

Profiles of the Persons Nominated for Election as Directors in Replacement
of Directors Retiring by Rotation



1. Profiles of the Nominated Candidates

1.1 Mr. Surapit Kirtiputra

- Age: 71 years
- Nationality: Thai
- Director Status: Independent Director (in accordance with the Company's definition of Independent Directors)
- Date of Appointment: 31 January 2023
- Shareholding in the Company: None
- Family Relationship with Other Directors/Executives: None
- Position in the Company: Chairman of the Board
- Tenure: 3 years 2 months

Education

- Master's Degree, National Defence College of Thailand

Director Training Program

- Director Accreditation Program (DAP) รุ่น 204/2023

Training in 2025

- None

Work Experience

- 2023 – Present: Chairman of the Board, Specialty Natural Products Public Company Limited
- 2018 – Present: Vice President, International Relations, Chulabhorn Research Institute
- 2018 – Present: Ambassador (Senior Executive Level), Ministry of Foreign Affairs
- 2018 – Present: Ambassador
- 2018 – Present: Ambassador Attached to the Ministry

Positions in Other Listed Companies

- None

Positions in Other Organizations

- None

Nomination Criteria / Process

- Considered and nominated by the Board of Directors

Prohibited Qualifications

1. No criminal record relating to property offenses committed dishonestly
2. No record of transactions that may give rise to conflict of interest with the Company during the past year

Meeting Attendance in 2025

- Board Meetings: 4/4 meetings
- Annual General Meeting: 1/1 meeting

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1. Profiles of the Nominated Candidates

1.2 Assoc. Prof. Dr. Panvipa Krisdaphong

- Age: 66 years
- Nationality: Thai
- Director Status: Non-Independent Director
- Date of Appointment: 31 January 2023
- Shareholding in the Company: 21.53%
- Family Relationship with Other Directors/Executives: Mother of Dr. Theeraya Krisdaphong (Chief Executive Officer and Director), who holds 16.01% of shares
- Position in the Company: Vice Chairman of the Board
- Tenure: 3 years 2 months



Education

- Ph.D., Mahidol University
- Director Training Program
- Director Accreditation Program (DAP) รุ่น 192/2022

Training in 2025

- None

Work Experience

- 2023 – Present: Vice Chairman, Specialty Natural Products Public Company Limited
- 2015 – Present: Director, Specialty Innovation Co., Ltd.
- 2011 – Present: Director, Star Builder Co., Ltd.
- 2002 – Present: Director, Dermscan Asia Co., Ltd.

Positions in Other Listed Companies

- None

Positions in Other Organizations

- Advisor, School of Cosmetic Science, Mae Fah Luang University
- Director, Specialty Innovation Co., Ltd.
- Director, Star Builder Co., Ltd.
- Director, Dermscan Asia Co., Ltd.
- Nomination Criteria / Process
- Considered and nominated by the Board of Directors

Prohibited Qualifications

- No criminal record relating to property offenses committed dishonestly
- No record of transactions that may give rise to conflict of interest with the Company during the past year

Meeting Attendance in 2025

- Board Meetings: 4/4 meetings
- Annual General Meeting: 1/1 meeting

Profiles of the Persons Nominated for Election as Directors in Replacement
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1. Profiles of the Nominated Candidates

1.3 Mr. Suttisak Jedsadapaisid

- Age: 42 years
- Nationality: Thai
- Director Status: Non-Independent Director
- Date of Appointment: 31 January 2023
- Shareholding in the Company: None
- Family Relationship with Other Directors/Executives: None
- Position in the Company: Director / Managing Director
- Tenure: 3 years 2 months



Education

- Master's Degree in Food Science and Technology, Chiang Mai University

Director Training Program

- Director Accreditation Program (DAP) รุ่น 207/2023

Training in 2025

- ESG in the Boardroom: A Practical Guide for Board
- Industry-Urban Symbiosis and Green Chemistry for Low Emission Development
- Carbon Footprint Management

Additional Training (2024–2023)

- Brand Identity Creation and Product Development
- Business and GHG Emission Reduction
- Business Feasibility and Risk Management
- Carbon Footprint for Organization (CFO)
- Sustainability Reporting
- INCOTERMS 2020

Work Experience

- 2026 – Present: Managing Director, Specialty Natural Products Public Company Limited
- 2023 – Present: Director, Specialty Natural Products Public Company Limited
- 2018 – May 2021: General Manager, Specialty Natural Products Co., Ltd.

Positions in Other Listed Companies

- None

Positions in Other Organizations

- None

Nomination Criteria / Process

- Considered and nominated by the Board of Directors

Prohibited Qualifications

1. No criminal record relating to property offenses committed dishonestly
2. No record of transactions that may give rise to conflict of interest with the Company during the past year

Meeting Attendance in 2025

- Board Meetings: 4/4 meetings
- Annual General Meeting: 1/1 meeting

Qualifications of Independent Directors

The Company has established the qualifications of Independent Directors in accordance with, and not less stringent than, the minimum requirements prescribed by the Securities and Exchange Commission (SEC), Thailand and the Stock Exchange of Thailand, as set out below:

1. Shareholding

Holding shares not exceeding 1% of the total voting rights of the Company, its parent company, subsidiaries, associates, or any juristic persons that may have conflicts of interest, including shares held by related persons.

2. Position

Not being a director involved in management, employee, staff member, advisor receiving a regular salary, or controlling person of the Company, and must not have held such positions for at least 2 years prior to the appointment as an Independent Director.

3. Business Relationships

Having no business relationship that may affect the ability to exercise independent judgment, both currently and within the past 2 years, including:

- 3.1 Not being an auditor of the Company or associated with the Company's auditing firm

- 3.2 Not being a professional service provider (e.g., legal, financial, appraiser) with service fees exceeding THB 2 million per year

- 3.3 Not having significant business transactions (equal to or exceeding THB 20 million or 3% of net tangible assets (NTA), whichever is lower)

4. Family Relationships

Having no relationship by blood or legal registration (such as father, mother, spouse, siblings, children, and spouses of children) with executives, major shareholders, or controlling persons of the Company.

5. Representation

Not being appointed as a representative of any director, major shareholder, or related person.

6. Business Competition

Not engaging in any business of the same nature and in competition with the Company, or having significant involvement in competing businesses.

7. Protection of Shareholders' Interests

Being able to protect the interests of all shareholders equally.

8. Conflict of Interest

Being able to perform duties without any conflict of interest.

9. Independent Judgment

Being able to attend meetings and express opinions independently.

10. SET Qualifications

Not being a prohibited person under the regulations of the Stock Exchange of Thailand.

11. Legal Record

Having no conviction for offenses related to securities laws, financial institutions, insurance, or money laundering laws, particularly offenses involving fraud or dishonesty.

12. Other Qualifications

Having no other characteristics that may impair the ability to express independent opinions.

13. Assignment of Duties

Independent Directors who possess the qualifications under items 1–12 may be assigned to participate in decision-making in the form of collective decision-making, which shall not be deemed as involvement in the management of the Company.