



ESG Performance Report for Listed Companies in 2025

SVI PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



Table of Contents

| | page |
|--|------|
| Environment | |
| Environmental management | 1 |
| Energy management | 5 |
| Water management | 10 |
| Waste management | 14 |
| Greenhouse gas management | 18 |
| Social | |
| Human rights | 23 |
| Fair labor practice | 27 |
| Responsibility to customers/ consumers | 42 |
| Responsibility to community/ society | 45 |
| Corporate Governance and Economy | |
| Corporate Governance Policy | 49 |
| Corporate Governance Structure | 64 |
| Performance Report on Corporate Governance | 95 |
| Corporate Sustainability Policy | 140 |
| Sustainability risk management | 153 |
| Sustainable supply chain management | 158 |
| Innovation development | 160 |

ESG Performance

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

Environmental management






Information on environmental policy and guidelines

Environmental policy and guidelines







- Environmental policy and guidelines : Yes
- Environmental guidelines : Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Biodiversity 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:

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

Consistent with the Sustainable Development Goals including:

| | | | | | | |
|-------------------------------|--|---|---|---|---|---|
| Sustainable Development Goals | 6 CLEAN WATER AND SANITATION  | 7 AFFORDABLE AND CLEAN ENERGY  | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  | 11 SUSTAINABLE CITIES AND COMMUNITIES  | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION  | 13 CLIMATE ACTION  |
|-------------------------------|--|---|---|---|---|---|

The scope of the report in the year of 2025 covers only the 2 factories of the Company located within the Bangkadi Industrial Park, Pathum Thani Province, Thailand. SVI plans to expand data collection framework to cover all operations in the future.

The Company places importance on communicating and educating employees so that they are continually aware of environmental policies and guidelines for environmental management practices. as in the table below;

| Communicating and educating employees regarding environmental management | | | |
|---|-----------------------------|-------|------|
| Details | Unit | 2024 | 2025 |
| Number of training hours on environmental policies related to the Company's activities during the reporting year. | Hours | 3,151 | 2987 |
| Proportion of employees who have received training in environmental policies related to business activities. | Employee ratio (percentage) | 100 | 100 |
| Number of environmental courses trained this year | Course | 5 | 5 |

Reference link for environmental policy and guidelines : <https://investor.svi-hq.com/storage/content/sustainability/pdf/20250225-svi-cg-global-ohse-en.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 over the past year : Yes

Changes in environmental policies, guidelines, and/or goals : Electricity management, Fuel management, Renewable/clean energy management, Greenhouse gas and climate change management

1. Oil and fuel management.

The company has reviewed and revised the management of oil and fuel from the use of company vehicles in various company activities, which previously primarily used oil as fuel. For example, gasoline and diesel fuel are considered fossil fuels that are non-renewable.

Therefore, the company considered reducing fuel consumption for company vehicles, taking into account the carbon dioxide emission impact of fuel-powered vehicles. Based on this consideration, the company decided to replace its fuel-powered company vehicles with electric vehicles, which use clean energy to reduce fuel consumption and decrease the impact of carbon dioxide emissions from fuel combustion.

2. Waste and refuse management

The company has reviewed its waste and refuse management approaches and has modified its operations to move toward zero landfilling with the goal of achieving zero landfill waste by 2025, the focus is on efficient waste management and promoting the reuse of waste as much as possible.

3. Greenhouse gas management and climate change.

The company has considered collecting data and calculating additional Scope 3 greenhouse gas emissions (indirect greenhouse gas emissions beyond our control) beyond the 2024 carbon footprint calculation, which only included Scope 1 and Scope 2 to compile a baseline year for the organization's greenhouse gas emissions data and use it as an initial reference for comparing achievements in greenhouse gas reduction. In 2025, the company compiled data and calculated greenhouse gas emissions for Scope 3 in the following categories:

Category 1: Purchased Goods & Services: Release from the life cycle of all raw materials purchased to produce goods/services. This is calculated for the main raw materials used in production, namely Printed Circuit Boards (PCBs) and Integrated Circuits (ICs).

Category 3: Fuel- & Energy-related Activities: Emissions from the production of fuels and energy purchased by the Company (outside of Scopes 1 and 2).

Category 6: Business Travel: Travel by employees using airplanes, cars, trains, or other means of transport that use fossil fuels.

In calculating greenhouse gas emissions, Scope 1: Direct Emissions, Scope 2: Indirect Emissions (purchased), and Scope 3: Indirect value chain emissions, the data was compiled and calculated in accordance with ISO 14064-1:2018 for certification by BSI Assurance UK Ltd. The audit was conducted in accordance with ISO 14064-3:2019, ISO 14065:2020, and ISO 17029:2019.

4. Renewable Energy/Clean Energy Management

The company has considered upgrading the lighting along walkways and roads around the company to use solar-powered LED lights that charge from sunlight during the day and automatically illuminate at night.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Standard of Corporate Social Responsibility, Department of Industrial Works (CSR-DIW STD), 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 other environmental management

Plans, performance, and outcomes related to other environmental management

Information on incidents related to legal violations or negative environmental impacts

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

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Number of cases or incidents of legal violations or negative environmental impact (cases) | 0 | 0 | 0 |

Energy management

Disclosure boundary in energy management in the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 9 |
| Actual number of disclosure boundaries | : | - |
| Data disclosure coverage (%) | : | 0.00 |

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


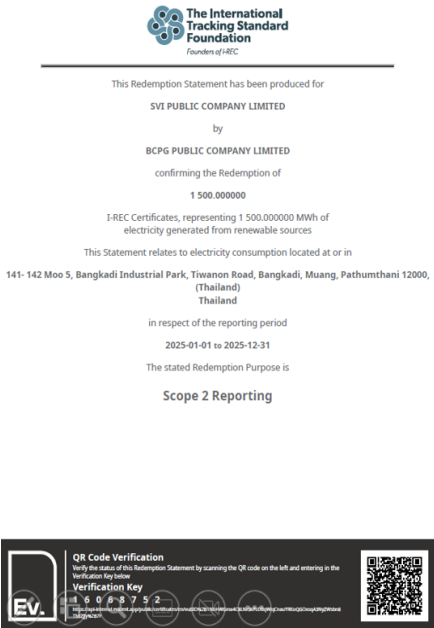
Since 2019, the Company has been installing solar panels, and tends to expand the installation to increase the use of solar energy in business operations. The Company applies three principles and strategies of renewable energy, which are divided into three main principles.

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.

| | |
|---|--|
|  <p>The utilization of solar energy has resulted in significant energy savings for the Company. In 2025, the Company was able to generate a total of 1,032.86 MWh of electricity from solar energy, which accounted for approximately 5.01 % 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.</p> |  <p>Apart from installing solar panels to produce solar energy, the Company also purchased electricity from certified sources of renewable energy. In 2025, the Company purchased 1,500 MWh of electricity generated from the certified renewable energy sources.</p> |
|---|--|

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 2025 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 94.99% of total energy consumption in 2025.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : Yes

Details of setting goals for electricity and/or fuel management

| Target(s) | Base year(s) | Target year(s) |
|---|---|--|
| Increase of electricity consumption from renewable energy sources | 2024 : electricity consumption from renewable sources 2,710.84 Kilowatt-Hours | 2025 : 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

1. Install timer turn on-off lighting project

Project Outcome: The engineering department has installed a timer to switch the lighting schedule from the original operating hours of 8:00 AM to 5:00 PM to switching it off during employee breaks from 12:00 PM to 1:00 PM. Before the improvement, the electricity usage for lighting was 20,229.12 kilowatt-hours per year, and after installing the timer, the electricity usage for lighting decreased to 17,700.48 kilowatt-hours per year. This represents a 12.5 percent reduction and savings of 11,998.82 baht per year.

Information on electricity management

Company's electricity consumption ^(*)

| | 2023 | 2024 | 2025 |
|--|---------------|---------------|---------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 23,796,510.00 | 25,855,400.00 | 25,092,310.00 |
| Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours) | 21,590,000.00 | 23,144,560.00 | 22,559,450.00 |
| Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours) | 2,206,510.00 | 2,710,840.00 | 2,532,860.00 |
| Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year) | 7,723.63 | 8,221.11 | 8,386.47 |

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

Electricity Consumption Intensity

| | 2023 | 2024 | 2025 |
|--|------------|------------|------------|
| Intensity of total electricity consumption within the organization (Kilowatt-Hours / Piece of product) | 0.83667186 | 0.91307654 | 0.94108400 |
| Intensity of total electricity consumption within the organization (Kilowatt-Hours / Baht) | 0.00149821 | 0.00162041 | 0.00197266 |
| Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²) | N/A | N/A | N/A |

Electricity Expense ^(*)

| | 2023 | 2024 | 2025 |
|--|----------------|---------------|---------------|
| Total electricity expense (Baht) | 102,324,668.66 | 97,680,799.04 | 89,680,486.11 |
| Percentage of total electricity expense to total expenses (%) ^(**) | 0.47 | 0.47 | 0.51 |
| Percentage of total electricity expense to total revenues (%) ^(**) | 0.45 | 0.44 | 0.48 |
| Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year) | 33,211.51 | 31,059.08 | 29,973.42 |

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

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

Information on fuel management

Company's fuel consumption

| | 2023 | 2024 | 2025 |
|-------------------|-----------|-----------|-----------|
| Diesel (Litres) | 36,394.70 | 37,088.65 | 23,856.59 |
| Gasoline (Litres) | 2,820.02 | 1,247.87 | 1,189.29 |
| LPG (Kilograms) | 6,912.00 | 5,952.00 | 4,704.00 |

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total fuel expense (Baht) | N/A | N/A | N/A |
| Percentage of total fuel expense to total expenses (%) ^(**) | N/A | N/A | N/A |
| Percentage of total fuel expense to total revenues (%) ^(**) | N/A | N/A | N/A |

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

| | 2023 | 2024 | 2025 |
|---|-----------|-----------|-----------|
| Total energy consumption within the organization (Megawatt-Hours) | 24,146.34 | 26,538.09 | 25,092.31 |

Energy Consumption Intensity

| | 2023 | 2024 | 2025 |
|---|------------|------------|------------|
| Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*) | 0.00105665 | 0.00120213 | 0.00135658 |

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

Water management

Disclosure boundary in water management over the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 9 |
| Actual number of disclosure boundaries | : | - |
| Data disclosure coverage (%) | : | 0.00 |

Information on water management plan

Water management plan

The Company's water management plan : Yes

The Company 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% or 21,097.00 Cubic meters |
| Increase of recycled water for consumption | 2022 : Recycled water for consumption 8,870.00 Cubic meters | 2025 : Increased by 10% or 9,757.00 Cubic meters |

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

| | 2023 | 2024 | 2025 |
|---|------------|------------|------------|
| Total water withdrawal (Cubic meters) | 210,910.00 | 219,280.00 | 213,764.60 |
| Water withdrawal by third-party water (cubic meters) | 210,910.00 | 219,280.00 | 213,764.60 |
| Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year) | 68.46 | 69.72 | 71.45 |
| Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*) | 0.01 | 0.01 | 0.01 |

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

Water discharge by destinations

| | 2023 | 2024 | 2025 |
|---|------------|------------|------------|
| Percentage of treated wastewater (%) | 100.00 | 100.00 | 100.00 |
| Total wastewater discharge (cubic meters) | 168,780.00 | 175,420.00 | 171,011.68 |
| Wastewater discharged to third-party water (cubic meters) | 168,780.00 | 175,420.00 | 171,011.68 |

Water consumption

| | 2023 | 2024 | 2025 |
|--|-----------|-----------|-----------|
| Total water consumption (Cubic meters) | 42,130.00 | 43,860.00 | 42,752.92 |

Recycled water consumption

| | 2023 | 2024 | 2025 |
|---|----------|----------|----------|
| Total recycled water for consumption (Cubic meters) | 5,490.00 | 6,960.00 | 4,821.00 |

Water Consumption Intensity

| | 2023 | 2024 | 2025 |
|--|------------|------------|------------|
| Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*) | 0.00184362 | 0.00198679 | 0.00231138 |
| Intensity of total water consumption (Cubic meters / Piece of product) | N/A | N/A | 0.00891735 |
| Intensity of total water consumption (Cubic meters / USD) | N/A | N/A | 0.00056883 |

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

Water withdrawal expenses

| | 2023 | 2024 | 2025 |
|---|--------------|--------------|--------------|
| Total water withdrawal expense (Baht) | 4,346,358.58 | 4,489,092.56 | 4,559,987.56 |
| Total water withdrawal expense from third-party water (Baht) | 4,346,358.58 | 4,489,092.56 | 4,559,987.56 |
| Percentage of total water withdrawal expense to total expenses (%) ^(*) | 0.02 | 0.02 | 0.03 |
| Percentage of total water withdrawal expense to total revenues (%) ^(*) | 0.02 | 0.02 | 0.02 |

| | 2023 | 2024 | 2025 |
|---|----------|----------|----------|
| Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year) | 1,410.70 | 1,427.37 | 1,524.06 |

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

Waste management

Disclosure boundary in waste management over the past years

| | |
|--|-----------|
| Boundary type | : Company |
| Total number of disclosure boundaries | : 9 |
| Actual number of disclosure boundaries | : - |
| Data disclosure coverage (%) | : 0.00 |

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The 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 2025, the company will continue to manage hazardous waste under the Reduce Hazardous Waste Disposal Project, specifically targeting the group of hazardous 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 7 % decrease 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 |
|-----------|--------------|----------------|--------------------------|
|-----------|--------------|----------------|--------------------------|

| 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"> • Reuse • Recycle • Landfilling • Incineration with energy recovery • Other : Wastewater treatment by physicochemical methods. |

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

1. Zero waste to landfill project

Project Outcomes: In 2025, the company implemented a Zero Waste to Landfill policy to promote the reuse and recycling of generated waste as much as possible. This will enable the company to achieve Platinum Level certification in 2025 (over 99% of industrial waste is not buried in landfills). According to the National Inspection and Certification Standards, Management towards Zero Industrial Waste Landfill Requirements (TIS 102565) from Management System Certification Institute (Thailand) (MASCI).

