibility for supervising and continuously enforcing these practices within their respective functions. The Company does not tolerate any actions that violate the law or ethical principles and has implemented appropriate disciplinary measures, including legal action where necessary, to ensure effective enforcement.

In 2025, the Company communicated the Code of Ethics and Business Conduct to directors, executives, and employees through various channels, including the Companys website, intranet system, internal communications, and orientation training programs for new employees. These efforts were undertaken to foster awareness and shared understanding across the organization. A total of 51.95% of employees acknowledged receipt of such information. These initiatives are intended to strengthen the Companys governance framework on a long-term basis.

Participation in anti-corruption networks

Participation or declaration of intent to join anti- : No
corruption 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 : Yes
corporate governance policy and guidelines, or
board of directors charter

Material changes and developments in policy and : Yes
guidelines over the past year

In 2025, the Company continuously developed and enhanced its corporate governance policies and practices to improve governance effectiveness and align with best practices. A key development included the review and revision of the Enterprise Risk Management Policy to ensure a more comprehensive and systematic coverage of risks across all dimensions of the Company's business operations.

The Company has placed greater emphasis on Environmental, Social, and Governance (ESG) risks, alongside the establishment of clear risk management guidelines and processes. These enhancements are intended to support effective decision-making and strengthen the overall management of the organization.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the : Mostly used in practice
SEC

Upon consideration of the Corporate Governance Code for Listed Companies issued by the Securities and Exchange Commission, in 2025 the Company had certain practices that were not fully implemented. The Company has reported these matters to the Board of Directors for acknowledgment and incorporated them into its ongoing review and enhancement of good corporate governance practices. The outstanding matters are as follows:

1. The Board of Directors has established a policy limiting the tenure of independent directors to no more than 9 years, without exception. However, the Company currently has 3 independent directors who have served consecutively for a period exceeding such limit. The Board of Directors has considered and determined that these independent directors continue to possess all required qualifications, maintain independence in expressing their opinions, and are able to provide valuable recommendations to guide the Company's strategic direction and business operations, particularly in areas requiring specific knowledge, expertise, and experience. Nevertheless, the Board of Directors will review the appropriateness of their continued tenure on an annual basis.
2. The Board of Directors has not yet established a dedicated Sustainability Committee. However, the Company has clearly designated responsible persons for sustainability data management within its management structure to ensure that sustainability operations and reporting are carried out systematically and on a continuous basis.

Other corporate governance performance and outcomes

In 2025, the Company received a Very Good rating (4 Stars) in the Corporate Governance Report of Thai Listed Companies (CGR), conducted by the Thai Institute of Directors Association (IOD).

In addition, the Company achieved an Excellent rating in the Annual General Meeting Quality Assessment Project, conducted by the Thai Investors Association (TIA).

Corporate Governance Structure

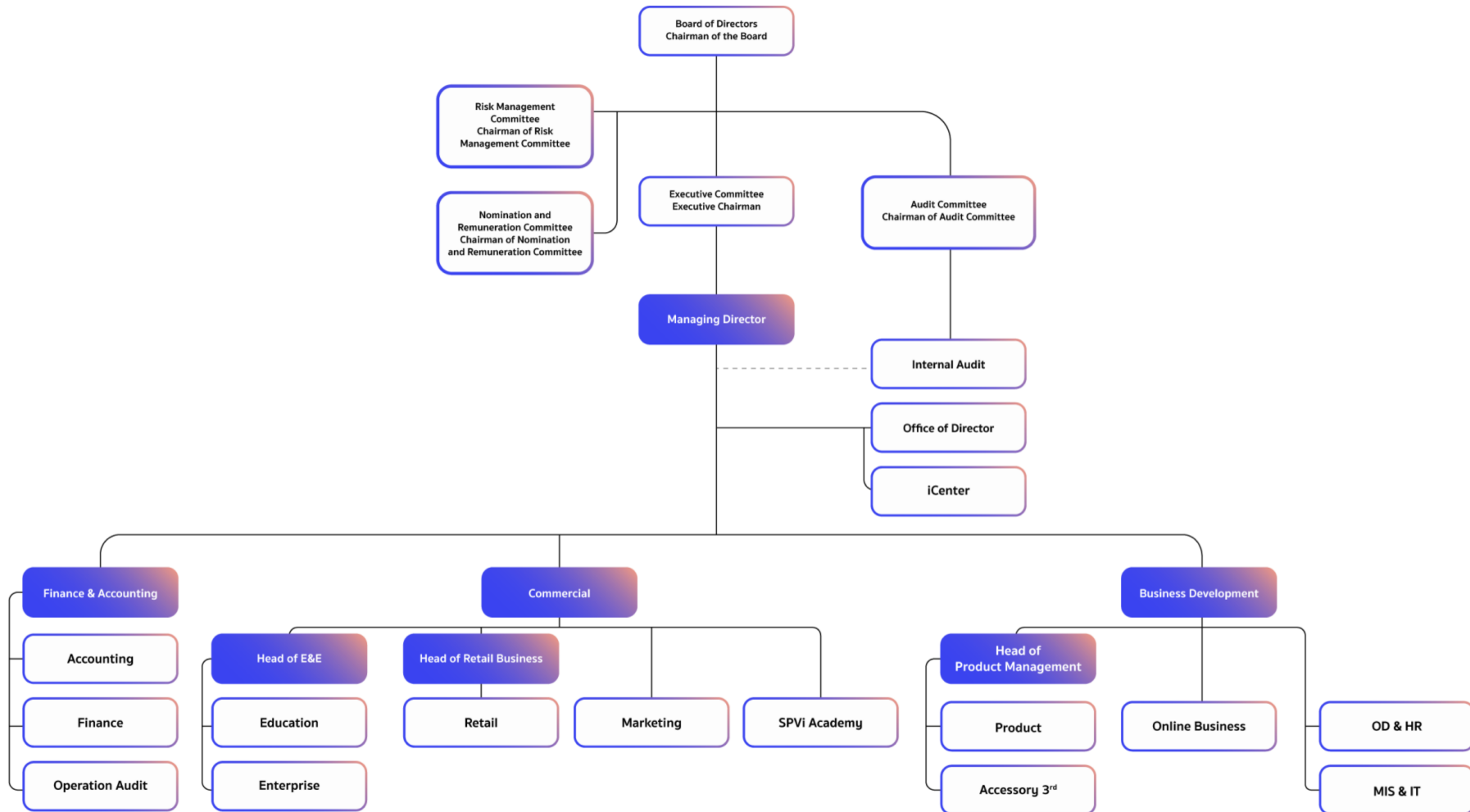
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	8		8		8	
	6	2	6	2	6	2
Executive directors	3		3		1	
	2	1	2	1	1	0
Non-executive directors	5		5		7	
	4	1	4	1	5	2
Independent directors	3		3		3	
	2	1	2	1	2	1
Non-executive directors who have no position in independent directors	2		2		4	
	2	0	2	0	3	1

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	75.00	25.00	75.00	25.00	75.00	25.00
Executive directors	37.50		37.50		12.50	
	25.00	12.50	25.00	12.50	12.50	0.00
Non-executive directors	62.50		62.50		87.50	
	50.00	12.50	50.00	12.50	62.50	25.00
Independent directors	37.50		37.50		37.50	
	25.00	12.50	25.00	12.50	25.00	12.50
Non-executive directors who have no position in independent directors	25.00		25.00		50.00	
	25.00	0.00	25.00	0.00	37.50	12.50

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	63		64		65	
	65	55	66	56	67	57

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 : 78 years Highest level of education : Master's degree Study field of the highest level of education : Master of Engineering (Computer Engineering) Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 400,000 Shares (0.100000 %) 	<p>Chairman of the board of directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>29 Oct 2012</p>	<p>Internal Control, Accounting, Finance, Governance/ Compliance, IT Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. SUJIN SUWANNAGATE Gender: Male Age : 75 years Highest level of education : Master's degree Study field of the highest level of education : Master of Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 300,000 Shares (0.075000 %) 	<p>Vice-chairman of the board of directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	29 Oct 2012	Internal Control, Accounting, Finance, Risk Management, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. MIN INTANATE</p> <p>Gender: Male</p> <p>Age : 71 years</p> <p>Highest level of education : Honorary degree</p> <p>Study field of the highest level of education : Honorary Doctor of Laws Degree</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years^(*) : Doesnt Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 300,000 Shares (0.075000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 Jan 2011	<p>Information & Communication Technology, Risk Management, Finance, Strategic Management, Law</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. NARATHORN WONGVISES Gender: Male Age : 73 years Highest level of education : Master's degree Study field of the highest level of education : Master of Science (Industrial and Systems Engineering) Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,825,200 Shares (0.710000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 Jan 2011	Risk Management, Sustainability, Strategic Management, IT Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. TRISORN VOLYARNGOSOL Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Master of Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 26,024,116 Shares (6.510000 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>6 Jan 2011</p>	<p>Finance, Corporate Management, Marketing, Sustainability, Strategic Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mrs. PETCHARAT VOLYARNGOSOL Gender: Female Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Master of Business Administration (Finance) Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 27,994,000 Shares (7.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>6 Jan 2011</p>	<p>Economics, Marketing, Risk Management, IT Management, Finance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mrs. SUSAMA RATIVANICH Gender: Female Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Master of Science (Information Systems) Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 300,000 Shares (0.075000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	29 Oct 2012	<p>Media & Publishing, Digital Marketing, Information & Communication Technology, Data Management, Internal Control</p>

List of directors	Position	First appointment date of director	Skills and expertise
8. Mr. SOPHON INTANATE Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Master of Economics (Economics and Banking) Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	1 Apr 2015	Economics, Finance, Information & Communication Technology, Sustainability, Strategic Management

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.

