



**ESG Performance Report  
for Listed Companies in 2024**

**Specialty Natural Products Public Company Limited**

Fiscal Year End 31 December 2024

Published on 23 April 2025



## ESG Performance

Company Name : Specialty Natural Products Public Company Limited      Symbol : SNPS

Market : SET      Industry Group : Consumer Products      Sector : Personal Products & Pharmaceuticals

### Environmental management

#### Information on environmental policy and guidelines

##### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management

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

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

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

#### Information on compliance with environmental management principles and standards

##### Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

##### Compliance with energy management principles and standards

##### Compliance with water management principles and standards

##### Compliance with waste management principles and standards

##### 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 incidents related to legal violations or negative environmental impacts

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

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

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

#### 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 : Yes  
management

##### Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2021 : purchased electricity for consumption 1,010,000.00 Kilowatt-Hours	2027 : Reduced by 55%

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

#### Diagram of performance and outcomes in energy management

ปี	การใช้ไฟฟ้า ทั้งหมด (kWh)	การไฟฟ้า		ใช้แล้ว	
		จำนวนหน่วย (kWh)	ร้อยละ	จำนวนหน่วย (kWh)	ร้อยละ
2564	1,509,840	1,010,000	69.14	499,840	30.86
2565	1,426,300	908,000	66.90	518,300	33.10
2566	1,185,123	687,000	61.56	498,123	38.44
2567	1,529,146	1,056,000	70.30	473,146	29.62



## Information on electricity management

### Company's electricity consumption (\*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,426,300.00	1,185,123.00	1,529,146.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	908,000.00	687,000.00	1,056,000.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	518,300.00	498,123.00	473,146.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	5,423.19	4,129.35	5,365.42

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

## Information on total energy management (electricity + fuel)

### Energy Consumption

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

### Energy Consumption Intensity

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

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

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	3
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

### Information on setting goals for water management

#### Setting goals for water management

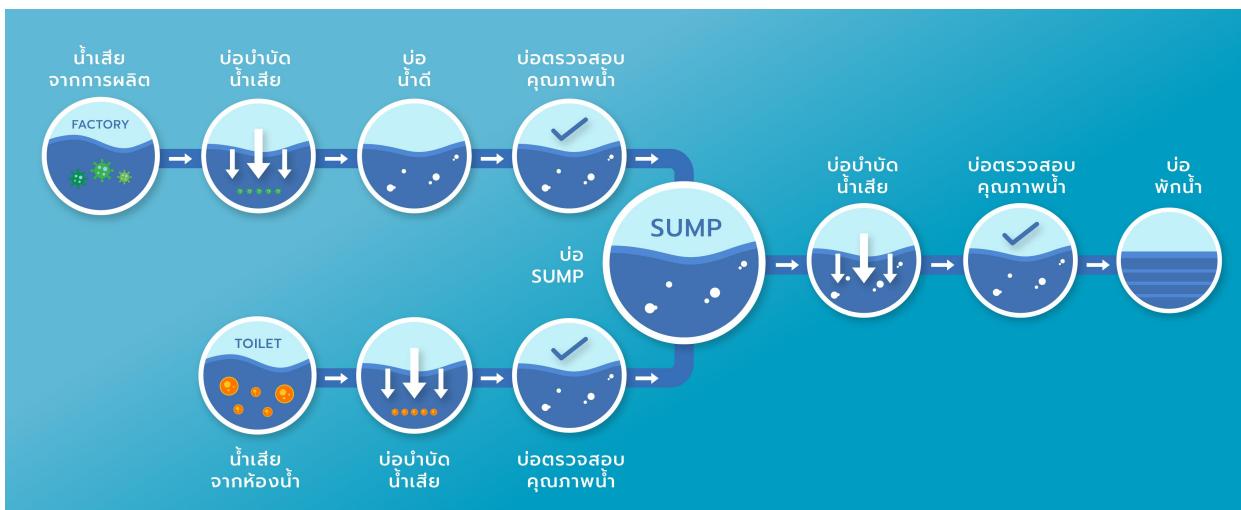
Does the company set goals for water management : No

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

### Diagram of performance and outcomes in water management



### Information on water management

#### Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	9,404.00	9,241.00	9,796.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	35.76	32.20	34.37
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	N/A	0.03	0.02

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

### Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	9,404.00	9,241.00	9,796.00

### Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	N/A	0.02510521	0.02063734

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

### Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	478,302.64	331,185.16	415,235.80
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	N/A	0.10	0.11
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	N/A	0.09	0.09
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,818.64	1,153.96	1,456.97

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	:	3
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

### 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	2021 : non-hazardous waste 1,969.07 Kilograms	2027 : Reduced by 60%	<ul style="list-style-type: none"><li>• Reuse</li><li>• Recycle</li></ul>
Reduction of waste generation Waste type: Hazardous waste	2021 : hazardous waste 20,684.88 Kilograms	2027 : Reduced by 60%	<ul style="list-style-type: none"><li>• Incineration with energy recovery</li><li>• Landfilling</li></ul>

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

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

#### Diagram of performance and outcomes of waste management

	ปี 2564	ปี 2565	ปี 2566	ปี 2567
ขยะมูลฝอย	9,939.21	7,807.05	3,893.73	3,661.86
ขยะรีไซเคิล	11,100.01	9,941.66	8,601.84	11,788.05
ขยะอันตราย	1,969.07	1,982.41	383.57	607.62
ขยะไม่อันตราย	20,684.88	10,579.91	2,829.67	7,779.17
รวม	43,693.17	30,311.03	15,708.81	23,836.70