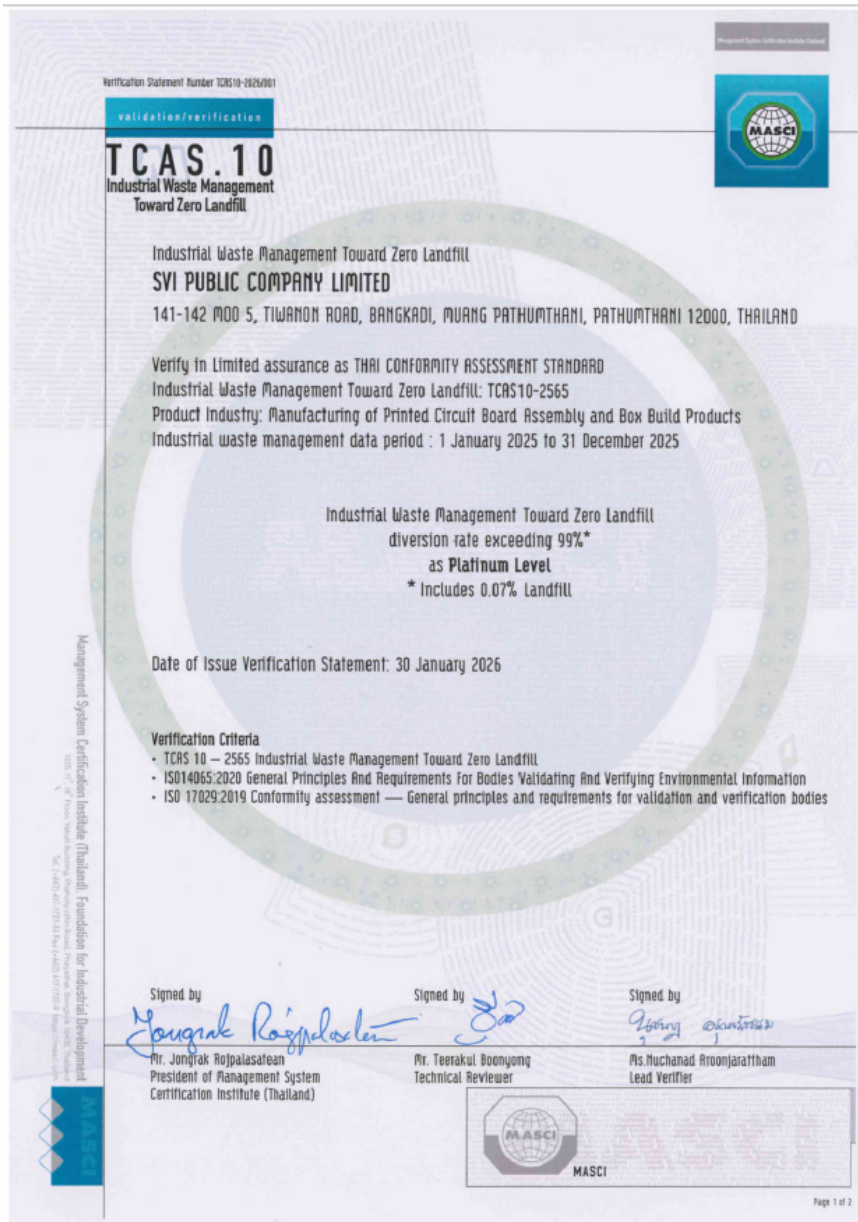
2. Return raw material packaging to suppliers for reuse project

Project Outcomes: In 2025, the procurement department, in conjunction with the environmental department, contacted raw material suppliers in Thailand to implement a program for returning cardboard and plastic packaging to suppliers for reuse. In collaboration with the production department, we collect and sort packaging from each seller to facilitate returns. In 2025, a total of 18,772 boxes of this type of packaging were returned to sellers for reuse.

3. Return of used chemical packaging to vendors for cleaning and repackaging project

Project Outcomes: In 2025, the procurement department, in conjunction with the environmental department, contacted chemical suppliers in Thailand to implement a program for returning chemical packaging to suppliers for cleaning and refilling. In 2025, a total of 540 drums of these chemical containers were returned to the sellers for reuse.

Diagram of performance and outcomes of waste management



Industrial Waste Management Toward Zero Landfill Certification

Information on waste management

Waste Generation (*)

| | 2023 | 2024 | 2025 |
|---------------------------------------|------------|------------|------------|
| Total waste generated (Kilograms) | 213,200.00 | 264,620.00 | 294,582.00 |
| Total non-hazardous waste (kilograms) | 126,150.00 | 141,670.00 | 180,237.00 |
| Total hazardous waste (kilograms) | 87,050.00 | 122,950.00 | 114,345.00 |

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**) | 0.01 | 0.01 | 0.02 |
| Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**) | 0.01 | 0.01 | 0.01 |
| Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**) | 0.00 | 0.01 | 0.01 |

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

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

Waste reuse and recycling

| | 2023 | 2024 | 2025 |
|--|-----------|------------|------------|
| Total reused/recycled waste (Kilograms) | 30,810.00 | 142,510.00 | 180,887.00 |
| Reused/Recycled non-hazardous waste (Kilograms) | 29,940.00 | 141,670.00 | 180,237.00 |
| Reused non-hazardous waste (Kilograms) | 19,250.00 | 15,540.00 | 17,506.00 |
| Recycled non-hazardous waste (Kilograms) | 10,690.00 | 126,130.00 | 162,731.00 |
| Reused/Recycled hazardous waste (Kilograms) | 870.00 | 840.00 | 650.00 |
| Reused hazardous waste (Kilograms) | 870.00 | 840.00 | 650.00 |
| Percentage of total reused/recycled waste to total waste generated (%) | 14.45 | 53.85 | 61.40 |
| Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%) | 23.73 | 100.00 | 100.00 |
| Percentage of reused/recycled hazardous waste to hazardous waste (%) | 1.00 | 0.68 | 0.57 |

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 | : | - |
| Data disclosure coverage (%) | : | 0.00 |

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, indirect GHG Scope 2 emissions and indirect greenhouse gas emissions that are beyond our control (Scopush 3: indirect value chain 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 : Yes
goals

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

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

| Greenhouse gas emission scope | Base year(s) | Short-term target year | Long-term target year |
|-------------------------------|--|--|---|
| Scope 1 | 2022 : Greenhouse gas emissions 646.24 tCO ₂ 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 ₂ e | 2025 : Reduced by 5% in comparison to the base year | 2030 : Reduced by 30% in comparison to the base year |
| Scope 3 | 2025 : Greenhouse gas emissions 21,751.36 tCO ₂ e | 2026 : Reduced by 5% or 1,087.57 tCO ₂ e in comparison to the base year | 2030 : Reduced by 30% or 6,525.41 tCO ₂ e in comparison to the base year |

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

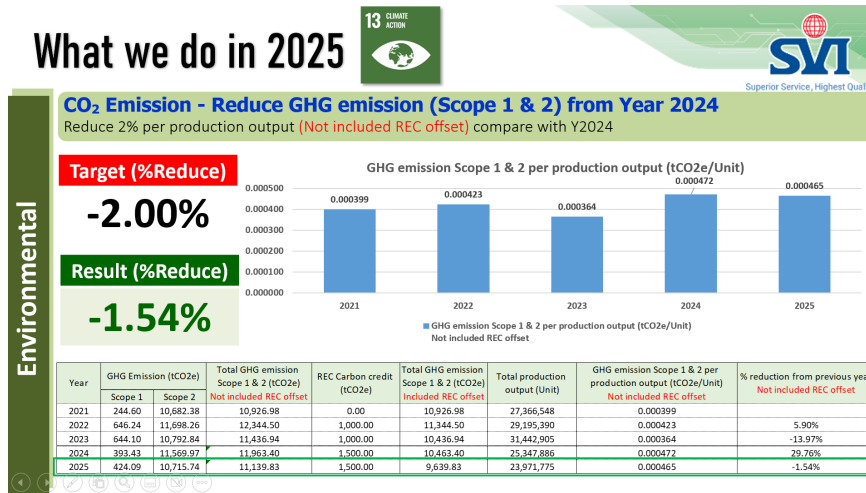
Performance and outcomes of greenhouse gas : Yes
management

1. Greenhouse Gas Emission Reduction Project

Project Results: In 2025, the company calculated the Scope 1 and 2 greenhouse gas emissions per unit of product and compared them to the 2024 emissions. The results showed that in 2025, the emissions were at 0.00465 TonCO₂e/Unit, a decrease of 1.54% from 2024, as detailed in the table.

| Year | CO2 Emission (TonCO2e/Unit) |
|----------|-----------------------------|
| 2024 | 0.000472 |
| 2025 | 0.000465 |
| % Reduce | 1.54% |

Diagram of performance and outcomes in greenhouse gas management



Summary of reduce GHG emission project

Information on greenhouse gas management

The company's greenhouse gas emissions

| | 2023 | 2024 | 2025 |
|---|-----------|-----------|-----------|
| Total GHG emissions (Metrics tonne of carbon dioxide equivalents) | 11,436.94 | 11,963.40 | 32,891.19 |
| Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent) | 644.10 | 393.43 | 424.09 |
| Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent) | 10,792.84 | 11,569.97 | 10,715.74 |
| Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent) | N/A | N/A | 21,751.36 |

Greenhouse Gas Emissions Intensity

| | 2023 | 2024 | 2025 |
|---|------------|------------|------------|
| Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*) | 0.000500 | 0.000542 | 0.001778 |
| Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person) | 3.71 | 3.80 | 10.99 |
| Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Piece of product) | 0.00036400 | 0.00047200 | 0.00046500 |

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

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

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

Verification of the company's greenhouse gas : Yes
emissions

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

Reference file for the greenhouse-gas verifier entity. : <https://esgmedia-setlink.setgroup.or.th/report/0152/2025/1770947355327.pdf>

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

| | 2023 | 2024 | 2025 |
|---|--------|--------|--------|
| Total reduced GHG (Metric tonnes of carbon dioxide equivalent) | 476.87 | 474.64 | 464.59 |
| Other projects (Metric tonnes of carbon dioxide equivalent) | 476.87 | 474.64 | 464.59 |
| Solar Rooftop project at SVI2A and SVI5 Building (Metric tonnes of carbon dioxide equivalent) | 476.87 | 474.64 | 464.59 |

Absorption and removal of Greenhouse Gas

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent) | 0.00 | 0.00 | 0.00 |

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ESG Performance

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

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

- Social and human rights policy and guidelines : Yes
- Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

The Company 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.

Reference link for social and human rights policy and guidelines : <https://investor.svi-hq.com/storage/content/sustainability/pdf/20251211-svi-cg-en.pdf>

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 : Non-discrimination, Others : Measures and Guidelines for Remedying Human Rights Impacts

Furthermore, SVI places great importance on protecting the rights of women and LGBTQ+ individuals by promoting equality in all business activities, preventing discrimination based on gender, gender identity, or

sexual orientation, and aligning its practices with international standards on human rights and labor rights for all groups. To raise awareness and support all individuals within the organization, as well as stakeholders, in recognizing the importance of respecting the rights and freedoms of women and LGBTQ+ individuals, without any form of discrimination.

Women's Rights refer to the rights that every woman is entitled to in living, working, and expressing opinions without discrimination or oppression, whether in social, economic, political, or familial contexts. This includes the right to access educational, employment, and healthcare opportunities, to receive fair compensation, and to participate equally in social and political decision-making processes.

LGBTQ+ People refers to persons with sexual orientations different from the heterosexual norm, such as lesbians, gays, bisexuals, transgender individuals, other forms of gender identity, and those who identify as queer or questioning.

Sexual Discrimination refers to the unfair treatment of individuals based on gender, gender identity, or sexual orientation, which constitutes a violation of human rights and must be avoided and opposed in all instances by the organization.

Measures and Guidelines for Remediating Human Rights Impacts

SVI Public Company Limited has established mechanisms to address human rights impacts for affected parties (if any), both at the individual and community levels, as a result of human rights violations in labour, occupational health, safety, environmental aspects, and ethics arising from business operations, whether preventive measures were in place or not. These mechanisms are carried out through the company's complaint handling system, with a focus on ensuring that remedies are transparent, accessible, fair, and in accordance with human rights principles.

Forms of Remedy

1. **Monetary Compensation:** For example, paying damages to the victim. The amount or circumstances under which payment is made depends on negotiations between both parties and is in accordance with company regulations and measures.
2. **Non-monetary Compensation:** For example, offering an apology, providing assistance after a harmful incident such as cases of sexual harassment or workplace accidents, in order to restore the victim's mental well-being. This can include offering medical assistance, halting certain actions, implementing damage control measures, and preventing recurrence, among others.

Remedies of this nature must go through a process of consultation to seek mediation, provide information to raise awareness of the potential impacts on the individuals or communities involved, and include measures to resolve or alleviate the suffering caused by the violation of human rights. The company provides opportunities for affected parties to fully participate in the negotiation process to ensure that victims or those impacted can access remedies and receive effective compensation, enabling all affected parties to continue their lives in normalcy.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

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

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

SVI Public Company Limited has a comprehensive human rights due diligence process, which includes defining the scope of the assessment, identifying relevant human rights issues, analyzing the severity of potential impacts and risks, determining measures to mitigate impacts, and monitoring and reviewing human rights performance. These steps prioritize human rights risks within the organization and establish appropriate prevention, remediation, and mitigation measures according to the level of potential risk. The company also develops a plan to monitor the effectiveness of prevention and remediation efforts to ensure that its operations do not cause human rights violations throughout the value chain.