Diagram of list of the board of directors

Board of Directors



Mr. Teera Aphaiwongse
Chairman of the Board /
Independent Director



Mr. Sujin Suwannagate
Vice-Chairman of the Board /
Independent Director



Mr. Mint Intanate
Director



Mr. Narathorn Wongvisee
Director



Mr. Trisorn Volyarngosol
Director



Mr. Sophon Intanate
Director



Mrs. Petcharat Volyarngosol
Director



Mrs. Susama Rativanich
Independent Director

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

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 companys certificate of registration
Total (persons)		1	7	3	4	4

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)		1	7	3	4	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	25.00
2. Media & Publishing	1	12.50

Skills and expertise	Number (persons)	Percent (%)
3. Information & Communication Technology	3	37.50
4. Law	1	12.50
5. Marketing	2	25.00
6. Accounting	2	25.00
7. Finance	6	75.00
8. Sustainability	3	37.50
9. IT Management	3	37.50
10. Data Management	1	12.50
11. Digital Marketing	1	12.50
12. Corporate Management	1	12.50
13. Strategic Management	4	50.00
14. Risk Management	4	50.00
15. Internal Control	3	37.50
16. Governance/ Compliance	2	25.00

Information about the other directors ^{(*)(**)}

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	Yes	Yes
The chairman of the board and the highest-ranking executive are from the same family	No	No	No

	2023	2024	2025
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	Yes	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 directors and the Management : Have

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors meeting, Others : Clear separation of the roles and responsibilities of the Chairman of the Board and the Chief Executive Officer

Measures to ensure checks and balances between the Board of Directors and Management

1. The Chairman of the Board and the Managing Director must not be the same person, in order to ensure a clear separation of responsibilities between policy oversight and day-to-day management.
2. The Chairman of the Board shall be a non-executive director. The Chairman presides over meetings of the Board of Directors, shareholders meetings, and meetings of non-executive directors.
3. The Managing Director is responsible for overseeing, managing, and conducting the Companys day-to-day operations for the benefit of the Company, in accordance with its objectives and Articles of Association, as well as the rules, resolutions, policies, plans, and budgets approved by the Board of Directors and/or the shareholders meeting, within the framework of applicable laws and the scope of authority delegated by the Board.

Roles and responsibilities of the Chairman of the Board

1. Acts as the Chairman of board, shareholders and non-executive meetings.
2. Call the Board of Directors meeting or appoint other person to perform this duty.
3. Encourage all board members to debate issues vigorously during meetings, ask questions and express opinions.
4. Cast decisive vote, in case the casting vote in the Board of Director meeting are equal

Roles and responsibilities of the Managing Director

1. Prepare business policies, business plan, business objectives, operation plan, business strategies, annual expenditure budget and propose to the Board of Director to consent.
2. Manage and controls all aspects of the Companys business according to the approved policies and plans.
3. Promotes the highest standards of integrity, ethics and corporate social responsibility throughout the organizations.

The Important Issues reserved for the Boards approval

Although the Board of Directors has assigned the authorize to subcommittee, Managing Director and Senior Management, the Board of Directors reserved the right of approval on the important issues to the Board of Directors in order to protect the interests of company and shareholders. For example:

1. Business strategy, business plan and budget.
2. Capital expenditure and the cost exceeded the Sub-committee or managements approval limit.

3. Organization structure and designation of Managing Director.

Information on the roles and duties of the board of directors

Board charter : Have

Roles, duties, and responsibilities.

1. 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.
2. 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 an Executive Chairman and other members of various committees such as the Audit Committee, the Nomination and Remuneration Committee, and the Risk Management Committee.
3. 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.
4. To review and approve the company's visions, missions and corporate values.
5. 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.
6. To monitor the Company's performance according to the business plan and budget.
7. 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.

- Transactions that are legally require a resolution from a shareholders meeting.
- 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:

- The sales or transfer of all or a substantial part of the company.
- The purchase or acquisition of another business or a private company.
- The entering, amendment or termination of any agreement relating to the lease of all or a substantial part of the company's business.
- The assignment for a third party to manage the company's business or merging with a third party with an aim to share revenues.
- The amendment in the company's Memorandum of Association or Articles of Association.
- The increase, or decrease in capital, bond issuance, mergers or dissolutions of the company.

8. 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.

Term of office of Directors

1. At each Annual General Meeting of Shareholders, one-third (1/3) of the total number of directors shall retire from office by rotation. In the event that the number of directors is not divisible by three, the number of directors to retire shall be the closest to one-third. A director retiring by rotation shall be eligible for re-election.

2. In addition to retirement by rotation, a director shall vacate office upon the occurrence of any of the following events:

- a. The issuance of a final court order requiring such director to vacate office;
- b. A resolution of the shareholders meeting resolving that such director be removed from office;
- c. Such director lacking the required qualifications or possessing any prohibited characteristics as prescribed under the law governing public limited companies;
- d. Resignation, which shall be effective from the date the Company receives the written notice of resignation; or
- e. Death.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

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:
 - An opinion on the accuracy, completeness and creditability of the company's financial report.
 - An opinion on the adequacy of the company's internal control system.
 - 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.
 - An opinion on the suitability of an auditor
 - An opinion on transactions that may lead to conflict of interest.
 - The number of Audit Committee meetings, and the attendance of such meetings by each committee member.
 - Opinions or remarks received by the Audit Committee through the performance of its duties as defined in the

Committees charter.

- 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
- Define guidelines and strategies to align with the objectives set by the Company's Board of Directors.

Scope of authorities, role, and duties

1. To propose the company's targets, policies, business plans and strategies, annual budget, to the Board of Directors for consideration.
2. To monitor business operations of the company to be in accordance with policies, plans and budgets as approved by the Board of Directors.
3. 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.
4. To present the company's organizational structure, number of required human resources and management authority for the Board of Directors approval.
5. To consider and adjust remuneration and bonuses for employees that are ranking below Managing Directors, including manpower not accounted for in the annual budget.
6. To appoint or hire a consultant regarding the administration of the company, in order to achieve highest efficiency.
7. To consider profit and loss of the company and propose both interim and annual dividends for the Board of Directors approval.
8. 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.
9. To perform other duties as assigned by the Board of Directors.

The Executive Committee must not assign its power to a person or a party to perform activities that may have a conflict of interest with the company, subsidiaries or related companies (as defined by announcements from the Securities and Exchange Commission and/or the Stock Exchange of Thailand and/or other related agencies). The Executive Committee would not have authority to approve such transaction and must propose to a Board of Directors Meeting and/or a shareholders meeting (as the case may be) for their consideration and approval. Exceptions can be made for transactions that conform to normal courses of business as defined by the SEC and/or the Stock Exchange of Thailand and/or related agencies.

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 companys 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 subcommittee.

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 subcommittee.

1.3 To select appropriate persons to assume the position of the Companys 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 subcommittee 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 subcommittees remuneration and propose to the Board of Directors to consent and to Shareholders 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 Shareholders 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⁽¹⁾

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. TEERA APHAIWONGSE^(*) Gender: Male Age : 78 years Highest level of education : Master's degree Study field of the highest level of education : Master of Engineering (Computer Engineering) 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 : Continuing director (Full term of directorship and being re-appointed as a director)</p>	29 Oct 2012	Internal Control, Accounting, Finance, Governance/ Compliance, IT Management
<p>2. Mr. SUJIN SUWANNAGATE^(*) Gender: Male Age : 75 years Highest level of education : Master's degree Study field of the highest level of education : Master of Business Administration 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	Internal Control, Accounting, Finance, Risk Management, Governance/ Compliance

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Mrs. SUSAMA RATIVANICH Gender: Female Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Master of Science (Information Systems) Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	29 Oct 2012	Media & Publishing, Digital Marketing, Information & Communication Technology, Data Management, Internal Control

Additional explanation :

(*) Directors with expertise in accounting information review

Remark: ⁽¹⁾ Audit Committee Secretary: Ms. KUNTIDA PANNAWONG

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

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. MIN INTANATE Gender: Male Age : 71 years Highest level of education : Honorary degree Study field of the highest level of education : Honorary Doctor of Laws Degree Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	1 Mar 2011

List of committee members	Position	Appointment date of executive committee member
<p>2. Mr. TRISORN VOLYARNGOSOL</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Master of Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	1 Mar 2011
<p>3. Mrs. PETCHARAT VOLYARNGOSOL</p> <p>Gender: Female</p> <p>Age : 65 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Master of Business Administration (Finance)</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	1 Mar 2023
<p>4. Mr. HATHAIWAT PUAPUNT</p> <p>Gender: Male</p> <p>Age : 36 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>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

Other Subcommittees⁽²⁾

Subcommittee name	Name list	Position
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Subcommittee name	Name list	Position
Risk Management Committee	Mr. NARATHORN WONGVISES	The chairman of the subcommittee
	Mr. TRISORN VOLYARNGOSOL	Member 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)

Remark: ⁽²⁾ Secretary of the Risk Management Committee: Ms. SUNSANEI HORANIKOM Secretary of the Nomination and Remuneration Committee: Ms. NATARIN WERASILAPACHAI

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

Information on the executives

Information on the executives

List and positions of the executive ⁽³⁾

Remark: ⁽³⁾ (1) Mrs. PETCHARAT VOLYARNGOSOL served as Vice President - Operations until April 30, 2025. (2) Mrs. DUANGNAPA VOLYARNGOSOL served as Assistant Vice President - Product Management until November 12, 2025.