ปี	ปริมาณการใช้แอลกอฮอล์ 95% ทั้งหมด (กิโลกรัม)	ปริมาณการใช้แอลกอฮอล์ 95% ซ้ำ (กิโลกรัม)	สัดส่วนการใช้แอลกอฮอล์ 95% ซ้ำ
2561	59,360	8,000	13.48%
2562	56,480	8,000	14.16%
2563	34,880	6,400	18.35%
2564	125,800	19,680	15.64%
2565	101,500	16,160	15.92%
2566	78,080	13,280	17.01%
2567	104,960	21,600	20.58%

#### Information on waste management

##### Waste Generation<sup>(\*)</sup>

	2022	2023	2024
Total waste generated (Kilograms)	30,311.03	15,708.81	23,836.70
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	N/A	0.04	0.05

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

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

##### Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	9,941.66	8,601.84	11,788.05
Percentage of total reused/recycled waste to total waste generated (%)	32.80	54.76	49.45

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	:	3
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

### 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 : Carbon Neutrality

#### Setting carbon neutrality targets

##### Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-3	2023 : Greenhouse gas emissions 902.00 tCO <sub>2</sub> e	2030 : Reduced by 50%	None

### Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

#### Diagram of performance and outcomes in greenhouse gas management

**Certificate Number:**

TGO CFO FY25-249



**THAILAND GREENHOUSE GAS  
MANAGEMENT ORGANIZATION  
(Public Organization)**



## **CERTIFICATE**

Awarded to

**SPECIALTY NATURAL PRODUCTS PUBLIC COMPANY  
LIMITED**

Company address verified: 700/364 MOO 6, NONG MAI DAENG, MUANG CHONBURI,  
CHONBURI 20000, THAILAND

Thailand Greenhouse Gas Management Organization certifies that  
the quantity of Greenhouse Gas of the above organization has been verified  
by BSI Group (Thailand) Co., Ltd.

and found to be in accordance with the requirements of the standard detailed below.

**Standard**

### **TGO Guidance of the Carbon Footprint for Organization**

Verification Period: [01/01/2023 - 31/12/2023]

Total Greenhouse Gas Emission (Scope 1&2): 385 tonCO<sub>2</sub>e/year

Direct GHG emissions	154 tonCO <sub>2</sub> e/year
Energy Indirect GHG emissions	231 tonCO <sub>2</sub> e/year
Other Indirect GHG emissions	517 tonCO <sub>2</sub> e/year

The agreed level of assurance is: Limited, at materiality of 5%

Registration Date: 24 February 2025

**Mrs. Natarika Wayuparb Nitiphon**

Acting Executive Director

Thailand Greenhouse Gas Management Organization (Public Organization)

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	902.00	N/A
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	0.00	154.00	N/A
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	0.00	231.00	N/A
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	517.00	N/A

### Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) <sup>(*)</sup>	N/A	0.002450	N/A
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	3.14	N/A

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

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

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

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : BSI Group (Thailand) Co., Ltd.

### Information on reduction and absorption of greenhouse gas

#### Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

#### Absorption and removal of Greenhouse Gas

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

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## ESG Performance

Company Name : Specialty Natural Products Public Company Limited      Symbol : SNPS

Market : SET      Industry Group : Consumer Products      Sector : Personal Products & Pharmaceuticals

### 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, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

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

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

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

#### Information on compliance with human rights principles and standards

##### Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour, 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 : No

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

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

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

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type : Company  
Total number of disclosure boundaries : 3  
Data disclosure coverage (%) : 0.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan : Yes  
Employee and labor management plan implemented by the Company in the past year : Fair employee compensation, Employee training and development, Promoting employee relations and participation, Child labor, Occupational health and safety in workplace

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

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

### Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	-	-	2024: -
• Occupational health and safety in workplace	-	-	2024: -
• Non-discrimination	-	-	2024: -
• Others : -	-	-	2024: -
• Fair employee compensation	-	2024: -	2025: -
• Promoting employee relations and participation	-	-	2024: -

### Information on performance and outcomes for employee and labor management

#### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : No

#### Diagram of performance and outcomes for employee and labor management



## Information on employment

### Employment

	2022	2023	2024
Total employees (persons)	263	287	285
Male employees (persons)	86	105	95
Percentage of male employees (%)	32.70	36.59	33.33
Female employees (persons)	177	182	190
Percentage of female employees (%)	67.30	63.41	66.67

### Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	257	281	279
Percentage of employees in operational level (%)	97.72	97.91	97.89
Total number of employees in management level (Persons)	1	1	1
Percentage of employees in management level (%)	0.38	0.35	0.35

	2022	2023	2024
Total number of employees in executive level (Persons)	5	5	5
Percentage of employees in executive level (%)	1.90	1.74	1.75

#### Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	83	102	92
Percentage of male employees in operational level (%)	96.51	97.14	96.84
Total number of male employees in management level (Persons)	0	0	0
Percentage of male employees in management level (%)	0.00	0.00	0.00
Total number of male employees in executive level (Persons)	3	3	3
Percentage of male employees in executive level (%)	3.49	2.86	3.16

#### Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	174	179	187
Percentage of female employees in operational level (%)	98.31	98.35	98.42
Total number of female employees in management level (Persons)	1	1	1
Percentage of female employees in management level (%)	0.56	0.55	0.53
Total number of female employees in executive level (Persons)	2	2	2
Percentage of female employees in executive level (%)	1.13	1.10	1.05

