

## ESG Performance

Company Name : SVI PUBLIC COMPANY LIMITED      Symbol : SVI  
Market : SET      Industry Group : Technology      Sector : Electronic Components

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### 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, Air Quality Management, Noise Pollution Management

The Company is aware of the potential negative impacts on the environment that may result from the business operations. The Company has established specific guidelines for managing these impacts, including implementing policies that address environmental management, occupational health, and safety as fundamental components of the operations. The Company aim to efficiently utilize resources and to seek out alternative materials to minimize environmental risks and impacts.

Based on the evaluation of material sustainability topics related to the environmental dimension of the Company, there are 5 material topics found, which are:

1. Energy Management “The fundamental aspect is to transition towards renewable energy”.
2. Waste Management “Develop to maximize the utilization of raw materials and increase the quantity of recycled waste”.
3. Water Management “Aim to reduce water usage and increase the proportion of reusable water”.
4. GHG Emissions and Climate Strategy “Towards the goal of reducing greenhouse gas emissions throughout the value chain”.
5. Product Stewardship “Responsibility for the environmental impact throughout every stage of the product life cycle”.

Consistent with the Sustainable Development Goals including:

- Goal 6 : Ensure availability and sustainable management of water and sanitation for all.
- Goal 7 : Ensure access to affordable, reliable, sustainable and modern energy for all
- Goal 9 : Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- Goal 11 : Make cities and human settlements inclusive, safe, resilient and sustainable
- Goal 12 : Ensure sustainable consumption and production patterns
- Goal 13 : Take urgent action to combat climate change and its impacts

Reference link for environmental policy and guidelines : <https://investor-th.svi-hq.com/misc/CG/20200610-svi-cg-global-ohse-th.pdf>

#### 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 : Yes  
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

Energy management principles and standards : ISO 50001 — Energy management

## 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), The Greenhouse Gas Protocol, IPCC Guidelines for National Greenhouse Gas Inventories, ISO 14064 - Greenhouse gases

## 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	:	9
Actual number of disclosure boundaries	:	9
Data disclosure coverage (%)	:	100.00

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

#### Energy Management

The driving factor behind industrial production necessitates energy sources for manufacturing processes and business activities such as office buildings energy consumption for the Finance and Accounting Department, Sales and Marketing Department, Human Resources Department, and Information Management Department. Since human life significantly depends on energy resources, it is critical to use these resources as efficient as possible. Additionally, the Company emphasizes energy management to ensure that its business operations are more energy-efficient while reducing environmental impact.

#### Policy and Practices on Energy Management

The Company has established the SVI Energy Conservation Policy to encourage energy conservation efforts that are efficient and maximize environmental benefits. SVI Energy Conservation Policy also complies with the Thailand's national energy conservation policy. The details of the implementation guidelines are as follows:

1. Develop an appropriate energy management system that incorporates energy conservation as a part of the Company's operations in accordance with relevant laws and regulations.
2. Establish a working group to monitor and evaluate energy management, including reviewing, analyzing, and correcting energy management deficiencies at least once a year to ensure compliance with relevant laws and regulations.
3. Communicate with all management levels and employees to increase their knowledge and understanding of energy conservation and to encourage their participation in energy conservation efforts.
4. Encourage employees to develop a conservation mindset and instill a sense of resource value in order to manage energy efficiency and maximize benefits.

#### Management Plan and Performance

Since 2019, the Company has been installing solar panels, and tends to expand the installation to increase the use of solar energy in business operations. The Company applies three principles and strategies of renewable energy, which are divided into three main principles.

1. Increasing the use of renewable energy in the manufacturing process: Following the successful installation of solar panels in a group of ASEAN Economic Community factories by SVI in 2021, SVI plans to raise the installation capacity of solar panels in Thailand by 2023 and further invest in the installation of solar panels in Thailand by 2025.

2. Improving efficiency through the use of renewable energy in the production process: Evaluating the feasibility of setting up batteries to store energy during weekends or outside of business hours for optimal energy use. The Company is in the process of studying the feasibility and efficiency of the battery types to be used and evaluating the return on investment. The evaluation results are expected to be considered and invested by 2027.

3. Increasing the ability to record and store data related to the use of renewable energy from solar energy through solar panels: Currently, SVI is in the process of developing a data recording and storage process to track energy usage in each production process.

The Company has collected data on energy consumption within the organization to identify sources of energy usage, in order to specify opportunities and develop strategies for reducing energy consumption and increasing energy efficiency. The scope of data collection in 2024 only covers the Company's two factories in the industrial estate of Bangkadi, Pathum Thani. The Company intends to expand data collection to other factories in the following year. According to the data collection and analysis within those scopes, the majority part of energy sources was electricity purchased from agencies that generate electricity from fossil fuels, which accounted for 95% of total energy consumption in 2024.

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)
Increase of electricity consumption from renewable energy sources	2024 : electricity consumption from renewable sources 2,710.84 Kilowatt-Hours	2024 : Increased by 10% or 2,503.81 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

The utilization of solar energy has resulted in significant energy savings for the Company. In 2024, the Company was able to generate a total of 1,210.84 MWh of electricity from solar energy, which accounted for approximately 4.97 % of the total electricity demand of the head office and factories in Bangkadi. However, due to the cleaning of the solar panels, the proportion of electricity generated by solar energy increased compared to the previous year. Nevertheless, the Company committed to increasing the proportion of solar energy usage in the next year.

Apart from installing solar panels to produce solar energy, the Company also purchased electricity from certified sources of renewable energy. In 2024, the Company purchased 1,500 MWh of electricity generated from the certified renewable energy sources.

Diagram of performance and outcomes in energy management



Installing solar panels to produce electrical energy from solar energy.



This Redemption Statement has been produced for

**SVI PUBLIC COMPANY LIMITED**

by

**B.GRIMM POWER SMART SOLUTION LIMITED**

confirming the Redemption of

**1 500.000000**

I-REC Certificates, representing 1 500.000000 MWh of  
electricity generated from renewable sources

This Statement relates to electricity consumption located at or in

**141- 142 Moo 5, Bangkadi Industrial Park, Tiwanon Road, Bangkadi, Muang,  
Pathumthani 12000  
Thailand**


in respect of the reporting period

**2024-01-01 to 2024-12-31**

The stated Redemption Purpose is

**Scope 2 Reporting**

# Ev.



**QR Code Verification**

Verify the status of this Redemption Statement by scanning the QR code on the left and entering in the Verification Key below

**Verification Key**

**2 6 1 9 2 1 8 7**

<https://api-internal.evident.app/public/certificates/en/52562kuVETQKadG50y6Bc5Xg1aIm5xq9mTGWh6u%2FepXAZ0vwZuKd9%2BjOG>

Certificate of purchase of electricity that is generated from renewable energy. (REC certificate)

## Information on electricity management

### Company's electricity consumption <sup>(\*)</sup>

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	24,502,210.00	23,796,510.00	25,855,400.00

	2022	2023	2024
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	22,401,210.00	21,590,000.00	23,144,560.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	2,101,000.00	2,206,510.00	2,710,840.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	7,761.23	7,723.63	8,221.11

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

## Electricity Expense <sup>(\*)</sup>

	2022	2023	2024
Total electricity expense (Baht)	97,305,895.68	102,324,668.66	97,680,799.04
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	0.40	0.47	0.47
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	0.37	0.45	0.44
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	30,822.27	33,211.51	31,059.08

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

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

## Information on fuel management

### Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	20,869.72	36,394.70	37,088.65
Gasoline (Litres)	N/A	2,820.02	1,247.87
LPG (Kilograms)	9,504.00	6,912.00	5,952.00

Additional explanation : Not include external fuel consumption

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

### Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	23,843.38	24,146.34	26,538.09

### 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) <sup>(*)</sup>	0.00091409	0.00105665	0.00120213

Additional explanation : <sup>(\*)</sup> 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	:	9
Actual number of disclosure boundaries	:	9
Data disclosure coverage (%)	:	100.00

### Information on water management plan

#### Water management plan

The Company's water management plan : Yes

The Company has a water resources management strategy within the organization to promote efficient and effective water usage to maximize benefit in managing limited water resources for business operations and consumer consumption. The Company has developed a water recycling approach that ensures water quality after the production, consumption, and utilization processes as an alternative solution that enhances the efficiency of water resource utilization to align with its sustainable business journey.

#### Policy and Practices on Water Management

The Company conducts its business in accordance with occupational health, safety, and environment policies, which include water resource management and manages natural resource to maximize benefit while also promoting awareness and communication to instill a sense of value in water resource use.

### 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	2022 : Water withdrawal 210,970.00 Cubic meters	2025 : Reduced by 10%
Increase of recycled water for consumption	2022 : Recycled water for consumption 8,870.00 Cubic meters	2025 : Increased by 10%

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

Currently, the Company's factories in the industrial estate of Bangkadi, Pathum Thani, utilize water for operational consumption and some manufacturing processes. Water usage is managed in accordance with environmental laws, and the quality of wastewater has been analyzed and certified by experts. The analysis results show that all parameters meet the Ministry of Science, Technology, and Environment Announcement No. 3 (B.E. 2539) and Technology and Announcement of the Ministry of Industry No. 2 (B.E. 2539) standards. The Company manages water from manufacturing processes to ensure the highest efficiency in pollutant treatment and to maintain water quality for recycling purposes. The recycled water is utilized for non-production activities such as watering plants and cleaning fishponds, resulting in cost savings for the Company's water supply from the public utility in the industrial estate of Bangkadi.

### Information on water management



## Water withdrawal by source

	2022	2023	2024
<b>Total water withdrawal (Cubic meters)</b>	203,910.00	210,910.00	219,280.00
Water withdrawal by third-party water (cubic meters)	203,910.00	210,910.00	219,280.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	64.59	68.46	69.72
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01	0.01	0.01

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

## Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	100.00	100.00	100.00
<b>Total wastewater discharge (cubic meters)</b>	163,120.00	168,780.00	175,420.00
Wastewater discharged to third-party water (cubic meters)	163,120.00	168,780.00	175,420.00

## Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	40,790.00	42,130.00	43,860.00

## Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	8,870.00	5,490.00	6,960.00

## Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00156378	0.00184362	0.00198679

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

## Water withdrawal expenses

	2022	2023	2024
<b>Total water withdrawal expense (Baht)</b>	4,222,614.85	4,346,358.58	4,489,092.56

	2022	2023	2024
Total water withdrawal expense from third-party water (Baht)	4,222,614.85	4,346,358.58	4,489,092.56
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.02	0.02	0.02
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.02	0.02	0.02
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,337.54	1,410.70	1,427.37

Additional explanation : <sup>(\*)</sup> 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	:	9
Actual number of disclosure boundaries	:	9
Data disclosure coverage (%)	:	100.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

The manufacturing of electronic components results in the generation of significant quantities of hazardous and non-hazardous wastes. As a result, the effective waste management is crucial in maintaining the integrity of the environment. As such, the Company has implemented an efficient system for the appropriate storage, collection, transportation, treatment, and disposal of waste aiming to minimize air, soil, or water pollution while adhering to national and international regulations, rules, and laws.

#### Policy and Practices on Waste Management

The Company operates in compliance with occupational health, safety, and environmental policies, which contain waste management procedures aimed at minimizing environmental risks and impacts through the sourcing of alternative materials. The Company also provides adequate resources to manage waste disposal targets. Furthermore, the Company conducts waste disposal practices in line with the prescribed methods in accordance with the Factory Act (B.E. 2535), by agencies authorized by the Department of Industrial Works.

#### Management Plan and Performance

In 2024, the Company managed hazardous waste under the "Reduce Hazardous Waste Disposal Project", which included dangerous waste such as thinner solutions, contaminated containers, mixed materials, electric lamps, laboratory waste, expired chemicals, and other types of hazardous waste. But the amount of hazardous waste generated 27 % increase in the amount of hazardous waste generated compared to the previous year.

### 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	2020 : non-hazardous waste 285,040.00 Kilograms	2025 : Reduced by 15%	<ul style="list-style-type: none"><li>• Reuse</li><li>• Recycle</li><li>• Landfilling</li><li>• Incineration with energy recovery</li><li>• Other : Wastewater treatment by physicochemical methods.</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

In 2024, the Company has developed a management strategy for using polyethylene (PE) containers, which are resistant to chemicals, acids, and bases. These containers are returned to chemical manufacturers for washing and cleaning in order to reuse and reduce the hazardous waste generated. This resulted in cost savings for the Company in transporting contaminated containers to external organizations for waste disposal.

### Diagram of performance and outcomes of waste management



Returning container drums to chemical manufacturers to undergo a washing and cleaning process for new chemical containers.

### Information on waste management

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

	2022	2023	2024
Total waste generated (Kilograms)	334,060.00	213,200.00	264,620.00
Total non-hazardous waste (kilograms)	157,660.00	126,150.00	141,670.00
Total hazardous waste (kilograms)	176,400.00	87,050.00	122,950.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.01	0.01	0.01
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.01	0.01	0.01
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.01	0.00	0.01

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)	36,128.00	30,810.00	142,510.00

	2022	2023	2024
<b>Reused/Recycled non-hazardous waste (Kilograms)</b>	35,458.00	29,940.00	141,670.00
Reused non-hazardous waste (Kilograms)	21,880.00	19,250.00	15,540.00
Recycled non-hazardous waste (Kilograms)	13,578.00	10,690.00	126,130.00
<b>Reused/Recycled hazardous waste (Kilograms)</b>	670.00	870.00	840.00
Reused hazardous waste (Kilograms)	670.00	870.00	840.00
Percentage of total reused/recycled waste to total waste generated (%)	10.81	14.45	53.85
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	22.49	23.73	100.00
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.38	1.00	0.68

*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	:	9
Actual number of disclosure boundaries	:	9
Data disclosure coverage (%)	:	100.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The rapid changes of climate impact on various sectors, including economic, social, and environmental development. The Company is aware of the effects of the energy consumption and greenhouse gas emissions from the operation, which are the main causes of global warming. Therefore, the Company is committed to reducing greenhouse gas emissions, which is a key factor in mitigating climate change, through evaluating, planning, and developing business strategies to align with the current global climate change issues. Thus, the Company has participated in the United Nations Global Compact (UNGC) to support worldwide businesses in adhering to the Ten Principles in the areas of human rights, labor, environment, and anti-corruption by registering as a member of the UNGC in the year 2005.

#### Policy and Practices on GHG Emissions and Climate Strategy

The Company has established a consistent approach to global climate change challenges in line with the current situation and a sustainable strategy. The Company has conducted a potential impact risk assessment of climate change and has identified two main risks as follows:

1. Transition Risk: Loss of sales due to delays in responding to customer requests for sustainable energy management, global carbon taxes, and more stringent environmental regulations.

2. Physical Risk: Increased expenses in managing equipment, machinery, and tools caused by natural disasters that impact factories, such as unexpected floods or major storms.

According to the assessment of both types of risks, the Company has developed a strategy to mitigate potential impacts by encouraging more proportionate usage of renewable energy and studying the possibility of impacts and natural disasters that may occur. In addition, the Company's continuity plan is integrated with suitable risk management plan.

The implementation of the strategy to reduce greenhouse gas emissions to align with energy management is carried out by increasing the proportion of renewable energy sources, such as solar power, and collecting data on greenhouse gas emissions from the Company's business activities to identify sources of emissions. In 2024, the reporting scope covers direct GHG Scope 1 and indirect GHG Scope 2 emissions.

Currently, the Company is studying on GHG emissions data and developing strategies to incorporate climate change into its business operations, including governance, risk assessment and management, reporting of performance, and setting targets for managing climate change. The Company considers these strategies as guidance for its two factories located within the Bangkadi Industrial Park, Pathum Thani, Thailand.

### 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 : Other Greenhouse Gas Emission Reduction Target

#### 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	2022 : Greenhouse gas emissions 646.24 tCO <sub>2</sub> e	2025 : Reduced by 5% in comparison to the base year	2030 : Reduced by 30% in comparison to the base year
Scope 2	2022 : Greenhouse gas emissions 11,698.36 tCO <sub>2</sub> e	2025 : Reduced by 5% in comparison to the base year	2030 : Reduced by 30% in comparison to the base year

## Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

In 2024, the Company assessed direct greenhouse gas emissions (Scope 1) and indirect greenhouse gas emissions from energy use (Scope 2) within the boundaries of its 2 factories located in Bangkadi Industrial Park, Pathum Thani, in order to consider effective ways to reduce the Company's greenhouse gas emissions.

This year, the Company has implemented strategies to reduce greenhouse gas emissions by starting the installation of additional solar panels to generate solar energy and purchasing electricity from certified renewable energy sources. As a result, the Company was able to reduce greenhouse gas emissions from energy use by up to 1,355.15 tCO<sub>2</sub>e. The proportion of renewable energy use increased by 10.83% compared to the 2023 baseline year.

In 2024, the company prepared the carbon footprint of the organization. and a list showing the status of greenhouse gas emissions arising from various activities within the organization, which can be linked to effective management of internal greenhouse gas emissions of SVI Public Company Limited in the future. And to provide information to support the verification of the greenhouse gas inventory. Including requesting registration and certification of the organization's carbon footprint results with an external verification agency.

In 2024, the company received verification from BSI GROUP (THAILAND) COMPANY LIMITED, which requested certification of the organization's carbon footprint under the standards. ISO14064-1:2018

## Diagram of performance and outcomes in greenhouse gas management



Reducing greenhouse gas emissions resulting from the use of solar energy

**Verification Opinion**

CFV 816333

**Verification Opinion****Verified as Satisfactory:**

Based on the process and procedures conducted, there is no evidence that the GHG statement contained in the GHG Report produced by SVI PUBLIC COMPANY LIMITED.

- Is not materially correct and is not a fair representation of GHG data and information.
- Has not been prepared in accordance with ISO 14064-1:2018

Lead Verifier: Tadpong Ratanasoponchai

Signed on behalf of BSI: Porphen Vonganonchinda, General Manager – Finance, Thailand

Independent Reviewer: Naris Lapsunthornphithak

Issue Date: 20 January 2025

NOTE: BSI Thailand is independent to and has no financial interest in SVI PUBLIC COMPANY LIMITED. This 3rd party Verification Opinion has been prepared for SVI PUBLIC COMPANY LIMITED, only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Thailand has assumed that all information provided to it by SVI PUBLIC COMPANY LIMITED is true, accurate and complete. BSI Thailand accepts no liability to any third party who places reliance on this statement.

BSI Group (Thailand) Co., Ltd. 127/29 Panjathani Tower, 24th Floor Norsee Road, Chongnonsee, Yamaew Bangkok, Thailand.



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**Verification Engagement****Organization:**

SVI PUBLIC COMPANY LIMITED

**Responsible party:**

SVI PUBLIC COMPANY LIMITED

**Verification Objectives:**

To express an opinion on whether the organizational GHG Statement which is historical in nature:

- Is accurate, materially correct and is a fair representation of GHG data and information.
- Has been prepared in accordance with ISO 14064-1:2018, and the criteria used by BSI to verify the GHG Organizational Statement.

**Materiality Level:**

5%

**Level of Assurance:**

Limited

**Verification evidence gathering procedures:**

- Evaluation of the monitoring and controls systems through interviewing employees observation & inquiry
- Verification of the data through sampling recalculation, retracing, cross checking and reconciliation

The verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification

**Verification Standards:**

The verification was carried out in accordance with ISO 14064-3: 2019 and ISO 14065: 2020, ISO 17029:2019

Note: SVI PUBLIC COMPANY LIMITED is responsible for the preparation and fair presentation of the GHG statement and report in accordance with the agreed criteria. BSI is responsible for expressing an opinion on the GHG statement based on the verification.

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**Organizational GHG Statement****Organization:**

SVI PUBLIC COMPANY LIMITED

**Organizations GHG Report containing GHG Statement:**

GHG Report 2024

**Organizational Boundary:**

Operational Control

**Locations included in the Organizational Boundary:**

141-142 Moo 5, Bangkadi Industrial, Tiwanon Road, Bangkadi, Muang, Pathumthani 12000 Thailand

**Scope of activities:**

Manufacturing of Printed Circuit Board Assembly and Box building products.

**Reporting Boundary:**

Direct GHG Emissions (Scope 1)

- Stationary Combustion
  - Diesel use in Mobile Fire Pump
  - LPG use in Canteen
- Mobile Combustion
  - Diesel and Gasoline use in Fleet Card Control
- Fugitive Emissions
  - CH4 Leakage from Septic Tank
  - Refrigerants leaks (R134a)
  - CO2 Leakage for Fire Extinguisher

Direct GHG Removals (Scope 1)

Indirect GHG Emissions from imported energy (Scope 2)

- Imported Electricity

Indirect GHG emissions from transportation (Scope 3)

Indirect GHG emissions from products used by organization (Scope 3)

Indirect GHG emissions associated with the use of products from the organization (Scope 3)

Indirect GHG emissions from other sources (scope 3)

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**Exclusions from Reporting Boundary:**

Exclude Scope 3 indirect emissions due to in process of data collecting

**Criteria for developing the organizational GHG Inventory:**

ISO 14064-1:2018 (BS EN ISO 14064-1:2019) and client's GHG Report.

**Reporting Period:**

01/01/2024 - 31/12/2024

Y2024	tcO2(e)
Direct Emissions (scope 1)	
• Stationary Combustions	20.46
Direct Emissions (scope 1)	
• Mobile Combustions	102.53
Direct Emissions (scope 1)	
• Process Emissions	-
Direct Emissions (scope 1)	
• Fugitive Emissions	270.44
Indirect Emissions from Imported Energy (scope 2)	11,569.97
Indirect GHG emissions from transportation (Scope 3)	-
Indirect GHG emissions from products used by organization (Scope 3)	-
Indirect GHG emissions associated with the use of products from the organization (Scope 3)	-
<b>Total Scope 1+2 (Location based) (tcO2e)</b>	<b>11,963.39</b>

Note: The organization installed solar panel on rooftop capacity SVI-2 is 506.22 kWp and SVI-5 is 420 kWp electricity generated declared data from Solar Edge Application that collected data in periods 2024 equal show 1,210,840.00 kWh.

The organization purchased RECs from B.GRIMM POWER SMART SOLUTION LIMITED 1,500 MWh

- Sources: Chachoengsao Solar Power = 195 MWh (1-31 Jan 2024)

- Sources: Lethabang Solar Power = 642 MWh (1-31 Jan 2024)

- Sources: Sai Noi Solar power = 663 MWh (1-31 Jan 2024)

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Certification of the organization's carbon footprint under the standards ISO14064-1:2018

Information on greenhouse gas management

The company's greenhouse gas emissions



	2022	2023	2024
<b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>	12,344.60	11,436.94	12,662.95
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	646.24	644.10	393.43
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	11,698.36	10,792.84	11,569.97
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent) <sup>(1)</sup>	N/A	N/A	699.55

Remark: <sup>(1)</sup> Scope 3 GHG emissions only include GHG emissions from the organization's waste management and indirect GHG emissions from travel related to the organization's business.