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

List of executives	Position	First appointment date	Skills and expertise
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List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. TRISORN VOLYARNGOSOL</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Master of Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Managing Director</p> <p>(The highest-ranking executive)</p>	<p>6 Jan 2011</p>	<p>Finance, Corporate Management, Marketing, Sustainability, Strategic Management</p>
<p>2. Mrs. PETCHARAT VOLYARNGOSOL</p> <p>Gender: Female</p> <p>Age : 65 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Master of Business Administration (Finance)</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Vice President - Operations</p>	<p>6 Jan 2011</p>	<p>Economics, Marketing, Risk Management, IT Management, Finance</p>

List of executives	Position	First appointment date	Skills and expertise
<p>3. Mr. Hathaiwat Puapunt (*)</p> <p>Gender: Male Age : 36 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Graduate Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No</p>	Vice President - Accounting and Finance	22 Aug 2024	Accounting, Finance, Audit, Budgeting
<p>4. Mr. SOBHARK VOLYARNGOSOL</p> <p>Gender: Male Age : 35 years Highest level of education : Master's degree Study field of the highest level of education : Master of Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Vice President - Business Development	1 May 2025	Finance, Corporate Management, Strategic Management, IT Management

List of executives	Position	First appointment date	Skills and expertise
<p>5. Mrs. JERANAN VOLYARNGOSOL Gender: Female Age : 36 years Highest level of education : Master's degree Study field of the highest level of education : Master of Science (Entrepreneurship) Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Vice President - Commercial	1 May 2025	Marketing, Digital Marketing, Brand Management, Corporate Management, Strategic Management
<p>6. Mrs. DUANGNAPA VOLYARNGOSOL Gender: Female Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Bachelor of Science (Computer Science) Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Assistant Vice President - Product Management	1 Mar 2011	Human Resource Management, Procurement, Marketing

List of executives	Position	First appointment date	Skills and expertise
7. Mr. PONGSAKORN BOONSRIMUANG Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Master of Engineering (Telecommunications) Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Manager - Engineering and Services Department	1 Mar 2011	IT Management, Electronic Components, Human Resource Management
8. Mr. PAIROJ ULISNANT Gender: Male Age : 57 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Vocational Certificate (Electrical Power) Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Manager - Retail Department	1 Mar 2011	Electronic Components, Human Resource Management

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

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

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure diagram of the highest-ranking executive and the next four executives from the top executive

Other Authority and Responsibilities of the Executives

Managing Director

1. To supervise, administer and manage normal business operations in the Company's best interest in compliance with the Company objectives and Articles of Association as well as regulations, resolutions, policies, plans and budgets approved by the Board of Directors Meeting and / or the Shareholders Meeting and are under the relevant laws and authorities prescribed by the Board of Directors.
2. To supervise and/or manage daily business operations of the Company.
3. To prepare and present business policies, business plans, objectives, operation plans, business strategies, annual expenditure budgets for business operations, and annual expenditure budget and determine management authorities, to the Executive Committee and the Board of Directors.
4. To adopt policies from the Board of Directors in order to determine the direction, strategies and business goals and set missions for the Company's management and operation teams.
5. To supervise, monitor and follow up on the performance of the Company's management and operation team as well as provide solutions to solve the problems so that the executives and management team can move forward in accordance with the set strategic and business plans, in accordance with the Company's policies.
6. To monitor and evaluate the performance of the management and operation teams; to report progress their progress to the Executive Committee, the Audit Committee and the Board of Directors on a regular basis.
7. To issue orders, regulations, notifications and memorandum of understandings in order to ensure that the operations conform with the Company's policies and are for the company's best interest as well as to maintain discipline within the organization.
8. To determine management plans including details of the selection, training, hiring and dismissal of employees as well as the rates of wages, salaries, commissions, bonuses and welfares for employees, all within a framework approved by the Board of Directors.
9. The Managing Director has the power to appoint and dismiss employees of the Company in positions below an executive director.
10. The Managing Director has the authority to approve expenses for normal business operations such as purchasing assets, making important investments and authorizing other transactions in the Company's best interest. The Managing Director is only authorized to approve transactions under normal courses of business and according to the budget prescribed in the Authority Table, which has been approved by the Board of Directors.

Determination of the authority of credit limit approval

The Company has established the authority to approve spending limits of normal transactions of the Company as well as the financial transactions with the following details:

	Financial transaction	Product procurement for sales Apple products	Product procurement for sales Non-Apple product	Asset procurement on budget	Asset procurement out-of-budget
Executive Committee	Not exceeding 120 million baht	Not exceeding 120 million baht	Not exceeding 10 million baht	-	Not exceeding 1 million baht
Executive Chairman	-	Not exceeding 70 million baht	Not exceeding 5 million baht	Unlimited amount	Not exceeding 0.7 million baht
Managing Director	-	Not exceeding 50 million baht	Not exceeding 3 million baht	Not exceeding 1 million baht	Not exceeding 0.5 million baht

Roles and responsibilities of the Company Secretary

Company Secretary

The Company's Board of Directors has appointed Miss SUNSANEE HORANIKOM as Company Secretary, effective November 3, 2015. The roles and responsibilities of the Company Secretary are as follows:

1. Prepare and store the Company's documents as follows;
 - a. Director registration
 - b. Invitation letter of the Board meeting, minute of the Board meeting, and the Company's Annual Report
 - c. Invitation letter and minute of the shareholders meeting
2. Retain and store a report of equity interest reported by directors or executives.
3. Other administrations as announced by the Capital Market Supervisory Board.

Remuneration policy for executive directors and executives

The Company stipulates that executives shall receive remuneration in the form of salary in accordance with the Company's standard compensation structure and shall be entitled to benefits on the same basis as general employees. This approach is intended to ensure that the remuneration structure is appropriate, equitable, and aligned with the roles, responsibilities, and performance of the executives.

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

The Board of Directors has clearly established the criteria for determining the remuneration of the Managing Director. The Nomination and Remuneration Committee is responsible for reviewing the appropriateness of the Managing Director's remuneration and proposing it to the Board of Directors for consideration and approval. Such consideration takes into account performance results and alignment with the roles, duties, and responsibilities assigned. With respect to the remuneration of director-level executives, the Managing Director is responsible for reviewing the appropriateness of their compensation and annual salary adjustments. The consideration is based on the individual performance of each executive, the Company's overall performance, and alignment with pre-determined objectives. This structure and process help ensure that remuneration is determined in a fair and transparent manner.

Remuneration of executive directors and executives

The Company's remuneration structure

Remuneration of Managing Director, executives, and employees

Short-term Incentive	Managing Director	Management	Employee	Objectives
Fixed Compensation and Benefits <ul style="list-style-type: none"> ● Base Salary ● Other Welfares i.e. Providence Fund 	/	/	/	To motivate and retain competent employees and reward performance in accordance with duties and responsibility by job title. Establish the level of security for employees.
Performance-related Variable Compensation <ul style="list-style-type: none"> ● Bonus 	/	/	/	

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	23,403,820.14	21,266,470.67	18,540,820.47
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	23,403,820.14	21,266,470.67	18,540,820.47

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive : 0.00
directors 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	0-2559-2901-10

List of the company secretary

General information	Email	Telephone number
1. Ms. SUNSANEE HORANIKOM	sunsanee.ho@spvi.co.th	0-2559-2901-10

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
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General information	Email	Telephone number
1. Ms. KUNTIDA PANNAWONG	kuntida.pa@spvi.co.th	0-2559-2901-10

List of the head of the compliance unit

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. TRISORN VOLYARNGOSOL	ir@spvi.co.th	0-2559-2901-10
2. Ms. SUNSANEE HORANIKOM	ir@spvi.co.th	0-2559-2901-10

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	1,430,000.00	-	1. Ms. SATIDA RATANANURAK Email: satida. ratananurak@th.ey.com License number: 4753 2. Ms. NATTEERA PONGPINITPINYO Email: natteera. pongpinitpinyo@th.ey.com License number: 7362 3. Mr. SOMSAK CHIRATDHITIAMPHYVONG Email: somsak. chiratdhitiampphyvong@th. ey.com License number: 8874 4. Mr. CHAWALIT CHALUAYAMPORNBUT Email: chawalit. chaluayampornbut@th.ey. com License number: 8881