#### Significant changes in the number of employees

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

#### Employment of workers with disabilities

	2022	2023	2024

	2022	2023	2024
Total employment of workers with disabilities (persons)	1	1	1
Total number of employees with disabilities (Persons)	1	1	1
Total male employees with disabilities (persons)	1	1	1
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.38	0.35	0.35
Total number of workers who are not employees with disabilities (persons)	0	0	0
Contributions to empowerment for persons with disabilities fund	No	No	No

### Information on compensation of employees

#### Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	78,643,257.72	78,819,866.93	94,776,535.99
Total male employee remuneration (baht)	27,464,658.59	26,159,181.00	31,065,089.15
Percentage of remuneration in male employees (%)	34.92	33.19	32.78
Total female employee remuneration (baht)	51,178,599.13	52,660,685.93	63,711,446.84
Percentage of remuneration in female employees (%)	65.08	66.81	67.22
Average remuneration of employees (Baht / Person)	299,023.79	274,633.68	332,549.25
Average remuneration of male employees (Baht / Person)	319,356.49	249,135.06	327,000.94
Average remuneration of female employees (Baht / Person)	289,144.63	289,344.42	335,323.40
Ratio of average remuneration of female employees to male employees	0.91	1.16	1.03

#### Employee remuneration categorized by department over the past year

Department / Line of work / Unit / Business group	Employee remuneration (baht)
-	36,641,593.48
-	53,117,772.40
-	108,040.67
-	4,909,129.44

	Total employee remuneration	94,776,535.99
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## Provident fund management policy

Provident fund management policy : Have

## Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	126	133	133
Proportion of employees who are PVD members (%)	47.91	46.34	46.67
Total amount of provident fund contributed by the company (baht)	1,016,804.80	1,106,481.56	1,128,138.16
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	1.29	1.40	1.19

## Information on safety, occupational health, and work environment

### Statistic of accident and injuries of employees from work

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

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

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

## Information on promoting employee relations and participation

### Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	146	149	112
Total number of male employee turnover leaving the company voluntarily (persons)	47	35	34
Total number of female employee turnover leaving the company voluntarily (persons)	99	114	78
Proportion of voluntary resignations (%)	35.44	36.17	39.30
Percentage of male employee turnover leaving the Company voluntarily (%)	17.87	12.20	11.93

	2022	2023	2024
Percentage of female employee turnover leaving the Company voluntarily (%)	37.64	39.72	27.37
	2022	2023	2024
Evaluation result of employee engagement	No	No	No

### Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee, Labor Relation Committee, Employee Committee

## **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, Company's measures for third parties' use of customer data, Security measures of personal data

#### **Responsible sales and marketing policy and guidelines**

Responsible sales and marketing policy and guidelines : No

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

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

### **Information on customer management plan**

#### **Customer management plan**

Company's customer management plan : Yes

Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

### **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"><li>• Responsible production and services for customers</li><li>• Communication of product and service impacts to customers/consumers</li><li>• Development of customer satisfaction and customer relationship</li><li>• Protection of customer personal information</li></ul>	-	-	2024: -

### **Information on performance and results of customer management**

#### **Performance and outcomes of customer management**

Performance and outcomes of customer management : Yes

### Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

### Channels for receiving complaints from customers/consumers

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

Telephone : 038458698

Fax : 038458697

Email : qmr@snpthai.com

Company's website : www.snpspcl.com

Address : 700/364 Moo.6 Nhong Mai Daeng, Muang, Chonburi 20000

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

### 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

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social management goals : No

### Information on outcomes and results of community and social management

#### Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

#### Diagram of performance and outcomes in community and social management





### Benefit from implementing social development project

#### Financial benefits

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

#### Non-financial benefits

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

	2022	2023	2024
Beneficiaries of the company's community development projects (Provinces)	15.00	15.00	15.00

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## ESG Performance

Company Name : Specialty Natural Products Public Company Limited      Symbol : SNPS

Market : SET      Industry Group : Consumer Products      Sector : Personal Products & Pharmaceuticals

## Corporate Governance Policy

### Information on overview of the policy and guidelines

#### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

#### Policy and guidelines related to the board of directors

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

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

#### Nomination of Directors

#### Determination of Director Remuneration

#### Independence of the Board of Directors from the Management

#### Director Development

#### Board Performance Evaluation

#### Corporate Governance of Subsidiaries and Associated Companies

#### 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

#### Shareholder

### Information on business code of conduct

#### Business code of conduct

Business code of conduct : Yes

#### Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Information and IT system security, Environmental management

#### 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**

#### **Information and IT system security**

#### **Environmental management**

### **Promotion of compliance with the business code of conduct**

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

### **Participation in anti-corruption networks**

Participation or declaration of intent to join anti-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 corporate governance policy and guidelines, or board of directors' charter