## 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>	0.000473	0.000500	0.000574
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	3.91	3.71	4.03

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
<b>Total reduced GHG (Metric kilograms of carbon dioxide equivalent)</b>	433,340.32	476,873.10	474,645.36
<b>Other projects (Metric kilograms of carbon dioxide equivalent)</b>	433,340.32	476,873.10	474,645.36
Solar Rooftop project at SVI2A and SVI5 Building (Metric kilograms of carbon dioxide equivalent)	433,340.32	476,873.10	474,645.36

### Absorption and removal of Greenhouse Gas

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

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**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 : SVI PUBLIC COMPANY LIMITED      Symbol : SVI  
Market : SET      Industry Group : Technology      Sector : Electronic Components

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### Human rights

#### Information on social and human rights policies and guidelines

##### Social and human rights policy and guidelines

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

The Company sets policies for conducting business with integrity, firmly adhering to social responsibility and accountability principles for all groups in accordance with standards.

The Company upholds government regulations and is committed to respecting international Human Rights standards, especially the Universal Declaration of Human Rights (UDHR) and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO), to ensure that the Company's business is free from human rights violations. The Board of Directors has established policies and practices on human rights to prevent human rights violations in all business activities of the company, including partnerships, supply chains, and joint venture businesses. The Board of Directors, executives, and employees at all levels of the Company are aware of the importance of respecting for human rights in all aspects, including society and communities related to the Company's activities. The Company operates in compliance with laws and agreements in each country and practices human rights principles equally and without discrimination, with the following operational guidelines:

- Avoid any actions that could be considered a violation of human rights.
- Support and promote human rights.
- Support communication, dissemination of knowledge, and create understanding among stakeholders.

Details regarding the policy and practices concerning human rights can be further obtained through the Company's website.

#### 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, Migrant/foreign labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Others : Women's rights and LGBTQ+ rights

The updated version of the Human Rights Policy has incorporated key principles of the policy, objectives, definitions, and guidelines, covering women's rights and LGBTQ+ rights. Additionally, it includes revisions to abbreviations and the process for registering complaints.

#### 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, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

## 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
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's 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 cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (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	:	9
Actual number of disclosure boundaries	:	9
Data disclosure coverage (%)	:	100.00

### 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, Migrant/foreign labor, Occupational health and safety in workplace

#### Labor Practices and Respect for Diversity

Currently, many companies rely on labor from diverse cultural and ethnic backgrounds. The idea is to unite and create an organization that respects diversity and values individuals. The Company recognize the importance of managing risks that may arise during business operations. For example, neglecting issues related to human rights, occurrences of human rights violations, and discriminatory practices in the workplace may lead to increased turnover rates and negatively impact the Company's reputation. Therefore, the Company place importance on adhering to human rights principles and gender equality in all aspects of employment, from recruitment to the care of employees and staff during work.

#### **Policy and Practices on Labor and Respect for Diversity**

The Company conducts business with integrity and ethical standards by operating in a manner that respects social and labor standards under the Labor Standard Policy that covers employees, partners, contractors, and business associates who are required to comply with this policy, particularly in the areas of forced labor, child labor, and human trafficking, or any person in a vulnerable situation, whether it is a child or adult. The Company is also committed to creating a working environment that respects diversity. The Policy aims to create a good working environment in the organization and to be an organization free from any violations, by providing equal opportunities to employees without discrimination, respecting diversity, and gender, to developing mechanisms to address issues faced by individuals affected by sexual harassment, discrimination, a lack of fairness, and employee benefits. The Company has a policy on fair compensation and evaluates performance based on appropriateness to the job position, experience, economic conditions, and the structure of the Company, in accordance with labor protection laws.

#### **Management plan**

The Management and Operational Plan of the Company treats its employees with fairness and equality based on the human rights principles. There is no discrimination in any aspect, including recruitment, compensation, promotion, training, and development, based on gender, age, educational background, ethnicity, religion, as well as providing employment opportunities to disadvantaged groups.

The Company has been a member of the United Nations Global Compact since 2005 until the present. The company strictly complies with the 10 international principles of the United Nations agreement regarding

- Labour management and administration system
- No forced labour
- No child labour
- Female labour
- Non-discrimination
- Freedom of association and collective bargaining at the workplace
- Remuneration and working hours
- Occupational Health, Safety, and Environmental protection
- Labour welfare benefits

The Company has communicated with all employees at all levels through the complaint channels regarding compliance with

policies and providing knowledge and assistance to employees who have been harassed or threatened. The Company's grievance mechanisms are as follows:

1. Complaints related to sexual harassment or other violations must be immediately addressed by the assigned Human Resources personnel.
2. Employees can contact Compliance personnel or legal advisors and file written complaints via email.
3. Upon receiving a complaint, HR personnel, assigned with legal advisors, will conduct a thorough and confidential investigation.

### **Employee Engagement and Development**

Continuous development of employee skills and employee participation are important aspects that organizations aim to prioritize due to the creation of economic value and the organization's sustainable image contributed by highly skilled employees. Therefore, Company strives to provide adequate care to the employees, including by providing diverse employee development plans to ensure that their skills meet the ever-changing business requirements. The Company has risk assessment methods such as evaluating unsuitable work environments that may lead to increased employee turnover rates and decreased work efficiency, ultimately affecting the Company's business operations and increasing management costs.

### **Policy and Practices on Employee Engagement and Development**

The Company acknowledges and prioritizes the development of its employees at all levels, by supporting individualized employee development plans to enhance knowledge and skills required for various job positions in a systematic and continuous manner. The Company also provides basic job training and regularly monitors employee performance to ensure their knowledge and skills are in line with the needs and requirements of their respective job positions.

### **Management Plan and Performance**

Based on the above principles and importance, the Company has a management plan to enhance employee participation by providing regular employee training. The plan includes a survey of employee satisfaction conducted by the Human Resources Department in collaboration with the Personnel Development Department, focusing on exploring satisfaction in 8 key areas, as shown in the diagram below.

- Hygiene & Facility
- Support from MIS, Engineer, Facility
- Communication)
- Learning & Development
- Professional Development/ Career Path
- Team Dynamics
- Wellbeing/ Services of HR
- Culture

Based on the results of the survey on the needs and satisfaction of the employees, the Company understand more of the employees' needs in certain areas to develop the operational strategies for employee development. The result also shown that employees give the greatest importance to team dynamic, followed by learning and development. This includes organizing activities for employees to participate in exchanging idea, providing training to enhance work-related skills, and preparing a training plan for employees to participate in online courses and external training. Additionally, setting goals for employees to develop themselves each year and developing guidelines for assessing employee performance for self-evaluation and evaluation by their superiors have also been implemented by the Human Resources Department. The Company recognizes the importance of developing the potential of its workforce and the benefits that the Company will receive. Therefore, an employee development program has been implemented. In 2024, the Company provided opportunities for employees to enhance their potential and expertise in line with their job nature and market-demanded skills through initiatives like the

- SMART Project, which encourages employees to collaborate as teams to develop innovations aimed at cost reduction and improving efficiency and effectiveness within work processes.
- ESG&SD Project, designed to engage employees in identifying sustainable development approaches that benefit their respective departments, the Company, and society as a whole.
- Innovator Project, a showcase initiative that provides young talents' the opportunity to present their ideas and projects. These new perspectives contribute to fostering innovative viewpoints and driving the Company's ability to adapt and evolve effectively in alignment with modern trends.
- SVI Excellent Award, a program that provides employees the opportunity to participate in a creative innovation competition. The objective of this project is to foster a culture of constructive competition and emphasize teamwork, leading to enhanced efficiency and capacity for achieving the Company's goals. Awards are granted to employees involved in these initiatives as recognition for their contributions.

In terms of employee care, the Company conducted an Employee Satisfaction Survey across all levels to understand and address employee needs. Furthermore, new training programs for employees has been introduced to develop new skills, including Proactive Working, Leadership, and Growth Mindset. Also, Long Service award was given to recognize and honor employees with long tenures, thereby fostering motivation and boosting morale.

### **Occupational Health and Safety**

The Company aims to create a good working environment and the highest level of safety in its operations. If the Company fails to maintain the safety and well-being of its employees, it may adversely affect the reputation and image of the organization. The Company believes that efficient management of safety can help strengthen confidence among stakeholders, especially employees, contractors, partners, investors, as well as the community and society. Therefore, the Company is committed to operate in compliance with the occupational health and safety policies, which cover both employees and contractors.

### **Policy and Practices on Occupational Health and Safety**

The Company is committed to comply with the Occupational Health and Safety and Environmental Policies. In addition, the Company has been continuously certified with the TIS/OHSAS 18001 Safety Management System Standard and has elevated its standards to ISO 45001:2018, which is a safety management standard that emphasizes accident prevention and business development. This is aimed at reducing the impact on stakeholders, including employees, partners, contractors, and communities. The Company adheres to the safety management standards and requirements and continuously controls, improves, and develops its management practices under the supervision of the Occupational Health and Safety and Environmental Committee, which is responsible for overseeing and developing the occupational health, safety, and environmental systems to meet safety standards.

The Company is aware of the importance of employee safety and good health and strives to raise awareness of safety issues and promote employee participation to help mitigate risks and reduce the costs of potential damages and employee injuries and illnesses. To achieve this, the Company has established guidelines for employees and contractors to follow in the workplace, which include:

- Develop policies on occupational health, safety, and environmental issues.
- Establish a committee on occupational health, safety, and environmental conditions in the workplace.
- Ensure comprehensive management and control of employee and contractor safety.
- Conduct assessments of health risks based on job characteristics.
- Manage employee health in the factory.
- Develop a program for reporting and investigating near-miss incidents.

In addition to the Safety Department, all employees in the organization can participate in reporting potential accidents or dangerous incidents through a QR code in the Line application, along with providing details of the risk, suggestions for solving the problem, and attaching pictures of the incident. Additional reporting channels are also available by calling 1708.

### **Management Plan and Performance**

In the year 2024, the Company is committed to achieving the goal of being an organization free from accidents and injuries from work. There is a diverse plan of action beyond job risk assessments, developing risk control plans, and monitoring performance in accordance with the law. In addition, the Company has raised awareness of safety to create a culture of continuous safety within the organization.

## **Information on setting employee and labor management goals**

### **Setting employee and labor management goals**

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

## **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 : No  
management

## Information on employment

### Employment

	2022	2023	2024
<b>Total Employment (Person)</b>	3,157	3,081	3,145
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
<b>Total employees (persons)</b>	3,157	3,081	3,145
Male employees (persons)	1,412	1,046	1,142
Percentage of male employees (%)	44.73	33.95	36.31
Female employees (persons)	1,745	2,035	2,003
Percentage of female employees (%)	55.27	66.05	63.69
<b>Total of workers who are not employees (Person)</b>	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

### Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	1,103	940	958
Percentage of employees under 30 years old (%)	34.94	30.51	30.46
Total number of employees 30-50 years old (Persons)	1,789	1,766	1,768
Percentage of employees 30-50 years old (%)	56.67	57.32	56.22
Total number of employees over 50 years old (Persons)	265	375	419
Percentage of employees over 50 years old (%)	8.39	12.17	13.32

### Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	563	351	393



	2022	2023	2024
Percentage of male employees under 30 years old (%)	39.87	33.56	34.41
Total number of male employees 30-50 years old (Persons)	779	579	623
Percentage of male employees 30-50 years old (%)	55.17	55.35	54.55
Total number of male employees over 50 years old (Persons)	70	116	126
Percentage of male employees over 50 years old (%)	4.96	11.09	11.03

#### Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	540	589	565
Percentage of female employees under 30 years old (%)	30.95	28.94	28.21
Total number of female employees 30-50 years old (Persons)	1,010	1,187	1,145
Percentage of female employees 30-50 years old (%)	57.88	58.33	57.16
Total number of female employees over 50 years old (Persons)	195	259	293
Percentage of female employees over 50 years old (%)	11.17	12.73	14.63

#### Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	2,978	2,876	2,929
Percentage of employees in operational level (%)	94.33	93.35	93.13
Total number of employees in management level (Persons)	176	178	189
Percentage of employees in management level (%)	5.57	5.78	6.01
Total number of employees in executive level (Persons)	3	27	27
Percentage of employees in executive level (%)	0.10	0.88	0.86

#### Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	1,312	936	1,025

	2022	2023	2024
Percentage of male employees in operational level (%)	92.92	89.48	89.75
Total number of male employees in management level (Persons)	97	89	96
Percentage of male employees in management level (%)	6.87	8.51	8.41
Total number of male employees in executive level (Persons)	3	21	21
Percentage of male employees in executive level (%)	0.21	2.01	1.84

### Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	1,666	1,940	1,904
Percentage of female employees in operational level (%)	95.47	95.33	95.06
Total number of female employees in management level (Persons)	79	89	93
Percentage of female employees in management level (%)	4.53	4.37	4.64
Total number of female employees in executive level (Persons)	0	6	6
Percentage of female employees in executive level (%)	0.00	0.29	0.30

### Significant changes in the number of employees

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

### Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	45	39	41
Percentage of disabled workers to total employment (%)	1.43	1.27	1.30
Total number of employees with disabilities (Persons)	30	24	26
Total male employees with disabilities (persons)	17	15	16
Total female employees with disabilities (persons)	13	9	10

	2022	2023	2024
Percentage of disabled employees to total employees (%)	0.95	0.78	0.83
<b>Total number of workers who are not employees with disabilities (persons)</b>	15	15	15
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
<b>Contributions to empowerment for persons with disabilities fund</b>	No	No	No

## Information on compensation of employees

### Employee remuneration by gender

	2022	2023	2024
<b>Total employee remuneration (baht)</b>	1,004,812,666.21	999,572,052.71	1,023,348,671.36
Total male employee remuneration (baht)	463,011,408.23	463,449,571.70	484,587,002.67
Percentage of remuneration in male employees (%)	46.08	46.36	47.35
Total female employee remuneration (baht)	541,801,257.98	536,122,481.01	538,761,668.69
Percentage of remuneration in female employees (%)	53.92	53.64	52.65
Average remuneration of employees (Baht / Person)	318,280.86	324,431.05	325,389.08
Average remuneration of male employees (Baht / Person)	327,911.76	443,068.42	424,331.88
Average remuneration of female employees (Baht / Person)	310,487.83	263,450.85	268,977.37
Ratio of average remuneration of female employees to male employees	0.95	0.59	0.63

### Provident fund management policy

Provident fund management policy : Have

The provident fund has been registered as “SinSathaporn Registered Provident Fund” of which Bualuang Securities Public Company Limited, is the fund manager. All employees are entitled to apply as members of the fund. The members contribute 3% to 15% of their monthly salary to the fund. The employer’s contribution rate in percentage of salary is set as follows:

Less than 2 years : Employer’s Contribution Rate 3%

Completed 2 years but less than 5 years : Employer’s Contribution Rate 4%

5 years and above : Employer’s Contribution Rate 5%

### Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	1,205	1,194	1,070
Proportion of employees who are PVD members (%)	38.17	38.75	34.02

	2022	2023	2024
Total amount of provident fund contributed by the company (baht)	14,195,770.00	15,681,577.00	16,119,092.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	1.41	1.57	1.58

## Information on employee development

### Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	42.00	38.00	36.00

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

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

### Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	15,352,960.00	9,625,087.32	9,610,542.78
Total number of hours worked by employees (Hours)	15,352,960.00	9,625,087.32	9,610,542.78

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

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	20	12	21
Total number of employees that lost time injuries for 1 day or more (Persons)	20	12	21
Percentage of employees that lost time injuries for 1 day or more (%)	0.63	0.39	0.67
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) <sup>(*)</sup>	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) <sup>(**)</sup>	0.00	0.00	0.00

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

<sup>(\*\*)</sup> 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)	1,866	727	752
Total number of male employee turnover leaving the company voluntarily (persons)	554	226	211
Total number of female employee turnover leaving the company voluntarily (persons)	1,312	501	541
Proportion of voluntary resignations (%)	59.11	23.60	23.91
Percentage of male employee turnover leaving the Company voluntarily (%)	17.55	7.34	6.71
Percentage of female employee turnover leaving the Company voluntarily (%)	41.56	16.26	17.20
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

### Employee internal groups

Employee internal groups : Yes  
Types of employee internal groups : Welfare 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
Reference link to consumer data privacy and protection policy and guidelines	: <a href="https://www.svi-hq.com/privacy-policy">https://www.svi-hq.com/privacy-policy</a>

#### 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

#### 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

### 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, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

#### Customer Relationship Management

The Company conducts customer satisfaction surveys annually, which evaluate various aspects including product quality, problem-solving approaches, response time, communication effectiveness, and other related issues such as pricing of products and services, production processes, technological advancements, etc. Based on the results of these surveys, the Company continuously improves its operations to maximize customer satisfaction and earn long-term trust and confidence from its customers. This includes retaining existing customers and expanding its customer base to reach new customers in the future.

#### Customer Complaints Management

The Company has established channels for receiving customer feedback via email and phone, with the Quality Assurance Department helping in handling and resolving these issues and communicating the solutions to customers. Additionally, the Company has a team dedicated to investigate the root cause of complaints, monitoring the progress of resolutions, and reporting on progress consistently. Furthermore, the Company prepares plans to prevent recurring issues.

### 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)
• Development of customer satisfaction and customer relationship	The customer satisfaction	-	2025: The customer satisfaction score is greater than 80%.
• Responsible production and services for customers • Development of customer satisfaction and customer relationship	Response to Complaint	-	2025: Complaints have been responded to within 11 days.
• Responsible production and services for customers • Development of customer satisfaction and customer relationship	Complaint Resolution	-	2025: Complaints have been resolved within 30 days.

## Information on performance and results of customer management

### Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

In 2024, the Company conducted a customer satisfaction survey and found that the overall average score was 4.03 out of 5, surpassing the target score of 3. However, the Company is still implementing the feedback and recommendations from its customers to improve the quality of its products and services even further.

### 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 : 021050456

Fax : 021050466

Email : sales@svi.co.th

Company's website : <https://www.svi-hq.com/>

Address : 141-142 Moo 5, Tiwanon Road,  
Bangkadi, Muang Pathumthani, Pathumthani 12000

## 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, Religion and culture, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Reducing inequality

SVI Public Company Limited places great importance on sustainable community and social development. The company has implemented various initiatives to enhance the quality of life for local residents and strengthen community resilience throughout the past year. These efforts emphasize the active participation of employees and local communities in fostering sustainable social growth across multiple areas, including education, environmental conservation, career development, and support for underprivileged groups. The objective is to create a positive impact and improve the overall well-being of all sectors within society. The key initiatives are as follows.

##### 1. CSR Activities in Support of Bangkadi Municipality

SVI has planned to support activities organized by Bangkadi Municipality at least twice a year. These efforts aim to improve the quality of life for local residents and contribute to various projects that enhance the environment and overall community well-being.

##### 2. Scholarship Program

The company is committed to promoting education by providing scholarships at least twice a year to underprivileged children and youth. This initiative is designed to encourage learning opportunities and foster educational development among the younger generation.

##### 3. Environmental CSR Initiatives

SVI prioritizes environmental conservation through initiatives aimed at increasing green spaces at least twice a year. These efforts are intended to help mitigate global warming and maintain ecological balance within the community.

##### 4. Knowledge Sharing for the Community

The company has planned to organize knowledge-sharing and training sessions for students from at least five schools annually. This initiative seeks to enhance skills and provide valuable knowledge that will benefit the youth in the local community.

##### 5. Career Development Through the "Market for the Underprivileged: Community Goods for Bangkadi" Project

SVI has developed a community market project held once every quarter to provide income-generating opportunities for disabled individuals and local vendors. This initiative aims to support sustainable livelihoods by creating a platform for selling local products.

##### 6. Donation of Essential Supplies

The company organizes an annual donation program to provide essential items to the underprivileged and those in need. This initiative seeks to alleviate hardship and improve the quality of life for disadvantaged individuals.

##### 7. School Agricultural Projects

SVI supports organic vegetable farming in schools, ensuring nutritious lunches for students while promoting knowledge about sustainable agriculture among young learners.

##### 8. Blood Donation

The company collaborates with relevant organizations to conduct blood donation drives once every quarter. These efforts contribute to blood bank reserves and support patients in need of medical treatment.

### 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 : Yes



## Details of community and social management goal setting

Target	Indicators	Base year	Target year
• Forests and natural resources	Organizing activities that support and promote social and environmental aspects, with a focus on community participation and investment in society and the community through commercial operations, products, or services of the Company.	-	2025: Supporting and organizing activities to raise awareness about the environment and alleviate the effects of climate change.
• Occupational health, safety, health, and quality of life	Organizing activities that support and promote social and environmental aspects, with a focus on community participation and investment in society and the community through commercial operations, products, or services of the Company.	-	2025: Increasing activities that promote good health and quality of life for communities and stakeholders.
• Education	Organizing activities that support and promote social and environmental aspects, with a focus on community participation and investment in society and the community through commercial operations, products, or services of the Company.	-	2025: Promoting quality education through the provision of infrastructure and equipment to schools.

## 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

SVI is committed to fostering sustainable growth for the surrounding community and society through various initiatives and activities that enhance the quality of life for people, promote social diversity, and create equal opportunities.

#### "Market for the Underprivileged: Community Goods for Bangkadi" Project

The company provides an opportunity for persons with disabilities and local community members to sell their products within the company's premises 2-3 times per month. Additionally, no rental fees are charged, ensuring a platform for income generation and economic empowerment.

#### Educational Scholarships

In 2024, the company awarded scholarships to a total of 160 students at vocational, diploma, and undergraduate levels, supporting access to education and human capital development.

#### Religious Site Improvement Initiatives

Our employees actively participate in community service projects, including temple ground cleaning and restroom painting

at Wat Bangkadi. The company also organizes a merit-making event where nine monks are invited to provide blessings for employees.

#### **School Agricultural Projects**

The company has provided vegetable seeds to Wat Tua Thong School to support student lunch programs.

#### **Enhancing Green Spaces**

Employees and students have collaborated in planting Suphachok Gardenias to create green spaces within the school and build awareness for global warming.

#### **Support for Bangkadi Municipality**

We have donated educational supplies and provided scholarships for students in Bangkadi Municipality.

Furthermore, the company has organized a "**Team Synergy**" activity in Nakhon Nayok Province to strengthen team bonding among employees.

#### **Workplace Safety and Quality of Life Programs**

The company places a strong emphasis on workplace safety by organizing activities such as "Safety Day," annual fire drills, First Aid and CPR training, annual health check-ups, and Kiken Yoshi training. Moreover, we promote employee well-being through activities like meditation sessions, Buddhist sermons, and yoga classes to alleviate office syndrome.

#### **Promoting Social Inclusion and Diversity**

The company actively reduces social inequality by celebrating International Women's Day, encouraging employees to acknowledge and appreciate the women in their lives. Additionally, we welcome employees of all nationalities and religions, fostering a diverse and inclusive workplace. Human rights training, anti-discrimination workshops, and harassment prevention sessions are also incorporated into every employee orientation program.

#### **Knowledge Sharing for Community**

Share knowledge about how to make dish washing liquid to people in community for having second job. And, the knowledge sharing journey for 5 schools to provide them safety, energy saving, waste sorting, etc.

#### **Blood Donation**

The company organized four blood donation drives per year, collecting a total of 385 units of blood.