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

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

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

- **Disclosure and Transparency** The Board of Directors places significant importance on the accurate, complete, transparent, and fair disclosure of the Company's information to shareholders and all stakeholders. Such disclosure covers financial information, general corporate information, and material information that may affect the Company's securities price and investors' decision-making. The Company discloses information in compliance with the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand through the Exchange's disclosure system and the Company's website to ensure equal access to information for shareholders and the public.
- **Responsibility for Financial Reporting and Accounting Oversight** The Board of Directors recognizes its responsibility for the preparation of the Company's financial statements to ensure that they are accurate, complete, true, and reasonable. The financial statements are prepared in accordance with generally accepted accounting standards, with appropriate accounting policies consistently applied, and prudent and careful judgment exercised. The Company has disclosed the Board of Directors Responsibility Statement for Financial Reports alongside the auditors' report in the Annual Registration Statement and Annual Report (Form 56-1 One Report).
- **Roles, Duties, and Performance of the Board of Directors** The Board performs its duties in accordance with the Code of Best Practices for directors of listed companies as prescribed by the Stock Exchange of Thailand. All directors understand their roles, duties, and responsibilities, and discharge their obligations in compliance with applicable laws, the Company's objectives and Articles of Association, and resolutions of the shareholders' meeting, with honesty, prudence, and in the best interests of the Company and its shareholders. In 2025, the Board reviewed and revised the Board Skill Matrix to align with the Company's current business activities and growth direction, and enhanced the consideration of sustainability-related skills and experience to support long-term corporate governance.
- **Determination of Direction, Strategy, and Management Oversight** The Board is responsible for setting the Company's vision, mission, policies, strategic objectives, business plans, and annual budget. It also supervises and monitors management's performance to ensure alignment with the approved policies, plans, and budget in an efficient and effective manner, aiming to create sustainable value for the Company and its shareholders. In 2025, the Board approved the Sustainability Development Policy to serve as a framework for conducting business alongside the integration of Environmental, Social, and Governance (ESG) considerations into the Company's strategic planning and decision-making processes.
- **Risk Management and ESG Integration** The Board attaches importance to the Company's enterprise risk management system. In 2025, the Risk Management Policy was reviewed to enhance the comprehensiveness and systematic nature of the risk management process. Environmental, Social, and Governance (ESG) factors were further integrated into the processes of risk identification, assessment, and monitoring, thereby strengthening the Company's risk management capabilities and supporting sustainable business operations.
- **Disclosure of Meeting Attendance and Securities Holdings** The Company discloses the roles, duties, and responsibilities of the Board of Directors and the Audit Committee, including the number of meetings held and each director's attendance record during the year. In addition, the Board requires directors and executives to report any changes in their securities holdings to the Board at each meeting to enhance transparency and prevent conflicts of interest.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. TEERA APHAIWONGSE	Chairman of the board of directors	29 Oct 2012	Internal Control, Accounting, Finance, Governance/ Compliance, IT Management
Mr. TRISORN VOLYARNGOSOL	Director	6 Jan 2011	Finance, Corporate Management, Marketing, Sustainability, Strategic Management
Mr. SOPHON INTANATE	Director	1 Apr 2015	Economics, Finance, Information & Communication Technology, Sustainability, Strategic Management

List of newly appointed director to replace the ex-director

List of newly appointed director not being replaced the ex-director

Selection of independent directors

Criteria for selecting independent directors

The Board of Directors stipulates that the appointment of independent directors shall be in accordance with the criteria prescribed by applicable laws and relevant regulatory authorities, to ensure that independent directors are able to perform their duties independently and free from undue influence or conflicts of interest. Independent directors must possess the required qualifications and must not have any prohibited characteristics as specified under the Public Limited Companies Act, the Securities and Exchange Act, notifications of the Capital Market Supervisory Board, and other relevant regulations.

The Company defines the qualifications of independent directors in line with such criteria, including, among others, shareholding in a proportion that does not affect independence; absence of any business relationship or familial relationship with the Company, its management, major shareholders, or controlling persons; and no roles or involvement that may impair the exercise of independent judgment in the performance of their duties.

The Company has a policy to appoint independent directors in a proportion of not less than one-third of the total number of directors, and in any case not fewer than three persons, in order to support checks and balances of power

and strengthen effective corporate governance. At present, the Company has three independent directors: Mr. TEERA APHAIWONGSE, Mr. SUJIN SUWANNAGATE, and Mrs. SUSAMA RATIVANICH.

Business or professional relationships of independent directors over the past year

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

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 through the nomination committee : Yes

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

Number of directors from major shareholders

Rights of minority shareholders on director appointment

The Company has established criteria allowing shareholders to propose agenda items and/or nominate candidates for election as directors at the 2025 Annual General Meeting of Shareholders in advance of the meeting date. Such proposals were invited through the Company's website during the period of 131 December 2024, and relevant information could be submitted directly to the Company Secretary.

Criteria and procedures for the election of Directors at the shareholders meeting

1. Each shareholder shall have voting rights equal to the number of shares held.
2. Each shareholder may cast all of his/her votes to elect one person or several persons as directors. In the case of electing several persons, the shareholder may not allocate votes among such persons in varying proportions.
3. The persons receiving the highest number of votes in descending order shall be elected as directors, equal to the number of directors to be appointed at that time. In the event that candidates receiving the next highest votes have an equal number of votes exceeding the required number of directors, the Chairman of the meeting shall have the casting vote.
4. At every Annual General Meeting of Shareholders, one-third of the directors then in office shall retire by rotation. If the number of directors cannot be divided equally into three parts, the number to retire shall be the closest to one-third. For the first and second years following the Company's registration, the directors to retire shall be determined by drawing lots. In subsequent years, the directors who have held office for the longest period shall retire. Directors retiring by rotation may be re-elected.

5. Any director wishing to resign shall submit a written resignation letter to the Company. The resignation shall be effective from the date the resignation letter is received by the Company.
6. In the event of a vacancy on the Board of Directors for any reason other than retirement by rotation, the Board of Directors may appoint a qualified person who does not possess any prohibited characteristics under the Public Limited Companies Act and/or the Securities and Exchange Act to fill such vacancy at the next Board meeting, unless the remaining term of the director is less than two months. The appointed director shall hold office only for the remaining term of the director whom he/she replaces. The resolution of the Board must be passed by a vote of not less than three-fourths of the remaining directors.
7. The shareholders meeting may resolve to remove any director prior to the expiration of his/her term by a vote of not less than three-fourths of the shareholders present and entitled to vote, holding in aggregate not less than one-half of the total shares held by the shareholders present and entitled to vote.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

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
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List of directors	Participation in training in the past financial year	History of training participation
<p>1. Mr. TEERA APHAIWONGSE (Chairman of the board of directors, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2001: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Thinking Forward to Thailand's Future • 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
<p>2. Mr. SUJIN SUWANNAGATE (Vice-chairman of the board of directors, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2012: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Thinking Forward to Thailand's Future • 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

List of directors	Participation in training in the past financial year	History of training participation
<p>3. Mr. MIN INTANATE (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2005: Director Accreditation Program (DAP) • 2005: Role of the Chairman Program (RCP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Thinking Forward to Thailand's Future • 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
<p>4. Mr. NARATHORN WONGVISES (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2004: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Thinking Forward to Thailand's Future • 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

List of directors	Participation in training in the past financial year	History of training participation
5. Mr. TRISORN VOLYARNGOSOL (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2012: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2025: Thinking Forward to Thailand's Future • 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
6. Mrs. PETCHARAT VOLYARNGOSOL (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2012: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2025: Thinking Forward to Thailand's Future • 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

List of directors	Participation in training in the past financial year	History of training participation
<p>7. Mrs. SUSAMA RATIVANICH (Director, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2012: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Thinking Forward to Thailand's Future • 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
<p>8. Mr. SOPHON INTANATE (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2013: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Thinking Forward to Thailand's Future • 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

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 established an annual performance evaluation process covering individual director assessments, the overall performance of the Board, and the performance of sub-committees. This evaluation serves as a key mechanism for reviewing the effectiveness of governance, the discharge of duties, and decision-making on significant matters of the Company.

The evaluation process also provides a structured means to gather and analyze comments, recommendations, and areas for improvement. The results are used to enhance the Boards working approach, ensure alignment with the Companys business direction, and continuously strengthen good corporate governance practices.

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

In 2025, performance evaluations of the Board of Directors were conducted at the individual, collective (as a whole Board), and sub-committee levels. The overall evaluation results were rated at an Excellent level.

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	100	100
	Self-assessment	100	100
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	100	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	None	None
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	100	100

List of directors	Assessment form	Grade / Average score received	Grade / Full score
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	100	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

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

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 : 6
past year (times)

Date of AGM meeting : 04 Apr 2025

EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	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)	6	/	6	1	/	1		/	
2. Mr. SUJIN SUWANNAGATE (Vice-chairman of the board of directors, Independent director)	6	/	6	1	/	1		/	
3. Mr. MIN INTANATE (Director)	6	/	6	1	/	1		/	
4. Mr. NARATHORN WONGVISES (Director)	6	/	6	1	/	1		/	
5. Mr. TRISORN VOLYARNGOSOL (Director)	6	/	6	1	/	1		/	
6. Mrs. PETCHARAT VOLYARNGOSOL (Director)	6	/	6	1	/	1		/	
7. Mrs. SUSAMA RATIVANICH (Director, Independent director)	6	/	6	1	/	1		/	
8. Mr. SOPHON INTANATE (Director)	6	/	6	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. TEERA APHAIWONGSE (Chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
2. Mr. SUJIN SUWANNAGATE (Vice-chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
3. Mr. MIN INTANATE (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
4. Mr. NARATHORN WONGVISES (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
5. Mr. TRISORN VOLYARNGOSOL (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
6. Mrs. PETCHARAT VOLYARNGOSOL (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
7. Mrs. SUSAMA RATIVANICH (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
8. Mr. SOPHON INTANATE (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	100.00%	100.00%	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

The Company sets remuneration for directors and executives at an appropriate level and at a rate sufficient to retain qualified directors and executives, without excessive remuneration, and at a level comparable to companies in the same industry. Factors to be considered include experience, duties, scope of roles, and responsibilities. Furthermore, the remuneration for directors must be approved by the Company's shareholders' meeting.