The company's comprehensive human rights due diligence process consists of a systematic process with the following objectives:

- 1. Defining the scope:** The company clearly defines the scope of its comprehensive human rights due diligence process to ensure that human rights issues cover all relevant stakeholders. This involves considering relevant human rights issues, including labor rights, community rights, supply chain, security, environmental concerns, and consumer rights. Additionally, it covers significant human rights issues, such as forced labor, human trafficking, child labor, freedom of association, the right to collective bargaining, equal remuneration, discrimination, and prevention of harassment, whether related to gender or other forms.
- 2. Identify potential human rights issues:** The company has continuously conducted systematic reviews in preparing risk maps and assessing potential human rights risks by examining global trends and human rights issues within the electronics business sector at the national level, as well as the impacts of various crisis situations. This is done to identify actual and potential human rights risks arising from the company's business operations across the value chain. Additionally, the approach for considering these human rights issues is also applied to other companies within the group.
- 3. Human Rights Risk Assessment:** The company assesses human rights risks by considering the criteria of impact severity and the likelihood of potential human rights violations that may arise from its operations, both in terms of operational areas and individual aspects. This includes rights holders such as the company's employees, partners and contractors, customers, and surrounding communities, as well as vulnerable groups, including women, children, ethnic minorities, indigenous peoples, migrant workers, third-party contracted workers, persons with disabilities, LGBTQ+ individuals, the elderly, and pregnant women. The company has set the severity levels of human rights risks into four levels: Critical, Significant, Low, and Very Low. Human rights risk issues evaluated range from Significant to Critical. The company will consider reviewing its current management approaches to align with the results of the human rights risk assessment.
- 4. Establish measures to mitigate human rights impacts:** The company develops operational measures to address human rights risk issues, serving as guidelines to reduce and control impacts to a low or acceptable level.
- 5. Monitoring and reviewing human rights performance:** Relevant departments within the company are responsible for monitoring and reviewing the company's human rights measures on all issues consistently, to ensure that these issues are improved and addressed.
- 6. Communication and Remediation:** The company communicates its performance to stakeholders and has remediation measures, including financial and other forms of assistance, to alleviate those affected by the company's activities that have caused human rights violations.

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

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

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total number of cases or incidents of significant legal or social and human rights violations (cases) | 0 | 0 | 0 |
| Total number of cases or incidents leading to significant labor disputes (cases) | 0 | 0 | 0 |
| Total number of incidents or complaints related to consumer rights violations (cases) | 0 | 0 | 0 |
| Total number of incidents or complaints related to business partners rights violations (cases) | 0 | 0 | 0 |
| Total number of cases or incidents leading to disputes with the community/society (cases) | 0 | 0 | 0 |
| Total number of cases or incidents related to 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 |
| Data disclosure coverage (%) | : | 0.00 |

Information on employees and labor management plan

Employees and labor management plan

| | | |
|--|---|--|
| The company's employee and labor management plan | : | Yes |
| Employee and labor management plan implemented by the Company in the past year | : | Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Safety and occupational health at work |

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 Company is committed to fair and equitable treatment of employees in accordance with human rights principles, with no discrimination throughout employment practices, including recruitment, compensation, promotion, as well as training and employee development, regardless of gender, age, educational background, race, or religion. The Company also supports employment opportunities for disadvantaged groups.

The Company has been a participant of the United Nations Global Compact (UNGC) since 2005 and continues to uphold and strictly adhere to the UNGCs Ten Principles.



The Company is also committed to conducting its business with due care for the environment and integrating sustainable social and community responsibility into its business operations. Through assessments to ensure social responsibility in business conduct, the Company has reviewed compliance with good labor practices, covering the following:

- 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 organizations 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 2025, 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.
- Productivity Improvement Competition to encourage employees to participate in a competition to enhance work efficiency. The purpose of this program is to promote creative competition and emphasize teamwork. It is an opportunity to propose ideas or projects that can improve our workplace through:
 - Time savings

- Cost reduction
- Streamlining work processes
- Or a combination of all three! Awards will be considered for employees in all of these categories.

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 2025, 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 : Yes
and labor management goals?

Details of setting goals for employee and labor management

| Target(s) | Indicator(s) | Base year(s) | Target year(s) |
|--|---|---|---|
| • Safety and occupational health at work | Zero Accident (From employee that stops work more than 3 days) | 2022: Zero accident that stop work more than 3 days from employee | 2025: Zero accident that stop work more than 3 days from employee |
| • Employee training and development | Training and Awareness: | 2022: Daily Employees training hours = 40 hours per person per year. Monthly Staffs training hours = 12 hours per person per year. | 2025: Daily Employees training hours = 40 hours per person per year. Monthly Staffs training hours = 12 hours per person per year. |
| • Promoting employee relations and participation | Crate Employees Connect Program & Engagement to foster employees retention through Employees Engagement Activities: | 2024: 1. Established SVI Engagement Clubs = 4 clubs 2. Organize Engagement Activities at least once a month to boost morale and motivation | 2025: 1. Established SVI Engagement Clubs = 6 clubs 2. Organize Engagement Activities at least once a month to boost morale and motivation |

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

SVI Public company limited, Thailand has been recognized and felicitated with Good Labour Practice (GLP) Award for our ethical business management and operations from the Department of Labour Protection and Welfare, Thailand. This award encompasses businesses social responsibilities that ensure no child labour, no human trafficking, no forced labour, proper employment contracts and record taking, a safe working environment, guaranteed remunerations, working hours, holidays and other benefits for our employees.

Information on employment

Employment

| | 2023 | 2024 | 2025 |
|--|--------|--------|--------|
| Total Employment (Person) | 3,081 | 3,145 | 2,992 |
| 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 |
| Total employees (persons) | 3081 | 3145 | 2992 |
| Male employees (persons) | 1046 | 1142 | 1088 |
| Percentage of male employees (%) | 33.95 | 36.31 | 36.36 |
| Female employees (persons) | 2035 | 2003 | 1904 |
| Percentage of female employees (%) | 66.05 | 63.69 | 63.64 |
| Total of workers who are not employees (Person) | 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

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total number of employees under 30 years old (Persons) | 940 | 958 | 913 |

| | 2023 | 2024 | 2025 |
|---|-------|-------|-------|
| Percentage of employees under 30 years old (%) | 30.51 | 30.46 | 30.51 |
| Total number of employees 30-50 years old (Persons) | 1,766 | 1,768 | 1,694 |
| Percentage of employees 30-50 years old (%) | 57.32 | 56.22 | 56.62 |
| Total number of employees over 50 years old (Persons) | 375 | 419 | 385 |
| Percentage of employees over 50 years old (%) | 12.17 | 13.32 | 12.87 |

Number of male employees categorized by age

| | 2023 | 2024 | 2025 |
|---|-------|-------|-------|
| Total number of male employees under 30 years old (Persons) | 351 | 393 | 395 |
| Percentage of male employees under 30 years old (%) | 33.56 | 34.41 | 36.31 |
| Total number of male employees 30-50 years old (Persons) | 579 | 623 | 573 |
| Percentage of male employees 30-50 years old (%) | 55.35 | 54.55 | 52.67 |
| Total number of male employees over 50 years old (Persons) | 116 | 126 | 120 |
| Percentage of male employees over 50 years old (%) | 11.09 | 11.03 | 11.03 |

Number of female employees categorized by age

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total number of female employees under 30 years old (Persons) | 589 | 565 | 518 |

| | 2023 | 2024 | 2025 |
|--|-------|-------|-------|
| Percentage of female employees under 30 years old (%) | 28.94 | 28.21 | 27.21 |
| Total number of female employees 30-50 years old (Persons) | 1,187 | 1,145 | 1,121 |
| Percentage of female employees 30-50 years old (%) | 58.33 | 57.16 | 58.88 |
| Total number of female employees over 50 years old (Persons) | 259 | 293 | 265 |
| Percentage of female employees over 50 years old (%) | 12.73 | 14.63 | 13.92 |

Number of employees categorized by position

| | 2023 | 2024 | 2025 |
|--|-------|-------|-------|
| Total number of employees in operational level (Persons) | 2,876 | 2,929 | 2,774 |
| Percentage of employees in operational level (%) | 93.35 | 93.13 | 92.71 |
| Total number of employees in management level (Persons) | 178 | 189 | 195 |
| Percentage of employees in management level (%) | 5.78 | 6.01 | 6.52 |
| Total number of employees in executive level (Persons) | 27 | 27 | 23 |
| Percentage of employees in executive level (%) | 0.88 | 0.86 | 0.77 |

Number of male employees categorized by position

| | 2023 | 2024 | 2025 |
|---|------|-------|------|
| Total number of male employees in operational level (Persons) | 936 | 1,025 | 975 |

| | 2023 | 2024 | 2025 |
|--|-------|-------|-------|
| Percentage of male employees in operational level (%) | 89.48 | 89.75 | 89.61 |
| Total number of male employees in management level (Persons) | 89 | 96 | 96 |
| Percentage of male employees in management level (%) | 8.51 | 8.41 | 8.82 |
| Total number of male employees in executive level (Persons) | 21 | 21 | 17 |
| Percentage of male employees in executive level (%) | 2.01 | 1.84 | 1.56 |

Number of female employees categorized by position

| | 2023 | 2024 | 2025 |
|---|-------|-------|-------|
| Total number of female employees in operational level (Persons) | 1,940 | 1,904 | 1,799 |
| Percentage of female employees in operational level (%) | 95.33 | 95.06 | 94.49 |
| Total number of female employees in management level (Persons) | 89 | 93 | 99 |
| Percentage of female employees in management level (%) | 4.37 | 4.64 | 5.20 |
| Total number of female employees in executive level (Persons) | 6 | 6 | 6 |
| Percentage of female employees in executive level (%) | 0.29 | 0.30 | 0.32 |

Significant changes in the number of employees

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

Employment of workers with disabilities

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total employment of workers with disabilities (persons) | 39 | 41 | 38 |
| Percentage of disabled workers to total employment (%) | 1.27 | 1.30 | 1.27 |
| Total number of employees with disabilities (Persons) | 24 | 26 | 24 |
| Total male employees with disabilities (persons) | 15 | 16 | 15 |
| Total female employees with disabilities (persons) | 9 | 10 | 9 |
| Percentage of disabled employees to total employees (%) | 0.78 | 0.83 | 0.80 |
| Total number of workers who are not employees with disabilities (persons) | 15 | 15 | 14 |
| Percentage of disabled non-employee workers to total non-employee workers (%) | 0.00 | 0.00 | 0.00 |
| Contributions to empowerment for persons with disabilities fund | No | No | No |

Information on compensation of employees

Employee remuneration by gender

| | 2023 | 2024 | 2025 |
|---|----------------|------------------|------------------|
| Total employee remuneration (baht) | 999,572,052.71 | 1,023,348,671.36 | 1,062,180,774.64 |
| Total male employee remuneration (baht) | 463,449,571.70 | 484,587,002.67 | 499,066,127.07 |
| Percentage of remuneration for male employees (%) | 46.36 | 47.35 | 46.99 |

| | 2023 | 2024 | 2025 |
|---|----------------|----------------|----------------|
| Total female employee remuneration (baht) | 536,122,481.01 | 538,761,668.69 | 563,114,647.57 |
| Percentage of remuneration for female employees (%) | 53.64 | 52.65 | 53.01 |
| Average of remuneration of employees (Baht/persons) | 324,431.05 | 325,389.08 | 355,006.94 |
| Average of remuneration for male employees (Baht/persons) | 443,068.42 | 424,331.88 | 458,700.48 |
| Average of remuneration for female employees (Baht/persons) | 263,450.85 | 268,977.37 | 295,753.49 |
| Rate of average of remuneration between female employees and male employees | 0.59 | 0.63 | 0.64 |

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

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.

Overview of methods for determining employee and employer contribution Rates

The members contribute 3% to 15% of their monthly salary to the fund. The employers contribution rate in percentage of salary is set as follows:

| Number of Member Year | Employers Contribution Rate (%) |
|---|---------------------------------|
| Less than 2 years | 3 |
| Completed 2 years but less than 5 years | 4 |
| 5 years and above | 5 |

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : No

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

| | 2023 | 2024 | 2025 |
|--|-------|-------|-------|
| Number of employees eligible to participate in PVD (persons) | 3081 | 3141 | 2992 |
| Number of employees joining in PVD (persons) | 1194 | 1070 | 1343 |
| Number of PVD members / Total employees (%) | 38.75 | 34.02 | 44.89 |
| Number of PVD members / Total eligible employees (%) | 38.75 | 34.07 | 44.89 |

Amount of provident fund

| | 2023 | 2024 | 2025 |
|---|---------------|---------------|---------------|
| Total amount of provident fund contributed by employer (baht) | 15,681,577.00 | 16,119,092.00 | 15,845,169.00 |
| Total amount of provident fund contributed by employee (baht) | 24,978,035.00 | 25,868,853.00 | 26,068,815.00 |

Summary of employee PVD participation over the past year

| Company name | Employees participating in PVD (Yes/No) | Total number of employees (persons) | Number of employees eligible to participate in PVD (persons) | Number of employees joining in PVD (persons) | Number of PVD members / Total employees (%) | Number of PVD members / Total eligible employees (%) |
|----------------------------|---|-------------------------------------|--|--|---|--|
| SVI PUBLIC COMPANY LIMITED | Yes | 2,992 | 2,992 | 1,343 | 44.89 | 44.89 |

Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings : Other promotional measures through the provident fund for non-participating employees (PVD)

Other promotional measures

SVI Employee and Credit Cooperative Unvied

The Company has established a savings cooperative to promote financial discipline and enhance the financial stability of its employees. Employees are invited to become members and accumulate savings through monthly share purchases at a par value of Baht 10 per share, with a minimum subscription of Baht 200 per month. Such contributions are automatically deducted from employees salaries. Members are entitled to receive returns in the form of dividends, subject to the cooperatives operating results.

In addition, the cooperative provides loan facilities to its members at low interest rates as an appropriate financial alternative. This initiative helps reduce employees reliance on informal lending sources and supports their overall quality of life and long-term financial stability.