### **Benefit from implementing social development project**

#### Financial benefits

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

#### Non-financial benefits

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

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## ESG Performance

Company Name : SVI PUBLIC COMPANY LIMITED      Symbol : SVI  
Market : SET      Industry Group : Technology      Sector : Electronic Components

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### 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 is committed to promoting the Company as an efficient organization with good corporate governance and management by prioritizing shareholder benefits and considering the interests of all stakeholders through responsible, ethical, fair, honest, transparent, and accountable business practices. A good corporate governance policy has been established as a guideline for the Board of Directors, executives, and employees at all levels. The Company believes that a strong management system, led by a vision-driven and responsible Board of Directors and executives, along with transparent management practices, respect for shareholder rights and equality, and accountability to all stakeholders, is crucial for ensuring sustainable business growth and development.

In this regard, the Company has complied with the corporate governance principle of the Stock Exchange of Thailand, covering five categories including the rights of shareholders, equitable treatment of shareholders, roles of interested persons, disclosure and transparency, and responsibilities of the Board of Directors as follows:

##### Section 1 The Rights of Shareholders

The Company has a policy of respecting shareholders' rights by ensuring they receive sufficient and timely information to make informed decisions, facilitating their attendance and voting at shareholder meetings, and refraining from actions that may limit their opportunities. All shareholders are given equal opportunities to exercise their rights and participate in making decisions that will impact the Company, with opportunities for questions, opinions, suggestions, and voting at shareholder meetings.

##### Section 2 The Equitable Treatment of Shareholders

The Company values all shareholders equally, whether major or minor, institutional or foreign, without regard to gender, age, disability, race, nationality, religion, beliefs, or political opinions. All shareholders are treated fairly and equally, promoting investment confidence in the Company.

##### Section 3 The Roles of Interested Persons

The Company recognizes the importance of various stakeholders and their respective rights and roles. These are enshrined in the Company's business ethics, disseminated through various media, including the Company's website, and strictly adhered to. This ensures the smooth and stable operation of the Company while building confidence, promoting cooperation among shareholders, employees, customers, business partners, creditors, competitors, and the wider community, and providing fair benefits to all. The Company also prioritizes human rights, intellectual property, and anti-corruption, realizing that this responsibility is at the heart of sustainable development. To this end, the Company has established clear policies for treating each group of stakeholders and prioritizes activities that benefit society and the environment.

##### Section 4 Disclosure and Transparency

The Company is committed to providing clear, concise, transparent, complete, adequate, reliable, and timely disclosure of important information about the Company. This includes performance reports, financial reports, and other information that must be strictly and appropriately provided in accordance with the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). The Investor Relations Section is dedicated to communicating important and relevant information through various channels, including the Investor Relations website (<http://investor-th.svi-hq.com>), email ([ir@svi.co.th](mailto:ir@svi.co.th)), and telephone communication. The Company values prompt and accurate communication, providing investors with the opportunity to inquire and receive information about the Company, and clarifying and answering investors' questions in a timely and accurate manner.

## Section 5 Responsibilities of the Board of Directors

The Board of Directors plays a crucial role in guiding the Company by setting policies, strategies, goals, missions, business plans, and budgets, and ensuring that the management division operates with efficiency, effectiveness, responsibility, and integrity while adhering to laws, objectives, articles of association, and shareholder resolutions. The Board also oversees and audits the management division to ensure transparency, ethical behavior, and compliance with the code of conduct for executives and employees, as well as proper communication and disclosure of Company information.

The Company's "Good Corporate Governance Handbook," which is in compliance with the corporate governance principle, can be accessed and studied on the Investor Relations section of the Company's website.

Reference link for the full version of corporate governance : <https://investor.svi-hq.com/cg.html>  
policy and guidelines

## Policy and guidelines related to the board of directors

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

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

## Nomination of Directors

The Company has criteria on selection and appointment of directors in accordance with the qualifications stipulated in the Company's Articles of Association, in which the Company's director, possesses no characteristics which are in conflict with any regulations of the Stock Exchange of Thailand. In addition, the Company also stresses the importance of having a diverse board of directors and that the expertise of each director should complement each other as well as address the company's requirement in difference areas of the business. The persons to be appointed as directors of the Company should have knowledge and capability to manage/operate the business, accounting or law and shall be honest and prepared to perform their duties. Nomination of directors of the Company shall be considered based on their skills and shall be approved by the resolutions of the Board and shareholders' meetings.

## Determination of Director Remuneration

The Nomination and Compensation Committee considered the directors' fees and remuneration by reviewing all appropriate factors and comparing them, in the form of cash and other benefits, to the average fees paid in the electronics industry and by companies with similar revenue size, operating results, responsibilities, and current economic conditions

## Independence of the Board of Directors from the Management

The Board of Directors is independent from the management in accordance with the principles of good and effective internal control within the company.

## Director Development

The Board of Directors has supported and facilitated attendance on various training programs and seminars as necessary to ensure the continuing education of those associated with the Corporate Governance system, such as Directors, Audit Committee members, Executives and the Company Secretary. This enables the Directors to operate and govern the Company operations more effectively. In addition, in the case of a new Director, the Company organizes an orientation program and provides training, information and documents beneficial to performing the new duties. The program for a new Director includes sessions to introduce the nature of the business, the business structure, operating policy, the Company's rules and regulations, and Corporate Governance guidelines and practice, as well as a plant tour.

## Board Performance Evaluation

The Company has adopted a practice where the chairman of the board and the chief executive officer are separate individuals. The chairman of the Board of Directors is independent from major shareholders and the management division. They do not hold any executive or permanent position within the Company and have no direct or indirect financial interests in the management of the Company. The election of the chairman of the Board of Directors is conducted by independent directors.

## 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, Government agencies, Community and society

## Shareholder

The Company recognizes the importance of the rights and roles of all shareholder. The Company has the objective to achieve good operating performance, sustainable growth and competitiveness while minimizing risk factors, in order to maximize shareholder value in the long term. The Company discloses all information in a fair and transparent manner and makes every effort to protect the Company's assets and its reputation. In addition, the Company realizes the importance of shareholder involvement by organizing Company visits for interested shareholders, so that the shareholders have an opportunity to obtain business information directly from the Executives.

## Employee

The Company actively focuses on human resource management. Employees are the most valuable asset of the Company, and the key factor driving the Company to achieve our business goals and objectives. We do our best to make our employees proud of being a part of the Company, where there is a supportive working environment with fair and friendly treatment. The Company treats all employees with respect and dignity, and in accordance with the law and the Company's working rules and regulations. The Company assigns jobs to employees fairly, focusing on two-way communication between the employee and the Company. The Company establishes clear compensation and employee benefits policy which is consistent with the company's performance and provides such benefits as provident fund, a saving fund for staff and transportation etc. The Company employs a KPI system that allows the Company to track the performance of each employee both short and long term where the employees are reviewed annually and compensated accordingly. The Company has implemented an Employee Joint Investment Program to incentivize and retain employees over the long term. Additionally, the Company provides various employee benefits, such as a provident fund, an employee savings cooperative, and transportation services for employees. Our emphasis on people development program to develop the potential of all employees is disclosed the average number of hours of training per year in an annual report. The Company organizes various recreational activities for employees as a part of a program for a better quality of working life and encouraging a good relationship between employees and the Company.

The Company has recently provided guidelines on hiring new employee and fair treatments amongst colleagues. The guideline stipulates that the hiring process should be a fair and equitable process without discrimination on race, sexual orientation, age, and disability while treatments amongst colleagues should not involve any harassment and that everyone should be treated with the utmost respect in the workplace.

## Customer

Customer satisfaction is a key focus of the Company. We will achieve this by delivering high quality products and excellent service to customers at a competitive price using qualified people and up-to-date innovation and technology. The contract between the Company and the customer will be written in understandable language. The agreement shall have enough conditions to cover the business relationship and no condition will violate copyrights or break any agreement. The Company follows the agreement in a very strict manner and does not disclose any information relating to the customer unless agreed upon. In the event of any potential deviation from the agreement, the Company will notify the customer immediately to find a proper solution. The Company has also established a process for customers to voice their concerns whether it is related to product quality, product safety or any other issues and the Company will try to resolve the issues in the most efficient and quickest way possible. The Company is supportive of activities to develop good relationships between the Company and the customer to build a long-term partnership.

## Business competitor

The Company has a strategy to operate within the framework of fair competition. The Company will not search for any confidential information from competitors inappropriately, such as bribery of a competitor's employee. The Company will not try to damage the competitor's reputation by means of slander, accusations or providing incorrect information.

## Business partner

The Company realizes the importance of the equal rights of business partners and creditors and it will strictly comply with contracts and agreements it has entered into. The Company will continue to support its partners to achieve mutual benefits for both parties. The Company will also provide its partners with the potential risks of entering into such agreement. In the Company's Code of Conduct and Ethics, the Company states the guidelines that employees must obey in

order to comply with the dealings with business partners.

The criteria for selecting a business partner are as follows:

1. Financial position
2. Capability in business operation
3. Potential growth of the organizational
4. Innovation and technology development
5. Conditions of Guarantee
6. Management of its own capital
7. Potential defaults on Payment
8. Potential conflict of interest
9. Policy in regards to internal corruption
10. Policy in regards to quality control

#### Green Procurement for Supply Chain

##### 1.Sourcing and Purchasing Green Policy

The goal of our Green Procurement policy is to integrate environmentally sustainable practices into our sourcing and purchasing processes. This approach not only helps minimize our environmental footprint but also aligns with the growing demand for sustainable products and practices.

##### 2.Supplier Selection

Supplier Selection with Green Procurement Focus  
ESG (Environmental, Social, Governance) Sustainability Agreement  
Supplier Rating Score with ESG Compliance

##### 3.Procurement Process

Paperless Quotation System (E-Bidding, Quote Win-Supplier Win)  
Paperless PR and PO System (SAP, PDF, and E-mail)

By embedding these green procurement practices into our supply chain, we aim to reduce our carbon footprint, enhance the sustainability of our operations, and collaborate with partners who share our commitment to a greener future.

## Creditor

The Company realizes the importance of the equal rights of creditors and it will strictly comply with contracts and agreements it has entered into. The Company will continue to support its creditors to achieve mutual benefits for both parties. The Company will also provide its creditors with the potential risks of entering into such agreement. In the Company's Code of Conduct and Ethics, the Company states the guidelines that employees must obey in order to comply with the dealings with creditors.

## Government agencies

The company places great importance on conducting its business in compliance with applicable laws, regulations, and relevant requirements, as well as ensuring transparent and verifiable disclosure of information.

## Community and society

The company is committed to operating its business with responsibility toward the environment and society. It adheres to the principles of good corporate governance and sustainable development throughout all dimensions of its operations—namely Environmental, Social, and Governance (ESG). The company actively supports initiatives aimed at enhancing quality of life and promoting occupational health and safety for both society and the environment. It also conducts surveys to assess the needs, satisfaction, and potential impacts on local communities through industrial estates, in order to identify appropriate preventive measures against any adverse effects that may arise from its business activities.

## Information on business code of conduct

### Business code of conduct

Business code of conduct : Yes

In addition to adhering to the good corporate governance guideline of the Stock Exchange of Thailand, the Company also upholds its 6 core values. These core values are at the heart of the Company's operations and include:

Mutual Support Support each other by focusing on the overall goals of the organization.

Respect Respect and listen to each other's opinions.

Accountability Take responsibility for actions related to both personal and collective goals.

Commitment Committed to doing things to the best of one's ability and determine to do things to the best of one's ability.

Trust Mutual trust, trustworthiness, and dependability arise from doing the right thing.

Transparency Transparency in the management that can be verified.

The Company has ensured that this core value is communicated to employees at all levels of the organization through various media channels. Additionally, internal activities have been carried out to promote understanding and guidelines, ensuring that everyone acknowledges, understands, and adheres to these values as a guideline for working together. This approach brings efficiency to business operations, good management practices, and ultimately leads to the success of the Company.

## 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, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

### Prevention of Conflicts of Interest

The company has a policy to prevent directors, executives, or employees from using inside information for personal benefit, in order to avoid conflicts of interest. It requires the reporting of any items that may present a conflict of interest to the Board of Directors for review and consideration of appropriateness. Furthermore, the Company ensures compliance with the Stock Exchange's regulations and discloses the details in the annual report. In addition, the Board oversees the use of inside information by requiring the top four executives, after the CEO (or equivalent) as well as all other 4th ranking equivalent, to report any changes in securities holdings to the Securities and Exchange Commission (SEC). The Company's code of conduct also prohibits directors and executives who are privy to inside information from disclosing such information to external parties.

Reference link for Prevention of Conflicts of Interest : <https://investor.svi-hq.com/corruption.html>

### Anti-corruption

The company places a strong emphasis on preventing corruption by implementing a written policy, establishing a follow-up process for employees and stakeholders to comply with anti-corruption policy and measures, providing a whistleblowing channel, forming a board of directors and a high-level executive working group committee, conducting corruption risk assessments, educating employees, and joining the Thai Private Sector Collective Action Against Corruption.

Company Policy: The company recognizes that corruption is illegal and damages the credibility of its business operations. As such, the Board of Directors approved a policy against all forms of corruption on May 14, 2024. To prevent any harm to the company and society, the company has established guidelines for executives and employees, including:

- The company strictly prohibits executives and employees from demanding or accepting benefits or assets that may lead to wrongful practices or omissions of their duties or responsibilities, or result in the company losing such benefits.
- The company strictly prohibits executives and employees from offering or providing any benefits or assets to external parties in order to influence them to engage in any illegal or unlawful activity in relation to their responsibilities.
- The company views fraudulent activity as a serious offense and will take strict action against any person found guilty of such acts in accordance with the company's regulations or applicable laws.

Since the implementation of the policy in 2024, the company and its subsidiaries have consistently operated in accordance with the anti-corruption policy, including:

1. The company conducted a business risk assessment to identify any operations within the company or its subsidiaries that may be exposed to corruption. The company has implemented a supervisory system to prevent fraud and corruption risks, requiring all executives and employees to strictly adhere to ethical and code of conduct standards. Additionally, the company and its subsidiaries have established an appropriate risk management system to prevent internal fraud and corruption. The company has also established anti-fraud and corruption measures that align with assessed risks, and regularly monitors and evaluates the implementation of the specified risk management plan. Specific guidelines for controlling and preventing fraud, as well as monitoring corruption risks, have been established by the company and its subsidiaries, including:

- The company has established an audit and assessment process for its internal control system, covering important operational systems such as procurement, contract preparation, budget preparation and control, approval systems, accounting records, and payment. This risk management approach provides clear coverage of critical areas within the company's operations.

- The company has established ethical guidelines for directors, executives, and all employees to participate in anti-fraud and corruption practices, aimed at preventing and monitoring related risks. Additionally, the company provides recommendations for appropriate solutions to address these risks.

- The company has established a channel to receive information, tips, or complaints related to violations, illegal acts, business ethics, anti-corruption guidelines, suspicions in financial reports, or internal control systems. The company has a policy in place to protect whistleblowers, ensuring their information is kept confidential. Additionally, measures are in place to investigate and impose disciplinary action, in accordance with relevant laws and regulations, should the whistleblower provide credible information or complaints or if a department head becomes aware of any wrongdoing.

2. The company ensures employees are aware of and trained on anti-corruption policies and practices. Guidelines for preventing involvement in corruption have been communicated to all employees, and are included in the company's business ethics policies for executives and employees. These policies are published on the company's website, and are required to be acknowledged and followed by all executives and employees.

3. The company has established guidelines for monitoring and evaluating the implementation of its anti-corruption policies, including guidelines for preventing involvement in corruption. These guidelines include:

- The company has published policies, duties, responsibilities, and guidelines for anti-corruption, which are provided to new employees during orientation and must be acknowledged by signing. Current employees are informed of these policies and guidelines at least twice a year through the company's weekly meeting (Smart Meeting), the SVI Newsletter, and public relations boards.

- The company has also published anti-corruption policies, duties, responsibilities, and guidelines for various partner companies, including financial institutions.

- The company requires executives and employees to conduct self-assessments on their compliance with the Good Corporate Governance Handbook and business ethics policies. This includes regular participation in anti-fraud and anti-corruption activities.

- The company has established an internal audit department responsible for reviewing internal control systems, risk management, and corporate governance, and continuously providing suggestions for improvement. This department conducts audits based on the annual audit plan approved by the audit committee and reports significant findings and recommendations to the committee.

- The company has assigned its risk management and internal control departments to continuously test and assess fraud and corruption risks, with the aim of effectively implementing anti-fraud and anti-corruption measures. These departments also regularly follow up, review, and improve anti-fraud and corruption measures, presenting the assessment results to the Risk Management Committee and the Board of Directors in a timely and consistent manner.

4. The company discloses information regarding its operations and efforts to promote employee awareness on anti-corruption, as follows:

- The company reviews its anti-corruption policy annually to establish clear standards and ensure that the policy remains up-to-date.

- Training sessions and awareness campaigns on anti-corruption, reporting channels, and disciplinary measures are conducted for all employees, including new hires during their orientation. Employees are also required to sign a declaration acknowledging their commitment to comply with the policy. A total of 3,143 employees have received the training, and 3,143 employees have signed the acknowledgment.



## Whistleblowing and Protection of Whistleblowers

The Company values the importance of good governance principles for achieving long-term sustainable growth. To encourage feedback and suggestions from employees, stakeholders, and third parties regarding misconduct or violations of laws or corporate governance principles, the Company provides channels through which such information can be provided via email at [audit\\_committee@svi.co.th](mailto:audit_committee@svi.co.th). To protect whistleblowers, the Company has implemented a policy that requires complaints to be directed to the Audit Committee and provides confidentiality and protection against unfair treatment. The Company also conducts a fair investigation before taking disciplinary or legal action and reports the findings to the Board of Directors.

Details on our whistleblowing policy can be found in our anti-corruption policy on the Company's website (<https://investor-th.svi-hq.com/corruption.html>).

Reference link for Whistleblowing and Protection of Whistleblowers : <https://investor-th.svi-hq.com/corruption.html>

## Prevention of Misuse of Inside Information

The Company has a measure to supervise the use of inside information. If any directors, executives, consultants including any individuals responsible for accounting and finance has been aware of any significant inside information which may affect the change in securities price, such directors, executives, consultants including any individuals responsible for accounting and finance shall refrain from trading the Company's securities for 30 days before (date of the board of directors meeting for financial statement approval) and 2 working days after the financial statements are disclosed and shall not disclose such information to any other person.

The Company has informed directors, executives and consultants of their duty to report their securities holdings in the Company and the change in their securities holding in accordance with Section 59 of the Securities and Exchange Act B.E. 2535 (A.D. 1992) including penalty provisions under such Act.

The Company requires directors, the first four executives following the Chief Executive Officer (or equivalent) as well as all other 4th ranking equivalent, and consultants to report their trading of the Company's securities to the Company in a standard form. The report must be submitted to the Company secretary no later than the following business day after the report has been submitted to the Stock Exchange of Thailand (SET). Directors and the first four executives, as well as all other 4th ranking equivalent are also required to notify the Company at least one day in advance of any planned trading of the Company's securities, through the Company Secretary. In the case where the directors, executives, and consultants submit the report to the SET directly, they must also submit a copy of this report to the Company. Consultants are similarly required to report changes in their own securities holdings and those of related persons to the Company Secretary using the designated form, no later than the following business day. The Company will immediately clarify the facts to the shareholders and investors via the SET news system in the event of any rumors or leaks of information to the public. This is to avoid causing any unfairness to the shareholders and general investors.

The Board of Directors has established policies and guidelines to ensure compliance with laws and good corporate governance practices regarding the use of inside information. These policies are outlined in the Business Ethics and Code of Conduct for Work and are designed to prevent the use of information for trading the Company's securities or exploiting for wrongful gains.

## Gift giving or receiving, entertainment, or business hospitality

The Company follows a policy that prohibits giving or accepting gifts in any form or cash, including hospitality, to individuals who do business with the Company and its subsidiaries, unless such actions are in line with reasonable standards for maintaining good relations with business contacts. Additionally, the Company does not accept any specific services or remuneration that do not comply with the code of business conduct.

Details on Gift giving or receiving, entertainment, or business hospitality policy can be found in our anti-corruption policy on the Company's website (<https://investor-th.svi-hq.com/corruption.html>).

Reference link for Gift giving or receiving, entertainment, or : <https://investor-th.svi-hq.com/corruption.html>  
business hospitality

## **Compliance with laws, regulations, and rules**

The company operates based on the principles of sufficiency economy and good governance, strictly complying with all applicable laws, regulations, and corporate policies on governance and business ethics. Transparency, integrity, and fairness are fundamental to our operations, and we strive to instill ethical awareness among employees. Additionally, we encourage stakeholder participation and provide secure channels for reporting concerns or complaints.

## **Information and assets usage and protection**

The company encourages executives and employees to use corporate resources and assets efficiently, responsibly, and securely. All documentation must be prepared with integrity and in accordance with established standards, with strict prohibitions against forgery or unauthorized alterations. Computers and IT systems are company assets and must not be used for personal gain or unethical activities. Employees are required to safeguard company data, ensuring no unauthorized disclosure, modification, or duplication. The use of email and the internet must comply with ethical and legal standards. The company reserves the right to monitor the use of its assets and information systems to ensure security and compliance.

## **Information and IT system security**

The company prioritizes information technology security and cybersecurity threats that may impact its reputation and resources. It has established an IT Policy in alignment with international standards and the Computer Crime Act to ensure appropriate data management based on the principles of confidentiality, integrity, and availability. Additionally, the company has formed an Information Security Committee (ISC) to oversee and enforce the Information Security Policy, along with a cybersecurity risk management framework to ensure comprehensive risk identification, analysis, assessment, monitoring, and mitigation.

## **Environmental management**

Committed to managing environmental impacts sustainably throughout the value chain by maximizing energy efficiency, optimizing resource management to achieve a circular economy, and minimizing hazardous waste generation.

## **Human rights**

SVI conducts business with integrity, adhering to corporate governance and ethical principles while prioritizing human rights protection in accordance with international standards such as the UDHR and ILO. The company also promotes gender equality in the workplace and supports LGBTQ+ rights, ensuring non-discrimination based on gender identity or sexual orientation. To safeguard against human rights violations, the Board of Directors has established human rights policies to prevent violations within SVI's business activities, as well as among its partners and supply chain stakeholders.

## **Safety and occupational health at work**

The company is committed to continuously improving its occupational health, safety, and environmental management systems to prevent work-related injuries and illnesses while enhancing employees' quality of life and benefiting society. We adhere to international standards such as ISO-14000, ISO-14001, and ISO-18001 and optimize resource utilization to support production efficiency. Additionally, we encourage employees to develop awareness of safety and environmental conservation through training programs and disclose accident statistics and work-related illness rates in our annual report.

## **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 publishes its business code of ethics through various channels, such as the company's website, to ensure that the Board of Directors, executives, and employees are aware of and strictly adhere to it. This is to ensure the smooth and stable operation of the company, build trust, and respond to the fair interests of all parties involved.

### Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks	: Yes
Anti-corruption networks or projects the company has joined or declared intent to join	: Thai Private Sector Collective Action Against Corruption (CAC) CAC membership certification status : Certified Certification document of CAC membership status : SVI -CAC.pdf, United Nations Global Compact (UNGC) Certification document of UNGC membership status : UNGC x SVI Dashboard Overview 2025.pdf

### Diagram of participation in 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	: Yes
Material changes and developments in policy and guidelines over the past year	: No

### Implementation of the CG Code for listed companies

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

#### 6.3 Significant Change and Development in Corporate Governance Policy, Practice, and System in the Past Year

In 2024, the Company conducted various actions in line with the good corporate governance principle, as follows:

##### Actions to Protect the Rights of Shareholders

- Shareholders were provided with an opportunity to suggest agenda items for the annual general meeting of shareholders and nominate director candidates in advance between November 6 and December 30, 2023. The Company informed shareholders through the news system of the Stock Exchange of Thailand and also specified the rules and procedures on its

website ([www.svi-hq.com](http://www.svi-hq.com)).

2. The meeting invitation letter, along with all relevant information regarding the meeting agenda, was prepared and made available on the Company's website ([www.svi-hq.com](http://www.svi-hq.com)) on March 8, 2024, approximately 35 days prior to the meeting date. Shareholders who had any questions were provided the opportunity to send their inquiries to the directors in advance of the meeting date through the Company's website.
3. On April 11, 2024, the Company conducted its annual general meeting of shareholders, with attendance from 6 out of 6 directors of the board, managing director, accounting and finance director, M&A executive, and the Company's auditor. The meeting was conducted in adherence to the good corporate governance principle and in strict compliance with laws. During the meeting, the chairman provided equal opportunities to all shareholders to ask questions, express their opinions, and provide suggestions on the Company's business operations.
4. The Company has published the minutes of the meeting, including the complete record of important questions and suggestions, on the Company's website as of April 25, 2024.
5. Voting and vote counting procedures were informed before the shareholders' meeting and using the online vote.
6. The Company informed shareholders about the number and proportion of attendees and proxy holders, voting, and vote counting procedures ahead of the shareholders' meeting. The Company also allowed for online voting and provided opportunities for shareholders to submit their opinions and ask questions, with the questions and answers being recorded in the meeting minutes. The resolutions and voting outcomes for each agenda were also recorded in the meeting minutes.
7. Criteria and procedures for proposing directors' remuneration, clearly outlining the composition and all forms of remuneration for directors, including regular remuneration, meeting allowance, bonus, and other benefits, for shareholders to consider and approve annually.
8. The Company proposed a clear remuneration policy and criteria for determining remuneration for each director position to shareholders for acknowledgement.
9. The Company provided an opportunity for shareholders to vote for the election of individual directors by providing the names of each director nominee and informing them of the voting results for each individual director.
10. At every shareholder's meeting, the Company arranged for an independent auditor with no conflicts of interest to inspect shareholder documents, verify the quorum, count votes, and verify the results of resolutions to ensure the meeting was transparent, legal, and in accordance with the Company's articles of association.
11. The Company did not add meeting agendas or change important information without notifying shareholders in advance of the 2024 annual general meeting of shareholders. In addition, shareholders were given the opportunity to express their opinions and ask questions at the meeting, which the details were recorded in the shareholders' meeting minutes.
12. The Company held its 2024 annual general meeting of shareholders via electronic media (E-AGM) in response to the outbreak of Coronavirus Disease 2019, ensuring that all shareholders could attend and vote without losing their rights while also implementing social distancing measures to prevent the spread of the disease.
13. The Board of Directors did not hold, in aggregate, more than 25 percent of the total issued shares of the Company.
14. It did not obstruct or create obstacles in providing opportunities for shareholders to communicate with each other.
15. The company has no cases of violation/not following the rules for repurchasing shares/obstructing shareholders from contacting each other/disclosing agreements between shareholders.
16. The Company would ensure that any shareholder agreement entered into by shareholders did not significantly impact the Company or the rights of other shareholders.
17. The Company provided modern technology and personnel to facilitate the examination of shareholder documents, enabling swift, accurate, and efficient registration, vote counting, and meeting operations. The Company implemented online registration and vote counting systems for shareholders' meetings conducted via electronic media.

#### **Actions to Promote the Equitable Treatment of Shareholders**

1. The Company provided guidelines for the shareholders' meeting in the meeting notice to ensure shareholders attending in person or by proxy could prepare and provide necessary documents without issues.
2. Shareholders equal voting rights were given according to the number of shares they hold.
3. The Company attached a Proxy Form B, which was a form in which shareholders could determine their own voting direction for each item on the agenda, along with the notice of the meeting, so that shareholders who were unable to attend the meeting in person could authorize independent directors or other persons to attend the meeting and vote on their behalf.
4. The Company held 1 shareholders' meeting, which was the annual general meeting of shareholders on April 11, 2024 with 6 out of 6 directors of the board attending the meeting. The Company published the invitation letter on the Company's website and assigned Thailand Securities Depository Company Limited, the Company's share registrar, to deliver

the invitation letter in both Thai and English versions for 35 days in advance to allow shareholders to study the information before the meeting date.

5. The Company has modified its approach regarding shareholders' identification documents in compliance with the Office of the Securities and Exchange Commission's practice guideline (No. SEC PS. (W) 4/2016) for the rehearsal before the annual general meeting of shareholders. As per the guidelines, the Company does not mandate the grantor to present the original identification card or passport at the annual general meeting of shareholders to attend through a proxy. The requisite documents or evidence for the same are detailed in the notice of the annual general meeting of shareholders.

6. The Board of Directors has established a policy requiring directors and executives to provide the Company with prior notice of at least 1 day before engaging in any trading activities.

7. The Company had no loans to companies that were not subsidiaries or associated companies of the Company.

## **Other corporate governance performance and outcomes**

### **Dissemination of Company Information**

The Company places significant emphasis on managing investor relations by ensuring that the information it disseminates to individual investors, institutional investors, general investors, the media, both domestic and foreign fund managers, and all other stakeholders is accurate, complete, and sufficient. The Company strives for transparency, fairness, thoroughness, and consistency by organizing meetings to clarify quarterly and yearly operating results, meetings with securities analysts and fund managers both domestically and internationally, and interviews with top executives via various media such as newspapers, radio, television, the Company's website, and press releases to mass media.

In 2024, the Company periodically organized activities for analysts and investors as follows:

1. Provide information to analysts, funds, and shareholders. 66 Time
2. Make a press release regarding performance. 2 Time
3. Make conference calls with foreign funds. 11 Time
4. Meet with institutional investors, general investors, and analysts. 8 Time
5. Road show (domestic and international) 1 Time

### **Joining as a Member of the Thai Private Sector Collective Action Coalition Against Corruption**

The Company underwent a self-evaluation of its anti-corruption measures and submitted a self-assessment form to the Thai Private Sector Collective Action Against Corruption Committee (CAC) for review, after announcing its intention to join the CAC on January 24, 2020.

The Thai Private Sector Collective Action Against Corruption Committee has resolved to approve the renewal of the Company's membership in the CAC during the first-quarter meeting of 2024. This approval will be valid for 3 years, starting from the date of the decision, June 30, 2024, and will expire on June 30, 2027.

### **Assessment Results in the Corporate Governance Report (CGR) Survey of Listed Companies for 2024**

The Company received an "excellent" evaluation in the CGR project and was classified as a 5-star group with a higher average score than the overall listed companies. However, the scores were found to be at similar levels when compared to companies in the SET100 and SET50 index groups.

Receiving the "excellent" rating is a result of having a good corporate governance policy and strict compliance with such a policy. The Company will follow up on changes in laws, regulations, and various requirements related to good corporate governance in order to formulate the Company's corporate governance policy to be consistent and appropriate. This will result in the Company being able to maintain and develop its score even further in the future.

# Corporate Governance Structure

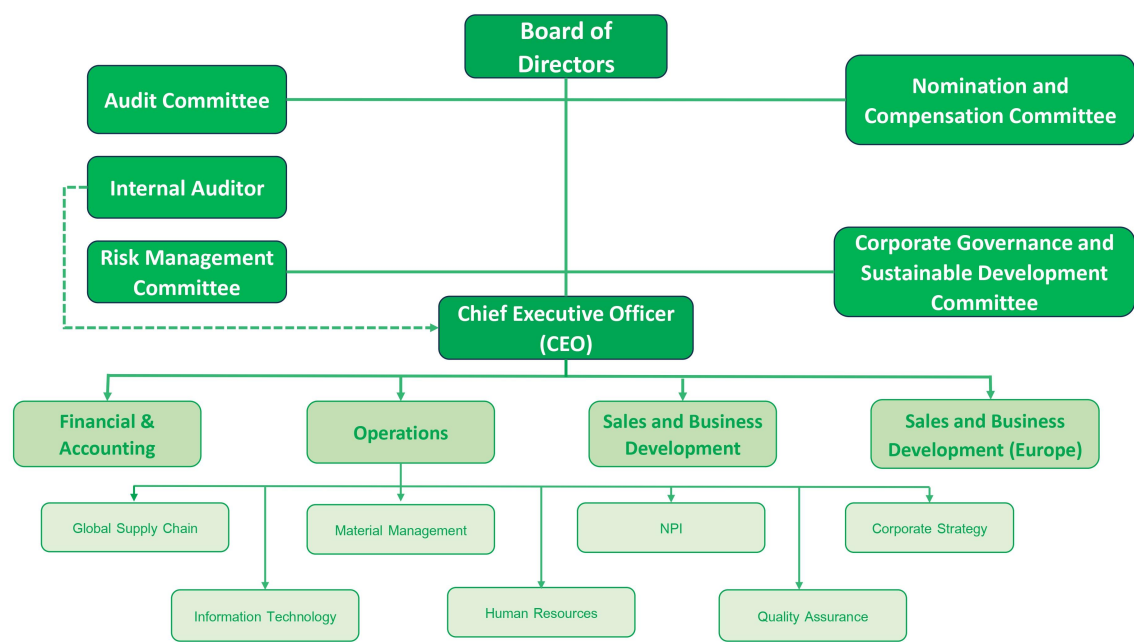
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

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	7	
	7	0
Executive directors	2	
	2	0
Non-executive directors	5	
	5	0
Independent directors	5	
	5	0
Non-executive directors who have no position in independent directors	0	
	0	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	100.00	0.00
Executive directors	28.57	
	28.57	0.00
Non-executive directors	71.43	
	71.43	0.00
Independent directors	71.43	
	71.43	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	65	
	65	0

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. PRASERT BUNSUMPUN  Gender: Male  Age : 72 years  Highest level of education : Honorary degree  Study field of the highest level of education : Management  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><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Chairman of the Board of Directors  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	1 May 2017	Engineering, Corporate Management, Leadership, Strategic Management, Change Management
<p>2. Mr. THREEKWAN BUNNAG  Gender: Male  Age : 67 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 : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 600,000 Shares (0.027865 %)</li> </ul>	<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>	1 Jan 1997	Finance, Accounting, Audit, Internal Control



List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. CHATCHAVAL JIARAVANON</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<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>	24 Apr 2013	<p>Information &amp; Communication Technology, Electronic Components, Business Administration</p>
<p>4. Mr. SOPON PUNYARATABANDHU</p> <p>Gender: Male</p> <p>Age : 62 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> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<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>	1 Jul 2019	<p>Information &amp; Communication Technology, IT Management, Accounting, Audit, Internal Control</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. CHATCHAWAL EIMSIRI</p> <p>Gender: Male</p> <p>Age : 65 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 100,000 Shares (0.004644 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</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>	27 Nov 2019	Petrochemicals & Chemicals, Human Resource Management
<p>6. Mr. SUTEE LOSOPONKUL</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 : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	14 May 2024	Business Administration, Finance

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. RALPH ROBERT TYE</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director</p> <p>(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>	20 Jan 2022	Accounting, Audit

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. Prasert Bunsumpun**



**Mr. Threekwan Bunnag**



**Mr. Chatchaval Jiaravanon**



**Mr. Sopon Punyaratabandhu**



**Mr. Chatchawal Eimsiri**



**Mr. Ralph Robert Tye**



**Mr. Sutee Losophonkul**

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

List of directors	Position	Date of resignation / termination	Replacement director
1. Mr. SOMCHAI SIRIPANYANON Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes	Director (Executive Directors)  Authorized directors as per the company's certificate of registration : No	31 Jan 2024	Mr. SUTEE LOSOPONKUL  Appointment date of replacement director : 14 May 2024

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. PRASERT BUNSUMPUN	Chairman of the Board of Directors		✓	✓		
2. Mr. THREEKWAN BUNNAG	Director		✓	✓		
3. Mr. CHATCHAVAL JIAVANON	Director		✓	✓		
4. Mr. SOPON PUNYARATABANDHU	Director		✓	✓		
5. Mr. CHATCHAWAL EIMSIRI	Director	✓				✓
6. Mr. SUTEE LOSOPONKUL	Director	✓				✓
7. Mr. RALPH ROBERT TYE	Director		✓	✓		
Total (persons)		2	5	5	0	2

## Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Petrochemicals & Chemicals	1	14.29
2. Electronic Components	1	14.29
3. Information & Communication Technology	2	28.57
4. Accounting	3	42.86
5. Finance	2	28.57
6. Human Resource Management	1	14.29
7. IT Management	1	14.29
8. Corporate Management	1	14.29
9. Engineering	1	14.29
10. Change Management	1	14.29
11. Leadership	1	14.29
12. Strategic Management	1	14.29
13. Audit	3	42.86
14. Internal Control	2	28.57
15. Business Administration	2	28.57

#### 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 : Others : The Company has clearly defined and separated the roles and responsibilities of the Board of Directors and the Chairman of the Board to ensure checks and balances and transparency.

The Company has clearly defined and separated the roles and responsibilities of the Board of Directors and the Chairman of the Board to ensure checks and balances and transparency. The Board of Directors is responsible for supervising the management division to meet the Company's goals while ensuring that all activities are conducted in a legal and ethical manner. Each director understands their duties and responsibilities and the nature of the Company's business operations. They carry out their duties with honesty, caution, and prudence, taking into account the best interests of the Company and fairness to all stakeholders. The Board of Directors expresses their opinions independently and is fully dedicated to performing their duties according to their responsibilities.

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

Board charter : Have

1. Perform duties in compliance with the laws, objectives, and regulations of the Company, as well as the resolutions of the shareholders' meeting, with honesty and care to protect the Company's interests, and with a regular responsibility to shareholders.
2. Annually, considers, approves, and reviews significant matters related to the Company's operations, including but not limited to its vision and mission, strategies, financial goals, risks, plans, and budgets.
3. Considering all matters with honesty and reasonable manner on the sufficient, proper basis and no, directly or indirectly, conflict of interest for the ultimate benefit of the Company and shareholders.
4. Approve all business operations or transactions with transparent and equitable manner for the ultimate benefit of the Company and shareholders.
5. Manage, monitors and supervises directors, management perform their duties with responsibilities, duty of care and duty of royalty, implement of policies, strategic plans, and budgets in compliance with the principles of good governance and relevant laws. The Board supports the use of innovation and technology to add value to the business, including supervising the information technology used by the Company.
6. Manage all legal essential matters, relating to the Company business operation or might impact to the Company's business operation, to be proposed to the agenda of the Board of Directors' meeting.
7. Conduct internal control and risk management activities, which include establishing mechanisms for handling complaints and whistleblowing actions.
8. Ensure long-term business continuity by developing plans for employee development and management continuity.
9. Provide a written corporate governance policy for the Company, and approves, reviews, and evaluates its implementation at least once a year.
10. Develop a written code of business conduct to ensure that all directors, executives, and employees understand the ethical standards that the Company applies to its business operations. The Board monitors the implementation of the code of conduct seriously, and provides regular reviews, improvements, and updates to ensure that business ethics are suitable for the changing environment. Furthermore, the Board establishes clear guidelines for practice, monitoring, and evaluation as part of the corporate governance policy. These guidelines serve as best practices for directors, executives, and all employees to conduct business honestly with ethical considerations.
11. Manage all the Company's business transaction and operation information to be correctly, properly, fully, equally. disclosed to all stakeholders.
12. Establish policies to prevent directors, executives, employees, and company consultants from using inside information for personal gain, in order to prevent conflicts of interest. It is required to report transactions that may involve conflicts of interest to the Board of Directors for review and determination of appropriateness, in compliance with the regulations of the Stock Exchange and disclosure in the annual report. In addition, the Board of Directors oversees the use of inside information, with details provided under the heading "Use of Inside Information".
13. Establish a control system for financial reporting and compliance with relevant rules, regulations, and policies. Additionally, an independent internal audit unit is responsible for auditing the control system. Important systems are reviewed at least once a year and are disclosed in the annual report. Internal audit shall be directly reported to the Audit Committee.
14. Establishes a risk management policy that takes into consideration various factors that may affect the Company, including internal and external factors that may change based on economic, social, and political conditions. The risk management policy includes measures to prevent and mitigate risks. The Risk Management Committee is responsible for overseeing and monitoring the risk management operations according to the plan, regularly reporting to the Board of Directors, and reviewing the system or evaluating the effectiveness of risk management at least once a year, as disclosed in the annual report. Moreover, the Company has established strategies for responding to risks at each level, which are avoiding, reducing, transferring, and accepting risks. These strategies ensure that the Company considers the most cost-effective and effective options by addressing high-level risks that may affect shareholder value first.
15. Disclose the internal control and risk management systems in the annual report.

16. Provide channels through which employees, third parties, stakeholders, or anyone who wishes to report useful comments or suggestions, or provide information about misconduct or acts that violate laws or conflict with the principles of good corporate governance, can do so.
17. Consider the component, structure of the Board of Directors. The Board of Directors should comprise of qualified, knowledgeable person having experience in various skills and specific skill suitable for the Company business operation including to be able to devote substantial time and endeavor to perform duties and have no prohibited characteristic under the Securities and Exchange Act and qualified under the Company Public Act B.E 2535.
18. Consider the number of listed company that director can be in director position not more than 5 listed companies unless such director is knowledgeable, capable, has experience and skill for the benefit of the Company including is able to devote substantial time for performance the duties to the Company and no conflict of interest.
19. Consider the suitability and number of independent directors, and qualification of independent director will be in accordance with the notification of the Securities and Exchange Act and continuity term of independent director should not exceed 9 years unless otherwise considered by the Board of Directors is reasonable and necessary.
20. Consider and vote on significant matters or transactions, including the appointment of independent directors who are not involved or have no conflict of interest and are not involved in routine management. The Board or management exercises independent discretion that is free from the influence of major shareholders, to build confidence among shareholders, minor investors, and other related parties.
21. Consider to appoint sub-committee to review relevant matters and propose to the Board of Directors for consideration and approval. Sub-committee shall immediately inform the Board of Directors for any notice or improper situation has been found.
22. Consider the suitability of individuals to be appointed as directors in its subsidiaries to ensure that management is in accordance with the Company's policies and conducts transactions in compliance with the Securities and Exchange Act and the regulations of the Stock Exchange of Thailand.
23. Set up internal control of the Company to be able to investigate unusual situation and to protect fraud which might be incurred from the entering into transaction and the business operation of subsidiaries in abroad.
24. Arrange the Board of Directors' meetings more than 6 times a year to discuss the general affairs of the Company. Whenever possible, meetings should be held with the full participation of all members. Arrange minutes of the meeting to be recorded including record all comments and rationale, which has been used for making decision, from each of directors.
25. Consider and approve properly to enter into the acquisition or disposal of asset transaction which have material value and enter into the related party transaction by having mechanism to audit, to review the reasonability before entering into the transaction as well as screening the reasonability and comments of the sub-committee including have the process of follow up and progress report of such transaction to the Board of Directors.
26. Report their own interests or those of related parties that may affect the administration of the Company or its subsidiaries. This reporting is in accordance with the rules, conditions, and procedures specified in the notification of the Capital Market Supervisory Board.
27. Consider and approve the expenditure and investment budgets for machinery and equipment each year. The Board also supervises the Company to ensure that expenses are in line with the approved budgets. In case the Company needs to have expenses beyond the approved budgets in excess of 10 million baht, the Board considers approval. However, any additional investments in subsidiaries and real estate purchases must always be approved by the Board of Directors.
28. Review index of authorities and operation to be suitable for condition, condition element and size of the business changed to ensure that there are checking and balance and the approval of the has been independently conducted properly.

The Board of Directors may appoint another person to operate the Company's business under its supervision or may authorize that person to have powers deemed appropriate by the Board of Directors, for a period of time determined by the Board of Directors. The Board of Directors may also amend, change, or cancel such an appointment or delegation of authority. However, the delegation must not allow the attorney or sub-attorney to approve transactions in which they or the appointed person have conflicts of interest or any other conflicts of interest specified by the Office of SEC with the Company or its subsidiaries.

## **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) Oversight of Internal Control Systems

- 1.1) Review the Company's internal control systems to ensure they are appropriate and effective, including reviewing operational compliance with plans and internal audit reports.
- 1.2) Approve the appointment, transfer, or termination of internal audit personnel and may recommend reviews or investigations into any critical issues, submitting findings to the Board of Directors.
- 1.3) Ensure the independence of the internal audit function, with direct reporting to the Audit Committee for effective performance.
- 1.4) Collaborate with internal auditors to develop internal control plans, considering risk types and levels.
- 1.5) Monitor the use of funds raised to ensure alignment with disclosed objectives.
- 1.6) Establish channels for receiving complaints or whistleblowing regarding inappropriate behavior.

##### 2) Disclosure of Information and Financial Reporting

- 2.1) Approve the Company's financial reports.
- 2.2) Review financial reporting for accuracy, sufficiency, completeness, and compliance with financial reporting standards:

Select, nominate, and propose the appointment of the Company's external auditors, evaluate their independence, and recommend audit fees. Meet with external auditors quarterly without management present.

Monitor the timely preparation of financial statements and provide sufficient observations to ensure transparency and accessibility for investors.

Communicate regularly with management, particularly those responsible for accounting and finance.

Ensure the consistency of financial data in reports with the Company's financial status and performance communicated to investors, including management discussions and analyses or annual reports.

Promptly address irregularities in financial statements reported by auditors by investigating causes and extent with relevant parties.

##### 3) Compliance with Section 89/25 of the Securities and Exchange Act B.E. 2535

If auditors discover suspected misconduct by executives under Section 89/25, they must report it to the Audit Committee, which must conduct a preliminary investigation and report findings to the SEC or SET and auditors within 30 days.

Considerations should include:

Assessing the significance and risks affecting financial status and performance.

Identifying involved individuals to ensure independence in the investigation.

Implementing preventive measures to mitigate potential impacts.

Strengthening internal control measures to prevent recurrence.

##### 4) Monitoring Significant Transactions and Related-Party Transactions

- 4.1) Ensure that related-party transactions or potential conflict-of-interest transactions comply with laws and SET regulations, are reasonable, and maximize benefits to the Company and shareholders.
- 4.2) Evaluate significant transactions requiring Board or shareholder approval, considering parties' credentials, returns, risks, legal compliance, and financial impacts.
- 4.3) Monitor progress in such transactions, oversee investments, and ensure timely disclosure and reporting to shareholders to detect irregularities.
- 4.4) Make decisions on transactions with integrity and reasonableness for the Company's and shareholders' best interests.