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, Independent director)			1,840,000.00		N/A
Board of Directors (Chairman of the board of directors)	30,000.00	1,560,000.00	1,590,000.00	No	
Audit Committee (Chairman of the audit committee)	N/A	240,000.00	240,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	10,000.00	N/A	10,000.00	No	
2. Mr. SUJIN SUWANNAGATE (Vice-chairman of the board of directors, Independent director)			880,000.00		N/A
Board of Directors (Vice-chairman of the board of directors)	30,000.00	720,000.00	750,000.00	No	
Audit Committee (Member of the audit committee)	N/A	120,000.00	120,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Nomination and Remuneration Committee (Member of the subcommittee)	10,000.00	N/A	10,000.00	No	
3. Mr. MIN INTANATE (Director)			510,000.00		N/A
Board of Directors (Director)	30,000.00	480,000.00	510,000.00	No	
Executive Committee (The chairman of the executive committee)	N/A	N/A	N/A	No	
4. Mr. NARATHORN WONGVISES (Director)			530,000.00		N/A
Board of Directors (Director)	30,000.00	480,000.00	510,000.00	No	
Risk Management Committee (The chairman of the subcommittee)	20,000.00	N/A	20,000.00	No	
5. Mr. TRISORN VOLYARNGOSOL (Director)			30,000.00		N/A
Board of Directors (Director)	30,000.00	N/A	30,000.00	No	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	No	
6. Mrs. PETCHARAT VOLYARNGOSOL (Director)			30,000.00		N/A
Board of Directors (Director)	30,000.00	N/A	30,000.00	No	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	No	
7. Mrs. SUSAMA RATIVANICH (Director, Independent director)			640,000.00		N/A
Board of Directors (Director)	30,000.00	480,000.00	510,000.00	No	
Audit Committee (Member of the audit committee)	N/A	120,000.00	120,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	10,000.00	N/A	10,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
8. Mr. SOPHON INTANATE (Director)			510,000.00		N/A
Board of Directors (Director)	30,000.00	480,000.00	510,000.00	No	
9. Mr. HATHAWAT PUAPUNT (Member of the executive committee)			N/A		N/A
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	
Risk Management Committee (Member of the subcommittee)	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	240,000.00	4,200,000.00	4,440,000.00
2. Audit Committee	0.00	480,000.00	480,000.00
3. Executive Committee	0.00	0.00	0.00
4. Risk Management Committee	20,000.00	0.00	20,000.00
5. Nomination and Remuneration Committee	30,000.00	0.00	30,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	230,000.00	245,000.00	290,000.00
Other monetary remuneration (Baht)	5,450,000.00	5,730,000.00	4,680,000.00
Total (Baht)	5,680,000.00	5,975,000.00	4,970,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the : 0.00
board of directors over the past year
(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 : No
companies
Mechanism for overseeing subsidiaries and : No / In progress
associated companies

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 : Yes
interest over the past year

The Company has established measures to prevent conflicts of interest that may arise from related party transactions between the Company and persons who may have potential conflicts, as follows:

- Directors and executives are required to report to the Company any interests held by themselves or their related persons in connection with the management of the Company or its subsidiaries.
- Any director or executive who has an interest in a particular matter shall abstain from participating in the consideration and approval of such transaction.

- Directors and executives must notify the Company of any changes in their interests, and the Company Secretary shall report such changes to the Board of Directors on a quarterly basis.
- For related party transactions occurring in 2025, all transactions were conducted on an arms length basis, fairly, and in the ordinary course of business.

Number of cases or issues related to conflict of interest

	2023	2024	2025
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 : Yes
inside information to seek benefits over the past year

The Company has established strict written measures to prevent the misuse of inside information, with the following guidelines:

1. The Company communicates rules and policies relating to the use of inside information to directors, executives, and employees to ensure that such rules and policies are clearly acknowledged and strictly complied with.
2. Directors and executives are prohibited from acquiring or disposing of the Companys securities during the 30-day period prior to the public disclosure of the financial statements. The Company Secretary notifies directors and executives of the applicable Silent Period.
3. Persons who, by virtue of their position or duties, may have access to or possess inside information to a greater extent than general employees are classified as high-risk individuals. Such persons are prohibited from trading, transferring, or accepting transfers of the Companys securities during the 30-day period prior to the disclosure of quarterly and annual financial statements (Blackout Period). In addition, they are required to report their securities holdings and any changes thereto, including those of their spouse and minor children, to the Company Secretary within three business days from the date of such change.

In 2025, the Company did not receive any complaints regarding the improper use of inside information by directors, executives, or employees.

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

	2023	2024	2025
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 monitoring of the evaluation of compliance with the anti-corruption policy

The Company has a policy on anti-corruption and prohibits the payment of bribes for the Company's business interests. This includes risk assessment, establishing guidelines for governance and oversight to prevent, monitor, and evaluate corruption risks. It also emphasizes stakeholder participation to collectively scrutinize business transparency, adherence to good corporate governance policies, as well as anti-corruption practices. Individuals who witness violations can report them to the Company's Board of Directors through the Company Secretary and/or the Internal Audit Department.

Number of cases or issues related to corruption

	2023	2024	2025
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 : Yes
procedures over the past year

Anti-corruption policy

The company is committed to conducting its business with honesty, integrity, transparency, equitable and responsibility for society and all the companys 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. The company has established policies and guidelines to prevent corruption. Details have been disclosed on our website: <https://www.spvi.co.th/corporate-governance>

Practice guideline on anti-corruption

- 1. The process of risk assessment and risk management,** The company has established Internal Audit department to examine the operation performance of all departments in accordance with the companys risk issues including risks from corruption. This to ensure that all departments have established the appropriate internal control system. In case any department has established inadequate internal control system or found corruption cases, such matters shall be reported to the Audit Committee and Executives as well as the proposal of preventive guidelines to improve that internal audit control system.
- 2. Protection,** To ensure that the remuneration provided to employees is appropriated enough to raise conscious to employee and not be source of corruptions, the Human Resource Department has exchanged information with others companies in computer retails industries and shall use that information for consideration on provision of remuneration to the employees.
- 3. Training and communications,** To encourage compliance with anti-corruption policy, the company has provided training to employees to promote honesty, integrity, and guidelines on good conduct and ethics for employees including a code of business ethics of the Company during the new employees orientation. All employees can access such information on the website of the Company under the section on Corporate Governance.
- 4. Reporting and reporting channels,** In order to manage good governance for compliance with anti-corruptions policy, the Company has encouraged employees and stakeholders to report any violation to companys policy as well as any unfair practice to the company by providing the channels for stakeholders to report any misconduct action including action that against good governance policy, ethics, rule and regulations of the company, as well as against laws. Employees and stakeholders can study the process and method of whistleblowing on the Companys website.

Number of cases or issues related to whistleblowing

	2023	2024	2025
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

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. TEERA APHAIWONGSE (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. SUJIN SUWANNAGATE (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mrs. SUSAMA RATIVANICH (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

Report of the Audit Committee

To the Shareholders of S P V I Public Company Limited,

The Audit Committee of S P V I Public Company Limited is appointed by the Board of Directors, consists of three independent board members, whose knowledge and qualifications are complied with the directive issued by The Office of The Securities and Exchange Commission. The current members of committee are:

1. Mr. TEERA APHAIWONGSE; Chairman of the Audit Committee
2. Mr. SUJIN SUWANNAGATE; Audit Committee Member
3. Mrs. SUSAMA RATIVANICH; Audit Committee Member

Ms. KUNTIDA PANNAWONG; Manager of the Internal Audit Department, serves as secretary 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 2025, 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.

To Review Financial Statements: The Committee reviewed quarterly and annual financial report, together with information disclosure and accounting policies, with the management and the external auditors, including the notes and suggestion by the auditors stated in the report submitted to the Board of Directors and Shareholders, The Committee assessed the adequacy and reliability of information disclosure and external auditors discretion and determined that the company financial statements and reports had complied with accounting standard requirements under generally accepted accounting principles.

To Review Internal Control System: The Committee reviewed the Companys internal audit plan and reports to assess the sufficiency and efficiency of internal control system and found that the internal control system was sufficient, appropriate and effective for the Companys business. The Committee provided recommendations for continuous improvement in the efficiency of internal control system and adherence to the rules and regulations set forth by the Company.

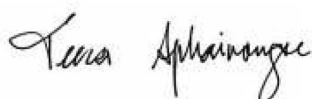
To Review Related Transaction: The Committee reviewed the related transactions that might cause a conflict of interest to ensure that they conform with the normal business practices and there were no items that will have a

significant impact on the Company, based on the accepted principles of transparency, including the sufficient disclosure of those transactions in compliance with the requirement of the Stock Exchange of Thailand and Company's guideline.

To Review Corporate Governance: The Committee reviewed the Company's adherence to Good Corporate Governance principle, to ensure that the internal control system is effective, adequate, and appropriate to the changing business environment.

Appointment of External Auditor: The Committee proposed the appointment and remuneration of the Auditors, based on their knowledges, experiences and integrity, to the Board of Directors, for shareholders approval at the Annual General Meeting.

In summary, the Audit Committee performed its duties as specified in the Board-approved charter with prudence and independence, and confirmed that the Board of Director and Executives of company are committed to achieve company goals with the highest quality of work, emphasizing the important of operating under the effective internal control system, with good corporate governance and transparency in accordance to the guideline of the Stock Exchange of Thailand.