Information on employee development

Employee training and development

| | 2023 | 2024 | 2025 |
|--|-------|-------|------------|
| Average employee training hours (Hours / Person / Year) | 38.00 | 36.00 | 48.00 |
| Total amount spent on employee training and development (Baht) | N/A | N/A | 340,866.13 |
| Percentage of training and development expenses to total expenses (%) ^(*) | N/A | N/A | 0.000019 |
| Percentage of training and development expenses to total revenue (%) ^(*) | N/A | N/A | 0.000018 |

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

Information on safety, occupational health, and work environment

Number of working hours

| | 2023 | 2024 | 2025 |
|---|--------------|--------------|--------------|
| Total number of hours work (Hours) | 9,625,087.32 | 9,610,542.78 | 7,480,512.00 |
| Total number of hours worked by employees (Hours) | 9,625,087.32 | 9,610,542.78 | 7,480,512.00 |

Statistic of accident and injuries of employees from work

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total number of lost time injury incidents by employees (Cases) | 12 | 21 | 5 |
| Total number of employees that lost time injuries for 1 day or more (Persons) | 12 | 21 | 5 |
| Percentage of employees that lost time injuries for 1 day or more (%) | 0.39 | 0.67 | 0.17 |
| 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) | 1.25 | 2.19 | 0.67 |
| Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours) | 0.25 | 0.44 | 0.13 |

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

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

Information on promoting employee relations and participation

Employee engagement

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total number of employee turnover leaving the company voluntarily (persons) | 727 | 752 | 820 |
| Total number of male employee turnover leaving the company voluntarily (persons) | 226 | 211 | 277 |
| Total number of female employee turnover leaving the company voluntarily (persons) | 501 | 541 | 543 |

| | 2023 | 2024 | 2025 |
|--|-------|-------|-------|
| Proportion of voluntary resignations (%) | 23.60 | 23.91 | 27.41 |
| Percentage of male employee turnover leaving the Company voluntarily (%) | 31.09 | 28.06 | 33.78 |
| Percentage of female employee turnover leaving the Company voluntarily (%) | 68.91 | 71.94 | 66.22 |

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Evaluation result of employee engagement | Yes | Yes | Yes |

Employee internal groups

- Employee internal groups : Yes
- Types of employee internal groups : Welfare committee, Others : SVI Engagement Clubs: SVI United, SVI Band, SVI Volunteer Club, SVI Healthy Club, SVI Badminton Club and SVI Photography Club

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines⁽¹⁾

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

Remark: (1) Customer Personal Data Protection Policy and Practice 1. Principles and Commitment The Company recognizes the importance of protecting customers personal data and ensures compliance with applicable laws, including the Personal Data Protection Act B.E. 2562 (2019) and relevant international regulations such as the GDPR. The Company is committed to maintaining transparency, fairness, and good corporate governance standards. 2. Purpose of Collection, Use, and Disclosure The Company collects, uses, or discloses customers personal data only as necessary for the following purposes: To provide products and services To perform contractual obligations or respond to customer requests To improve products and service quality To communicate marketing information (with consent) To comply with legal and regulatory requirements Personal data will not be used beyond the stated purposes unless additional consent is obtained or required by law. 3. Types of Personal Data Personal data may include: Identification information (name, ID/passport number) Contact details (address, telephone number, email) Financial information (bank account, tax identification number) Service usage data and technical information from websites Explicit consent will be obtained prior to processing sensitive personal data. 4. Security Measures The Company implements appropriate technical and organizational measures to safeguard personal data, including: Access control based on roles and responsibilities IT security systems such as firewalls, encryption, and password protection Secure document storage Employee training on personal data protection 5. Disclosure to Third Parties Personal data may be disclosed to third parties only when necessary, such as service providers, business partners, or government authorities as required by law. Appropriate confidentiality agreements and data protection measures will be implemented. 6. Retention Period Personal data will be retained only for as long as necessary to fulfill the purposes or as required by law. Data will be deleted or destroyed after the retention period expires. 7. Data Subject Rights Customers have the right to access, rectify, erase, object to processing, or withdraw consent in accordance with applicable laws. Requests can be submitted through the Company's designated contact channels.

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, Others : Follow Company Business Ethics

Reference link for responsible sales and marketing policy and guidelines :

Page number of the reference link :

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 : Others : Adversary notices shall be raise to direct customer

of products and services to customers / consumers

in case of finished goods are not in violate quality safety, and regulatory.(CAPA Procedure)

Information on customer management plan

Customer management plan

Company's customer management plan : Yes

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

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 | Customer Satisfaction Survey | 2024: - | 2025: Average score >3 |

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

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Evaluation results of customer satisfaction | Yes | Yes | Yes |

Channels for receiving complaints from customers/consumers

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

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 : Employment and professional skill development, implemented by the company over the past year 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(s) | Indicators(s) | Base year(s) | Target year(s) |
|--|---|--------------|--|
| • 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. |

| Target(s) | Indicators(s) | Base year(s) | Target year(s) |
|-------------|---|--------------|---|
| • 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 Public Company Limited has implemented a sustainable community development program with the goal of enabling communities to become self-reliant. The company is committed to providing continuous support and growing sustainably together with the community.

In 2025, the following projects have been carried out:

"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 2025, the company awarded a total of 180 scholarships in collaboration with Bangkadi Municipality and other businesses in Bangkadi Subdistrict. The scholarships were divided into 54 for vocational certificate level, 21 for higher vocational certificate level, and 105 for bachelors degree level. The scholarship amount was 5,000 THB per award for vocational and higher vocational levels and 10,000 THB per award for bachelors degree level.

In addition, the company organized internship programs for students to further support their educational and career 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.

Environmental CSR Activities to Reduce Global Warming

In 2025, the company built two check dams to store water, prevent flooding and drought, and restore forest fertility. The company also constructed two brushwood check structures (known as sa-wian) to help retain moisture in forest areas in Saraburi Province. In addition, trees were planted within the company's premises to increase green spaces and support environmental sustainability.

Support for Bangkadi Municipality

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

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

The company organized activities to provide community members with knowledge and additional income opportunities, such as training on how to make fresh strawberry milk for sale.

The company also arranged a Mobile Factory activity to share knowledge with students in the community. The sessions covered topics such as safety, energy conservation, waste separation, and the Eat Smart, Save the World concept. In addition, the program helped students improve their English and Chinese language skills.

Blood Donation

The company organized four blood donation drives per year, collecting a total of 340 units of blood.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

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ESG Performance

Company Name : SVI PUBLIC COMPANY LIMITED

Symbol : SVI

Market : SET

Industry Group : Technology

Sector : Electronic Components

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), 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 policy and guidelines : <https://investor.svi-hq.com/storage/content/sustainability/pdf/20251211-svi-cg-en.pdf>

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

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 different 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 Companys 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 (or equivalent) 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.

Corporate governance of subsidiaries and associated companies

The Companys Board of Directors has established a mechanism for the Companys supervision that enables it to oversee the management and take responsibility for the operation of its subsidiaries in order to maintain the Companys investment benefit.

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

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 Companys 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 Companys 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 companys 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 competitors employee. The Company will not try to damage the competitors 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 Companys 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
- 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.

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, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

Conflict of interest refers to situations or actions in which a director, executive, or employee of the company may have or gain benefits that could compromise their ability to make impartial decisions or fulfill their assigned duties and responsibilities.

The Company has a policy to prevent directors, executives, or employees from using inside information for personal benefit. 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 Exchanges regulations and discloses the details in the annual report.

The Company has the policy that the directors, executives and employees shall not use the opportunities from their status in the Company to acquire personal interests eventually imposes the practices as follows:

1. They shall avoid a transaction having involvement with themselves which may cause the conflict of interest to the Company.
2. The directors, executives and employees of the Company if they become a director, partner or advisor in other organization, status shall not conflict with the Company's interest.
3. When considering transactions that have or may have conflicts of interest (Conflicts of Interest) involving shareholders, directors, executives, employees, or other related parties, clear and reliable practices must be adhered to. These practices ensure that such transactions are fair, transparent, reasonable, and disclosed accurately and completely. A standardized conflict of interest disclosure report must also be established under the company's conflict of interest policy.
4. The directors, executives, and employees of the Company who may have a conflict of interest, whether directly or indirectly, with the company's operations must report the conflict in accordance with the company's conflict of interest policy.

Reference link for Prevention of Conflicts of Interest : <https://investor.svi-hq.com/storage/content/sustainability/pdf/20251211-svi-cg-en.pdf>

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.

In accordance with the Company's policy, the Company considers fraud and corruption to be illegal acts that undermine the credibility of its business operations. Therefore, the Board of Directors resolved to approve the

revised Anti-Corruption Policy on 14 May 2024 (reviewed on 20 November 2026) in order to prevent any adverse impact on the Company and society.

Accordingly, the Company has established guidelines for executives and employees as follows:

- 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.

Reference link for Anti-corruption : <https://investor.svi-hq.com/storage/content/sustainability/anti-corruption-policy/20240807-svi-anti-corruption-policy-en.pdf>

Whistleblowing and Protection of Whistleblowers

The Company believes that Good Corporate Governance is vital for the achievement of sustainable long-term growth. Therefore, the Company provides a channel for employees, stakeholders and concerned personnel to send their comments or useful suggestions, or to report or submit information concerning wrongdoing, violation of the law, regulation, or any conflict of Good Corporate Governance principles via email to audit_committee@svi.co.th. Furthermore, to ensure that people making such a report receive proper protection, the Company has a policy to receive complaints directly through the Audit Committee. All details are kept confidential, and there is a mechanism in place when investigating the party accused to ensure that there is fair treatment before disciplinary or legal action is taken.

Scope of filing complaints and notification of clues If there are uncertainties or suspicious actions that violate the Code of Good Conduct, such as disregarding the principles and guidelines of good governance policies, anti-corruption policies, breaking company rules and regulations, and subjecting employees to unfair treatment in the workplace.

Reporting or complaint channels can be reported through the following two channels:

- Internal auditor (audit_committee@svi.co.th)
- The human resources department (suggestion box) sends it through electronic systems, email, or other appropriate and secure channels.

Conditions and considerations for clues or complaints

The detailed information on clues or complaints must be true, clear, or sufficient for investigation. The information received will be confidential and will not disclose the whistleblower's name. Individuals who report or complain without public consent, regardless of their employment status, will receive protection. Third parties, complaint recipients, and those involved in the investigation process must keep the relevant information confidential when investigating the facts. For safety reasons, we will disclose it when necessary.

Process

1. After receiving the complaint, we maintain a level of confidentiality based on the nature of the case and send it to the supervisor for investigation. The Human Resources Department receives a preliminary copy of the matter to formulate suggestions for disciplinary action or other actions. Finally, a copy of the case will be sent to the management and audit committee for a final decision.
2. Gather information, direct the complaint department to conduct an investigation, and recommend appropriate actions or practices for the relevant personnel. If disciplinary action is necessary, consult the

human resources department to ensure it aligns with the company's regulations. Submit the facts, implementation results, and disciplinary orders (if applicable) to the management and the audit committee for the relevant authorities' understanding or consideration.

3. If a complaint comes from an anonymous person and the complaint handler is unable to find sufficient additional information, they will send a report of the investigation's results, including information and opinions, to management through the relevant supervisory authority in accordance with the steps to request the appropriate course of action. If it is determined that the complaint cannot be processed, it will be closed. The complaint handler will then send a copy to the complaint coordinator for further reporting to management and the Audit Committee. If the complaint handler examines the facts and determines that the complainant is not at fault, that a misunderstanding caused the matter, or that they have advised the complainant or those involved of appropriate conduct, they should close the matter without any punishment. The complaint handler must present the matter to the superior for approval before closing it. The complaint handler must also forward a copy of the matter to the complaints coordinator for the complainant's information and report to both the management and the Audit Committee.
4. If the complainant and the human resources department believe that disciplinary action is necessary, an investigation will be conducted. The management will receive reports for confirmation and guidance in adhering to company regulations.
5. Report the summary results to the complainant, improve the complaint handler's performance in accordance with management's orders, provide recommendations for appropriate further action, report the results of the operation to the complainant, and record the results of actions taken regarding the issue. The complainant provides the committee with the necessary details. If reporting, complaining, providing statements, or providing any information is proven not true, then the complaint channel is either dishonest or incorrect. If the individual in question is a company employee, they will be subjected to disciplinary action. If a third party engages in such behaviour, the company will also consider suing the person.

Measures to protect whistleblowers or complainants

1. The Company will keep confidential the information and identities of the whistleblower, complainant, and respondent. When necessary, the company will disclose information, taking into account the safety and damage to the informant or related personnel, and will implement appropriate and fair procedures to mitigate the damage.
2. The Company provides protection for employees who refuse or report corruption related to the company. The Company's policy is not to demote or have a negative impact on rejected employees, report corruption related to the company, even if such behaviour may lead to business losses, and clearly communicate this policy with all employees. Notify via public relations committees, brochures, websites, annual reports, or other appropriate methods, including insertion during annual events. Employee training, etc. All departments of the company must strictly comply with this policy.

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

Whistleblowers

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 Secretary shall communicate the Company's securities trading blackout period to the relevant persons in advance to ensure their compliance.

Additionally, the Company mandates that all employees perform their duties solely for the maximum benefit of the Company, in strict compliance with the Company's regulations and procedures. The Company has implemented measures to prevent the misuse of insider information by requiring employees at all levels to refrain from using such information for personal gain, or for the benefit of their family or associates in any unethical manner. Employees are also obligated to safeguard confidential information and documents, ensuring they are not disclosed to external parties. Examples include restricting the release of details regarding the Company's operational activities or future plans.

The Company considers any breach of the requirements regarding the use of inside information to be a disciplinary violation under the Company's work regulations. The Company will determine appropriate disciplinary actions, ranging from verbal warnings, written warnings, to termination of employment. In addition, the violator and any involved persons may also be subject to criminal and civil liability in accordance with applicable laws and relevant government regulations.