##### 5) Additional Responsibilities

- 5.1) Ensure compliance with securities and exchange laws, SET regulations, and other applicable business laws.
- 5.2) Review self-assessment evaluations on anti-corruption measures per the Thai Private Sector Collective Action Against Corruption (CAC) guidelines and assess operational risks under anti-corruption policies.
- 5.3) Report Audit Committee performance to the Board at least annually and disclose the report in the Company's annual report, signed by the Audit Committee Chairperson. The report should include:
  - 5.3.1 Opinions on the accuracy, completeness, and reliability of financial reports.
  - 5.3.2 Opinions on adequacy of internal controls.
  - 5.3.3 Opinions on compliance with securities laws and SET regulations.

- 5.3.4 Opinions on suitability of external auditors
- 5.3.5 Opinions on observations on potential conflict-of-interest transactions.
- 5.3.6 Number of Audit Committee meetings and attendance.
- 5.3.7 Overall comments or observations based on the Audit Committee Charter.
- 5.3.8 Other matters shareholders and investors should know.
- 5.4) Ensure the Audit Committee Chairperson and members attend shareholder meetings.
- 5.5) Annually review and improve the Audit Committee Charter, presenting it to the Board for approval.
- 5.6) Perform other duties as assigned by the Board.

In carrying out its duties, the Audit Committee is accountable to the Board of Directors. The Board of Directors is ultimately responsible for the Company's operations, and is accountable to shareholders, stakeholders, and the general public.

**Reference link for the charter**

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## The Nomination and Compensation Committee

### Role

- Director and executive nomination
- Remuneration

### Scope of authorities, role, and duties

#### 1. Recruitment

- Establish policies, criteria, methods, sources, and nomination processes for selecting qualified directors and managing directors. Nominate individuals who meet the necessary qualifications to serve as directors and managing directors and propose them to the Board of Directors or the Company's shareholders' meeting for approval, as appropriate.
- Ensuring that the size, composition, and diversity of the current Board of Directors structure are suitable for the organization, including adjustments to be in line with the changing environment. The committee must ensure that the Board of Directors consists of individuals with the necessary knowledge, skills, abilities, and experience in various fields.
- Disclose the policy and details of the recruitment process in the bank's annual report.

Remark: The Nomination and Remuneration Committee has determined both qualitative and quantitative qualifications of suitability in recruiting and selecting directors as follows:

- 1) The number and proportion of independent, non-independent, non-executive, and executive directors in the Board of Directors.
- 2) Skill, background, and experience
- 3) Diversity that include gender, nationality, cultural and regional background
- 4) other criteria considered appropriate by the board.

#### 2. Remuneration Determination

- Consider establishing policies and criteria for the remuneration and other benefits given to directors and chief executive officer (CEO), including the amount, taking into account reasonableness, and propose them to the Board of Directors for approval. The remuneration and benefit policy should cover all aspects related to compensation, such as directors' remuneration, salaries, bonuses, and any related benefits.
  - Ensure that directors and chief executive officer (CEO) receive compensation that is commensurate with their duties and responsibilities. Directors and chief executive officer (CEO) who are assigned additional duties and responsibilities should receive remuneration that is appropriate for those additional duties and responsibilities.
  - Establish guidelines for conducting performance evaluations of directors and chief executive officer (CEO), taking into account their duties, responsibilities, and associated risks. The evaluation results can be used to adjust annual remuneration and consider the importance of increasing shareholder value in the long term.
  - Disclose the policy on compensation and disclose compensation in various forms, including preparing a compensation determination report for the Company annual report.
  - Conduct a review of the Company's employee remuneration structure to ensure alignment with the Company's business practices and policies.
  - Consider the appointment and determining the remuneration of directors of associated companies. The committee will propose the appointment and remuneration to the associated companies' Board of Directors for approval.
3. Consider matters as assigned by the Board of Directors.

### Reference link for the charter

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## The Risk Management Committee

### Role

- Risk management

### Scope of authorities, role, and duties

1. Oversee and approve the risk management processes and ensure compliance with the Company's internal control policies and procedures.
2. The design and implementation of risk management and internal control systems in conjunction with the Company's existing business processes and systems.
3. Prepare reports on the effectiveness of risk management and disclose them to the Board of Directors for further review.
4. Establish policies and procedures for monitoring, auditing, and evaluating the effectiveness of the Company's risk management systems to mitigate potential risks that may affect the business.
5. Supervise the internal system to evaluate the implementation of the Company's policies and also evaluates those policies to ensure their effectiveness.
6. Approve policies related to the Company's business ethics and inform all employees of their roles and responsibilities, including how they should interact with business partners, customers, and contractors while respecting their rights. Ensure that employees are informed of their duties and responsibilities in accordance with the business risk management framework.
7. Approve and prepare a report that summarizes the results of the Company's risk governance and business risk management, which will be publicly disclosed.
8. To comply with the risk management policy set by the Risk Management Committee, the Company's annual report will include reports from the Risk Management Committee in the good corporate governance section.
9. Other matters as assigned or deemed appropriate.

### Reference link for the charter

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## Corporate Governance and Sustainable Development Committee

### Role

- Corporate governance
- Sustainability development

### Scope of authorities, role, and duties

1. Appoint the Corporate Governance Sub-Committee and the Sustainable Development Sub-Committee by the Company's executives.
2. Assess and determine policies, objectives, strategies, and goals related to corporate governance and sustainable development management in line with material issues on sustainability.
3. Assess and determine measures to deal with corporate governance and sustainable development risks that may arise from internal and external factors. And, regularly report to the Board of Directors for acknowledgment of such impacts.
4. Propose policies, objectives, strategies, and goals related to corporate governance and sustainable development management to the Board of Directors for approval.
5. Propose key issues that the Corporate Governance Working Group and the Sustainable Development Working Group assess and analyze to the Board of Directors for approval.
6. Supervise and follow up with the Corporate Governance Working Group and the Sustainable Development Working Group to ensure the implementation of relevant policies, objectives, strategies, laws, and regulations on relevant corporate governance and sustainable development.
7. Review the charter and policies of corporate governance and sustainable development and performance of sustainability at least once a year to propose to the Board of Directors for approval.
8. Support to disseminate good corporate ethics to be understood by executives and employees.

### 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
<p>1. Mr. THREEKWAN BUNNAG<sup>(*)</sup></p> <p>Gender: Male</p> <p>Age : 67 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	27 Feb 2009	Finance, Accounting, Audit, Internal Control
<p>2. Mr. SOPON PUNYARATABANDHU<sup>(*)</sup></p> <p>Gender: Male</p> <p>Age : 62 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> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	1 Jul 2019	Information & Communication Technology, IT Management, Accounting, Audit, Internal Control
<p>3. Mr. RALPH ROBERT TYE<sup>(*)</sup></p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	20 Jan 2022	Accounting, Audit

Additional explanation :

(\*) Directors with expertise in accounting information review

## Other Subcommittees

Subcommittee name	Name list	Position
The Nomination and Compensation Committee	Mr. PRASERT BUNSUMPUN	The chairman of the subcommittee (Independent director)
	Mr. CHATCHAVAL JIARAVANON	Member of the subcommittee (Independent director)
	Mr. CHATCHAWAL EIMSIRI	Member of the subcommittee

Subcommittee name	Name list	Position
The Risk Management Committee	Mr. THREEKWAN BUNNAG	The chairman of the subcommittee (Independent director)
	Mr. Topong Sukhumsawad	Member of the subcommittee
	Mrs. Siriporn Pakdee	Member of the subcommittee
	Mr. Kris Leetavorn	Member of the subcommittee
	Mr. Chatchai Tongpramool	Member of the subcommittee
	Mrs. Sawan Rotjanasutjathum	Member of the subcommittee
	Mr. Kritsada Umnouyvitayakul	Member of the subcommittee
	Mrs. Hataiwan Rakpakvan	Member of the subcommittee
	Ms. Wanvipha Chumsawat	Member of the subcommittee
	Mr. Thaphop Kleesuwan	Member of the subcommittee
	Mr. Songpon Prasawang	Member of the subcommittee
	Mr. SOPON PUNYARATABANDHU	Member of the subcommittee (Independent director)
Corporate Governance and Sustainable Development Committee	Mr. SOPON PUNYARATABANDHU	The chairman of the subcommittee (Independent director)
	Mr. CHATCHAWAL EIMSIRI	Member of the subcommittee
	Mr. RALPH ROBERT TYE	Member of the subcommittee (Independent director)
	Mr. SUTEE LOSOPONKUL	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. Apirak Saengsie<sup>(*)(**)</sup></p> <p>Gender: Male</p> <p>Age : 49 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : Yes</p>	Chief Financial Officer (CFO)	1 Feb 2019	Business Administration, Accounting
<p>2. Mr. Claus Broberg</p> <p>Gender: Male</p> <p>Age : 61 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : No</p> <p>Residing in Thailand : No</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Vice President of Program Management	9 Nov 2020	Business Administration, Marketing
<p>3. Mr. SOMCHAI SIRIPANYANON</p> <p>Gender: Male</p> <p>Age : 63 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : 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>	PRESIDENT	11 May 2022	Engineering, Corporate Management, Electronic Components
<p>4. Mr. Carsten Bremerskov Kaysen</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : No</p> <p>Residing in Thailand : No</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Vice President of Sales, Europe	15 Jun 2023	Marketing, Business Administration

List of executives	Position	First appointment date	Skills and expertise
5. Mr. PITAK PRUITTISARIKORN Gender: Male Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Executive Officer (CEO) (The highest-ranking executive)	9 Aug 2024	Engineering, Electronic Components

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

(\*\*) Accounting supervisor

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

## Remuneration policy for executive directors and executives

The Company adopts competitive and performance-based remuneration policies for its directors, CEOs, and executives in order to attract and retain high-quality talent. The Remuneration Committee is responsible for establishing the criteria and payment methods, and the Board of Directors approves the proposals, which are then presented to shareholders for approval at the annual shareholders' meeting.

*Details of remuneration for directors and executives in 2024 have been disclosed in the Information Section 8.1.2 Meeting Attendance and the Board of Directors' Remuneration Payment.*

Does the board of directors or the remuneration committee : Doesn't Have  
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)	32,159,145.00	25,641,800.00	19,802,400.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	32,159,145.00	25,641,800.00	19,802,400.00

### Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	259,644.00	312,320.00	352,800.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	Yes	Yes	Yes

#### Provident Fund

The provident fund has been registered as "SinSathaporn Registered Provident Fund" of which Bualuang Securities Public



Company Limited, is the fund manager. All employees are entitled to apply as members of the fund. The members contribute 3% to 15% of their monthly salary to the fund. The employer's contribution rate in percentage of salary is set as follows:

Less than 2 years : Employer's Contribution Rate 3%

Completed 2 years but less than 5 years : Employer's Contribution Rate 4%

5 years and above : Employer's Contribution Rate 5%

#### Employee Joint Investment Program (EJIP)

Board of Directors of SVI Public Company Limited meeting no. 6/2021, approved EJIP to re-tain and attract the employee to remain with the company in long-term. The Company will deduct from the payroll of an eligible employee who voluntarily joins EJIP at the rate of 5-10 percent of the salary each month till the end of the EJIP period (December 2025). The Company will contribute 100-150% of employee's contribution Both employees' and the Company's contribution will be invested in buying SVI shares in the Stock Exchange of Thailand (SET). Phillip Securities Public Company Limited has been assigned by the Company to execute EJIP.

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

Outstanding remuneration or benefits of executive directors : 3,878,750.00  
and executives in the past year

Estimated remuneration of executive directors and executives : 10,000,000.00  
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. Mr. Apirak Saengsie	apirak@svi.co.th	021050456

#### List of the company secretary

General information	Email	Telephone number
1. Mr. Thaphop Kleesuwan	thaphop@svi.co.th	021050456

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

General information	Email	Telephone number
1. Ms. Kaysarin Angkanurakbun	kangkanurakbun@deloitte.com	-

#### List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. Thaphop Kleesuwan	ir@svi.co.th	021050456

#### 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. Ms. Angkana Sornsakrin	ir@svi.co.th	021050456

## Company's auditor

### Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone number +66 2264 9090	3,000,000.00	Types of non-audit service : Special audit fee for the privileges of corporate income tax exemption  Details of non-audit service : Special audit fee for the privileges of corporate income tax exemption  Total non-audit fee 250,000.00 baht	1. Ms. NARAYA SRISUKH Email: Naraya.Srisukh@th.ey.com License number: 9188

### Details of the auditors of the subsidiaries<sup>(2)</sup>

Audit fee (Baht)	Other service fees
7,781,357.00	-

Remark: <sup>(2)</sup>Subsidiaries paid the audit fee in the fiscal year ended December 31, 2024 as follow:

- SVI Public (HK) Limited : 384,268 Baht
- SVI A/S (Denmark) : 875,434 Baht
- SVI (AEC) Company Limited : 1,608,057 Baht
- SVI Europe : 3,701,598 Baht
- BEI Company Limited : 12,000 Baht
- Tohoku Solutions Company Limited : 1,200,000 Baht 7,781,357.00

## Assigned personnel in case of a foreign company

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

# Performance Report on Corporate Governance

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

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

In 2024, the Board of Directors operated according to the corporate governance code of the Stock Exchange of Thailand in order to comply with the SEAN CG Scorecard criteria as follows:

1. Review and improve the good corporate governance policy to be in line with the ASEAN CG Scorecard criteria.
  - Set up a policy to facilitate shareholders fully exercising their rights to attend meetings and vote by holding the meeting on business days, selecting a location with convenient transportation, and arranging a shuttle bus to serve shareholders and funds, including providing sufficient personnel and technology for document verification and providing duty stamps for proxy holders attending the shareholders' meeting.
  - Set a policy to send the shareholders' general meeting invitation letter to all shareholders and the registrar for their acknowledgment not less than 21 days before the meeting date and to publish information supporting the agenda of the shareholders' meeting in advance on the website before sending the letter.
  - Set a policy to disseminate information supporting the meeting agenda in advance on the Company's website ([www.svi-hq.com](http://www.svi-hq.com)) not less than 30 days prior to the shareholders' meeting date.
  - Establish a clear policy on management of wages and benefits for employees in line with the Company's performance, as well as providing welfare such as a provident fund, an employee savings cooperative, employee transportation, etc. Give importance to personnel development to develop the potential of employees at all levels and disclose the average number of hours of employee training per year in the annual report.
  - Establish a policy for training and educating employees, including disclosing statistics on accidents, absence rates, or work-related illness rates in the annual report.
  - Set a policy to establish a compliance unit to supervise the operations of various departments in accordance with the criteria and in accordance with good corporate governance, reporting directly to the company secretary.
  - Determine a policy to consider, approve, and review important matters related to the Company's operations, such as vision and mission, strategies, financial goals, risks, plans, and budgets on an annual basis.
  - Set a policy to have a quorum of the Board of Directors, and the Board of Directors will vote with not less than 2/3 of the total number of directors.
  - Formulate a policy to evaluate the performance of the Board of Directors and sub-committees in all 4 forms.
    - a. Self-assessment of the committees as a group to assess the overall performance of the committees
    - b. Self-assessment of sub-committees as a group to assess the overall performance of sub-committees assigned by the Board of Directors
    - c. Individual assessment of directors and subcommittees to assess the appropriate performance of individual directors and subcommittees
    - d. Cross-assessment of individual directors and sub-committees to assess the appropriate performance of individual directors and sub-committees by other directors
  - Revise the scope of power of the Audit Committee to be in line with the ASEAN CG Scorecard criteria.
  - Set a policy for the Nomination and Remuneration Committee to hold a meeting at least 2 times in a year.
  - Approve the revised director's handbook.
  - Approve the newly revised anti-corruption policy.
  - Approve the newly revised good corporate governance policy.
2. Review and approve the Company's vision for executives and employees to aim in the same direction. In 2024 it set a long-term business goal to be a world-class leading manufacturer with readiness for operations and resources.
  - Deliver quality products and excellent services from a qualified and dedicated team.
  - Build a business that can respond to the volatility of the global [business] economy with a wide range of the Company's innovative products.
  - Increase production lines and uplift information systems to meet the corporate business policy.
  - Create opportunities for continuous growth for personnel in the organization in the form of financial returns or career growth.
3. The Company has been certified by the Thai Private Sector Collective Action Against Corruption as its member since June 30, 2021.
4. Through implementation according to the sustainable development guidelines in 2024, the Company has improved

its social responsibility report. The details of the report can be viewed on the Company's website ([www.svi-hq.com](http://www.svi-hq.com)).

#### 5. Director Structure

- The Company's directors or top executives have never been employees or partners of external audit firms that the Company has used for the past 2 years.
- The Board of Directors of the Company does not have executive directors holding positions in more than 2 other listed companies outside the business group.
- The Company has a non-executive director, Mr. Chatchaval Jiaravanon, who has work experience related to the business.
- The committee hires an inter audit firm and directly reports to the Audit Committee. Details, department name, and head of internal audit department are disclosed in the annual report, including topic, internal control, risk management, and internal audit.

#### Succession Plan Preparation

The Company has a succession plan for key positions such as CEO, Vice President, and department directors, to ensure a smooth and efficient transition. It also recruits and develops potential employees for business expansion and to prevent personnel shortages, maintaining the confidence of shareholders, investors, and employees.

The Nomination and Remuneration Committee is responsible for developing a succession plan for chief executive officers, which includes regular reviews of the plan at least once a year.

#### Meetings With Shareholders, Analysts, and Mass Media

The Company prioritizes ensuring equitable treatment of shareholders in various aspects of the shareholders' meeting, such as scheduling the meeting on business days and selecting accessible locations, while adhering to legal requirements to send meeting invitation letters to shareholders in advance. Typically, the annual shareholders' meeting is held between March and April. Additionally, the Company values organizing meetings with securities analysts to provide them with opportunities to meet with top executives and exchange information, both domestically and internationally, with a focus on providing accurate and timely information to stakeholders.

#### The Company Turnover Report for 2024

Investors can find information about the Company, annual reports, and interim turnover results in both Thai and English versions on the Investor Relations website: <https://investor-th.svi-hq.com/>

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

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

##### List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SUTEE LOSOPONKUL	Director	14 May 2024	Business Administration, Finance

#### Selection of independent directors

##### Criteria for selecting independent directors

The Company selects independent directors by taking into account the qualifications under the Public Limited Company Act B.E. 2535 (A.D. 1992), the law on securities and exchange, the Notifications of the Securities and Exchange Commission, the Notifications of the Capital Market Supervisory Board and other related regulations and/or rules. Each independent director may not hold the position in more than five listed companies.

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

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

## Selection of directors and the highest-ranking executive

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

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

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

### Rights of minority shareholders on director appointment

- Each shareholder is entitled to vote equaling to the number of shares held.
- Each shareholder appoints the directors individually.

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

## Information on the development of directors

### Development of directors over the past year

#### Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. PRASERT BUNSUMPUN (Chairman of the Board of Directors)	Non-participating	-
2. Mr. THREEKWAN BUNNAG (Director)	Non-participating	-
3. Mr. CHATCHAVAL JIARAVANON (Director)	Non-participating	-
4. Mr. SOPON PUNYARATABANDHU (Director)	Participating	Other <ul style="list-style-type: none"><li>• 2024: Cybersecurity Leadership Certificate Program for Business (CLCP) September-October 2024, Sasin School of Management</li></ul>
5. Mr. CHATCHAWAL EIMSIRI (Director)	Non-participating	-
6. Mr. SUTEE LOSOPONKUL (Director)	Non-participating	-
7. Mr. RALPH ROBERT TYE (Director)	Participating	Other <ul style="list-style-type: none"><li>• 2024: Board Briefing on “CG in New Normal”</li><li>• 2024: Role of the Chairman Program (RCP 58/2024)</li></ul>
8. Mr. SOMCHAI SIRIPANYANON (Director)	Non-participating	-

## Information on the evaluation of duty performance of directors

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

The Board of Directors arranges for self-evaluation and performance evaluations by other directors. The evaluation

process includes individual performance evaluations and cross-assessment of the directors and sub-committees to reflect operational efficiency in line with good corporate governance principles. The evaluation framework is used to regularly examine the Board's performance, set performance standards with criteria, and assess performance. The Chairman of the Board is responsible for the evaluation process, which occurs at least once a year. Results are used to support management division improvements and development to increase efficiency. The Company provides a form, adjusted from the self-assessment sample per the guidelines of the Stock Exchange of Thailand, that is suitable for the Board's specific characteristics. Evaluation results are reported to the Board and used to improve operational efficiency. It can be divided as follows:

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

1. Self-assessment of the committee as a group to assess the overall performance of the committee, using the self-evaluation form of the committee of the Stock Exchange of Thailand, which covers the following topics:

1. Structure and Qualifications of the Board of Directors
2. Roles, Duties, and Responsibilities of the Board of Directors
3. The Board of Directors' Meeting
4. Duties of Directors
5. Relationship with Management Division
6. Self-Development of Directors and Development of Executives

The overall performance assessment results of the Board of Directors as a group for 2024 in all topics were at an **Excellent** level with a total score of **98.61** percent.

2. Self-assessment of the sub-committee as a group for evaluating the overall performance of the sub-committee assigned by the Board of Directors, using the self-evaluation form of the committee of the Stock Exchange of Thailand, which covers the following topics:

1. Structure and Qualifications of the Sub-Committees
2. The Sub-Committee's Meeting
3. Roles, Duties, and Responsibilities of the Sub-Committees

The overall performance assessment results of the Board of Directors as a group for 2024 in all topics were averagely **Excellent**, with a total score of **96.89** percent.

3. Assessment of individual directors and subcommittees to assess the appropriate performance of individual directors and subcommittees

1. Structure and Qualifications of Directors and Subcommittees
2. Meetings of Directors and Sub-Committees
3. Roles, Duties, and Responsibilities of Directors and Sub-Committees

Overall performance assessment results of the individual directors and subcommittees for 2024 in all topics were averagely at the level of **Excellent** with a total score of **94.95** percent.

4. Cross-assessment of Individual Directors and Sub-committees to Assess the Appropriate Performance of Individual Directors and Sub-committees by Other Directors

1. Structure and Qualifications of Directors and Subcommittees
2. Meetings of Directors and Sub-Committees
3. Roles, Duties, and Responsibilities of Directors and Sub-Committees

The performance results of the cross-assessment of the individual directors and subcommittees for 2024 in all topics were averagely at an **Excellent** level with a total score of **95.09** percent.

The Company has implemented additional assessment forms since 2016 to enable comprehensive evaluation of the Board of Directors' performance through four distinct approaches. These approaches include the assessment of committee and subcommittee performance in groups, individual committee performance assessment, self-assessment by individual directors, and cross-assessment of committee members evaluating the performance of other committees.

## Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Chief Executive Officer (CEO) will be evaluated based on their management performance using a comprehensive evaluation form covering various aspects. The evaluation results of the CEO are considered confidential and personal

information that cannot be disclosed. The evaluation criteria for the managing director's short-term and long-term remuneration are clearly defined. The performance assessment form covers various topics, including:

Section 1: Progress According to Short-Term and Long-Term Business Plans and Strategies

Section 2: Performance Measurement

1. Leadership
2. Strategy Determination to Support Transparent and Sustainable Growth
3. Strategic Execution
4. Financial Planning and Practice
5. Relationship with the Board of Directors
6. External Relations
7. Administration and Relations with Personnel
8. Succession
9. Product and Service Knowledge
10. Personal Attributes
11. Solving Problems that Affect Organizations and Stakeholders

## Information on meeting attendance and remuneration payment to each board member

### Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

#### Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 10  
(times)

Date of AGM meeting : 11 Apr 2024

EGM meeting : No

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

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PRASERT BUNSUMPUN (Chairman of the Board of Directors, Independent director)	10	/	10	1	/	1	N/A	/	N/A
2. Mr. THREKWAN BUNNAG (Director, Independent director)	10	/	10	1	/	1	N/A	/	N/A
3. Mr. CHATCHAVAL JIARAVANON (Director, Independent director)	7	/	10	1	/	1	N/A	/	N/A
4. Mr. SOPON PUNYARATABANDHU (Director, Independent director)	10	/	10	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
5. Mr. CHATCHAWAL EIMSIRI (Director)	10	/	10	1	/	1	N/A	/	N/A
6. Mr. SUTEE LOSOPONKUL (Director)	6	/	6	0	/	0	N/A	/	N/A
7. Mr. RALPH ROBERT TYE (Director, Independent director)	10	/	10	1	/	1	N/A	/	N/A
8. Mr. SOMCHAI SIRIPANYANON (Director)	0	/	0	0	/	0	N/A	/	N/A

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

- Mr. Somchai Siripanyananon has resigned from the position of director, effective January 31, 2024.
- Mr. Suthee Loasophonkul has been appointed as director, effective May 14, 2024.

### Remuneration of the board of directors

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

The 2024 Annual General Meeting of Shareholders on 12 April 2024 approved the Directors fee and their remuneration, which was already approved by the Nomination and Compensation Committee. The remuneration has been reviewed and considered, based on various factors including market comparison with electronic industry of the same size of revenue, operation results, duties and responsibilities of the Board of Directors and economic situation. Thus, appropriate directors' fee and remuneration was recommended for the Board of Directors and other sub committees for the fiscal year 2024 of not exceeding Baht 10,000,000 (Baht: Ten million).

The remuneration of the Board of Directors and Board Committee members for the year 2024 are listed below:

#### Board of Directors

##### Meeting Allowance(Per Attendance)

- Chairman 30,000 THB/Person
- Director 20,000 THB/Person

##### Remuneration (Quarterly)

- Chairman 150,000 THB/Person
- Director 150,000 THB/Person

##### Director Bonus (Yearly)

Based on the company's Operating result

#### Sub Committee

##### **Audit Committee**

##### Allowance (Per Attendance)

- Chairman 30,000 THB/Person
- Committee Member 20,000 THB/Person

##### Remuneration (Quarterly)

- Chairman 50,000 THB/Person



- Committee Member 50,000 THB/Person

Director Bonus (Yearly)

- Chairman -None-
- Committee Member -None-

**The nomination and Compensation Committee**

Allowance (Per Attendance)

- Chairman 30,000 THB/Person
- Committee Member 20,000 THB/Person

Remuneration (Quarterly)

- Chairman -None-
- Committee Member -None-

Director Bonus (Yearly)

- Chairman -None-
- Committee Member -None-

**The Corporate Governance and Sustainable Development Committee**

Allowance (Per Attendance)

- Chairman 20,000 THB/Person
- Committee Member 20,000 THB/Person

Remuneration (Quarterly)

- Chairman -None-
- Committee Member -None-

Director Bonus (Yearly)

- Chairman -None-
- Committee Member -None-

**The Risk Committee**

Allowance (Per Attendance)

- Chairman 20,000 THB/Person
- Committee Member 20,000 THB/Person

Remuneration (Quarterly)

- Chairman -None-
- Committee Member -None-

Director Bonus (Yearly)

- Chairman -None-
- Committee Member -None-

*Directors are responsible for paying the withholding tax*

The company has a policy for remuneration for the CEO, by, short term, paying salaries at a fixed rate and pay compensation, long term, at variable rates depending on the turnover of each year. This must be passed performance evaluation by the Nomination and Remuneration Committee.

## 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. PRASERT BUNSUPPUN (Chairman of the Board of Directors)			2,070,000.00		N/A
Board of Directors	300,000.00	1,650,000.00	1,950,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
The Nomination and Compensation Committee	120,000.00	0.00	120,000.00	No	
<b>2. Mr. THREEKWAN BUNNAG (Director)</b>			<b>1,413,750.00</b>		<b>N/A</b>
Board of Directors	200,000.00	993,750.00	1,193,750.00	No	
Audit Committee	180,000.00	0.00	180,000.00	No	
The Risk Management Committee	40,000.00	0.00	40,000.00	No	
<b>3. Mr. CHATCHAVAL JIARAVANON (Director)</b>			<b>980,000.00</b>		<b>N/A</b>
Board of Directors	140,000.00	780,000.00	920,000.00	No	
The Nomination and Compensation Committee	60,000.00	0.00	60,000.00	No	
<b>4. Mr. SOPON PUNYARATABANDHU (Director)</b>			<b>1,377,500.00</b>		<b>N/A</b>
Board of Directors	200,000.00	937,500.00	1,137,500.00	No	
Audit Committee	120,000.00	0.00	120,000.00	No	
Corporate Governance and Sustainable Development Committee	80,000.00	0.00	80,000.00	No	
The Risk Management Committee	40,000.00	N/A	40,000.00	No	
<b>5. Mr. CHATCHAWAL EIMSIRI (Director)</b>			<b>1,140,000.00</b>		<b>N/A</b>
Board of Directors	200,000.00	780,000.00	980,000.00	No	
Corporate Governance and Sustainable Development Committee	80,000.00	0.00	80,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
The Nomination and Compensation Committee	80,000.00	0.00	80,000.00	No	
<b>6. Mr. SUTEE LOSOPONKUL (Director)</b>			<b>253,333.00</b>		<b>N/A</b>
Board of Directors	120,000.00	133,333.00	253,333.00	No	
Corporate Governance and Sustainable Development Committee	0.00	0.00	0.00	No	
<b>7. Mr. RALPH ROBERT TYE (Director)</b>			<b>1,337,500.00</b>		<b>N/A</b>
Board of Directors	200,000.00	937,500.00	1,137,500.00	No	
Audit Committee	120,000.00	0.00	120,000.00	No	
Corporate Governance and Sustainable Development Committee	80,000.00	0.00	80,000.00	No	
<b>8. Mr. Topong Sukhumsawad (Member of the subcommittee)</b>			<b>0.00</b>		<b>N/A</b>
The Risk Management Committee	0.00	0.00	0.00	No	
<b>9. Mrs. Siriporn Pakdee (Member of the subcommittee)</b>			<b>0.00</b>		<b>N/A</b>
The Risk Management Committee	0.00	0.00	0.00	No	
<b>10. Mr. Kris Leetavorn (Member of the subcommittee)</b>			<b>0.00</b>		<b>N/A</b>
The Risk Management Committee	0.00	0.00	0.00	No	
<b>11. Mr. Chatchai Tongpramool (Member of the subcommittee)</b>			<b>0.00</b>		<b>N/A</b>
The Risk Management Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
12. Mrs. Sawan Rotjanasutjathum (Member of the subcommittee)			0.00		N/A
The Risk Management Committee	0.00	0.00	0.00	No	
13. Mr. Kritsada Umnouyvittayakul (Member of the subcommittee)			0.00		N/A
The Risk Management Committee	0.00	0.00	0.00	No	
14. Mrs. Hataiwan Rakpakvan (Member of the subcommittee)			0.00		N/A
The Risk Management Committee	0.00	0.00	0.00	No	
15. Ms. Wanvipha Chumsawat (Member of the subcommittee)			0.00		N/A
The Risk Management Committee	0.00	0.00	0.00	No	
16. Mr. Thaphop Kleesuwan (Member of the subcommittee)			0.00		N/A
The Risk Management Committee	0.00	0.00	0.00	No	
17. Mr. Songpon Prasawang (Member of the subcommittee)			0.00		N/A
The Risk Management Committee	0.00	0.00	0.00	No	
18. Mr. SOMCHAI SIRIPANYANON (Director)			480,000.00		N/A
Board of Directors	0.00	480,000.00	480,000.00	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	1,360,000.00	6,692,083.00	8,052,083.00
2. Audit Committee	420,000.00	0.00	420,000.00
3. Executive Committee	0.00	0.00	0.00
4. The Nomination and Compensation Committee	260,000.00	0.00	260,000.00
5. The Risk Management Committee	80,000.00	0.00	80,000.00
6. Corporate Governance and Sustainable Development Committee	240,000.00	0.00	240,000.00

## Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	2,360,000.00
Other monetary remuneration (Baht)	6,692,083.00
Total (Baht)	9,052,083.00

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

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

## Information on corporate governance of subsidiaries and associated companies

### Corporate governance of subsidiaries and associated companies

### Mechanism for overseeing subsidiaries and associated companies

- Does the Company have subsidiaries and associated companies : 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, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The Board of Directors has established a supervisory mechanism to oversee and ensure effective management of the Company's subsidiaries, to protect the interests of the Company's investments. The policy on subsidiary governance has

been disclosed under the Investor Relations section at the following:

## **1. Appointment or Nomination of Individuals as Directors or Executives in Subsidiaries**

1.1 The appointment of individuals as directors or executives in subsidiaries to oversee and manage the subsidiary's operations is a critical mechanism to ensure that subsidiaries comply with the policies, goals, vision, and business plans of both the Company and its subsidiaries effectively and efficiently. Therefore, the Company should appoint individuals as directors or executives in subsidiaries in proportion to the Company's shareholding in those subsidiaries, unless the Board of Directors determines that deviating from this practice would not materially impact the Company.

1.2 The Company's Board of Directors may delegate the authority to the Chief Executive Officer (CEO) to appoint or reassign individuals to represent the Company as directors or executives in subsidiaries. These individuals will then be considered by the subsidiaries for appointment as their directors or executives. The CEO must report the list of appointed subsidiary directors to the Company's Board of Directors at the next board meeting following the appointment. Individuals appointed or nominated as directors or executives in subsidiaries must meet the following qualifications:

- (1) Possess all qualifications and be free from any prohibitions as prescribed by applicable laws or relevant regulations.
  - (2) Have the knowledge, skills, and experience beneficial to the subsidiary's operations and suitable for the responsibilities of the position.
  - (3) Be capable of providing the necessary advice to drive business and achieve the subsidiary's objectives.
- Consideration must also be given to the specific characteristics or conditions of the subsidiary, such as:

- (1) Legal requirements in the country where the subsidiary operates or is established.
- (2) The subsidiary's status as being subject to complex regulations or high-risk environments, such as a publicly listed company on domestic or international stock exchanges.

1.3 Directors and executives appointed or nominated by the Company have the following duties and responsibilities:

- (1) Oversee the subsidiary's compliance with applicable laws, regulations, rules, and relevant standards, adherence to corporate governance principles, the Company's anti-corruption policy, and other Company policies, as well as ensure that the subsidiary has an appropriate internal control system, risk management system, and fraud prevention system.
- (2) Provide guidance in defining the direction of strategies, policies, and business plans of the subsidiary to align with the Company's direction and oversee the subsidiary's business operations as appropriate.
- (3) Report the subsidiary's performance and disclose its information to the Company's management accurately, completely, and in a timely manner as stipulated in this policy.

## **2. Matters Requiring Approval from the Company's Board of Directors or Shareholders' Meeting Prior to Execution**

2.1. The following cases require approval from the Company's Board of Directors:

- (1) An increase in the subsidiary's capital, allocation of shares, or capital reduction, including any action that would result in a decrease in the Company's direct or indirect voting rights in the subsidiary's shareholders' meeting at any level.
- (2) Amendments to the subsidiary's articles of association or memorandum of association.
- (3) Appointment of the subsidiary's auditor, specifically when the auditor does not belong to the same network as the Company's auditor.
- (4) Transactions where the subsidiary agrees to engage with related parties of the Company or its subsidiaries or transactions involving the acquisition or disposition of the subsidiary's assets, including but not limited to the following cases:
  - (4.1) Transfer or waiver of benefits, including the relinquishment of claims against parties responsible for damage to the subsidiary.
  - (4.2) Sale or transfer of all or a significant portion of the subsidiary's business to another party.
  - (4.3) The acquisition or acceptance of the transfer of another company's business by the subsidiary.
  - (4.4) Execution, amendment, or termination of contracts involving the lease of all or a significant part of the subsidiary's business, delegation of management authority to another party, or merger of the subsidiary's business with that of another entity outside the Company's group.
  - (4.5) Leasing or leasing with an option to purchase all or a significant portion of the subsidiary's assets.
- (5) Providing financial assistance in any other form to another party in a significant amount and/or in a manner that is not part of the subsidiary's ordinary business, except for transactions between the Company and its subsidiary.
- (6) Dissolution of the subsidiary.
- (7) Any other transaction that is not part of the subsidiary's ordinary business and has a significant impact on the subsidiary.

2.2. The following cases may require approval from the Company's shareholders' meeting:

- (1) In cases where the subsidiary agrees to enter into transactions with related parties of the Company or engages in transactions involving the acquisition or disposal of its assets. (The calculation of transaction size relative to the size of the Company must apply the criteria specified in the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand, applied mutatis mutandis).
- (2) In cases of a capital increase through the issuance of additional shares by the subsidiary, allocation of such shares, and/or any other actions in the nature of an acquisition or merger involving the subsidiary.
- (3) The reduction of the registered and/or paid-up capital of the subsidiary resulting in the Company losing control over that subsidiary.

### **3. Disclosure of Subsidiary Information**

3.1. Disclose information regarding the financial position and performance, related party transactions of the subsidiary, as well as the acquisition of assets and/or significant transactions to the Company, in a complete, accurate, and timely manner as prescribed by the Company. In this regard, the board of directors of the Company or the subsidiary shall consider related party transactions, the acquisition of assets, and/or significant transactions of the subsidiary, applying the announcement on related party transactions and/or the announcement on the acquisition or disposal of assets as appropriate.

3.2. Disclose and submit information on the direct and indirect interests of individuals related to the subsidiary and/or the Company to the board of directors, informing them of the relationships and transactions with the Company or the subsidiary that may lead to a conflict of interest. The board of directors of the subsidiary shall notify the Company's board of directors within the time frame prescribed by the Company.

Moreover, the directors and executives of the subsidiary must not participate in approving matters in which they have direct and/or indirect interests or conflicts of interest.

Additionally, the following actions, which result in directors, executives of the subsidiary, or individuals related to the directors or executives of the subsidiary receiving financial benefits other than what is normally due, or causing harm to the Company or the subsidiary, shall be presumed to be actions that are in conflict or contrary to the interests of the subsidiary in a significant manner:

- (1) Transactions between the Company and/or the subsidiary and the directors or executives of the subsidiary, or individuals related to the directors or executives of the subsidiary, that do not comply with the guidelines for related party transactions and/or the applicable announcements and amendments at that time.
- (2) The use of confidential information of the Company or the subsidiary, unless the information has been publicly disclosed.
- (3) The use of assets or business opportunities of the Company and/or the subsidiary in a manner that violates the guidelines or general practices as prescribed by the Securities and Exchange Commission (SEC).

3.3. Report on business plans, business expansion, large investment projects approved by the Company, business downsizing, business cessation, suspension of operations of any unit, as well as participation in investments with other operators to the company through monthly performance reports, and provide clarification and/or submit supporting documents for consideration in such cases when requested by the Company.

3.4. Provide clarification and/or submit relevant information or documents related to operations or any documents to the Company when requested as appropriate.

3.5. In the financial control of the subsidiary, the Company has a policy that the subsidiary shall operate according to the following policies:

- (1) The subsidiary is responsible for submitting monthly performance reports and financial statements that have been reviewed by the auditor on a quarterly basis (if applicable), along with the information used to prepare such financial statements of the subsidiary to the Company, and shall consent to the Company using such information for the preparation of consolidated financial statements or quarterly or annual performance reports of the Company, as the case may be.
- (2) The subsidiary is responsible for preparing performance budgets and summarizing actual performance compared to the operational plan on a quarterly basis, including monitoring performance to ensure alignment with the plan and reporting to the Company.
- 3.6. The subsidiary is responsible for reporting significant operational and financial issues to the Company, along with submitting relevant information or documents.
- 3.7. The subsidiary or the Company's management is responsible for submitting the list of the subsidiary's board of directors to the Company's board of directors for acknowledgment once a year.

### **4. Use of Internal Information of Subsidiaries**

Directors and executives of the Company and/or its subsidiaries, employees, staff, or assignees of the Company and/or its

subsidiaries, including the spouses and minor children of such individuals, are prohibited from using internal information of the Company and/or its subsidiaries obtained through their duties or by any other means that could have or may have a material impact on the Company and/or its subsidiaries for personal or others' benefit, whether directly or indirectly, and regardless of whether compensation is received or not.

#### 5. Transactions Conducted by Directors, Executives, or Related Persons of Subsidiaries

Directors, executives, or related persons of the Company and/or its subsidiaries may engage in transactions with the subsidiaries only if such transactions have been approved by the Company's Board of Directors or the shareholders' meeting (by applying the criteria for calculating the transaction size as prescribed by the Capital Market Supervisory Board's announcements, the announcements of the Stock Exchange of Thailand concerning connected transactions, and/or any amendments thereto in force at the time, mutatis mutandis). However, exceptions apply if such transactions are in accordance with principles already approved by the Company's Board of Directors.

### 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 : Yes  
over the past year

The company has a policy to prevent directors, executives, or employees from using inside information for personal benefit, in order to avoid conflicts of interest. It requires the reporting of any items that may present a conflict of interest to the Board of Directors for review and consideration of appropriateness. Furthermore, the Company ensures compliance with the Stock Exchange's regulations and discloses the details in the annual report. In addition, the Board oversees the use of inside information by requiring the top four executives, after the CEO (or equivalent) as well as all other 4th ranking equivalent, to report any changes in securities holdings to the Securities and Exchange Commission (SEC). The Company's code of conduct also prohibits directors and executives who are privy to inside information from disclosing such information to external parties.

#### 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 : Yes  
information to seek benefits over the past year

The Company has a measure to supervise the use of inside information. If any directors, executives, consultants including any individuals responsible for accounting and finance has been aware of any significant inside information which may affect the change in securities price, such directors, executives, consultants including any individuals responsible for accounting and finance shall refrain from trading the Company's securities for 30 days before (date of the board of directors meeting for financial statement approval) and 2 working days after the financial statements are disclosed and shall not disclose such information to any other person.

The Company has informed directors, executives and consultants of their duty to report their securities holdings in the Company and the change in their securities holding in accordance with Section 59 of the Securities and Exchange Act B.E. 2535 (A.D. 1992) including penalty provisions under such Act.

The Company requires directors, the first four executives following the Chief Executive Officer (or equivalent) as well



as all other 4th ranking equivalent, and consultants to report their trading of the Company's securities to the Company in a standard form. The report must be submitted to the Company secretary no later than the following business day after the report has been submitted to the Stock Exchange of Thailand (SET). Directors and the first four executives, as well as all other 4th ranking equivalent are also required to notify the Company at least one day in advance of any planned trading of the Company's securities, through the Company Secretary. In the case where the directors, executives, and consultants submit the report to the SET directly, they must also submit a copy of this report to the Company. Consultants are similarly required to report changes in their own securities holdings and those of related persons to the Company Secretary using the designated form, no later than the following business day. The Company will immediately clarify the facts to the shareholders and investors via the SET news system in the event of any rumors or leaks of information to the public. This is to avoid causing any unfairness to the shareholders and general investors.

The Board of Directors has established policies and guidelines to ensure compliance with laws and good corporate governance practices regarding the use of inside information. These policies are outlined in the Business Ethics and Code of Conduct for Work and are designed to prevent the use of information for trading the Company's securities or exploiting for wrongful gains.

#### 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 : Yes  
year

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, 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, Review of the completeness and adequacy of the process by the Audit Committee or auditor

The company places a strong emphasis on preventing corruption by implementing a written policy, establishing a follow-up process for employees and stakeholders to comply with anti-corruption policy and measures, providing a whistleblowing channel, forming a board of directors and a high-level executive working group committee, conducting corruption risk assessments, educating employees, and joining the Thai Private Sector Collective Action Against Corruption.

Company Policy: The company recognizes that corruption is illegal and damages the credibility of its business operations. As such, the Board of Directors approved a policy against all forms of corruption on May 14, 2024. To prevent any harm to the company and society, the company has established guidelines for executives and employees, including:

- The company strictly prohibits executives and employees from demanding or accepting benefits or assets that may lead to wrongful practices or omissions of their duties or responsibilities, or result in the company losing such benefits.
- The company strictly prohibits executives and employees from offering or providing any benefits or assets to external parties in order to influence them to engage in any illegal or unlawful activity in relation to their responsibilities.
- The company views fraudulent activity as a serious offense and will take strict action against any person found guilty of such acts in accordance with the company's regulations or applicable laws.

Since the implementation of the policy in 2024, the company and its subsidiaries have consistently operated in accordance with the anti-corruption policy, including:

1. The company conducted a business risk assessment to identify any operations within the company or its subsidiaries that may be exposed to corruption. The company has implemented a supervisory system to prevent fraud and corruption risks, requiring all executives and employees to strictly adhere to ethical and code of conduct standards. Additionally,

the company and its subsidiaries have established an appropriate risk management system to prevent internal fraud and corruption. The company has also established anti-fraud and corruption measures that align with assessed risks, and regularly monitors and evaluates the implementation of the specified risk management plan. Specific guidelines for controlling and preventing fraud, as well as monitoring corruption risks, have been established by the company and its subsidiaries, including:

- The company has established an audit and assessment process for its internal control system, covering important operational systems such as procurement, contract preparation, budget preparation and control, approval systems, accounting records, and payment. This risk management approach provides clear coverage of critical areas within the company's operations.
  - The company has established ethical guidelines for directors, executives, and all employees to participate in anti-fraud and corruption practices, aimed at preventing and monitoring related risks. Additionally, the company provides recommendations for appropriate solutions to address these risks.
  - The company has established a channel to receive information, tips, or complaints related to violations, illegal acts, business ethics, anti-corruption guidelines, suspicions in financial reports, or internal control systems. The company has a policy in place to protect whistleblowers, ensuring their information is kept confidential. Additionally, measures are in place to investigate and impose disciplinary action, in accordance with relevant laws and regulations, should the whistleblower provide credible information or complaints or if a department head becomes aware of any wrongdoing.
2. The company ensures employees are aware of and trained on anti-corruption policies and practices. Guidelines for preventing involvement in corruption have been communicated to all employees, and are included in the company's business ethics policies for executives and employees. These policies are published on the company's website, and are required to be acknowledged and followed by all executives and employees.
3. The company has established guidelines for monitoring and evaluating the implementation of its anti-corruption policies, including guidelines for preventing involvement in corruption. These guidelines include:
- The company has published policies, duties, responsibilities, and guidelines for anti-corruption, which are provided to new employees during orientation and must be acknowledged by signing. Current employees are informed of these policies and guidelines at least twice a year through the company's weekly meeting (Smart Meeting), the SVI Newsletter, and public relations boards.
  - The company has also published anti-corruption policies, duties, responsibilities, and guidelines for various partner companies, including financial institutions.
  - The company requires executives and employees to conduct self-assessments on their compliance with the Good Corporate Governance Handbook and business ethics policies. This includes regular participation in anti-fraud and anti-corruption activities.
  - The company has established an internal audit department responsible for reviewing internal control systems, risk management, and corporate governance, and continuously providing suggestions for improvement. This department conducts audits based on the annual audit plan approved by the audit committee and reports significant findings and recommendations to the committee.
  - The company has assigned its risk management and internal control departments to continuously test and assess fraud and corruption risks, with the aim of effectively implementing anti-fraud and anti-corruption measures. These departments also regularly follow up, review, and improve anti-fraud and corruption measures, presenting the assessment results to the Risk Management Committee and the Board of Directors in a timely and consistent manner.
4. The company discloses information regarding its operations and efforts to promote employee awareness on anti-corruption, as follows:
- The company reviews its anti-corruption policy annually to establish clear standards and ensure that the policy remains up-to-date.
  - Training sessions and awareness campaigns on anti-corruption, reporting channels, and disciplinary measures are conducted for all employees, including new hires during their orientation. Employees are also required to sign a declaration acknowledging their commitment to comply with the policy. A total of 3,143 employees have received the training, and 3,143 employees have signed the acknowledgment.