Mr. TEERA APHAIWONGSE
Chairman of the Audit Committee

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) : 12

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. MIN INTANATE (The chairman of the executive committee)	12	/	12	12/12 (100.00%)

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
2 Mr. TRISORN VOLYARNGOSOL (Member of the executive committee)	12	/	12	12/12 (100.00%)
3 Mrs. PETCHARAT VOLYARNGOSOL (Member of the executive committee)	12	/	12	12/12 (100.00%)
4 Mr. HATHAIWAT PUAPUNT (Member of the executive committee)	12	/	12	12/12 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Executive Committee

Report of the Executive Committee

To the Shareholders of S P V I Public Company Limited

The Executive Committee comprises 4 directors and senior executives, namely:

1. Mr. MIN INTANATE; Chairman of the Executive Committee
2. Mr. TRISORN VOLYARNGOSOL; Executive Director
3. Mrs. PETCHARAT VOLYARNGOSOL; Executive Director
4. Mr. HATHAIWAT PUAPUNT; Executive Director

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;

- Consider and scrutinize the business strategy and annual budgeting, and propose to the Board of Directors to consider approval.
- Follow up business performance in order to ensure achievement of assigned business goal and report to the Board of Directors.
- 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.
- Consider other matters assigned by the Board of Directors.

The Executive Committee is committed to perform duties with all their capability by precaution, prudence, honesty and taking into account for the best benefits of the Company with fairness to shareholders and stakeholders. As well as, overseeing the Companys operation to be effective, legitimate, align with the Companys goals and regulations in order to ensure business achievement for sustainable growth.



Mr. MIN INTANATE

Chairman of the Executive Committee

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 4

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. NARATHORN WONGVISES (The chairman of the subcommittee)	4	/	4	4/4 (100.00%)
2 Mr. TRISORN VOLYARNGOSOL (Member of the subcommittee)	4	/	4	4/4 (100.00%)
3 Mrs. PETCHARAT VOLYARNGOSOL (Member of the subcommittee)	4	/	4	4/4 (100.00%)
4 Mr. HATHAIWAT PUAPUNT (Member of the subcommittee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Risk Management Committee

Report of the Risk Management Committee

To the Shareholders of S P V I Public Company Limited

The Board of Directors has appointed the Directors and Top Executives as the Risk Management Committee, namely:

1. Mr. NARATHORN WONGVISES; Chairman of the Risk Management Committee
2. Mr. TRISORN VOLYARNGOSOL; Risk Management Committee Member
3. Mrs. PETCHARAT VOLYARNGOSOL; Risk Management Committee Member
4. Mr. HATHAIWAT PUAPUNT; Risk Management Committee Member

Ms. SUNSANEE HORANIKOM served as secretary.

In 2025, the Risk Management Committee conducted 3 meetings to monitor and make consideration on important matters assigned by the Board of Directors as follows:

- 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.
- Provide suggestions and monitor performance of management level of the Risk Management in order to bring into action to achieve the goal.
- Schedule to report the performance to the Board of Directors on quarterly basis.

The Risk Management Committee determined to make the Company perform business operations based on governance principles and have efficient risk management plan in place which can control risks from business operations to be within the specified scope. Additionally, the Company plans to have the appropriate and adequate internal controls for its business operations as well as well-prepared plans in all matters in advance, consequently the Company can achieve business goals as intended and with efficiency.



Mr. NARATHORN WONGVISES

Chairman of the Risk Management Committee

Meeting attendance of Nomination and Remuneration Committee

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. TEERA APHAIWONGSE (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. SUJIN SUWANNAGATE (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mrs. SUSAMA RATIVANICH (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Nomination and Remuneration Committee

Report of the Nomination and Remuneration Committee

To the Shareholders of S P V I Public Company Limited

The Board of Directors resolved to approve appointment of the Nomination and Remuneration Committee of S P V I Public Company Limited on May 2, 2017. To ensure that the Nomination and Remuneration Committee will be able to perform their duty independently, all members will be Independent Directors, which consist of 3 members as following:

1. Mr. TEERA APHAIWONGSE; Chairman of the Nomination and Remuneration Committee
2. Mr. SUJIN SUWANNAGATE; Nomination and Remuneration Committee Member
3. Mrs. SUSAMA RATIVANICH; Nomination and Remuneration Committee Member

Ms. NATARIN WERASILAPACHAI ,Human Resource Manager, assumed the position of the secretary of the Nomination and Remuneration Committee

In 2502, 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 companys 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. The matters were considered as follow:

- The Structure and composition of the Board of Directors, The Nomination and Remuneration Committee has considered the structure and composition of the Board of Directors and Sub-Committee including the qualification of the Directors that appropriate to business size and nature of business of the Company
- Rules and procedure to nominate individual person to assume the position of Companys Director The Nomination and Remuneration Committee has considered the rule and procedure to nominate individual person to assume the position of Companys Directors including the qualification of the Directors that appropriate to business size and nature of business of the Company

- Guideline for remuneration of the Company's Directors and Sub-Committee, The Nomination and Remuneration Committee has considered the guideline and procedure for the payment of all types of Directors remuneration to be in appropriate rate with their duties and responsibilities and be in comparable rate to other companies in the same category specified in MAI of the Stock Exchange
- Guideline for performance assessment of Managing Director, The Nomination and Remuneration Committee has considered guideline for annual performance assessment of the Chief Executive Officer to ensure that it cover and reflect the actual performance



Mr. TEERA APHAIWONGSE

Chairman of the Nomination and Remuneration Committee

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company is firmly committed to conducting its business in alignment with the sustainable development framework. The Company believes that sustainable business operations do not merely mean long-term survival, but rather standing firmly on a strong foundation and growing together with society in a mutually supportive manner, while coexisting harmoniously with the environment. If the Company operates on a solid foundation and takes into account the mutual benefits of all stakeholders, it will ultimately be able to sustain its business operations, deliver quality products and services, and create value and long-term sustainability for society as a whole.

In emphasizing its commitment to sustainable business practices, the Company has implemented Corporate Social Responsibility in Process (CSR-in-Process) initiatives to support sustainable development. These initiatives encompass economic, social, and environmental dimensions.

The Company's key areas of implementation include good corporate governance, respect for human rights, fair labor practices, environmental responsibility, fair operating practices, consumer protection, and community engagement and development. These efforts are undertaken to ensure that the Company's operations earn the trust and confidence of all stakeholder groups.

Furthermore, the Company communicates its sustainable development framework across all departments to ensure understanding and awareness of its importance, thereby fostering collective commitment and collaboration in driving the Company's operations in accordance with sustainable management principles.

Sustainability management goals

Does the company set sustainability management goals : Yes

The Company has established sustainability goals covering the following key material topics:

- **Creating technology experiences to support lifelong learning for all ages:** The Company promotes the use of technology to enhance quality learning opportunities for people of all age groups. It supports lifelong learning both inside and outside the classroom through accessible and practical solutions applicable to everyday life. The Company aims to support no fewer than 10 educational initiatives and to organize product demonstration activities at its stores at least 30 times per week.
- **Driving organizational development through innovation to enhance efficiency and competitiveness:** The Company leverages technology and innovation to improve work systems, customer service, and internal management processes. These efforts aim to optimize resource utilization, enhance service quality, and strengthen the Company's overall competitiveness.
- **Developing people, creating quality jobs, and driving growth:** The Company is committed to enhancing employee capabilities and fostering a strong organizational culture to elevate service quality. It promotes continuous learning and the development of essential skills to keep pace with innovation and improve operational efficiency. The Company aims to conduct monthly knowledge update sessions for head office employees and to ensure that more than 90% of branch employees possess service-related skills and product advisory knowledge to appropriately recommend and demonstrate product usage.

● **Optimizing resource utilization and reducing waste toward responsible business operations:** The Company encourages all employees to use resources efficiently and to comply with proper waste and electronic waste management practices. It also promotes awareness of responsible resource consumption and environmentally responsible operations to minimize environmental impact and support long-term business sustainability.

● **Enhancing energy efficiency to mitigate climate impact:** The Company recognizes the importance of managing climate change impacts and emphasizes efficient energy and resource utilization, the reduction of greenhouse gas emissions from its operations, and the promotion of environmentally friendly behaviors within the organization.

United Nations SDGs that align with the organization's sustainability management goals : Goal 4 Quality Education, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action

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 : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

In 2025, the Company enhanced its sustainability practices from activity-based and decentralized initiatives to a more systematic management approach. The Board of Directors approved the Sustainable Development Policy to serve as a governance framework and strategic direction for integrating Environmental, Social, and Governance (ESG) considerations into the Company's strategy formulation and business operations. The policy has been published on the Company's website to ensure appropriate accessibility for all stakeholders.

In addition, the Company has established specific sustainability-related policies addressing key material issues, including the Environmental Policy, Climate Change Policy, Human Rights Policy, Occupational Health and Safety Policy, Community and Social Development and Engagement Policy, Tax Policy, and Sustainable Procurement Policy. These policies provide the Company with a clear and comprehensive framework that can be effectively implemented in practice.

With regard to structure and processes, the Company has clearly designated responsible persons for sustainability data management, covering data collection, analysis, and the preparation of sustainability reports in accordance with internationally recognized standards, such as the Global Reporting Initiative (GRI) Standards. This initiative aims to enhance the quality and consistency of disclosures.