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), 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 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 Company has established requirements for directors, executives, and employees to:

1. The directors, executives and employees of the Company shall not use the opportunity or information obtained from their status to acquire personal interest for themselves, for other party or for operating a business competing with the Company and / or the Company's other business involved.
2. The Company's inside information shall not be used for personal interest in the Company's security exchange or furnished to other people for buying or selling company shares.
3. The Company's properties shall not be used for personal interests.
4. The Company's information shall not be used as the outsiders reference for personal interests.
5. The Company's business confidential information shall not be disclosed to outsiders particularly competitors even after the executives or staff have expired from position.

Gift giving or receiving, entertainment, or business hospitality

Definition

Giving or receiving gifts refers to giving or receiving property or any other benefits to establish a good relationship, whether it is money, goods, services, gift vouchers, etc. **Sponsorship** means providing food and drinks, performing, watching sports, participating in sports activities such as playing golf, recreational activities, etc. **Hospitality service** means welcoming and providing assistance to visitors in a friendly manner, while paying attention.

Policy

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.

Giving or accepting gifts and sponsorship shall meet the following criteria:

- Must be in accordance with the traditions and customs that exist.
- Must be approximate, infrequent, and suitable for the occasion.
- Must not violate laws, regulations, and comply with good corporate governance and company policy in related matters.
- Directors, executives, and employees shall not receive any financial or personal benefits from clients, business partners, or anyone else who represents the company. If the value surpasses 2,000 Thai baht, the supervisor must report it, unless they cannot refuse, and send a gift as a reward or voluntary donation.
- Directors, executives, and employees are prohibited from lending, borrowing, or soliciting money. The company does not accept items from customers or individuals conducting business with it, unless they borrow money from a bank or financial institution on behalf of a customer.
- Our company does not have any financing policies, incentives, or offers preferential treatment to customers, our partners, external institutions, or any individuals in any form, except for providing traditional commercial sponsorship, commercial discounts, and our promotion plans.

Reference link for Gift giving or receiving, entertainment, or business hospitality : <https://investor.svi-hq.com/storage/content/sustainability/anti-corruption-policy/20240807-svi-anti-corruption-policy-en.pdf>

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.

Anti-unfair competitiveness

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 competitors employee. The Company will not try to damage the competitors reputation by means of slander, accusations or providing incorrect information.

Reference link for Anti-unfair competitiveness : <https://investor.svi-hq.com/storage/content/sustainability/pdf/20251211-svi-cg-en.pdf>

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 employees to comply with the business code of conduct : Yes

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 Certificate.pdf,
United Nations Global Compact (UNGC)

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 : Yes
corporate governance policy and guidelines, or
board of directors charter

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

In 2025, the Company conducted various actions in line with the good corporate governance principle, as follows:

Actions to Protect the Rights of Shareholders

1. Shareholders were provided with an opportunity to suggest agenda items for the annual general meeting of shareholders and nominate director candidates in advance between September 2 and December 30, 2024. 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).
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) on March 6, 2025,

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, 2025, the Company conducted its annual general meeting of shareholders, with attendance from 6 out of 7 directors of the board, Chief Executive Officer (CEO), Chief Financial Officer (CFO), VP of Corporate Finance 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, 2025.
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 shareholders 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 2025 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 2025 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, 2025 with 6 out of 7 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.

Implementation of the CG Code for listed companies

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

The Company has continuously developed and enhanced its corporate governance standards by adhering to the Corporate Governance Code for Listed Companies B.E. 2560 (2017) (the CG Code) of the Stock Exchange of Thailand, as well as the ASEAN Corporate Governance Scorecard. In addition, the Company has incorporated Corporate Social Responsibility policies as part of its good corporate governance framework, which serves as best practice guidelines for the Board of Directors, executives, and employees in performing their duties with accountability and responsibility. The Company requires its Corporate Governance Manual to be reviewed regularly at least once a year to ensure that it remains up to date, responsive to changes, and aligned with the Company's business strategy and direction, as well as with corporate governance principles in accordance with both domestic and international standards and relevant regulations. Such principles are communicated throughout the entire organization, covering the Board of Directors, executives, and employees, which is considered a key factor in enhancing corporate value and maximizing long-term returns for the Company, shareholders, and all stakeholders.

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 2025, the Company periodically organized activities for analysts and investors as follows:

| | | |
|--|----|------|
| 1. Provide information to analysts, funds, and shareholders. | 72 | Time |
| 2. Make a press release regarding performance. | 14 | Time |
| 3. Make conference calls with foreign funds | 12 | Time |
| 4. Meet with institutional investors, general investors, and analysts. | 5 | Time |
| 5. Road show (domestic and international) | 5 | 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 a "Very Good" evaluation in the CGR project and was classified as a 4-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 "Very Good" 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

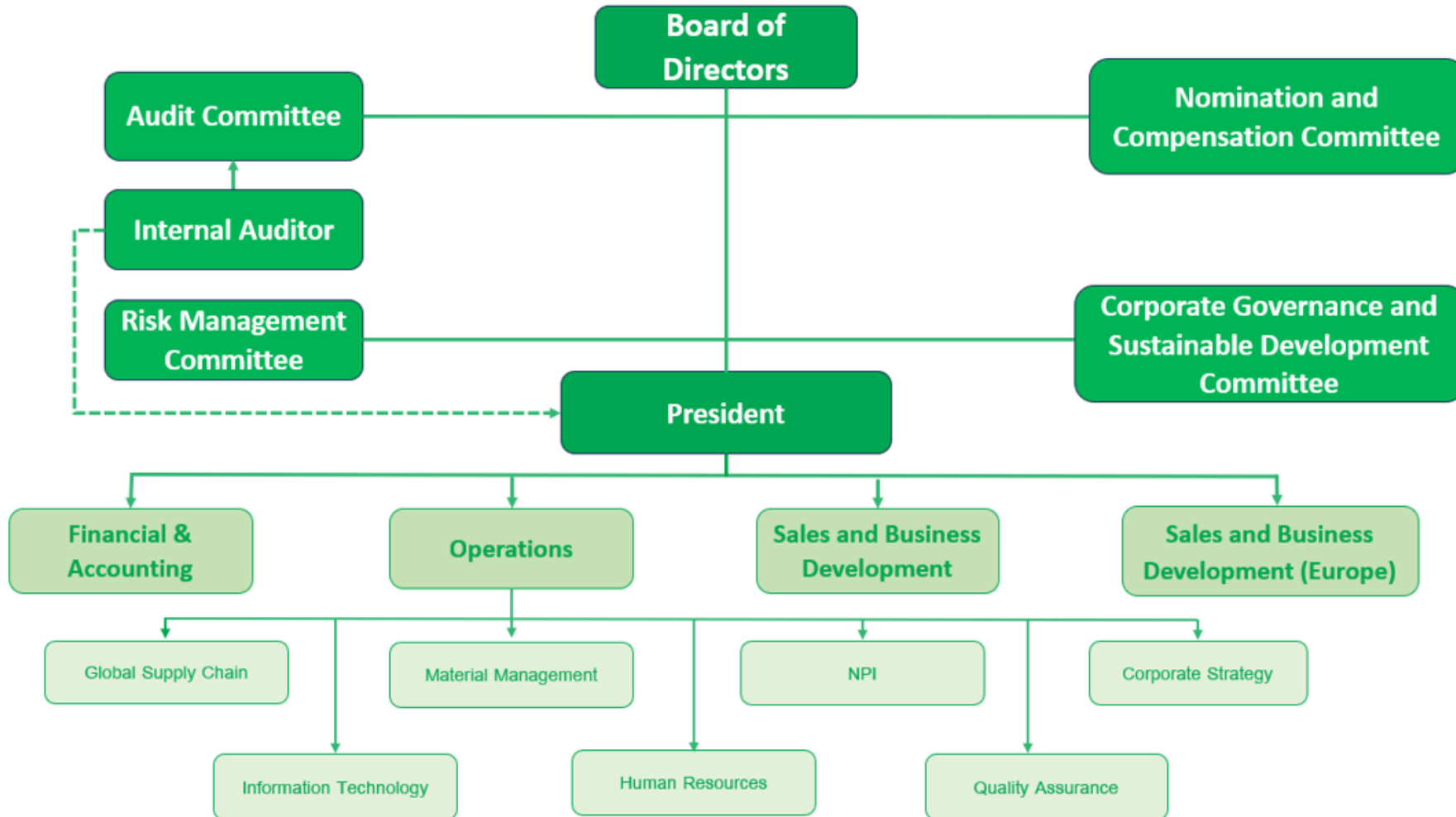
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

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

| | 2023 | | 2024 | | 2025 | |
|---|----------|------------|----------|------------|----------|------------|
| | Male (%) | Female (%) | Male (%) | Female (%) | Male (%) | Female (%) |
| Total directors | 100.00 | | 100.00 | | 100.00 | |
| | 100.00 | 0.00 | 100.00 | 0.00 | 66.67 | 33.33 |
| Executive directors | 28.57 | | 28.57 | | 0.00 | |
| | 28.57 | 0.00 | 28.57 | 0.00 | 0.00 | 0.00 |
| Non-executive directors | 71.43 | | 71.43 | | 100.00 | |
| | 71.43 | 0.00 | 71.43 | 0.00 | 66.67 | 33.33 |
| Independent directors | 71.43 | | 71.43 | | 83.33 | |
| | 71.43 | 0.00 | 71.43 | 0.00 | 50.00 | 33.33 |
| Non-executive directors who have no position in independent directors | 0.00 | | 0.00 | | 16.67 | |
| | 0.00 | 0.00 | 0.00 | 0.00 | 16.67 | 0.00 |

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

| | 2023 | | 2024 | | 2025 | |
|-----------------------------------|--------------|----------------|--------------|----------------|--------------|----------------|
| | Male (years) | Female (years) | Male (years) | Female (years) | Male (years) | Female (years) |
| Average age of board of directors | 64 | | 65 | | 63 | |
| | 64 | 0 | 65 | 0 | 65 | 60 |

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 : 73 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> | <p>Chairman of the board of directors (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director</p> | 1 May 2017 | Engineering, Corporate Management, Leadership, Strategic Management, Change Management |
| <p>2. Mr. CHATCHAVAL JIARAVANON Gender: Male Age : 63 years Highest level of education : Bachelor'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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> | <p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director</p> | 24 Feb 2017 | Information & Communication Technology, Electronic Components, Business Administration |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|--|------------------------------------|---|
| <p>3. Mr. CHATCHAWAL EIMSIRI Gender: Male Age : 66 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 100,000 Shares (0.004644 %) | <p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p> | 27 Nov 2019 | Petrochemicals & Chemicals, Human Resource Management |

| List of directors | Position | First appointment date of director | Skills and expertise |
|--|--|------------------------------------|--|
| <p>4. Ms. NITAYA DIREKSATHAPON Gender: Female Age : 68 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years^(*) : Doesnt Have DAP course : Yes DCP course : No</p> | <p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Newly appointed director to replace the ex-director</p> | 11 Apr 2025 | Accounting, Finance |
| <p>5. Ms. PHONPIMOL PATHOMSAK Gender: Female Age : 52 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 : Doesnt Have Legal offenses in the past 5 years^(*) : Doesnt Have DAP course : No DCP course : Yes</p> | <p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Newly appointed director to replace the ex-director</p> | 11 Apr 2025 | Accounting, Finance, Business Administration |

| List of directors | Position | First appointment date of director | Skills and expertise |
|--|--|------------------------------------|---|
| 6. Mr. PETCH CHINABUTR Gender: Male Age : 57 years Highest level of education : Doctoral degree Study field of the highest level of education : Human Resource Development Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No | Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Newly appointed director to replace the ex-director | 17 Apr 2025 | Human Resource Management, Sustainability, Corporate Social Responsibility, IT Management |

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

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

| List of directors | Position | Date of resignation / termination | Replacement director |
|-------------------|----------|-----------------------------------|----------------------|
|-------------------|----------|-----------------------------------|----------------------|

| List of directors | Position | Date of resignation / termination | Replacement director |
|--|---|-----------------------------------|---|
| <p>1. Mr. THREKWAN BUNNAG Gender: Male Age : 68 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> | <p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No</p> | <p>15 Apr 2025</p> | <p>Mr. PETCH CHINABUTR Appointment date of replacement director : 17 Apr 2025</p> |
| <p>2. Mr. SOPON PUNYARATABANDHU Gender: Male Age : 63 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> | <p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No</p> | <p>11 Jan 2026</p> | <p>Ms. NITAYA DIREKSATHAPON Appointment date of replacement director : 11 Apr 2025</p> |

| List of directors | Position | Date of resignation / termination | Replacement director |
|---|--|-----------------------------------|---|
| <p>3. Mr. RALPH ROBERT TYE Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> | <p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No</p> | 11 Apr 2025 | <p>Ms. PHONPIMOL PATHOMSAK Appointment date of replacement director : 11 Apr 2025</p> |
| <p>4. Mr. SUTEE LOSOPONKUL Gender: Male Age : 65 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> | <p>Director (Non-executive directors) Authorized directors as per the companys certificate of registration : Yes</p> | 1 Sep 2025 | - |

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 companys certificate of registration |
|--------------------------------|------------------------------------|---------------------|-------------------------|-----------------------|---|--|
| 1. Mr. PRASERT BUNSUMPUN | Chairman of the board of directors | | ✓ | ✓ | | |
| 2. Mr. CHATCHAVAL JIARAVANON | Director | | ✓ | ✓ | | |
| 3. Mr. CHATCHAWAL EIMSIRI | Director | | ✓ | | ✓ | ✓ |
| 4. Ms. NITAYA DIREKSATHAPON | Director | | ✓ | ✓ | | |
| 5. Ms. PHONPIMOL PATHOMSAK | Director | | ✓ | ✓ | | |
| 6. Mr. PETCH CHINABUTR | Director | | ✓ | ✓ | | |
| Total (persons) | | 0 | 6 | 5 | 1 | 1 |