## Number of cases or issues related to corruption

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

### Operations related to whistleblowing over the past year

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

The Company values the importance of good governance principles for achieving long-term sustainable growth. To encourage feedback and suggestions from employees, stakeholders, and third parties regarding misconduct or violations of laws or corporate governance principles, the Company provides channels through which such information can be provided via email at [audit\\_committee@svi.co.th](mailto:audit_committee@svi.co.th). To protect whistleblowers, the Company has implemented a policy that requires complaints to be directed to the Audit Committee and provides confidentiality and protection against unfair treatment. The Company also conducts a fair investigation before taking disciplinary or legal action and reports the findings to the Board of Directors.

Details on our whistleblowing policy can be found in our anti-corruption policy on the Company's website ([www.svi-hq.com](http://www.svi-hq.com)).

### 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) : 6

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. THREEKWAN BUNNAG (Chairman of the audit committee)	6	/	6
2 Mr. SOPON PUNYARATABANDHU (Member of the audit committee)	6	/	6
3 Mr. RALPH ROBERT TYE (Member of the audit committee)	6	/	6

### The results of duty performance of the audit committee

The Audit Committee of SVI Public Company Limited consists of three independent directors, who are Mr. Threekwan Bunnag, as the Chairman, Mr. Sapon Punyaratabandhu and Mr. Ralph Robert Tye, as members. Ms. Laksanee Yensuang who is the senior accounting manager also served as the secretary to the Audit Committee.

The Chairman and the members of the Audit Committee possesses the qualifications in accordance with the requirements of the Stock Exchange of Thailand. Mr. Sapon Punyaratabandhu and Mr. Ralph Robert Tye, the Committee members, have extensive experience and knowledge in the areas of accounting and finance. The Committee performed its duties independently as assigned by the Board of Directors in accordance with the SVI's Audit Committee Charter. The charter's policy, in line with international standards, focuses on the principles of good corporate governance and best practices guidelines for Audit Committee as published by the Securities and Exchange Commission and the Stock Exchange of Thailand.

In 2024, the Audit Committee held six meetings with attendance by all members of the Audit Committee. During the

meetings, the Committee discussed the relevant areas with the Company's management, internal and external auditors and provided their independent opinions. The Audit Committee reported the results to the Board of Directors during quarterly meetings. The Audit Committee had also completed self-assessments of their performance to ensure that their duties that were performed in 2024 had achieved the desired level of performance and effectiveness and that the objectives set out by the Board of Directors were attained.

Below is a summary of the work performed by the Audit Committee during the year 2024.

#### **1. Review of Financial Reports**

The Audit Committee has reviewed the quarterly and annual financial statements of the Company and the consolidated financial statements of the Company and its subsidiaries for the year 2024. The financial statements were prepared in accordance with Thai Financial Reporting Standards (TFRS) and have been reviewed and audited by the external auditors. The Audit Committee held four meetings with the external auditors to discuss the accuracy, completeness, and reliability of the financial statements, significant accounting policies, material issues, special items, significant adjustment, the appropriateness of the accounting, the scope of the audit, and the accuracy, completeness, and sufficiency of the disclosure. The Audit Committee also had meetings with the external auditors without the presence of the management to discuss their audit independence and other concerns, if any.

The Audit Committee is of the opinion that the financial statements present fairly, in all material respects, the financial position of the Company, their financial performance and cash flows for the year then ended in accordance with Thai Financial Reporting Standards.

#### **2. Review the Sufficiency of the Internal Control Processes**

The Audit Committee has reviewed the internal control systems which covered the key business processes with the management and internal auditors on a quarterly basis. In 2024, the Company engaged Deloitte Touche Tohmatsu Jaiyos Co., Ltd to be the Company's outsourced internal auditors.

The Audit Committee had also reviewed the report on internal controls of the Company and group finance and accounting by the external auditors for the year 2024.

During the year, the Audit Committee focused on various matters in accordance with the concept of risk based audit approach. The Audit Committee provided recommendations that are necessary for further development of the Company's internal controls and recommended to follow up with the relevant parties on the suggested course of action.

The Audit Committee is of the opinion that the Company's internal control systems were adequate and appropriate.

#### **3. Conducting Oversight of Internal Auditing**

The Audit Committee approved the annual internal audit plan of the group Company including business abroad, which is aligned with the key risks and direction of the Company. The Committee also reviewed internal audit performance and internal audit reports and had provided recommendations including follow up on corrective action on significant issues to ensure good corporate governance and sufficient internal controls.

The Audit Committee is of the opinion that the internal audit was independent and appropriate.

#### **4. Review of Risk Management and Corporate Good Governance**

The Audit Committee has reviewed the efficiency and effectiveness of risk management at an organizational level (Enterprise risk management), including risk management policy, plan and management approach that impact the Company's operational results.

To ensure that the Company has reasonably conducted its normal business, the Audit Committee had established an anti-corruption policy in order that all management and employees acknowledge and follow the same guidelines. The policy was also disclosed to all relevant stakeholders for their acknowledgment and practice. In 2024, the Company was certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC) for a period of three years, which will expire on June 30, 2027.

In addition, the Audit Committee has established a whistleblowing process through various channels to increase efficiency, effectiveness, and fairness to all parties. In the year 2024, no whistleblowing complaint had been received.

#### **5. Review of Compliance with Applicable Laws and Related Regulations**

The Audit Committee has reviewed the performance of the Company for compliance with the laws and regulations of the Securities and Exchange Commission, the Stock Exchange of Thailand regulations, and other relevant laws relating to the Company's business. The Committee is also informed on a quarterly basis by the Audit Committee's secretary on the changes in rules and regulations which may have changed, and the Audit Committee has provided useful suggestions in order that the Company will operate in the most efficient manner and in compliance with the rules and regulations as well as in

line with the spirit of the law to ensure that SVI Public Company Limited comply with all relevant laws and regulations.

#### 6. Review of Connected Transactions or Transactions with Potential Conflicts of Interest

The Audit Committee has reviewed and opined on connected transactions or transactions that may lead to conflicts of interest and the disclosure requirements based on the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. The external auditors had opined that those connected transactions that are deemed “significant”, if any, with connected persons were disclosed within the financial statements and notes to the financial statements. The Audit Committee had opined similarly to the External Auditors and that the transactions were reasonable and in the best interest of the Company.

#### 7. Appointment of the External Auditors and Review of the Audit fee for 2025

The Committee proposed to the Board of Directors to consider and approve in the Shareholders’ meeting the appointment of EY Office Limited as the external auditors for the Company for the year ending 2024. The evaluation was based on the standard of their work, their expertise in performing their duty, their independence, their scope of annual audit program, and their fees. The Audit Committee proposed to appoint the following as the company’s external auditor for the year 2025.

Miss. Pimjai Manitkajohnkit,	C.P.A. Registration No. 4521, and/or
Miss Rosaporn Decharkom	C.P.A. Registration No. 5659, and/or
Miss Sumana Punpongsanon	C.P.A. Registration No. 5872, and/or
Miss Kirdsiri Kanjanaprakasi	C.P.A. Registration No. 6014, and/or
Miss Nummon Kerdmongkhonchai	C.P.A. Registration No. 8368, and/or
Miss Naraya Srisukh	C.P.A. Registration No. 9188, and/or
Miss Wilaiporn Chaowiwatkul	C.P.A. Registration No. 9309

Any individual of the abovementioned auditor can audit the financial statements of the Company and render an opinion thereof. In addition, the total annual remuneration fee for year 2025 is proposed not to exceed baht 3.1 million and the agreed upon procedure report for BOI’s privileges of corporate income tax exemption is proposed to be baht 0.25 million.

In summary, the Audit Committee is of the opinion that the financial statements present fairly, in all material respects, the financial position of the Company, their financial performance and cash flows for the year then ended in accordance with Thai Financial Reporting Standards. Furthermore, the Company’s internal audit, risk management and internal control systems are adequate and appropriate. The Company had also complied with regulations and laws that is related to its business including the principles of good corporate governance.

### Information on summary of the results of duty performance of subcommittees

#### Meeting attendance and the results of duty performance of subcommittees

##### Meeting attendance of The Nomination and Compensation Committee

Meeting The Nomination and Compensation : 4  
Committee (times)

List of Directors	Meeting attendance of The Nomination and Compensation Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PRASERT BUNSUMPUN (The chairman of the subcommittee)	4	/	4
2 Mr. CHATCHAVAL JIARAVANON (Member of the subcommittee)	3	/	4
3 Mr. CHATCHAWAL EIMSIRI (Member of the subcommittee)	4	/	4

## The results of duty performance of The Nomination and Compensation Committee

The Board of Directors of SVI Public Company Limited has appointed the Nomination and Compensation Committee to be responsible for selecting the suitable person to become directors and senior management of the company. The committee duties also included the arrangement of proper compensation and benefit to all employees. The Nomination and Compensation Committee consists of 3 Independent Directors as follows:

- |    |                           |                           |
|----|---------------------------|---------------------------|
| 1. | Mr. Prasert Bunsumpan     | Chairman of the Committee |
| 2. | Mr. Chatchaval Jiaravanon | Member of the Committee   |
| 3. | Mr. Chatchawal Eimsiri    | Member of the Committee   |

In 2024, the Committee held a total of four meetings, with an attendance rate of 91.67% from all members of the Nomination and Compensation Committee. The Committee has fully performed its duties as assigned by the Board of Directors and in accordance with the Committee's charter. The key actions undertaken by the Committee in 2024 can be summarized as follows:

1. Considered the appropriateness of the remuneration of high-level executives and directors Including the amount of remuneration and other benefits given to the directors. Chief Executive Officer managing director to propose to the Board of Directors for approval. The remuneration has been reviewed and considered, based on various factors including market comparison with the electronic industry of the same size of revenue, operation results, duties and responsibilities of the Board of Directors and economic situation. Thus, directors' fee and remuneration were recommended for the Board of Directors and other sub-committees for the fiscal year 2024 and was approved by the 2024 Annual General Meeting of Shareholders held on dated April 11, 2024.
2. Reviewed the criteria and process for nominating qualified persons to be the Company's director by using the Board Skill Matrix together with the Board Diversity principle to extensively consider the qualifications and experiences of the candidates to replace the directors who retired. The Board of Directors must consist of persons with knowledge, ability and experience in various fields.
3. Consider the size, composition, and diversity of the current committee structure to suit the organization. Including being modified in accordance with the changing environment.
4. Considered the Company's succession plan to prepare recruiting the candidates having knowledge, capability, and experience which is suitable for holding a senior management position if current senior management is unable to perform duties or retire to ensure that business operations smoothly and continuously.
5. Determination of guidelines for evaluating the performance of directors Chief Executive Officer managing director to consider adjusting the annual return which must take into account the duties and responsibilities and associated risks Including the importance of increasing the value of shareholders' equity in the long term as part of the evaluation.

## Meeting attendance of The Risk Management Committee

Meeting The Risk Management Committee : 2  
(times)

List of Directors	Meeting attendance of The Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. THREEKWAN BUNNAG (The chairman of the subcommittee)	2	/	2
2 Mr. Topong Sukhumsawad (Member of the subcommittee)	2	/	2

List of Directors	Meeting attendance of The Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
3 Mrs. Siriporn Pakdee (Member of the subcommittee)	2	/	2
4 Mr. Kris Leetavorn (Member of the subcommittee)	2	/	2
5 Mr. Chatchai Tongpramool (Member of the subcommittee)	2	/	2
6 Mrs. Sawan Rotjanasutjathum (Member of the subcommittee)	2	/	2
7 Mr. Kritsada Umnouyvitayakul (Member of the subcommittee)	2	/	2
8 Mrs. Hataiwan Rakpakvan (Member of the subcommittee)	2	/	2
9 Ms. Wanvipha Chumsawat (Member of the subcommittee)	2	/	2
10 Mr. Thaphop Kleesuwan (Member of the subcommittee)	2	/	2
11 Mr. Songpon Prasawang (Member of the subcommittee)	2	/	2
12 Mr. SOPON PUNYARATABANDHU (Member of the subcommittee)	2	/	2

## The results of duty performance of The Risk Management Committee

The Board of Directors of SVI Public Company Limited has appointed the Risk Management Committee to be responsible for setting risk policy and monitoring the risk management process of the Company to reduce any relevant risk having exposure to business to be manageable and acceptable. During the year Mrs. Pratamaporn Svasti-xuto who was the chairman of the Risk Committee has resigned from the position since November 9, 2021, whereby the Board of Directors has resolved to appoint Mr. Threekwan Bunnag who is the Independent Director as a new chairman of this committee effective on January 20, 2022. Members of the Risk Management Committee are selected from management staff of each division who are aware of the risk issues in their divisions; therefore, all the risk issues are to be captured then presented to this committee for considering the proper solutions.

In 2024, the Committee had organized 2 meetings with all quorum presented in 100 percent meeting attendance and had been fully responsible for the tasks as assigned by the Board of the Directors and in accordance charter of the Risk Committee which could be summarized as follows:

1. Acknowledged all the significant risk issues by bringing the effect on financial / Legal/ Compliance, Operation, Safety, and Reputation to be a component in reviewing the risk impact (Impact Score) and determining the risks of the company (Risk Assessment and considered proper solutions to mitigate the risk exposure. In addition, the Committee has reviewed all the potential risks and prepared the management solutions to reduce the risk to a manageable and acceptable level.

2. Reviewed the risk management policy to ensure that the policy has been set in place and up-to-date. Moreover, the Committee has captured the Sustainability Development as a key concern that the Company has to set the action plan to cope with the environmental, economic and social issues to uplift the Company's sustainability level.

3. Acknowledge the business continuity management plan. of various departments and of the company to ensure that when a crisis or emergency occurs even caused by natural disasters The company's business is still able to operate continuously without interruption.

4. Acknowledge plans to prepare for natural disasters that may occur. such as flood protection plans, etc.

## Meeting attendance of Corporate Governance and Sustainable Development Committee<sup>(3)</sup>

Meeting Corporate Governance and : 4  
Sustainable Development Committee (times)

List of Directors	Meeting attendance of Corporate Governance and Sustainable Development Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SOPON PUNYARATABANDHU (The chairman of the subcommittee)	4	/	4
2 Mr. CHATCHAWAL EIMSIRI (Member of the subcommittee)	4	/	4
3 Mr. RALPH ROBERT TYE (Member of the subcommittee)	4	/	4
4 Mr. SUTEE LOSOPONKUL (Member of the subcommittee)	0	/	0

## The results of duty performance of Corporate Governance and Sustainable Development Committee

With a commitment to conducting business with good governance and sustainable development, SVI Public Company Limited has established the Corporate Governance and Sustainable Development Committee. The Corporate Governance and Sustainable Development Committee has the responsibility to setting policies for corporate governance and providing guidance on complying with the Company's principles of good governance, which should create long-term value for the business.

The Corporate Governance and Sustainable Development Committee consists of four directors: Mr. Sapon Punyaratabandhu (Independent Director), Mr. Ralph Robert Tye (Independent Director), Mr. Chatchawal Eimsiri (Director) and Mr. Sutee Losoponkul (Director). Mr. Sapon Punyaratabandhu is the Chairman of the Committee, and Mr. Apirak Saengsi (Vice President of Corporate Financial Controller) is the secretary of the Committee.

The Corporate Governance and Sustainable Development Committee has performed its duties according to the scope of responsibilities specified in the Corporate Governance and Sustainable Development Committee Charter. In 2024, the Corporate Governance and Sustainable Development Committee held four meetings in which all three directors attended the meetings except Mr. Sutee Losoponkul, who was appointed by the Board of Directors on November 13, 2024.

In 2024, the Company was certified as a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC) for a period of three years, which will expire on June 30, 2027. The Company's directors, executives, and employees adhere to anti-corruption policies and ethical standards. As a result, the Company received an "Excellent" rating in the Corporate Governance Report of Thai Listed Companies 2024 from the Thai Institute of Directors (Thai IOD) and a "Very Good" rating in the AGM Checklist 2024 from the Thai Investors Association. The Company also received the Green Industry Award Level 4 from the Ministry of Industry and the Good Labour Practices Award from the Ministry of Labour.

The Company has established a sustainable development management framework, consisting of three basic principles:



environmental responsibility, social responsibility and governance. All of the directors, executives and employees at all levels are to observe this guidance.

In 2024, the Company undertook several projects, including:

- Environment: Energy-saving projects, installation of solar panels, reducing greenhouse gas emissions, water recycling, and the reuse of packaging to reduce waste.
- Social: Knowledge-sharing and community empowerment initiatives, as well as a project to plant vegetables and provide seeds to local schools for student meals.
- Governance: Whistle Blowing handling through suggestion boxes, hotlines, email and the Company's official Line account. The Company also focuses on gender and racial equality and has a No Gift and Entertainment Guideline, Conflict of Interest Guideline and Subsidiary Governance Policy.

Additionally, the Company is committed to sustainable development and greenhouse gas emissions monitoring. In 2024, the Company reported its greenhouse gas emissions from its business activities in both direct (Direct GHG Scope 1) and indirect (Indirect GHG Scope 2) sources. The GHG emissions report was independently reviewed. Information on the policies, procedures, activities, and results regarding corporate governance and sustainable development are presented in the Annual Registration Statement/Annual Report (Form 56-1 One Report) for the year 2024.

SVI Public Company Limited adheres to good corporate governance and sustainable development principles as the foundation of its business operations. The Company is committed to conducting its business transparently to build trust with stakeholders and continuously enhance business value.

Remark: <sup>(3)</sup> Mr. Sutee Losoponkul was appointed as a Member of Corporate Governance and Sustainable Development Committee on November 13, 2024.

# Corporate Sustainability Policy

## Information on policy and goals of sustainable management

### Sustainability Policy

Sustainability Policy : Yes

The Company has considered sustainable management practices to comply with each context and material topics to integrate business operation systematically and uninterruptedly. It has considered the following during the formulation of the Corporate Governance and Sustainable Development Principles, as well as strategies and targets.

#### • Corporate Governance and Sustainable Development Principles

The Company has considered sustainability materiality and has assessed the sustainability impact of business operation, as well as development of the Principles to cover all aspects of the Company's sustainable development as follows:

Ensuring transparent and auditable business operation through compliant with the laws and regulations of the country of operation.

Assessing sustainability risk and impact in every aspect.

Managing sustainable practices throughout production and value chain.

Encouraging investment in innovation development.

Managing natural resources efficiently.

Managing human capital effectively.

Creating common value with the surrounding community and society.

Communicating on business sustainability practices and performance.

#### • Structure and Responsibility Regarding Corporate Governance and Sustainable Development

The Company also identifies role and responsibility of business management and sustainable development in all levels. This covers stakeholders engagement, identifying and assessing material topics, managing and disclosing business performance on sustainability.

#### • Sustainability Strategy and Plan of Action

The Board of Directors has established the Sustainability Strategy, Plan of Action, and Target, to manage sustainability material topics, and provide operational guideline for the Company and its subsidiaries. The details of the strategy are as follows:

Sustainable Environmental Management: Taking environmental impact into account and moving towards sustainable environmental management throughout the value chain by utilizing fossil-free energy optimization, resource utilization improvement to achieve circular economy goals, and minimization of the hazardous waste.

Value-added on Human Capitals: Value-added on Human Capitals Recognizing human capital, as a crucial element of SVI operations, by elevating safety, encouraging and inclusive working conditions, while respecting human rights of all stakeholders throughout the value chain by proceeding Human Rights Due Diligence.

Innovation Improvement for Sustainable Growth: Integrating sustainability into the business operation by optimizing risk management to include ESG and cyber security, implementing innovation throughout the supply chain management, and ensure customer satisfaction to achieve complaints reduction.

### Sustainability management goals

Does the company set sustainability management goals : Yes

The Company develops policy, strategy, and operational guideline in accordance with the United Nations Sustainable Development Goals (SDGs), to be a part of environmental and social development in all dimensions of sustainability, and is able to respond to all 17 SDGs.

United Nations SDGs that align with the organization's sustainability management goals	: Goal 1 No Poverty, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions
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## 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

For more detail on responding to Sustainable Development Goals, please refer to the related chapters

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

### Business value chain

The Company recognizes the change in business context, environmental factors, and stakeholders' expectation from upstream to downstream, by considering those elements in the key activities as well as supporting activities of the Company.

#### • Key Activities

##### Sourcing or Inbound Logistic

- Maintaining raw material sourcing from abroad as the client's requirement. Most of the sourcing are from Denmark, Sweden, German, France, Australia, Slovakia, Singapore, Malaysia, Hongkong and China.
- Increasing domestic sourcing such as Plastic & Metal products which mostly are from the Tohoku Solution Ltd and SVI partnership strategic suppliers.
- Quality, price, qualification, and business performance are still the key sourcing criteria. However, the Company increasingly considers environmental impact as additional key criteria for raw material sourcing. The vetting process is conducted through online bidding.

##### Operation

- The Company started researching for the development of the product. This process has started since the end of 2022.
- Integrating robotic process to support production, to enhance the capacity.

##### Product or Service Distribution or Outbound Logistic

- The Company complies with the client requirement on product or service distribution which includes, outbound logistic on land, at sea, and by air.

##### Sale and Marketing

- Expanded global presence with new facilities in the USA and a sales office in China to enhance localized support.
- Increased digital marketing efforts with targeted online strategies and an enhanced corporate website for stronger brand visibility.
- Promoted SVI's global EMS expertise through participation in major electronics exhibitions worldwide.

##### After Sales Service

- Product Quality Insurance
- Process on receiving complaints from customers regarding the quality, safety of the product/service, including customer satisfaction survey.

In 2024, we do consolidate Volume cover all SVI branch and purchase by central team in Thailand make purchase price competitive and resilience supply for customer requirement . However, the Company still considers the quality, price, qualification, and business performance in accordance with international standards, such as ISO 9001 and ISO14001. Moreover, the Company considers environmental impact and assess environmental impact for new supplier.

The operation in 2024, the Company still commits to delivering quality products as required in the terms and conditions of the contract, and recently, has developed innovation to improve production and service processes. The Company has integrated robotic process in the repetitive tasks in the past year. As a result, the production time has been decreased by 61%, which is equivalent to 386,568 hours last year. In addition, the Research and Development Department has been developing EV charger, which is now under the process of research and testing.