Furthermore, the Company has established short-term sustainability management targets across relevant dimensions as an initial step toward systematic performance monitoring and evaluation, forming a foundation for the development of medium- and long-term organizational sustainability goals in the future.

Information on impacts on stakeholder management in business value chain

Business value chain

The company's business operations can be divided into 4 main activities, which are related to stakeholders in various activities as follows:

1. **Procurement of goods and services**, stakeholders include partners, customers, and employees.
2. **Distribution of products and services**, stakeholders include partners, customers, employees, communities, and society.
3. **Marketing and sales**, stakeholders include Partners, customers, employees, shareholders, investors, communities, and society.
4. **Responsibility to customers and after-sales service**, stakeholders include partners, customers, employees Shareholders and investors

To ensure the smooth operation of the company's core activities, the company places importance on the operation of supporting activities no less than core activities, such as procurement processes, personnel recruitment, development, and retention processes, information technology service processes, data protection and cybersecurity processes, etc.

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>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> - Treat employees based on human rights principles - Provide appropriate and fair compensation and other benefits - Adhere to labor ethics - Safety of life and property - Knowledge development - Career advancement opportunities 	<ul style="list-style-type: none"> - Manage appropriate and fair compensation and benefits - Treat all employees equally and respect fundamental human rights - Provide opportunities and career advancement - Organize training and promote employee potential development - Provide a work environment that prioritizes occupational safety 	<ul style="list-style-type: none"> • Online Communication • Internal Meeting • Complaint Reception • Employee Engagement Survey • Training / Seminar • Others <ul style="list-style-type: none"> • New employee orientation • Performance Evaluation
External stakeholders			
<ul style="list-style-type: none"> • Shareholders 	<ul style="list-style-type: none"> - Good operating performance and worthwhile return on investment - Good corporate governance - Data transparency - Timely and 	<ul style="list-style-type: none"> - Review the company's strategies and goals to generate sustainable returns - Invite shareholders to attend the annual general meeting and 	<ul style="list-style-type: none"> • Press Release • Online Communication • Annual General Meeting (AGM) • Others <ul style="list-style-type: none"> • Annual Report • Investor Relations Contact Tel: 02 559 290110 Email: ir@spvi.co.th

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	accurate disclosure of information - Protection of rights and equality	<p>encourage them to submit questions and express opinions during the meeting</p> <ul style="list-style-type: none"> - Disclose company information transparently and promptly through the Stock Exchange of Thailand and other channels, including the company's website - Provide opportunities for shareholders to submit comments and complaints directly to the company 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> - Quality of products and services both before and after sales - Appropriate pricing of products and services - Accurate information on product features and sales promotion activities received 	<ul style="list-style-type: none"> - Train employees to have effective knowledge of products and services - Provide demo products for customers to try before making a purchase decision - Organize educational activities and product usage techniques both at branches 	<ul style="list-style-type: none"> • Satisfaction Survey • Others <ul style="list-style-type: none"> • Customer interaction during service delivery • Customer training and knowledge enhancement programs (in-store and online)
<ul style="list-style-type: none"> • Suppliers 	<ul style="list-style-type: none"> - Fair business practices - Anti-bribery and corruption - Compliance with trade terms - Fair treatment of business partners - Timely debt repayment 	<ul style="list-style-type: none"> - Share knowledge and continuously improve to develop products and services - Comply with trade terms and conditions - Engage in free and fair trade competition - Prioritize production standards - Operate ethically 	<ul style="list-style-type: none"> • External Meeting • Others <ul style="list-style-type: none"> • Meetings, discussions, and the execution of memorandums of understanding • Exchange of views and provision of recommendations for improvement and development • Communication of the supplier code of conduct and acknowledgement by business partners

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> Promote and support social activities beneficial to the community and society Employment 	<ul style="list-style-type: none"> Employ local labor in provinces with branch stores Promote and support activities 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 The companys retail stores located at universities

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes
materiality topics

Over the past year, the company has reviewed its : Yes
sustainability materiality topics

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 Waste and Waste Management Others : Provide quality products and services.
Social Aspect	<ul style="list-style-type: none"> Others : Employee health and safety, employee development and capacity building, and access to products and s
Economic Aspect	<ul style="list-style-type: none"> Others : Strong and sustainable business performance, along with superior customer service and experience

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : GRI Standards
standards or guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company recognizes the importance of risk management as a crucial mechanism to support stable and sustainable business growth amidst a rapidly changing business environment, encompassing economic, technological, and consumer behavior aspects, as well as Environmental, Social, and Governance (ESG) issues. These factors impact operations and long-term stakeholder confidence. Therefore, a Risk Management Committee has been established to systematically define the organization's risk management policies, guidelines, and framework. This includes identifying, assessing, analyzing, monitoring, and controlling risks from both internal and external factors to an acceptable level, while also seeking business opportunities arising from these risks to enhance competitiveness and support the achievement of the Company's strategic objectives.

In 2025, the Company reviewed its risk management policy to align with the evolving business context, placing greater emphasis on

- Environmental, Social, and Governance (ESG) risks, particularly issues related to climate change, efficient resource utilization, electronic waste management, and socially responsible business operations.
- Information technology and cybersecurity risks are of paramount importance to the Company, as they may impact business continuity.
- Risks arising from fluctuations in economic conditions, technology, and industry competition, which may affect purchasing power, consumer behavior, and supply chains.

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 of termination of appointment as an Apple product distributor

Related risk factors : Strategic Risk

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

ESG risk factors : Yes

Risk characteristics

The Company has been appointed by Apple South Asia (Thailand) Limited as a distributor of Apple products, including the establishment of retail stores and service centers to provide after-sales service for Apple products, under a year-to-year contract. Nevertheless, changes in Apple's policies may impact the Company's business operations.

Risk-related consequences

If the company's appointment by Apple as a distributor of Apple products is revoked, including the operation of retail stores and service centers for after-sales service, this could significantly impact the company's business operations.

Risk management measures

Based on a robust relationship spanning over 30 years, coupled with consistent and strict adherence to contractual agreements with Apple, including generating substantial sales and ensuring timely debt payments. The company's proportion of Apple product purchases constituted 89.11 percent, 91.95 percent, and 89.11 percent of total orders in 2023-2025, respectively. This instills confidence in the management that the company's business operations will continue to receive sustained support and trust from Apple.

Risk 2 Product obsolescence risk

Related risk factors :

Operational Risk

- Product obsolescence

ESG risk factors : No

Risk characteristics

Apple's products are subject to rapid technological advancements. Consequently, Apple must continuously develop and launch new, modern products that enhance their functional capabilities to address evolving customer requirements. This encompasses all IT brands for which the company serves as a distributor.

Risk-related consequences

The Company may encounter issues with inventory management; specifically, existing products may lose popularity and become obsolete, rendering the Company unable to sell such products.

Risk management measures

Due to the Company's long-standing business of distributing Apple products, it possesses a thorough understanding of consumer needs. The Company employs Product Management personnel who monitor inventory, select products, and order appropriate quantities to mitigate the risk of obsolete inventory. For product selection for sale, Product Management personnel regularly survey opinions and demands through frontline staff and branch managers. Concurrently, the Company also receives information regarding new products, trends, and technologies from Apple, as well as from other distributors. This enables the Company to select products that best meet consumer demands. Simultaneously, the Company efficiently manages its inventory using an Inventory Online system that links inventory data from all branches. Random inventory checks are conducted at each branch to compare physical stock with inventory reports from the Company's Inventory system. In branches with slow-moving inventory, products are transferred to other branches, along with sales promotion activities, to expedite sales. If any branch has insufficient stock to meet demand, it can immediately check inventory from other branches. This enables the Company to clear inventory quickly before existing products lose popularity. Furthermore, in the event that Apple releases new models to replace older ones, the Company receives price difference compensation according to the model, terms, and agreed-upon timeframe, enabling the Company to adjust selling prices downwards and remain competitive.

Risk 3 Competitive risk

Related risk factors : Strategic Risk

- Behavior or needs of customers / consumers

ESG risk factors : Yes

Risk characteristics

The rapid growth of the ICT market, particularly in mobile smartphones and tablet PCs, has led to intense competition, especially among manufacturers such as Apple, Samsung, and Oppo, who consistently release new product models to capture market share. Concurrently, the company may face risks from other operators who have also been appointed by Apple as Resellers in Thailand.

Risk-related consequences

New operators may be appointed by Apple as Resellers, increasing in number, along with the expansion of branches by existing operators. This leads to an increased level of competition in the market and may affect the company's market share, profit margins, as well as operational and marketing costs.

Risk management measures

Due to the unique characteristics of Apple products, whether in terms of innovation, the MacOS operating system for computers, iOS for mobile phones and tablets, Cloud System, Retina Display, the variety of applications, system security, as well as modern and user-friendly design, Apple products will continue to be popular among consumers. However, under Apple's sales channel management policy, which generally does not allow resellers of the same type to be located in the same area (though other points of sale for Apple products may exist, such as in Power Buy or Power Mall), each reseller must manage their own sales channels efficiently. Key success factors include comprehensive consumer reach, fast and quality service, and efficient management. The Company is a distributor. Apple, with most of its sales channels located in prime areas across Bangkok, including shopping malls and educational institutions, along with high-quality and comprehensive service centers. Furthermore, the Company has a customer base in the corporate and educational sectors and employs a strategy of integrating products and technologies with Apple products to develop solutions that meet teaching and learning needs. This includes having an experienced team specialized in applying technology for education and successfully installing various systems in numerous leading schools and universities. This enables the Company to effectively penetrate the corporate and educational markets.