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

### **Implementation of the CG Code for listed companies**

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

## Corporate Governance Structure

### Information on corporate governance structure

#### Corporate governance structure

#### Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2014

#### Corporate governance structure diagram

#### Information on the board of directors

#### Information on the board of directors

#### Composition of the board of directors

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

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

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	50	
	51	49

**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. SURAPIT KIRTIPUTRA            Gender: Male            Age : 69 years            Highest level of education : Master's degree            Study field of the highest level of education : Thai NDC (National Defence College)            Thai nationality : Yes            Residence in Thailand : Yes            Family relationship between directors and executives : Doesn't Have            Legal offenses in the past 5 years : Doesn't Have            DAP course : Yes            DCP course : No</p>	<p>Chairman of the Board of Directors            (Non-executive directors, Independent director)            Authorized directors as per the company's certificate of registration : No            Type of director : Existing director</p>	8 Aug 2023	Economics, Negotiation, Information & Communication Technology, Leadership
<p>2. Mrs. PANVIPA KRISDAPHONG            Gender: Female            Age : 64 years            Highest level of education : Honorary degree            Study field of the highest level of education : Cosmetic Science            Thai nationality : Yes            Residence in Thailand : Yes            Family relationship between directors and executives : Have            Legal offenses in the past 5 years : Doesn't Have            DAP course : Yes            DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 87,174,530 Shares (21.524575 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 87,174,530 Shares (21.524575 %)</li> </ul>	<p>Vice-chairman of the Board of Directors            (Executive Directors)            Authorized directors as per the company's certificate of registration : Yes            Type of director : Existing director</p>	8 Aug 2023	Personal Products & Pharmaceuticals, Leadership, Business Administration, Strategic Management, Corporate Social Responsibility

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Ms. THEERAYA KRISDAPHONG            Gender: Female            Age : 35 years            Highest level of education : Doctoral degree            Study field of the highest level of education : pharmacy            Thai nationality : Yes            Residence in Thailand : Yes            Family relationship between directors and executives : Have            Legal offenses in the past 5 years : Doesn't Have            DAP course : Yes            DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 87,174,530 Shares (21.524575 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 64,825,490 Shares (16.006294 %)</li> </ul>	<p>Director            (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	8 Aug 2023	Personal Products & Pharmaceuticals, Business Administration, Strategic Management, Marketing, Corporate Management
<p>4. M.L. DISPANADDA DISKUL            Gender: Male            Age : 50 years            Highest level of education : Master's degree            Study field of the highest level of education : Business Administration            Thai nationality : Yes            Residence in Thailand : Yes            Family relationship between directors and executives : Doesn't Have            Legal offenses in the past 5 years : Doesn't Have            DAP course : Yes            DCP course : No</p>	<p>Director            (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	8 Aug 2023	Sustainability, Strategic Management, Leadership, Corporate Management, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. KUDUN SUKHUMANANDA            Gender: Male            Age : 49 years            Highest level of education : Master's degree            Study field of the highest level of education : Law            Thai nationality : Yes            Residence in Thailand : Yes            Family relationship between directors and executives : Doesn't Have            Legal offenses in the past 5 years : Doesn't Have            DAP course : No            DCP course : Yes</p>	<p>Director            (Non-executive directors, Independent director)              Authorized directors as per the company's certificate of registration : No              Type of director : Existing director</p>	8 Aug 2023	Leadership, Corporate Management, Law
<p>6. Mr. KITTISAK CHANOKMAT            Gender: Male            Age : 53 years            Highest level of education : Master's degree            Study field of the highest level of education : Corporate Governance            Thai nationality : Yes            Residence in Thailand : Yes            Family relationship between directors and executives : Doesn't Have            Legal offenses in the past 5 years : Doesn't Have            DAP course : Yes            DCP course : No</p>	<p>Director            (Non-executive directors, Independent director)              Authorized directors as per the company's certificate of registration : No              Type of director : Existing director</p>	8 Aug 2023	Internal Control, Strategic Management, Accounting, Finance, Economics
<p>7. Mr. KRISADA KITTIGOWITTANA            Gender: Male            Age : 45 years            Highest level of education : Doctoral degree            Study field of the highest level of education : Organic Chemistry            Thai nationality : Yes            Residence in Thailand : Yes            Family relationship between directors and executives : Doesn't Have            Legal offenses in the past 5 years : Doesn't Have            DAP course : Yes            DCP course : No</p>	<p>Director            (Executive Directors)              Authorized directors as per the company's certificate of registration : Yes              Type of director : Existing director</p>	8 Aug 2023	Data Management, Data Analysis, Personal Products & Pharmaceuticals, Strategic Management, Leadership

List of directors	Position	First appointment date of director	Skills and expertise
8. Mr. SUTTISAK JEDSADAPAI SID Gender: Male Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Food Science and Technology Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No	Director (Executive Directors)  Authorized directors as per the company's certificate of registration : Yes  Type of director : Existing director	8 Aug 2023	Corporate Management, Personal Products & Pharmaceuticals, Food & Beverage, Risk Management, Sustainability

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

### List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. SURAPIT KIRTIPUTRA	Chairman of the Board of Directors		✓	✓		
2. Mrs. PANVIPA KRISDAPHONG	Vice-chairman of the Board of Directors	✓				✓
3. Ms. THEERAYA KRISDAPHONG	Director	✓				✓
4. M.L. DISPANADDA DISKUL	Director		✓	✓		
5. Mr. KUDUN SUKHUMANANDA	Director		✓	✓		
6. Mr. KITTISAK CHANOKMAT	Director		✓	✓		
7. Mr. KRISADA KITTIGOWITTANA	Director	✓				✓
8. Mr. SUTTISAK JEDSADAPAI SID	Director	✓				✓
Total (persons)		4	4	4	0	4

### Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	25.00
2. Food & Beverage	1	12.50
3. Personal Products & Pharmaceuticals	4	50.00
4. Information & Communication Technology	1	12.50
5. Law	1	12.50
6. Marketing	1	12.50
7. Accounting	1	12.50
8. Finance	1	12.50
9. Corporate Social Responsibility	1	12.50
10. Sustainability	2	25.00
11. Data Management	1	12.50
12. Data Analysis	1	12.50
13. Negotiation	1	12.50
14. Corporate Management	4	50.00
15. Leadership	5	62.50
16. Strategic Management	5	62.50
17. Risk Management	1	12.50
18. Internal Control	1	12.50
19. Business Administration	3	37.50

### Information about the other directors

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

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

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

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

The measures for balancing the power between the board of directors and the Management	: Have
Methods of balancing power between the board of directors and Management	: Increasing the proportion of independent directors to more than half

## Information on the roles and duties of the board of directors

Board charter : Have

## Information on subcommittees

### Information on subcommittees

### Information on roles of subcommittees

#### Roles of subcommittees

##### Board of Directors

###### Role

- Audit of financial statements and internal controls
- Risk management
- Director and executive nomination
- Remuneration
- Corporate governance
- Sustainability development
- Climate-related risks and opportunities governance

###### Scope of authorities, role, and duties

###### Reference link for the charter

##### Audit Committee

###### Role

- Audit of financial statements and internal controls

###### Scope of authorities, role, and duties

###### Reference link for the charter

## Information on each subcommittee

### List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. KITTISAK CHANOKMAT <sup>(*)</sup> Gender: Male Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Corporate Governance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (null) Director type : Existing director	31 Jan 2023	Internal Control, Strategic Management, Accounting, Finance, Economics
2. M.L. DISPANADDA DISKUL <sup>(*)</sup> Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (null) Director type : Existing director	31 Jan 2023	Sustainability, Strategic Management, Leadership, Corporate Management, Business Administration
3. Mr. KUDUN SUKHUMANANDA Gender: Male Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (null) Director type : Existing director	31 Jan 2023	Leadership, Corporate Management, Law

Additional explanation :

(\*) Directors with expertise in accounting information review

### List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mrs. PANVIPA KRISDAPHONG Gender: Female Age : 64 years Highest level of education : Honorary degree Study field of the highest level of education : Cosmetic Science Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	8 Aug 2023
2. Ms. THEERAYA KRISDAPHONG Gender: Female Age : 35 years Highest level of education : Doctoral degree Study field of the highest level of education : pharmacy Thai nationality : Yes Residence in Thailand : Yes	Vice-chairman of the executive committee	8 Aug 2023
3. Mr. SUTTISAK JEDSADAP AISID Gender: Male Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Food Science and Technology Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	8 Aug 2023
4. Mr. KRISADA KITTIGOWITTANA Gender: Male Age : 45 years Highest level of education : Doctoral degree Study field of the highest level of education : Organic Chemistry Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	8 Aug 2023
5. Mr. Achitdej Archapairoj Gender: Male Age : 36 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	8 Aug 2023

#### Information on the executives

#### Information on the executives

#### List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Ms. THEERAYA KRISDAPHONG            Gender: Female            Age : 35 years            Highest level of education : Doctoral degree            Study field of the highest level of education : pharmacy            Thai nationality : Yes            Residing in Thailand : Yes            Highest responsibility in corporate accounting and finance : No            Accounting supervisor : No</p>	<p>Chief Executive Officer            (The highest-ranking executive)</p>	<p>1 Feb 2010</p>	<p>Personal Products &amp; Pharmaceuticals, Business Administration, Strategic Management, Marketing, Corporate Management</p>
<p>2. Mrs. PANVIPA KRISDAPHONG            Gender: Female            Age : 64 years            Highest level of education : Honorary degree            Study field of the highest level of education : Cosmetic Science            Thai nationality : Yes            Residing in Thailand : Yes            Highest responsibility in corporate accounting and finance : No            Accounting supervisor : No</p>	<p>Vice President of Executive Committee</p>	<p>29 Sep 1999</p>	<p>Personal Products &amp; Pharmaceuticals, Leadership, Business Administration, Strategic Management, Corporate Social Responsibility</p>
<p>3. Mr. KRISADA KITTIGOWITTANA            Gender: Male            Age : 45 years            Highest level of education : Doctoral degree            Study field of the highest level of education : Organic Chemistry            Thai nationality : Yes            Residing in Thailand : Yes            Highest responsibility in corporate accounting and finance : No            Accounting supervisor : No</p>	<p>Chief Research &amp; Development Officer</p>	<p>18 Apr 2016</p>	<p>Data Management, Data Analysis, Personal Products &amp; Pharmaceuticals, Strategic Management, Leadership</p>
<p>4. Mr. SUTTISAK JEDSADAPAISID            Gender: Male            Age : 41 years            Highest level of education : Master's degree            Study field of the highest level of education : Food Science and Technology            Thai nationality : Yes            Residing in Thailand : Yes            Highest responsibility in corporate accounting and finance : No            Accounting supervisor : No</p>	<p>Chief Operating Officer</p>	<p>21 Apr 2008</p>	<p>Corporate Management, Personal Products &amp; Pharmaceuticals, Food &amp; Beverage, Risk Management, Sustainability</p>