Overview of director skills and expertise

| Skills and expertise | Number (persons) | Percent (%) |
|---|------------------|-------------|
| 1. Petrochemicals & Chemicals | 1 | 16.67 |
| 2. Electronic Components | 1 | 16.67 |
| 3. Information & Communication Technology | 1 | 16.67 |

| Skills and expertise | Number (persons) | Percent (%) |
|------------------------------------|------------------|-------------|
| 4. Accounting | 2 | 33.33 |
| 5. Finance | 2 | 33.33 |
| 6. Corporate Social Responsibility | 1 | 16.67 |
| 7. Human Resource Management | 2 | 33.33 |
| 8. Sustainability | 1 | 16.67 |
| 9. IT Management | 1 | 16.67 |
| 10. Corporate Management | 1 | 16.67 |
| 11. Engineering | 1 | 16.67 |
| 12. Change Management | 1 | 16.67 |
| 13. Leadership | 1 | 16.67 |
| 14. Strategic Management | 1 | 16.67 |
| 15. Business Administration | 2 | 33.33 |

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

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| The chairman of the board and the highest-ranking executive are from the same person | - | No | No |
| The chairman of the board is an independent director | - | Yes | Yes |
| The chairman of the board and the highest-ranking executive are from the same family | No | No | No |
| Chairman is a member of the executive board or taskforce | - | No | No |
| The company appoints at least one independent director to determine the agenda of the board of directors meeting | No | Yes | Yes |

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : 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. Undertake the Company management in compliance with the law, the Company objectives, Articles of Association and the resolutions of the Shareholders Meeting with integrity and in good faith and protect the Company interest.
2. To approve and review key business matters of the Company, such as the vision and mission of the Company, strategy, financial targets, risks, work plans and budget at least once a year.
3. Consider various matters with integrity, reasonableness, adequate, appropriate, and unbiased grounds, whether directly or indirectly, for the best interest of the company and its shareholders as a whole.
4. Approve business operations or transactions that are transparent and fair for the company and its shareholders.
5. Manage, monitor, and supervise directors and executives to perform their duties with responsibility (Duty of Care) and integrity (Duty of Loyalty), ensuring they operate according to the company's policies, strategic plans, and budgets efficiently and effectively, in accordance with good governance principles, and within the scope of the law. This includes promoting the use of innovation and technology to add value to the company, as well as overseeing information technology governance.
6. Make sure the board meeting agendas include important legal requirements related to the company's business or issues that could affect the company's operations.
7. Implement internal controls and risk management mechanisms, including a system for receiving complaints and handling whistleblowing cases.
8. Ensure the continuity of long-term business operations, including employee development plans and management succession planning.
9. Establish a written corporate governance policy, approve and review it at least once a year, and evaluate the implementation of the policy.

10. Create a written business code of conduct to ensure that directors, executives, and all employees understand the ethical standards the company uses in its business operations. The board will monitor strict compliance with the code of conduct and review and update it to be suitable for changing environments. Clear guidelines for monitoring and evaluating compliance should be established, as part of the corporate governance policy, to provide a framework for directors, executives, and all employees to adhere to in conducting business with integrity and ethics.
11. Ensure the accurate, appropriate, complete, and equal disclosure of the company's transactions and business operations to all groups of investors.
12. Establish a policy to prevent directors, executives, or employees from using insider information for personal gain to avoid conflicts of interest. Report potential conflicts of interest to the board for consideration and ensure compliance with stock exchange regulations, with details disclosed in the annual report. The board also oversees the use of inside information, requiring directors and executives to report changes in securities holdings to the SEC and prohibiting those with inside information from disclosing it to outsiders.
13. Implement a system of controls for financial reporting and compliance with rules, regulations, and policies, and establish an independent internal audit unit responsible for auditing these controls. At least once a year, the internal audit unit should review significant systems and disclose them in the annual report, reporting directly to the audit committee.
14. Implement a policy to manage various risks affecting the company cautiously and effectively, covering both internal and external factors that may change with economic, social, and political conditions. The risk management policy should cover prevention and mitigation, with the risk management committee responsible for monitoring, implementing, and reporting to the board regularly. Review and assess the effectiveness of risk management systems at least once a year, and disclose them in the annual report. Develop strategies to respond to various risk levels, including avoiding, reducing, transferring, or accepting risks, to prioritize the most cost-effective and efficient options that impact shareholder value.
15. In the annual report, state whether internal control and risk management systems are sufficient.
16. Provide channels for employees, outsiders, and stakeholders to submit comments, suggestions, or information about misconduct, law violations, or corporate governance principles.
17. Consider the composition and structure of the board, ensuring it comprises directors with suitable qualifications, knowledge, diverse skills, and specific expertise relevant to the company's business. Directors should be able to dedicate time and effort to their duties, meet the requirements of the SEC, and comply with the Public Limited Companies Act B.E. 2535.
18. Limit the number of listed companies in which a director can hold positions to no more than five, unless the individual possesses exceptional knowledge, experience, and skills beneficial to the company and can dedicate time efficiently without conflicts of interest.
19. Determine the appropriate number and qualifications of independent directors in accordance with capital market regulations, with a continuous tenure not exceeding nine years unless the board deems it reasonable and necessary.
20. Make decisions on significant matters and appoint independent directors who have no material involvement or interest in the company's operations and are independent of major shareholders or management, to build confidence among shareholders, minority investors, and stakeholders.
21. Establish sub-committees to consider specific issues, review information, and provide recommendations for the board's decisions. Sub-committees should report any significant observations or inappropriate practices to the board immediately.
22. Assess the suitability of individuals appointed as directors in subsidiaries to ensure they manage in accordance with the company's policies, comply with legal requirements, and adhere to securities and exchange regulations.

23. Implement a comprehensive internal control system to detect irregularities and prevent fraud in the transactions and operations of overseas subsidiaries.
24. Hold regular board meetings at least six times a year to discuss the company's general affairs, strive for full board attendance, and accurately record meeting minutes, including individual director opinions and reasons for decisions.
25. Approve significant asset acquisition or disposal transactions and related-party transactions thoroughly and appropriately, ensuring mechanisms for reasonableness checks before transactions. Subcommittees should review transaction reasonableness, monitor progress, and report it to the board.
26. Report personal or related party interests to the company that may affect the management of the company or its subsidiaries, in accordance with the regulations and conditions set by the Capital Market Supervisory Board.
27. Approve the annual budget and expenditures; control expenses within the approved budget; and approve any additional expenditures exceeding 10 million baht. All additional investments in subsidiaries and real estate purchases require board approval.
28. Review approval authorities and processes to ensure they align with changing business conditions, maintain checks and balances, and ensure independent and appropriate transaction approvals.

The Board of Directors may appoint any person to operate the Company's business under its supervision or delegate such person to have the authority as it deems appropriate within an appropriate period of time. The Board of Directors can amend, change or cancel such appointment or delegation of authority. The delegation of authority must not be carried out in a nature that will enable the delegates, or the persons authorized by the delegates, to approve the transactions in which they or any persons who may have a conflict of interest may have an interest or conflict of interest (as defined by the Notification of the Office of the SEC) with the Company or its subsidiaries.

Reference link for the board charter : <https://investor.svi-hq.com/storage/content/sustainability/pdf/20251017-svi-director-manual-en.pdf>

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:

2.2.1 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.

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

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

2.2.4 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.

2.2.5 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:

3.1) Assessing the significance and risks affecting financial status and performance.

3.2) Identifying involved individuals to ensure independence in the investigation.

3.3) Implementing preventive measures to mitigate potential impacts.

3.4) 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

-

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 includes 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

-

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 discloses 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. The report of the Risk Management Committee is included in the Corporate Governance section of the Company's 56-1 One Report (Annual Report) to ensure compliance with the risk management policy as established by the Risk Management Committee.
9. Approve changes to executive directors serving on the Risk Management Committee and report such changes to the Board of Directors at the next Board meeting.
10. 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. Duties and Responsibilities of the Corporate Governance and Sustainable Development Committee

- 1.1 Assess and establish policies, objectives, strategies, and goals related to corporate governance and sustainable development management, ensuring alignment with key sustainability issues.
- 1.2 Evaluate and define strategies to address corporate governance and sustainable development risks arising from internal and external factors, regularly reporting such impacts to the Board of Directors.
- 1.3 Present policies, objectives, strategies, and goals related to corporate governance and sustainable development management to the Board of Directors for approval
- 1.4 Present significant issues concerning corporate governance and sustainable development to the Board of Director
- 1.5 Oversee and monitor the Subcommittee on Corporate Governance and the Subcommittee on Sustainable Development to ensure they effectively fulfill their roles and responsibilities.
- 1.6 Review the charter, policies, and performance of corporate governance and sustainability initiatives at least annually and propose updates to the Board of Directors for approval.
- 1.7 Promote the dissemination of corporate ethics and ensure that executives and employees clearly understand and adhere to them.

2. Duties and Responsibilities of the Subcommittee on Corporate Governance

- 2.1 Draft goals, policies, and action plans related to corporate governance, encompassing good corporate governance, business ethics, anti-corruption, risk management (in coordination with the Risk Management Committee), and governance, risk, and compliance (GRC). These drafts shall be submitted to the Corporate Governance and Sustainable Development Committee for consideration.
- 2.2 Promote and support the alignment of corporate governance operations with established governance policies to achieve defined objectives successfully.
- 2.3 Evaluate and review goals, policies, and action plans related to corporate governance to ensure their suitability to the business environment, compliance with laws, alignment with international best practices, and adherence to recommendations from relevant institutions, as well as feedback and proposals from shareholders. These reviews shall be submitted to the Corporate Governance and Sustainable Development Committee for consideration.
- 2.4 Oversee, monitor, and assess the balance, efficiency, and effectiveness of corporate governance initiatives.
- 2.5 Encourage and support the implementation of corporate governance policies by executives and employees at all levels.
- 2.6 Supervise the disclosure of corporate governance-related information in the annual report and other necessary company reports.
- 2.7 Prepare and/or review the Subcommittee charter and propose it to the Corporate Governance and Sustainable Development Committee for approval.
- 2.8 Report the Subcommittees performance to the Corporate Governance and Sustainable Development Committee at least twice a year.
- 2.9 Perform any other tasks as assigned by the Corporate Governance and Sustainable Development Committee.

3. Duties and Responsibilities of the Subcommittee on Sustainable Development

- 3.1 Draft goals, policies, and action plans for sustainable development (SD) and propose them to the Corporate Governance and Sustainable Development Committee for consideration.
- 3.2 Promote and support the alignment of the companys operations with sustainable development policies to

achieve established objectives and remain competitive with leading companies.

3.3 Evaluate and review goals, policies, and action plans related to sustainable development to ensure they are suitable for the business environment, comply with laws and international best practices, and align with recommendations from relevant institutions. Shareholder proposals and feedback should also be reviewed and presented to the Corporate Governance and Sustainable Development Committee for consideration.

3.4 Oversee, monitor, and assess the balance, efficiency, and effectiveness of sustainable development operations. Provide progress reports to the Corporate Governance and Sustainable Development Committee periodically.

3.5 Encourage and support compliance with sustainable development policies by executives and employees at all levels.

3.6 Supervise the disclosure of the company's sustainable development initiatives in the annual report and sustainability report.

3.7 Prepare and/or review the Subcommittees charter and propose it to the Corporate Governance and Sustainable Development Committee for approval.

3.8 Report the Subcommittees performance to the Corporate Governance and Sustainable Development Committee at least twice a year.

3.9 Perform other tasks as assigned by the Corporate Governance and Sustainable Development Committee.

Reference link for the charter

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Information on each subcommittee

List of audit committee

| List of directors | Position | Appointment date of audit committee member | Skills and expertise |
|--|---|--|----------------------|
| 1. Ms. NITAYA DIREKSATHAPON ^(*) Gender: Female Age : 68 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes | Chairman of the audit committee (Non-executive directors, Independent director) Director type : Newly appointed director to replace the ex-director | 17 Apr 2025 | Accounting, Finance |

| List of directors | Position | Appointment date of audit committee member | Skills and expertise |
|---|--|--|---|
| <p>2. Ms. PHONPIMOL PATHOMSAK^(*)</p> <p>Gender: Female</p> <p>Age : 52 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 : Newly appointed director to replace the ex-director</p> | 11 Apr 2025 | Accounting, Finance, Business Administration |
| <p>3. Mr. PETCH CHINABUTR</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Human Resource Development</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p> | <p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p> | 17 Apr 2025 | Human Resource Management, Sustainability, Corporate Social Responsibility, IT Management |

Additional explanation :

(*) Directors with expertise in accounting information review

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

| List of directors | Position | Date of resignation / termination | Replacement committee member |
|-------------------|----------|-----------------------------------|------------------------------|
|-------------------|----------|-----------------------------------|------------------------------|

| List of directors | Position | Date of resignation / termination | Replacement committee member |
|---|---|-----------------------------------|---|
| <p>1. Mr. THREKWAN BUNNAG^(*)</p> <p>Gender: Male</p> <p>Age : 68 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> | 15 Apr 2025 | <p>Mr. PETCH CHINABUTR</p> <p>Appointment date of replacement committee member : 17 Apr 2025</p> |
| <p>2. Mr. SOPON PUNYARATABANDHU^(*)</p> <p>Gender: Male</p> <p>Age : 63 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> | 11 Apr 2025 | <p>Ms. NITAYA DIREKSATHAPON</p> <p>Appointment date of replacement committee member : 11 Apr 2025</p> |

| List of directors | Position | Date of resignation / termination | Replacement committee member |
|--|--|-----------------------------------|---|
| 3. Mr. RALPH ROBERT TYE (*) Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes | Member of the audit committee (Non-executive directors, Independent director) | 11 Apr 2025 | Ms. PHONPIMOL PATHOMSAK Appointment date of replacement committee member : 11 Apr 2025 |