Risk 4 Risks related to lease agreements

Related risk factors : Strategic Risk
• Business operations of partners in the supply chain

ESG risk factors : No

Risk characteristics

As the company sells products and provides services to general retail customers through its branches, all in all a total of 73 branches, divided into iStudio 10 branches, U•Store 21 branches, Mobi 5 branches, iCenter Service Centers 4 branches, AIS Shop by Partner 14 branches, AIS Telewiz stores 8 branches, AIS Buddy stores 2 branches, and A-Store 9 branches. which are located in shopping malls, office buildings, universities, throughout Bangkok. and in other provinces. Therefore, the company must lease space from lessors in both short-term and long-term lease agreements,

Risk-related consequences

The Company may face a risk from the inability to renew the lease agreement, or may face a risk from the lessor requesting changes to the renewal terms which would result in the Company incurring higher expenses than before. As of December 31, 2025. The Company has 1 branch under a long-term lease agreement with a remaining lease term of 6 years. For the remaining branches, they are short-term lease agreements with a contract term not exceeding 1-3 years. Therefore, there may be a risk from the inability to renew the lease agreement.

Risk management measures

However, due to the company consistently being a good partner to the lessors, the risk associated with renewing the aforementioned lease agreements is relatively low.

Risk 5 Risk of damage from fraud by operational-level employees

Related risk factors :
Operational Risk
• Corruption

ESG risk factors : Yes

Risk characteristics

The Company is required to distribute products to various branches in different areas. Furthermore, the products are of relatively high value, easily transportable, and generally in demand.

Risk-related consequences

Given these characteristics, the company may face risks of fraud by operational-level employees.

Risk management measures

The Company has established robust internal control systems and review systems, and has also implemented information systems to support its inventory management system. The Company has product inspection measures in place, whereby branch managers regularly conduct random checks of products, especially high-value items. Additionally, personnel from the Operation Audit department visit each branch to count inventory at least once a month, and the Internal Audit department also conducts periodic random checks. Employees at each branch are jointly responsible for any lost inventory. The various measures and systems established by the Company are designed to limit potential damages to a level that is not material to its operating results.

Risk 6 Cybersecurity risk

Related risk factors :

Operational Risk

- Information security and cyber-attack

ESG risk factors : Yes

Risk characteristics

Currently, various digital systems play an increasingly important role. The Company has become involved with various data for use in operational processes or for analyzing data to effectively meet the needs of various stakeholders, such as customers, partners, and employees, as well as the occurrence of the outbreak. Infectious disease Virus COVID-19 which has required the Company to adapt to working remotely from outside the office or from home to ensure business continuity.

Risk-related consequences

This change may lead to vulnerabilities and cyber threats, including challenges in protecting organizational data from leakage and preventing its misuse. Such incidents could result in damage to the company's operational performance, credibility, or reputation.

Risk management measures

To manage and mitigate such risks, the Company has implemented various measures, such as developing a personal data security policy, managing information technology systems, and preparing various systems. to ensure they are up-to-date and secure. Educate employees to be aware of cyber security risks and define various procedures and measures, including:

- Establish specific access rights for relevant personnel to access various data
- Data backup
- Continuously develop hardware and software systems to be up-to-date to cope with new forms of cybercrime and prevent unauthorized access to data.
- Install systems and equipment for threat prevention and monitoring threat behavior at both the head office and branches.

Risk 7 Climate change risk

Related risk factors : Strategic Risk

- Climate change and disasters

ESG risk factors : Yes

Risk characteristics

Climate change may result in heavy rainfall, monsoon storms, and floods in some areas, which could affect the operations of certain branches, customer access to services, logistics systems, and the costs of repairing and renovating

branches. Concurrently, changes in regulations, policies, and the expectations of environmental stakeholders may necessitate the company to adjust its operational processes, energy consumption, and resource management, which could impact operational costs in some areas.

Risk-related consequences

This may affect branch operations and the continuity of business operations, and may also result in expenses related to branch repairs and renovations, as well as administrative and operational management costs, in order to support the achievement of overall objectives and compliance with relevant regulations.

Risk management measures

The Company monitors and assesses risks from natural disasters that may affect the operations of its branches in each area. This includes the regular maintenance and upkeep of stores. Furthermore, property and inventory insurance is provided for branches to mitigate potential financial impacts. The Company also continuously monitors changes in laws and regulations pertinent to its business operations, ensuring compliance with the guidelines of the Stock Exchange of Thailand and other relevant laws.

Risk 8 Risks from the implementation of Artificial Intelligence (AI) technology

Related risk factors : Strategic Risk
• Changes in technologies

ESG risk factors : Yes

Risk characteristics

Due to the development of Artificial Intelligence (AI) technology and advancements in communication technology, AI has come to play a role in supporting the company's operational processes and marketing activities to help increase efficiency and convenience in operations.

Risk-related consequences

The use of such AI may involve considerations regarding data management and protection, the appropriateness of analytical results, and the application of outcomes. This also includes considerations of suitability, transparency, and accountability in its use, which may be related to customer and stakeholder trust, as well as compliance with relevant laws and regulations.

Risk management measures

The Company appropriately controls access to and use of data, and monitors changes in relevant laws and practices to continuously support the use of Artificial Intelligence (AI) technology in business operations. Furthermore, the Company promotes knowledge and understanding among executives and employees regarding the appropriate application of AI, as well as awareness of potential risks arising from the use of such technology in daily life.

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 : Yes
policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

The Company places great importance on sustainable supply chain management, recognizing that the procurement process is a key mechanism for driving efficient, transparent, and socially and environmentally responsible business operations. Accordingly, the Company has established a Sustainable Procurement Policy together with a Supplier Code of Conduct to define the operational framework and set clear expectations for business partners throughout the supply chain, in alignment with good corporate governance principles and the Company's sustainability goals.

Under this policy, the Company conducts its procurement activities by considering product and service quality, price, suitability for use, and the overall benefit to the organization, while also taking into account environmental, social, and governance (ESG) considerations. The Company emphasizes a systematic, transparent, and fair supplier selection process, in compliance with its anti-corruption policy and relevant requirements for business partners.

The Company encourages its suppliers to comply with the Supplier Code of Conduct, which covers key issues such as respect for human rights, compliance with labor laws, provision of safe working conditions, and social and environmental responsibility. At the same time, the Company seeks to foster strong and sustainable long-term relationships with its suppliers.

In addition, the Company has adopted a Green Procurement approach by prioritizing products and services that meet environmental standards or carry eco-label certifications, selecting packaging materials that reduce environmental impacts, promoting the use of durable products to minimize waste generation, and engaging certified and legally compliant service providers for the management of electronic waste.

Furthermore, the Company classifies its suppliers according to their level of criticality and conducts supplier risk assessments across economic, environmental, social, and governance dimensions. This process is based on suppliers self-assessment questionnaires and desk-based assessments, in order to determine risk levels and define appropriate approaches for monitoring, supervision, and supplier development for each group.

The Company is also committed to continuous supplier development through the communication of expectations on ethics and sustainability, the support of local employment, and the use of assessment results as inputs for improving suppliers operational standards. These efforts aim to strengthen the resilience of the supply chain and support the Company's long-term sustainable business growth.

Reference link to sustainable supply chain : <https://image.makewebeasy.net/makeweb/0/F8ZJluX3D/Document/%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8>
management plan

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : Yes
 criteria with new suppliers?

	2023	2024	2025
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	N/A	100.00	100.00

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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 : Yes
 acknowledge compliance with the supplier code of
 conduct?

	2023	2024	2025
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	N/A	N/A	100.00

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 : Yes

Research and development (R&D) expenses over the past 3 years

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	0.00

Additional explanation for research and development (R&D) expenses over the past 3 years

Over the past 3 years, the Company has not incurred any material research and development (R&D) expenses. System development and improvements undertaken in connection with new product operations were carried out internally by the Company's personnel as part of their normal course of duties, without any additional investments required to be recorded separately as research and development expenses. Such activities have not had a material impact on the Company's operating results or financial position.

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes
innovation culture

The Company places importance on research and development as a key mechanism for driving the transition toward the digital era (Digital Transformation) and enhancing Operational Excellence, while conducting business sustainably. The Company focuses on developing innovations in work processes, service systems, and customer experience to support increasing demand, particularly during the launch of new Apple products, which is the period with the highest customer traffic each year and is crucial to customer confidence and the Company's image.

In 2025, the Company developed and implemented the service system to improve the efficiency of managing sales processes and customer services during new product launches in a systematic and transparent manner. The system is designed for convenient and fast usage and supports cross-device operations across Mac, iPhone, iPad, and PC computers. It is also scalable to accommodate future business growth and includes a role-based access control system for data management. This helps reduce redundancy, increase operational agility, and consistently enhance service quality across all branches.

In addition, the system supports product and inventory management, improving data accuracy, reducing the use of paper documents, and minimizing operational errors. These improvements are aligned with the reduction of resource consumption, such as paper, as well as enhancing energy and resource efficiency in business operations.

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 : No
from innovation development?

Non-financial benefits

Does the company measure the non-financial : Yes
benefits from innovation development?

	2023	2024	2025
Percentage of employees benefiting (%)	0.00	0.00	84.13

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