List of executives	Position	First appointment date	Skills and expertise
<p>5. Ms. Janthip Hantulla<sup>(**)</sup>            Gender: Female            Age : 44 years            Highest level of education : Bachelor's degree            Study field of the highest level of education : Accounting            Thai nationality : Yes            Residing in Thailand : Yes            Highest responsibility in corporate accounting and finance : No            Accounting supervisor : Yes</p>	Accounting Manager	8 Aug 2024	Accounting, Finance, Leadership, Corporate Social Responsibility, Data Management
<p>6. Mr. Achitdej Archapairoj <sup>(*)***</sup>            Gender: Male            Age : 36 years            Highest level of education : Master's degree            Study field of the highest level of education : Management            Thai nationality : Yes            Residing in Thailand : Yes            Highest responsibility in corporate accounting and finance : Yes            Accounting supervisor : No</p>	Chief Financial Officer	16 Jun 2021	Economics, Finance & Securities, Accounting, Data Analysis, Budgeting

*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 of the highest-ranking executive and the : 31 Dec 2024  
 next four executives as of date

### Remuneration policy for executive directors and executives

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

### Remuneration of executive directors and executives

#### Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	16,250,052.00	16,007,842.00	18,373,387.00

#### Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	239,652.00	252,042.00	262,827.00

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

#### **Outstanding remuneration or benefits of executive directors and executives**

Outstanding remuneration or benefits of executive directors : 0.00

and executives in the past year

Estimated remuneration of executive directors and executives : 0.00  
in the current year

#### **Other significant information**

##### **Other significant information**

##### **Assigned person**

##### **List of persons assigned for accounting oversight**

General information	Email	Telephone number
1. Ms. Janthip Hantulla	finance@snpthai.com	038-458698

##### **List of the company secretary**

General information	Email	Telephone number
1. Mr. Achitdej Archapairoj	secretary@snpthai.com	038-458698

##### **List of the head of internal audit or outsourced internal auditor**

General information	Email	Telephone number
1. Mr. Thanongsak Pradithtan	jptipaudit@gmail.com	-

##### **Head of investor relations**

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

##### **List of the head of investor relations**

General information	Email	Telephone number
1. Mr. Achitdej Archapairoj	ir@spgthai.com	038-458698

##### **Company's auditor**

##### **Details of the company's auditor**

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone number +66 2034 0000	3,945,000.00	-	1. Mr. WONLOP VILAIVARAVIT Email: ctienpasertkij@deloitte.com License number: 6797

#### Assigned personnel in case of a foreign company

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

## Performance Report on Corporate Governance

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

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

### Information about the selection of the board of directors

Selection of independent directors

Criteria for selecting independent directors

**Business or professional relationships of independent directors over the past year**

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

Selection of directors and the highest-ranking executive

**Method for selecting directors and the highest-ranking executive**

Method for selecting persons to be appointed as directors : No  
through the nomination committee  
Method for selecting persons to be appointed as the highest- : No  
ranking executive through the nomination committee

**Number of directors from major shareholders**

Number of directors from each group of major shareholders : 2  
over the past year (persons)

**Rights of minority shareholders on director appointment**

Method of director appointment : Method by which shareholders can divide their votes  
among candidates in accordance with the Public Limited  
Companies Act (Cumulative voting), Method whereby each  
director requires approval votes more than half of the  
votes of attending shareholders and casting votes

### Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. SURAPIT KIRTIPUTRA (Chairman of the Board of Directors)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2023: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2009: หลักสูตรprocurementและเลือกตั้งระดับสูง รุ่นที่ 1 (Display information in Thai language only)</li> <li>• 2007: หลักสูตรการป้องกันราชอาณาจักร (ปปอ.) รุ่นที่ 50/2550 (Display information in Thai language only)</li> </ul>
2. Mrs. PANVIPA KRISDAKHONG (Vice-chairman of the Board of Directors)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2022: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: GCP online training (Computer-based) "แนวทางการปฏิบัติการวิจัยทางคลินิกที่ดี (ICH-GCP:E6(R2))" จากคณะกรรมการจิรกรรมการวิจัยในคน มหาวิทยาลัยธรรมศาสตร์ สาขาแพทยศาสตร์ (Display information in Thai language only)</li> <li>• 2024: Wellness &amp; Healthcare Business Opportunity Program for Executives รุ่นที่ 5 (Display information in Thai language only)</li> <li>• 2024: Super Legal Business Administration Leadership Program (Super LBA รุ่นที่ 1) (Display information in Thai language only)</li> <li>• 2023: หลักสูตรประกันภัยบริการแพทย์ สำหรับผู้บริหารระดับสูง (ปรพ.9) (Display information in Thai language only)</li> <li>• 2023: หลักสูตร "เวพฯ" หลักสูตรผู้บริหารระดับสูงด้านการแพทย์และธุรกิจสุขภาพชั้นนำของประเทศไทย ("เวพฯ" 1) (Display information in Thai language only)</li> <li>• 2022: หลักสูตรผู้บริหารระดับสูงด้านวิทยาการพลังงาน (วพน.13) (Display information in Thai language only)</li> <li>• 2017: หลักสูตรผู้บริหารระดับสูงด้านการค้าและการพาณิชย์ (TEPCoT 9) (Display information in Thai language only)</li> </ul>
3. Ms. THEERAYA KRISDAKHONG (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2022: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: GCP online training (Computer-based) "แนวทางการปฏิบัติการวิจัยทางคลินิกที่ดี (ICH-GCP:E6(R2))" จากคณะกรรมการจิรกรรมการวิจัยในคน มหาวิทยาลัยธรรมศาสตร์ สาขาแพทยศาสตร์ (Display information in Thai language only)</li> <li>• 2023: Wellness and Longevity for Entrepreneurs Program (WLE.1) (Display information in Thai language only)</li> </ul>
4. M.L. DISPANADDA DISKUL (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2022: Director Accreditation Program (DAP)</li> </ul>
5. Mr. KUDUN SUKHUMANANDA (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2011: Director Accreditation Program (DAP)</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
6. Mr. KITTISAK CHANOKMAT (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2024: Board Nomination and Compensation Program (BNCP)</li> <li>• 2024: Role of the Chairman Program (RCP)</li> <li>• 2022: The Board's Role in Mergers and Acquisitions (BMA)</li> <li>• 2018: Advanced Audit Committee Program (AACP)</li> <li>• 2016: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2023: The Executive Program in Commerce and Trade(TEPCoT) (Display information in Thai language only)</li> <li>• 2022: การเมืองการปกครองในระบบประชาธิปไตยสำหรับนักบริหารระดับสูง (ปภร.) (Display information in Thai language only)</li> <li>• 2018: Capital Market Academy Programs (CMA) (Display information in Thai language only)</li> <li>• 2016: Anti-Corruption: The Practical Guide (ACPG) (Display information in Thai language only)</li> </ul>
7. Mr. KRISADA KITTIGOWITTANA (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2023: Director Accreditation Program (DAP)</li> </ul>
8. Mr. SUTTISAK JEDSADAP AISID (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2023: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Brand Identity Creation and Product Development (Display information in Thai language only)</li> <li>• 2024: Business Feasibility and Risk Management (Display information in Thai language only)</li> <li>• 2024: Business and GHG Emission Reduction (Display information in Thai language only)</li> <li>• 2024: Carbon Footprint for Organization (CFO) (Display information in Thai language only)</li> <li>• 2024: การรายงานความยั่งยืน (Sustainability Reporting (Display information in Thai language only))</li> <li>• 2020: INCOTERMS 2020 (Display information in Thai language only)</li> </ul>