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

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

Other Subcommittees

| Subcommittee name | Name list | Position |
|---|--------------------------|---|
| The Nomination and Compensation Committee | Mr. PRASERT BUNSUMPUN | The chairman of the subcommittee (Independent director) |
| | Mr. CHATCAVAL JIARAVANON | Member of the subcommittee (Independent director) |
| | Mr. CHATCHAWAL EIMSIRI | Member of the subcommittee |
| The Risk Management Committee | Ms. PHONPIMOL PATHOMSAK | The chairman of the subcommittee (Independent director) |
| | Mr. THREEKWAN BUNNAG | The chairman of the subcommittee (Independent director) |

| Subcommittee name | Name list | Position |
|--|-------------------------------|--|
| | Mr. PETCH CHINABUTR | Member of the subcommittee (Independent director) |
| | Mr. SOPON PUNYARATABANDHU | Member of the subcommittee (Independent director) |
| | Mr. Raymond Ramiah | Member of the subcommittee |
| | Mrs. Siriporn Pakdee | Member of the subcommittee |
| | Mr. Kris Leetavorn | Member of the subcommittee |
| | Mr. Nonthaphan Akrasuwanasri | Member of the subcommittee |
| | Mr. Chatchai Tongpramool | Member of the subcommittee |
| | Mr. Suraphol Nilabon | Member of the subcommittee |
| | Mr. Kritsada Umnouyvittayakul | Member of the subcommittee |
| | Mr. Wirat Meetan | Member of the subcommittee |
| | Mr. Jugtupong Pinnak | Member of the subcommittee |
| | Mr. Yingyos Sookchai | Member of the subcommittee |
| | Ms. Wanvipha Chumsawat | Member of the subcommittee |
| | Ms. Metinee Kiawchuay | Member of the subcommittee |
| | Ms. Hataiwan Rakpakvan | Member of the subcommittee |
| Corporate Governance and Sustainable Development Committee | Mr. PETCH CHINABUTR | The chairman of the subcommittee (Independent director) |
| | Mr. SOPON PUNYARATABANDHU | The chairman of the subcommittee (Independent director) |
| | Ms. PHONPIMOL PATHOMSAK | Member of the subcommittee (Independent director) |
| | Mr. RALPH ROBERT TYE | Member of the subcommittee (Independent director) |
| | | |

| Subcommittee name | Name list | Position |
|-------------------|------------------------|--|
| | Mr. CHATCHAWAL EIMSIRI | Member of the subcommittee |
| | Mr. SUTEE LOSOPONKUL | Member of the subcommittee (Independent director) |

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

| Subcommittee name | Name list | Position | Date of resignation / termination | Replacement committee member |
|--|---------------------------|--|-----------------------------------|--|
| The Risk Management Committee | Mr. THREEKWAN BUNNAG | The chairman of the subcommittee (Independent director) | 17 Apr 2025 | - |
| | Mr. SOPON PUNYARATABANDHU | Member of the subcommittee (Independent director) | 11 Apr 2025 | - |
| Corporate Governance and Sustainable Development Committee | Mr. SOPON PUNYARATABANDHU | The chairman of the subcommittee (Independent director) | 11 Apr 2025 | Mr. PETCH CHINABUTR Appointment date of replacement committee member : 17 Apr 2025 |
| | Mr. RALPH ROBERT TYE | Member of the subcommittee (Independent director) | 11 Apr 2025 | Ms. PHONPIMOL PATHOMSAK Appointment date of replacement committee member : 11 Apr 2025 |

| Subcommittee name | Name list | Position | Date of resignation / termination | Replacement committee member |
|-------------------|-------------------------|--|-----------------------------------|------------------------------|
| | Mr. SUTEE LOSOPONKUL | Member of the subcommittee (Independent director) | 1 Sep 2025 | - |

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 |
|---|--|------------------------|----------------------|
| 1. Mr. Kris Leetavorn Gender: Male Age : 40 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No | President (The highest-ranking executive) | 9 Aug 2025 | Economics, Finance |

| List of executives | Position | First appointment date | Skills and expertise |
|--|---------------------------------|------------------------|-------------------------------------|
| 2. Mr. Carsten Bremerskov Kaysen Gender: Male Age : 58 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : No Residing in Thailand : No Highest responsibility in corporate accounting and finance : No Accounting supervisor : No | Vice President of Sales, Europe | 1 Jan 2020 | Marketing, Business Administration |
| 3. Mr. Apirak Saengsie ^{(*)(**)} Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes | Chief Financial Officer (CFO) | 1 Feb 2019 | Business Administration, Accounting |

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

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

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

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

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.

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

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

| | 2023 | 2024 | 2025 |
|--|---------------|---------------|---------------|
| Total remuneration of executive directors and executives (baht) | 25,641,800.00 | 19,802,400.00 | 16,481,697.00 |
| Total remuneration of executive directors (baht) | 0.00 | 0.00 | 0.00 |
| Total remuneration of executives (baht) | 25,641,800.00 | 19,802,400.00 | 16,481,697.00 |

Other remunerations of executive directors and executives

| | 2023 | 2024 | 2025 |
|---|------------|------------|------------|
| Companys contribution to provident fund for executive directors and executives (Baht) | 312,320.00 | 352,800.00 | 352,938.00 |
| 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 employers contribution rate in percentage of salary is set as follows:

| Number of Member Year | Employers Contribution Rate (%) |
|---|---------------------------------|
| Less than 2 years | 3 |
| Completed 2 years but less than 5 years | 4 |
| 5 years and above | 5 |

Employee Joint Investment Program (EJIP)

Board of Directors of SVI Public Company Limited meeting no. 6/2021, approved EJP 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 EJP at the rate of 5-10 percent of the salary each month till the end of the EJP period (December 2025). The Company will contribute 100-150% of employees 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 EJP.

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

| General information | Email | Telephone number |
|------------------------|------------------|------------------|
| 1. Mr. Apirak Saengsie | apirak@svi.co.th | - |

List of the company secretary

| General information | Email | Telephone number |
|--------------------------|-------------------|------------------|
| 1. Mr. Thaphop Kleesuwan | Thaphop@svi.co.th | - |

List of the head of internal audit or outsourced internal auditor

| General information | Email | Telephone number |
|-------------------------------|-----------------------------|------------------|
| 1. Ms. Kaysarin Angkanurakbun | kangkanurakbun@deloitte.com | - |
| 2. Ms. Poorvi Doshi | podoshi@deloitte.com | - |

List of the head of the compliance unit

| General information | Email | Telephone number |
|--------------------------|-------------------|------------------|
| 1. Mr. Thaphop Kleesuwan | Thaphop@svi.co.th | - |

Head of investor relations

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

List of the head of investor relations

| General information | Email | Telephone number |
|---------------------------|-------------------|--------------------------|
| 1. Ms. Angkana Sornsakrin | angkana@svi.co.th | (66) 2-105-0456 ต่อ 1818 |

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 NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090 | 3,100,000.00 | Types of non-audit service : The special audit fee for BOI privileges of corporate income tax exemption report Details of non-audit service : The special audit fee for BOI privileges of corporate income tax exemption report 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

| Audit fee (Baht) | Other service fees | | |
|------------------|--------------------|--|--|
| 9,076,433.00 | - | | |

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

In 2025, the Board of Directors operated according to the corporate governance code of the Stock Exchange of Thailand in order to comply with the ASEAN CG Scorecard criteria as follows:

- 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) 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 2025 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 2025, 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).

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 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.

Directors and Executives Remuneration

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 for 2025 have been disclosed in the Information Section 8.1.2 Meeting Attendance and the Board of Directors Remuneration Payment.*

Succession Plan Preparation

The Company has a succession plan for key positions such as CEO, 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 2025

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.svi-hq.com/en/home>

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

Diversity of the Board of Directors Structure

Diversity of the Board of Directors Structure

In order to comply with international good corporate governance code, the Company's Board of Directors has established the board diversity policy, which includes diversity in skills, experience, knowledge of business and industries related to SVI, and specific technical expertise that benefits the Company (the board skill matrix).

The policy also promotes diversity and acceptance of differences in individuals based on the diversity and inclusion policy as a factor in considering and selecting directors, without limitation or discrimination on gender, age, ethnicity, nationality, country of origin, culture, tradition, etc. This is to enhance the potential for selecting suitable individuals as directors in line with the Company's goals and business strategies.

The Company's Board of Directors consists of no less than 5 members, including external independent directors, who possess knowledge and abilities, in at least 1/3 of the total number of board members, or at least 3 individuals. The independent directors will serve as the Chairman of the Board. Those who are in the positions of director and independent director must have suitable qualifications, taking into account the diversity of skills, experience, and special abilities that benefit the Company as well as the board diversity, including the proportion of female directors (gender diversity), diversity in ethnicity and nationality that are beneficial and consistent with the Company's business strategies (board skills matrix), without limitation based on gender, ethnicity, skin color, race, or religion. This is to promote diversity and suitability in the composition of the Board of Directors, consistent with the board diversity policy, as well as time commitment and effort in performing duties, without being subject to disqualification by the Office of the Securities and Exchange Commission and having complete qualifications as stipulated in the Public Companies Act B.E. 2535. In addition, the number of listed companies in which each director or director appointed by the CEO can serve is 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. Independent directors are appointed for a continuous term of not more than 9 years from the date of appointment as an independent director unless otherwise considered by the Board of Directors is reasonable and necessary.

Criteria and Procedures for Director Nomination and Appointment

In case of vacancy in the Board of Directors, the Nomination and Remuneration Committee shall be responsible for selecting and recruiting individuals who possess suitable qualifications in experience, knowledge, and ability that are beneficial to the companies in the Group completely and are worthy of being nominated as directors, independent directors, or directors of the Audit Committee to submit for consideration and appointment by the Company's Board of Directors and shareholders' meeting, in accordance with the articles of association.

In the structure of the Board of Directors that needs to select individuals to be directors, which is an important factor in increasing the efficiency and operation of the Board of Directors, the selection and recruitment of the Company's directors shall consider composition according to the board skill matrix to evaluate the qualifications, knowledge, skills, and experiences necessary for the directors to be selected. The Board of Directors shall consider the necessary skills that are still lacking in the Board of Directors without limitations of gender, age, education, professional experience, and knowledge that the directors must possess to perform their duties effectively, to enable the Board of Directors to operate more efficiently in line with the business

strategy and support the complete diversity dimension of the Board of Directors in terms of knowledge, skills, experiences, and diversity which are beneficial to the most efficient performance of the work, and without violating the law and good corporate governance principles. Additionally, the director pool shall be used as a basis for considering the selection of new directors.

The nomination process is as follows:

1. The Board of Directors will consider individuals for the position of the Company's director from various sources, including:
 - 1.1 Providing opportunities for minor shareholders to nominate individuals to be elected as directors by the Company's shareholders
 - 1.2 Selection from major shareholders' nomination
 - 1.3 Recommendations from other directors within the Company
 - 1.4 Selection from the director pool databases of various organizations
 - 1.5 Selection by external consultants
 - 1.6 Selection through other appropriate processes deemed suitable by the Company's Board of Directors
2. The suitability of knowledge, abilities, skills, experience in the Company's ongoing business, and specialized expertise in various fields will be assessed to merge the beneficial knowledge and abilities for the Company's operations. In addition, directors must possess qualifications that are aligned with the Company's business strategies. A table of the board skill matrix will be created to determine and examine the qualifications of the directors required, comprising 8 fields as follows:
 - 2.1 Business/Administration
 - 2.2 Accounting and Audit
 - 2.3 Semiconductor and Electronic Component Manufacturing Industry
 - 2.4 Finance/Capital Management
 - 2.5 Strategic Planning
 - 2.6 Information Technology
 - 2.7 Law Related to Business
 - 2.8 Engineering
3. The individuals who are nominated to be appointed will be verified to have qualifications according to the laws and regulations of the supervisory agencies which are the Public Limited Companies Act of B.E. 2535 (including amendments), the Securities and Exchange Act of B.E. 2535 (including amendments), as well as relevant notifications, articles and/or related regulations and principles of good corporate governance. The time availability of the directors will also be considered. In the case of reappointing the same directors, their past work performance and the number of companies that the directors have served, which should not exceed 5 listed companies unless such director is knowledgeable, capable, has experience and skill for the benefit of the Company as well as is able to devote substantial time for performance the duties efficiency to the Company, to ensure that they can allocate sufficient time for their duties.
 3. In the case of appointing independent directors, the independence of the nominated individual will be considered based on the criteria set by the Office of the Securities and Exchange Commission and the Company's criteria, as well as the necessity to appoint additional independent directors.
 4. The term of the independent directors will be evaluated. If the independent directors are to be reappointed, the duration of their continuous service should not exceed 9 years from the date of their first appointment as an independent director. If they are to be reappointed, the necessity of their continued service will be considered reasonably.
 5. Individuals who meet the required qualifications will be approached to ensure that they are willing to serve as the Company's director if appointed by the shareholders.

The Company has set up an orientation program for new directors to inform them of their roles and responsibilities, as well as to communicate the Company's goals, vision, strategic plans, business operations, and other necessary information related to relevant laws and regulations, corporate governance guidelines, and business ethics to enhance their effectiveness as directors. The program includes presenting a board manual as well as documents and information useful for new directors such as the Company's articles of association, capital structure, shareholder structure, annual report, Form 56-1, business performance, good practice guidelines, regulations, and other information relevant to the Company's operations. The company secretary serves as the coordinator of the program.

Currently, the Company does not have any director as a represent of a shareholder.