In 2024, the product distribution of the Company still complies with client requirement. The land, sea, or air logistic is under the responsibility of the client.

In 2025, SVI aims to strengthen its global presence by establishing new facilities in the USA and expanding sales operations in China to deliver localized support and meet regional market demands.

We will further enhance our digital marketing initiatives with targeted online campaigns, a more dynamic corporate website, and a stronger social media presence to boost brand visibility and customer engagement.

Additionally, SVI plans to showcase its world-class EMS expertise by participating in leading global electronics exhibitions, building connections.

The after-sales services in 2024 includes product quality insurance and receiving feedback from customer in the quality and safety of the product/service, as well as customer satisfaction survey.

#### • Supporting Activities

##### Infrastructure

- Finance and accounting system, as well as organization management.
- Using software for IT security and supporting work from anywhere.

##### Procurement/Sourcing

- Raw material sourcing as required by client but increasing domestic sourcing as an option.

##### Technology development for product and service

- Daily meeting with line manager to receive report on performances and challenges.
- Reviewing working process to enhance the capacity.
- Using robotic automation in the repetitive task.

##### Human resource management

- Capacity development program for employee.
- 1.Sustainable personnel development project Innovator Project.
- 2.Project to award Long Service Awards to employees in appreciation. Build morale and encouragement.
- 3.SVI Excellence award project in both the excellent individual category, excellent team and excellent executives to showcase the work and abilities of the company can be further developed.
- 4.Training project such as Proactive working training, Leadership training, Growth Mindset training

For the supporting activities in 2024, the Company has recognized the importance of the telecommunication technology and integrating innovation to improve production process, which emphasize the cyber security and facilitating remote work, apart from finance and accounting system. The Company has also improved the management system and infrastructure to manage the value chain.

For sourcing in 2024, the Company still sources in accordance with the client requirement such as, Integrated Circuit (IC), Module, LCD, Metal, Printed Circuit Board (PCB), Plastic, Metal and other raw materials. Moreover, the Company has offered clients with the alternative of domestic sourcing which complied with the client's requirement.

For the product and service innovation development in 2024, the Company has a daily meeting with line manager to apprehend the performances, challenges, and concerns which also considered as a channel of communication with employee. Moreover, there is a review of working process to enhance the capacity.

The Company is aware of employee development and benefits; thus, the Company has provided employee development program which open for all employees to enhance their skills according to their expertise and job context. In 2024, the company will give employees the opportunity to participate in developing potential and expertise according to their characteristics. Other work content and skills according to market needs through the Innovator Project. This initiative included a Showcase event where 30 young talents presented their innovative projects. These fresh ideas and perspectives are instrumental in driving the company's growth and adaptability in an ever-evolving business landscape. In terms of taking care of employees within the company. Satisfaction surveys were conducted among employees at all levels. And special training project for employees such as proactive working, leadership and growth mindset training. Moreover, a project has been organized to award Long Service Awards to employees with continuous service in order to build morale and encouragement for employees.

## **Analysis of stakeholders in the business value chain**

### **Details of stakeholder analysis in the business value chain**

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> <li>Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>Continual growth of business performance</li> <li>Return on investment</li> <li>Good corporate governance and transparency</li> </ul>	<ul style="list-style-type: none"> <li>Appropriate level of investment returns</li> <li>Disclose business information transparently</li> <li>Equal treatment to all shareholders</li> <li>Commit to the corporate governance principles</li> </ul>	<ul style="list-style-type: none"> <li>Online Communication</li> <li>Annual General Meeting (AGM)</li> <li>Training / Seminar</li> <li>Others               <ul style="list-style-type: none"> <li>Annual report</li> <li>Roadshow for Domestic Funds</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Employees</li> </ul>	<ul style="list-style-type: none"> <li>Equality and fundamental rights</li> <li>Appropriate compensation and welfare</li> <li>Employee development</li> <li>Career path and stability</li> </ul>	<ul style="list-style-type: none"> <li>Equal treatment to all employees</li> <li>Support equality on employee development, compensation, welfare, promotion, and job transferring</li> <li>Health and safety issues management in the workplace</li> </ul>	<ul style="list-style-type: none"> <li>Others               <ul style="list-style-type: none"> <li>Company website at: <a href="https://svi-hq.com/">https://svi-hq.com/</a></li> <li>Line Application for employee</li> <li>Quarterly SVI Newsletter</li> <li>Employee satisfaction survey</li> <li>Engagement activities</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>External stakeholders</b>			
<ul style="list-style-type: none"> <li>Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Fair and equal procurement process and treatment</li> <li>Appropriate level of compensation</li> <li>Comply with the terms and conditions of the contract</li> <li>Collaboration in business development</li> <li>Occupational health and safety</li> <li>Respect for human rights</li> </ul>	<ul style="list-style-type: none"> <li>Comply with the procurement framework in good faith.</li> <li>Treat supplier in accordance with the corporate governance</li> <li>Jointly develop business plan</li> <li>Knowledge sharing</li> </ul>	<ul style="list-style-type: none"> <li>Training / Seminar</li> <li>Others <ul style="list-style-type: none"> <li>Supplier Engagement and other related activities</li> <li>Signed in SVI' Supplier' s Code of Conduct</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Creditor</li> </ul>	<ul style="list-style-type: none"> <li>Pay debt on time</li> <li>Strictly comply with terms and conditions</li> </ul>	<ul style="list-style-type: none"> <li>Comply with the agreement and legislation regarding debt payment</li> </ul>	<ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li>Company website at: <a href="https://svi-hq.com/">https://svi-hq.com/</a></li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li>Government</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Legal Compliance</li> <li>Transparent disclosure</li> </ul>	<ul style="list-style-type: none"> <li>Complying with law, regulations, and rules concerning the business operation</li> </ul>	<ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li>Annual report</li> <li>Disclosure to the Stock Exchange of Thailand</li> <li>Company website at: <a href="https://svi-hq.com/">https://svi-hq.com/</a></li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Community</li> <li>Society</li> </ul>	<ul style="list-style-type: none"> <li>Environmental and social responsibility</li> <li>Prevent risk and impact of the operation</li> </ul>	<ul style="list-style-type: none"> <li>Support community development activities</li> <li>Responsible for environment in the community and society</li> <li>Conduct community satisfaction survey via Industrial Estate Authority</li> </ul>	<ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li>Community engagement</li> <li>Activities of sustainable communities "SVI, a market for solving poverty, community products for the people of Bangkadi"</li> <li>Company website at: <a href="https://svi-hq.com/">https://svi-hq.com/</a></li> </ul> </li> </ul>

## Information on organization's material sustainability topics

### Organization's material sustainability topics

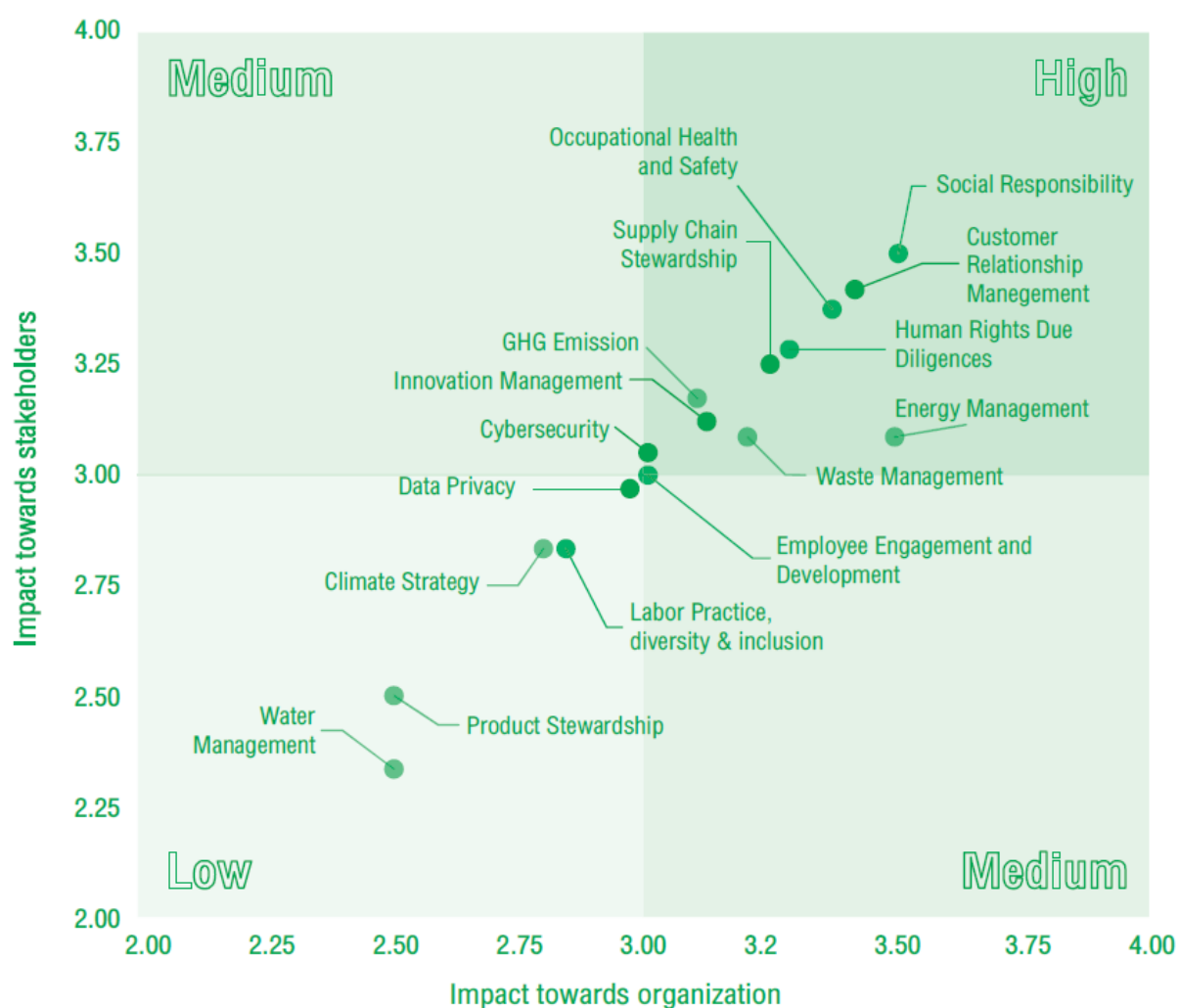
The company has identified its sustainability materiality topics : Yes

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

### Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Environmental	<ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Energy Management</li> <li>• Water Management</li> <li>• Waste and Waste Management</li> <li>• Greenhouse Gas Management</li> <li>• Customer / Consumer Responsibility</li> <li>• Others : Climate Strategy</li> </ul>
Social	<ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Fair Labor Practices</li> <li>• Community / Social Responsibility</li> <li>• Others : Occupation Health and Safety</li> </ul>
Governance	<ul style="list-style-type: none"> <li>• Customer / Consumer Responsibility</li> <li>• Sustainable Supply Chain Management</li> <li>• Innovation Development</li> <li>• Others : Cyber Security</li> </ul>

Diagram of organization's material sustainability topics



The company's material sustainability issues summary diagram



## Information on sustainability report

### Corporate sustainability report

Corporate sustainability report : Have data  
Reference link for corporate sustainability report : <https://svi.listedcompany.com/misc/onereport/20250304-svi-onereport2024-en.pdf>  
Page number of the reference link : 51-107

### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : GRI Standards, UN Global Compact  
guidelines

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

SVI recognizes the importance of effectively managing risks from both internal and external factors. To this end, the company has adopted the principles of risk management as outlined by the Committee of Sponsoring Organizations of the Treadway Commission (COSO ERM) to monitor, track, and assess risks from both internal and external sources. This framework aims to create an enterprise culture that prioritizes risk awareness and encourages all employees to take ownership of observing, controlling, and limiting risks. To support this approach, the company has established the Audit Committee, Corporate Governance and Sustainable Development Committee, and Risk Management Committee. Additionally, the company has hired Deloitte Touche Tohmatsu Jaiyos Co., Ltd. to perform internal audit duties and regularly follow up on the results of the Company's internal audit. For further information on internal control and related party transactions, please refer to the relevant topic.

- Audit Committee

The committee is responsible for reviewing and assessing its accounting and financial reporting system, internal control system, internal audit system, and risk management system to ensure they are in line with international standards, and are concise, appropriate, modern, and efficient. Additionally, the internal audit department is tasked with inspecting and reviewing operations to ensure they comply with relevant policies, guidelines, operational authority, regulations, laws, and requirements of regulators.

- Risk Management Committee

The committee is responsible for designing and implementing management and internal controls to limit existing and emerging risks to acceptable levels. The Risk Management Committee is tasked with monitoring and regularly reviewing corporate risks to ensure effective risk management strategies are in place.

The committee comprises top executives from each department who possess direct knowledge of the risks associated with their respective functions. As such, all internal risks are proposed for consideration, action, and follow-up by this committee.

- Corporate Governance and Sustainable Development Committee

The committee is responsible for overseeing the company's operations in accordance with good corporate governance codes. This includes monitoring relevant regulations, requirements, or laws related to corporate governance, such as the Corporate Governance Report of Thai Listed Companies (CGR). Additionally, the committee engages in regular communication with relevant agencies to develop policies and operational guidelines that align with corporate governance best practices.

The company has appointed independent directors as the chairpersons of all three committees, ensuring they possess the necessary qualifications, knowledge, and expertise in accordance with good corporate governance codes. This approach helps ensure the company's risk management structure is efficient and transparent. Furthermore, as independent directors are also members of the Board of Directors, they possess a keen awareness of important risk issues, including risk management, enabling effective management and oversight by the Board.

### Information on ESG risk factors management standards

#### ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : ISO 31000: Risk management

### Information on ESG risk factors

#### Risk factors on business operation

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

## Risk 1 Business Operation Risk

Related risk factors	: <u>Operational Risk</u> <ul style="list-style-type: none"><li>• Shortage or fluctuation in pricing of raw materials or productive resources</li></ul>
ESG risk factors	: No

### Risk characteristics

#### Raw Material Procurement

Due to the current global situation, there are various factors affecting the sourcing of raw materials, which may lead to a shortage of raw materials, thereby increasing production costs.

### Risk-related consequences

#### Raw Material Procurement

This may result in the inability to deliver products and services as agreed, potentially affecting the quality of service and customer satisfaction.

### Risk management measures

#### Raw Material Procurement

The Company has implemented measures to prevent and manage potential problems. For instance, it closely monitors the procurement market and collaborates with sellers and shippers to enhance the procurement system's efficiency. It has also established agreements with partners in the Vendor Managed Inventory (VMI) system to store raw materials in advance and support customer demand. Moreover, the Company continually enhances its IT systems to improve order submission and product demand planning for efficient delivery. The Company implements a Volume Price Agreement policy to organize price competition and reduce costs, regularly communicates with sellers to obtain timely and accurate information about raw material procurement and delivery, and maintains contact with manufacturers through its raw material procurement offices abroad in Denmark, Austria, and China to collaborate on raw material production. These measures enable the Company to acquire the required raw materials, deliver products to customers, and meet targets efficiently.

## Risk 2 Technology Risk

Related risk factors	: <u>Strategic Risk</u> <ul style="list-style-type: none"><li>• Changes in technologies</li></ul>
ESG risk factors	: Yes

### Risk characteristics

The electronics industry is characterized by rapid technological changes, posing a risk of losing competitive advantage if the company fails to invest in advanced production techniques and machinery to maintain its customer base in the high-tech product market segment.

### Risk-related consequences

Impact ability to generate revenue and sustain long term growth.

### Risk management measures

The Company has managed its potential to lead in technology as follows:

- Follow and become a member of the world's leading Association Connecting Electronics Industries (IPC).
- Continuous follows up and reviews information from conferences, seminars, and trainings organized by the world's leading manufacturers and distributors of technology, machinery, materials, and raw materials, including the development of production processes to be automated.
- Participate in product research and development with customers from the beginning of the project by utilizing Design & NPI (Design & New Product Introduction) and provides design services to customers. It also collaborates with research and technology development agencies, such as the NSTDA (National Science and Technology Development Agency), and government and educational institutions to enhance efficiency and facilitate desired research.

## Risk 3 Financial Risk

Related risk factors	: <u>Financial Risk</u> <ul style="list-style-type: none"><li>• Fluctuation in exchange rates, interest rates, or the inflation rate</li></ul>
ESG risk factors	: No

### Risk characteristics

Since the majority of the company's revenue and cost of sales are in foreign currencies, with the primary currency being US dollars, fluctuations in exchange rates may impact the company's revenue and cost of sales.

#### Risk-related consequences

This may result in foreign exchange gains or losses due to accounting recognition.

#### Risk management measures

The company generates revenue and incurs costs for raw material purchases in US dollars, which enables the company to reduce foreign exchange risk through a natural hedge to some extent. However, the company further manages foreign exchange risk by utilizing forward exchange contracts, which serve as an additional tool to hedge against fluctuations in exchange rates.

#### Risk 4 Disaster Risk and Climate Change Risk

Related risk factors	: <u>Operational Risk</u>
	• Climate change and disasters
ESG risk factors	: Yes

#### Risk characteristics

The Company recognizes that various disasters can have a significant impact on its business operations, such as floods, storms, fires, earthquakes, tsunamis, and landslides.

#### Risk-related consequences

These events can result in the loss of customers to competitors or cause production to come to a halt, leading to lost revenue and increased expenses.

#### Risk management measures

The Company the establishment located in Bangkadi Industrial Park has been surrounded by concrete lines over 5 meters high, and the road in front of the industrial park has been raised 60 centimeters to prevent flooding. The Company has also added two floors of production space to move machinery, equipment, and tools immediately in case of an emergency, and has renovated the factory at Chaengwattana Road as a backup production base. Moreover, the Provincial Electricity Authority has upgraded its equipment and electrical distribution system by switching to the Gas Insulated Switchgear (GIS) system to make the power supply system more efficient.

For fire prevention, the Company has taken several measures including the installation of equipment related to various production processes that can prevent fire, as well as an effective fire prevention system that meets international standards. The Company also continuously improves its management system for preventing and resolving incidents during emergency situations in a more systematic manner.

The Company also has a nearby production facility that can be quickly relocated in the event of a natural disaster. This facility has been used as a temporary production base during floods and fires in 2011 and 2014. The Company moved its production to a factory in Chaengwattana, which is about 30 minutes away from its current factory, in such instances.

#### Risk 5 Risk from Cybersecurity Threats

Related risk factors	: <u>Operational Risk</u>
	• Information security and cyber-attack
ESG risk factors	: Yes

#### Risk characteristics

In the company's operations, to meet customer demands, it is necessary to rely on various technologies and information systems (IT systems), which may have system vulnerabilities that could allow malicious actors to access data or be exposed to technological threats. If the information security system is insufficient or incomplete, it could lead to severe damage, particularly regarding the security of critical data, including personal information stored in the system.

#### Risk-related consequences

Potential damage to the Company's image and reputation, business interruption, customer's trust, and financial penalties from customer or regulatory agencies.

#### Risk management measures

The Company recognize the value of information as a critical resource and the need for information security measures to ensure its safety based on three key principles: confidentiality, accuracy, and continuity of internal information system users. SVI PCL has established an Information Security Policy to safeguard the information security of all stakeholders, including customers, employees, raw material manufacturers, and other related sectors. The policy provides a mechanism to prevent unauthorized access to systems and data that could result in business damage, enhances corporate IT data security, and plans for potential threat events. Additionally, the information technology unit conducts risk assessments and reports to the Risk Management Committee to ensure effective risk management, minimize potential impacts on the organization, and maximize business opportunities.

## Information on business continuity plan (BCP)

### Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The Company realizes the importance of business continuity when faced with various business emergencies, whether internal or external factors. This may cause the company to stop its operations. The company has arranged for an analysis of possible damages to create a Business Continuity Plan (BCP) to help control and mitigate damages when such an event occurs and allow the company to return to operations within a suitable period of time and close to normal conditions. To ensure that the company can effectively handle business emergencies.

## 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 : Yes  
guidelines

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company’s sustainable supply chain management plan : Yes

##### Sourcing or Inbound Logistic

- Maintaining raw material sourcing from abroad as the client’s requirement. Most of the sourcing are from Denmark, Sweden, German, France, Australia, Slovakia, Singapore, Malaysia, Hongkong and China.
- Increasing domestic sourcing such as Plastic & Metal products which mostly are from the Tohoku Solution Ltd and SVI partnership strategic suppliers.
- Quality, price, qualification, and business performance are still the key sourcing criteria. However, the Company increasingly considers environmental impact as additional key criteria for raw material sourcing. The vetting process is conducted through online bidding.

##### Operation

- The Company started researching for the development of the product. This process has started since the end of 2022.
- Integrating robotic process to support production, to enhance the capacity.

##### Product or Service Distribution or Outbound Logistic

- The Company complies with the client requirement on product or service distribution which includes, outbound logistic on land, at sea, and by air.

##### Sale and Marketing

- Expanded global presence with new facilities in the USA and a sales office in China to enhance localized support.
- Increased digital marketing efforts with targeted online strategies and an enhanced corporate website for stronger brand visibility.
- Promoted SVI’s global EMS expertise through participation in major electronics exhibitions worldwide.

##### After Sales Service

- Product Quality Insurance
- Process on receiving complaints from customers regarding the quality, safety of the product/service, including customer satisfaction survey.

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

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

	2022	2023	2024
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	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	31.00	31.00	31.00

### 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 acknowledge compliance with the supplier code of conduct? : Yes

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	38.00	28.00	26.00

## Innovation development

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

#### Research and development policy (R&D)<sup>(4)</sup>

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

Remark: <sup>(4)</sup> The Company provides full turnkey business solutions of outsourced services for print circuit board assembly, and electronic finished products (Electronics Manufacturing Service - EMS) to customers who own the product prototype (Original Equipment Manufacturer: OEM) and to those who are contract designers (Design House); therefore, the Company doesn't have their own products R&D.

However, the Company has been engaging with clients for products R&D by having our company's Design & New Product Introduction team by participating with the customers' R&D at the early phase of products designing. Moreover, SVI has been participating and utilizing the R&D service from NSTDA (National Science and Technology Development Agency) and Academic Institute for improvement on efficiency and R&D as required.

#### 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)	25,405,228.00	27,267,480.00	29,718,632.00

### 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 : Yes  
innovation culture

the Company raised the awareness on innovation development for employees by encouraging them to attend self-learning activity or training course provide by Human Resources Department. The workshops/trainings/exhibition which the employees have attended/participated are management skill workshop, such as Apire to learn, Power BI, First Time Manager, HR for non HR, Proactive Working, Leadership, Growth Mindset and including the second language skills required to improve work efficiency, such as, English Intensive, Thai Language for Foreigners.

### 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 : Yes  
innovation development?

	2022	2023	2024
Cost reduction resulting from the innovation development of process (Baht)	8,280,000.00	6,091,920.92	11,316,408.48
Revenue or sales generated from the innovations development of product, service, or process (Baht)	0.00	0.00	321,870.00

##### Non-financial benefits

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



	2022	2023	2024
Average reduction in working hours per person per year (Hours)	2.00	11.00	11.00

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