#### Information on the evaluation of duty performance of directors

##### Criteria for evaluating the duty performance of the board of directors

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

##### 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	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None

##### Performance evaluation criteria for the executives

## 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

Number of the board of directors meeting over the past year : 5  
(times)  
Date of AGM meeting : 15 Mar 2024  
EGM meeting : Yes  
Date of the EGM over the past year (1st time) : 08 Mar 2024

#### Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors		AGM meeting attendance		EGM meeting attendance	
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. SURAPIT KIRTIPUTRA (Chairman of the Board of Directors, Independent director)	4	/	5	1	/	1
2. Mrs. PANVIPA KRISDAPHONG (Vice-chairman of the Board of Directors)	5	/	5	1	/	1
3. Ms. THEERAYA KRISDAPHONG (Director)	5	/	5	1	/	1
4. M.L. DISPANADDA DISKUL (Director, Independent director)	3	/	5	1	/	1
5. Mr. KUDUN SUKHUMANANDA (Director, Independent director)	4	/	5	1	/	1
6. Mr. KITTISAK CHANOKMAT (Director, Independent director)	5	/	5	1	/	1

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
7. Mr. KRISADA KITTIGOWITTANA (Director)	5	/	5	1	/	1	1	/	1
8. Mr. SUTTISAK JEDSADAP AISID (Director)	5	/	5	1	/	1	1	/	1

### Remuneration of the board of directors

#### Types of remuneration of the board of directors

#### 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. SURAPIT KIRTIPUTRA (Chairman of the Board of Directors)			120,000.00		0.00
Board of Directors	120,000.00	0.00	120,000.00	No	
2. Mrs. PANVIPA KRISDAPHONG (Vice-chairman of the Board of Directors)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
3. Ms. THEERAYA KRISDAPHONG (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	-	
Executive Committee	0.00	0.00	0.00	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
4. M.L. DISPANADDA DISKUL (Director)			120,000.00		0.00
Board of Directors	60,000.00	0.00	60,000.00	No	
Audit Committee	60,000.00	0.00	60,000.00	No	
5. Mr. KUDUN SUKHUMANANDA (Director)			140,000.00		0.00
Board of Directors	80,000.00	0.00	80,000.00	No	
Audit Committee	60,000.00	0.00	60,000.00	No	
6. Mr. KITTISAK CHANOKMAT (Director)			200,000.00		0.00
Board of Directors	100,000.00	0.00	100,000.00	No	
Audit Committee	100,000.00	0.00	100,000.00	No	
7. Mr. KRISADA KITTIGOWITTANA (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
8. Mr. SUTTISAK JEDSADAP AISID (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
9. Mr. Achitdej Archapairoj (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	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	360,000.00	0.00	360,000.00
2. Audit Committee	220,000.00	0.00	220,000.00
3. Executive Committee	0.00	0.00	0.00

## Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	580,000.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	580,000.00

## Remunerations or benefits pending payment to the board of directors

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

## Information on corporate governance of subsidiaries and associated companies

### Corporate governance of subsidiaries and associated companies

#### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : Yes

Mechanism for overseeing subsidiaries and associated companies : Yes

Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

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

### The monitoring of compliance with corporate governance policy and guidelines

#### Prevention of conflicts of interest

#### Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

### Number of cases or issues related to conflict of interest

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

### Prevention of the use of inside information to seek benefits

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

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

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

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

### Anti-corruption action

#### Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Communication and training for employees on anti-corruption policy and guidelines, Review of the completeness and adequacy of the process by the Audit Committee or auditor

### Number of cases or issues related to corruption

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

### Whistleblowing

#### Operations related to whistleblowing over the past year

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

### Number of cases or issues related to whistleblowing

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

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

#### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. KITTISAK CHANOKMAT (Chairman of the audit committee)	4	/	4
2 M.L. DISPANADDA DISKUL (Member of the audit committee)	3	/	4
3 Mr. KUDUN SUKHUMANANDA (Member of the audit committee)	3	/	4

### The results of duty performance 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) : 4

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mrs. PANVIPA KRISDAPHONG (The chairman of the executive committee)	4	/	4
2 Ms. THEERAYA KRISDAPHONG (Vice-chairman of the executive committee)	4	/	4
3 Mr. SUTTISAK JEDSADAP AISID (Member of the executive committee)	4	/	4
4 Mr. KRISADA KITTIGOWITTANA (Member of the executive committee)	4	/	4
5 Mr. Achitdej Archapairoj (Member of the executive committee)	4	/	4

### The results of duty performance of Executive Committee

## **Corporate Sustainability Policy**

### **Information on policy and goals of sustainable management**

#### **Sustainability Policy**

Sustainability Policy : Yes

#### **Sustainability management goals**

Does the company set sustainability management goals : Yes

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 8 Decent Work and Economic Growth, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 17 Partnerships for the Goals

### **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 : No

### **Information on impacts on stakeholder management in business value chain**

#### **Business value chain**

#### **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
<b><u>Internal stakeholders</u></b>			
• Employees	-	-	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Internal Meeting</li> <li>• Complaint Reception</li> <li>• Employee Engagement Survey</li> <li>• Training / Seminar</li> </ul>
<b><u>External stakeholders</u></b>			
• Investors or investment institutions • Shareholders	-	-	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Press Release</li> <li>• Online Communication</li> <li>• Annual General Meeting (AGM)</li> <li>• Complaint Reception</li> <li>• Others <ul style="list-style-type: none"> <li>• -</li> <li>• -</li> </ul> </li> </ul>
• Customers	-	-	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Online Communication</li> <li>• Internal Meeting</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> </ul>
• Suppliers • Business partners	-	-	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Internal Meeting</li> <li>• Satisfaction Survey</li> <li>• Others <ul style="list-style-type: none"> <li>• -</li> <li>• -</li> </ul> </li> </ul>
• Competitors	-	-	<ul style="list-style-type: none"> <li>• Others <ul style="list-style-type: none"> <li>• -</li> <li>• -</li> </ul> </li> </ul>
• Community	-	-	<ul style="list-style-type: none"> <li>• Social Event</li> <li>• Online Communication</li> <li>• External Meeting</li> <li>• Complaint Reception</li> <li>• Others <ul style="list-style-type: none"> <li>• -</li> </ul> </li> </ul>
• Government agencies and Regulators	-	-	<ul style="list-style-type: none"> <li>• External Meeting</li> <li>• Training / Seminar</li> </ul>

## Information on organization's material sustainability topics

### Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

## Information on sustainability report

## Corporate sustainability report

Corporate sustainability report : Doesn't Have data

## Company sustainability disclosure aligned with standards

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

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

#### Information on ESG risk factors management standards

#### ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

#### Information on ESG risk factors

#### Risk factors on business operation

#### Operational risk associated with the Company or the group of companies

##### Risk 1

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Competition risk

ESG risk factors : No

##### Risk 2

Related risk factors : Strategic Risk

- Business operations of partners in the supply chain

ESG risk factors : No

##### Risk 3

Related risk factors : Strategic Risk

- New business risk

ESG risk factors : No

##### Risk 4

Related risk factors : Operational Risk

- Shortage or reliance on skilled workers

ESG risk factors : Yes

##### Risk 5

Related risk factors : Strategic Risk

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

Operational Risk

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

ESG risk factors : Yes

##### Risk 6

Related risk factors : Strategic Risk

- Damage to company image and reputation

ESG risk factors : Yes

##### Risk 7

Related risk factors : Compliance Risk  
• Change in laws and regulations  
ESG risk factors : Yes

#### Risk 8

Related risk factors : Operational Risk  
• Reliance on employees in key positions  
ESG risk factors : Yes

### Information on business continuity plan (BCP)

#### Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

## **Sustainable supply chain management**

### **Information on sustainable supply chain management policy and guidelines**

#### **Sustainable supply chain management policy and guidelines**

Company's sustainable supply chain management policy and : No  
guidelines

### **Information on sustainable supply chain management plan**

#### **Sustainable supply chain management plan**

Company's sustainable supply chain management plan : Yes

### **Information on new suppliers undergoing sustainability screening criteria**

#### **New suppliers undergoing sustainability screening criteria**

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

### **Information on supplier code of conduct**

#### **Supplier code of conduct**

Supplier code of conduct : No

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

#### **Key suppliers acknowledging compliance with the supplier code of conduct**

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

## **Innovation development**

### **Information on innovation development policy and guidelines in an organizational level**

#### **Research and development policy (R&D)**

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

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

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	19,286.99	22,002.07	23,856.02

### **Information on organization's innovation culture development and promotion process**

#### **Process of developing and promoting the company's innovation culture**

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

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

#### **Benefits of innovation development**

##### Financial benefits

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

##### Non-financial benefits

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

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