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of newly appointed director to replace the ex-director

| List of directors | Position | First appointment date of director | Skills and expertise |
|--------------------------|----------|------------------------------------|---|
| Ms. NITAYA DIREKSATHAPON | Director | 11 Apr 2025 | Accounting, Finance |
| Ms. PHONPIMOL PATHOMSAK | Director | 11 Apr 2025 | Accounting, Finance, Business Administration |
| Mr. PETCH CHINABUTR | Director | 17 Apr 2025 | Human Resource Management, Sustainability, Corporate Social Responsibility, IT Management |

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

Selection of independent directors

Criteria for selecting independent directors

Definition and Qualifications of Independent Directors

Definition of Independent Directors: An independent director means a person whose qualification and independence complies with the requirements set forth by the Companys Board of Directors in the Companys Corporate Governance Policy and the regulations of the Capital Market Supervisory Board. To elaborate, an independent director shall not have any business or interest nor participate in any management related to the Company which may have an impact on his or her independent decision-making. 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.

The Company has determined the structure of the board of directors must be independent directors, at least one-third of the total membership. But shall not be fewer than three independent directors who qualify under the rules of the Securities and Exchange Commission. An independent director shall meet the following criteria:

1. Hold shares not exceeding one percent of the total number of shares with voting rights of the Company, its parent company, subsidiary company, affiliate company, major shareholder or controlling person, including shares held by related persons of such independent director;
2. Neither being nor used to be an executive director, employee, staff, advisor who receives a salary, or controlling person of the Company, its parent company, subsidiary company, affiliate company, same-level subsidiary company, major shareholder or controlling person, unless the foregoing status has ended more than two years before the filing of a registration statement to the Office. Such prohibited characteristic shall not include the case where the independent director used to be a government official or advisor of a government unit which is a major shareholder or controlling person of the Company;
3. Not being a person related by blood or legal registration as father, mother, spouse, sibling, and child, including the spouse of other directors child, executive, major shareholder, controlling person, or person to be nominated as director, executive or controlling person of the Company or its subsidiary company;
4. Neither having nor used to have a business relationship with the Company, its parent company, subsidiary company, affiliate company, major shareholder or controlling person, in the manner which may interfere with his/her independent judgment, and neither being nor used to be a significant shareholder or controlling person of any person having a business relationship with the Company, its parent company, subsidiary company, affiliate company, major shareholder or controlling person unless the foregoing relationship has ended more than two years before the filing of a registration statement to the Office;

The term business relationship under the above mentioned shall include any normal business transaction, rental or lease of immovable property, the transaction relating to assets or services or granting or receipt of financial assistance through receiving or extending loans, guarantee, providing assets as collateral, and any other similar actions, which result in the Company or its counterparty being subject to indebtedness payable to the other party in the amount of three percent or more of the net tangible assets of the Company or Baht 20 million or more, whichever is lower. The amount of such indebtedness shall be calculated according to the method for calculation of the value of connected transactions under the Notification of the Capital Market Supervisory Board governing rules on connected transactions mutatis mutandis. The consideration of such indebtedness shall include indebtedness occurred during one year before the date on which the business relationship with the person commences;

5. Neither being nor used to be an auditor of the Company, its parent company, subsidiary company, affiliate company, major shareholder or controlling person, and not being a significant shareholder, controlling person, or partner of an audit firm which employs auditors of the Company, its parent company, subsidiary company, affiliate company, major shareholder or controlling person, unless the foregoing relationship has ended more than two years before the filing of a registration statement to the Office;
6. Neither being nor used to be a provider of any professional services including those as legal advisor or financial advisor who receives service fees exceeding Baht two million per year from the Company, its parent company, subsidiary company, affiliate company, major shareholder or controlling person, and not

being a significant shareholder, controlling person or partner of the provider of professional services, unless the foregoing relationship has ended more than two years before the filing of a registration statement to the Office;

7. Not being a director appointed as representative of directors of the Company, major shareholder or shareholder who is related to major shareholder of the Company;
8. Not undertaking any business in the same nature and significantly in competition to the business of the Company or its subsidiary company or not being a significant partner in a partnership or being an executive director, employee, staff, advisor who receives a salary or holding shares exceeding one percent of the total number of shares with voting rights of other company which undertakes business in the same nature and significantly in competition to the business of the Company or its subsidiary company;
9. Not have any other characteristics which cause the inability to express independent opinions about the Companys business operations.

The independent director may be assigned by the Board of Directors to take part in the business decision of the Company, its parent company, subsidiary company, associate company, same-level subsidiary company, major shareholder or controlling person, provided that such decision shall be in the form of collective decision. In the case where the person appointed as the independent director has or used to have a business relationship or provide professional services exceeding the value specified under 4 or 6, the Companys Board of Directors may grant an exemption from such prohibition if it views that the appointment of such person does not affect performing of duty and expressing of independent opinions, and the Company discloses the following information in the notice calling the shareholders meeting under the agenda for the appointment of independent directors:

- a. The business relationship or professional service which makes such persons qualifications not in compliance with the prescribed rules;
- b. The reason and necessity for maintaining or appointing such person as an independent director;
- c. The opinion of the Companys Board of Directors for proposing the appointment of such person as an independent director.

According to Articles 5 and 6 of the word "business relationship" means a person appointed by the audit firm. Or provide professional services. Or is a signatory on the audit report. Or report to a professional service provider.

Remark: SVI Company Limited has been recognized as meeting the qualifications and criteria of the Independent Director as required by the SEC and The Stock Exchange of Thailand.

Business or professional relationships of independent directors over the past year

Business or professional relationships of : No
independent directors 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 : Yes
directors through the nomination committee

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

Number of directors from major shareholders

Rights of minority shareholders on director appointment

1. Each shareholder is entitled to vote equaling to the number of shares held.
2. 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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

| Qualifications, knowledge, or experience | Skill and expertise |
|---|--|
| <p>The Company considers the appointment of directors with appropriate qualifications, knowledge, and a diverse range of skills and experience, including specific expertise relevant to the Company's business operations. Such directors must be able to dedicate sufficient time and effort to the performance of their duties, must not possess any prohibited characteristics as prescribed by the Securities and Exchange Commission, and must fully comply with the qualifications stipulated under the Public Limited Companies Act B.E. 2535 (1992).</p> | <p>Electronic Components, Accounting, Engineering, Strategic Management, Business Administration</p> |

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, Independent director) | Non-participating | - |
| 2. Mr. CHATCHAVAL JIARAVANON (Director, Independent director) | Non-participating | - |
| 3. Mr. CHATCHAWAL EIMSIRI (Director) | Non-participating | - |
| 4. Ms. NITAYA DIREKSATHAPON (Director, Independent director) | Non-participating | - |
| 5. Ms. PHONPIMOL PATHOMSAK (Director, Independent director) | Participating | Thai Institute of Directors (IOD) • 2025: Risk Management Program for Corporate Leaders (RCL) |
| 6. Mr. PETCH CHINABUTR (Director, Independent 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:

The performance evaluation process

The Company Secretary shall distribute the annual self-assessment forms to all directors at the end of each year. The Company Secretary shall be responsible for compiling the evaluation results and presenting a summarized report to the Board of Directors for its acknowledgment and deliberation on an annual basis.

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 2025 in all topics were at an **Excellent** level with a total score of **98.02** 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-Committees Meeting
3. Roles, Duties, and Responsibilities of the Sub-Committees

The overall performance assessment results of the Board of Directors as a group for 2025 in all topics were averagely **Excellent**, with a total score of **97.82** 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 2025 in all topics were averagely at the level of **Excellent** with a total score of **93.34** 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 2025 in all topics were averagely at an **Excellent** level with a total score of **92.57** 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 remuneration of the managing director is evaluated based on a comprehensive performance evaluation form. The results of the assessment are considered personal and confidential 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

Section 3: Development of Chief Executive Officer

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⁽¹⁾

Number of the board of directors meeting over the : 9
past year (times)

Date of AGM meeting : 11 Apr 2025

EGM meeting : No

Details of the board of directors' meeting attendance

| Names of Board members | Meeting attendance of the board of directors | | | AGM meeting attendance | | | EGM meeting attendance | | |
|--|--|---|------------------------|------------------------|---|------------------------|------------------------|---|------------------------|
| | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) |
| 1. Mr. PRASERT BUNSUMPUN (Chairman of the board of directors, Independent director) | 9 | / | 9 | 1 | / | 1 | | / | |
| 2. Mr. CHATCHAVAL JIARAVANON (Director, Independent director) | 5 | / | 9 | 0 | / | 1 | | / | |
| 3. Mr. CHATCHAWAL EIMSIRI (Director) | 9 | / | 9 | 1 | / | 1 | | / | |
| 4. Ms. NITAYA DIREKSATHAPON (Director, Independent director) | 6 | / | 6 | 0 | / | 0 | | / | |
| 5. Ms. PHONPIMOL PATHOMSAK (Director, Independent director) | 6 | / | 6 | 0 | / | 0 | | / | |
| 6. Mr. PETCH CHINABUTR (Director, Independent director) | 5 | / | 5 | 0 | / | 0 | | / | |
| 7. Mr. THREEKWAN BUNNAG (Director, Independent director) | 3 | / | 3 | 1 | / | 1 | | / | |
| 8. Mr. SOPON PUNYARATABANDHU (Director, Independent director) | 2 | / | 2 | 1 | / | 1 | | / | |

| Names of Board members | Meeting attendance of the board of directors | | | AGM meeting attendance | | | EGM meeting attendance | | |
|---|--|---|------------------------|------------------------|---|------------------------|------------------------|---|------------------------|
| | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) |
| 9. Mr. RALPH ROBERT TYE (Director, Independent director) | 2 | / | 2 | 1 | / | 1 | | / | |
| 10. Mr. SUTEE LOSOPONKUL (Director) | 5 | / | 6 | 1 | / | 1 | | / | |

Remark: ⁽¹⁾ 1. In year 2025, Board of Director meeting has both Physical meeting and E-meeting 2. The schedule meeting in year 2025 had been informed to Board of Directors and subcommittee by the company secretary since the end of 2024. Furthermore, the supporting documents of the Board of Directors meeting will be sent at least 5 working days in advance. 3. In year 2025, there were a total of 9 meetings between executive directors without the participation of management. and informed the results of the meeting to the Board of Directors.

Summary of the board of directors meeting attendance rate

| Names of directors | Board of directors meeting attendance rate | AGM meeting attendance rate | EGM meeting attendance rate |
|--|--|-----------------------------|-----------------------------|
| 1. Mr. PRASERT BUNSUMPUN (Chairman of the board of directors) | 9/9 (100.00%) | 1/1 (100.00%) | N/A |
| 2. Mr. CHATCHAVAL JIARAVANON (Director) | 5/9 (55.56%) | 0/1 (0.00%) | N/A |
| 3. Mr. CHATCHAWAL EIMSIRI (Director) | 9/9 (100.00%) | 1/1 (100.00%) | N/A |
| 4. Ms. NITAYA DIREKSATHAPON (Director) | 6/6 (100.00%) | N/A | N/A |
| 5. Ms. PHONPIMOL PATHOMSAK (Director) | 6/6 (100.00%) | N/A | N/A |
| 6. Mr. PETCH CHINABUTR (Director) | 5/5 (100.00%) | N/A | N/A |

| Names of directors | Board of directors meeting attendance rate | AGM meeting attendance rate | EGM meeting attendance rate |
|--|--|-----------------------------|-----------------------------|
| 7. Mr. THREKWAN BUNNAG (Director) | 3/3 (100.00%) | 1/1 (100.00%) | N/A |
| 8. Mr. SOPON PUNYARATABANDHU (Director) | 2/2 (100.00%) | 1/1 (100.00%) | N/A |
| 9. Mr. RALPH ROBERT TYE (Director) | 2/2 (100.00%) | 1/1 (100.00%) | N/A |
| 10. Mr. SUTEE LOSOPONKUL (Director) | 5/6 (83.33%) | 1/1 (100.00%) | N/A |
| Average meeting attendance rate | 93.89% | 85.71% | N/A |

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

Remuneration of the board of directors

Types of remuneration of the board of directors

The 2025 Annual General Meeting of Shareholders on 11 April 2025 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 2025 of not exceeding Baht 10,000,000 (Baht: Ten million).

The remuneration of the Board of Directors and Board Committee members for the year 2025 are listed below:

- **Board of Directors**

| Remuneration (Position) | Meeting Allowance (Per Attendance) | Remuneration (Quarterly) | Director Bonus (Yearly) |
|-------------------------|------------------------------------|--------------------------|---|
| Chairman | 30,000 THB/Person | 150,000 THB/Person | Based on the company's Operating result |
| Director | 20,000 THB/Person | 100,000 THB/Person | Based on the company's Operating result |

Directors are responsible for paying the withholding tax.

- **Remuneration for Sub Committee members**

Who are appointed by the Board of Directors shall receive a meeting allowance as follows:

| Remuneration for Sub Committee members (Position) | Year 2025 | | |
|--|--------------------------|-------------------------|----------------------------|
| | Remuneration (Quarterly) | Director Bonus (Yearly) | Allowance (Per Attendance) |
| Audit Committee | | | |
| ● Chairman | 50,000 THB/Person | None | 30,000 THB/Person |
| ● Committee Member | 50,000 THB/Person | None | 20,000 THB/Person |
| The Nomination and Compensation Committee | | | |
| ● Chairman | None | None | 30,000 THB/Person |
| ● Committee Member | None | None | 20,000 THB/Person |
| The Corporate Governance and Sustainable Development Committee | | | |
| ● Chairman | None | None | 20,000 THB/Person |
| ● Committee Member | None | None | 20,000 THB/Person |
| The Risk Committee | | | |
| ● Chairman | None | None | 20,000 THB/Person |
| ● Committee Member | None | None | 20,000 THB/Person |

Directors are responsible for paying the withholding tax.

The Company has a policy for remuneration for the President, 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 BUNSUMPUN (Chairman of the board of directors, Independent director) | | | 2,160,000.00 | | N/A |
| Board of Directors (Chairman of the board of directors) | 240,000.00 | 1,800,000.00 | 2,040,000.00 | No | |
| The Nomination and Compensation Committee (The chairman of the subcommittee) | 120,000.00 | 0.00 | 120,000.00 | No | |
| 2. Mr. CHATCAVAL JIARAVANON (Director, Independent director) | | | 1,040,000.00 | | N/A |
| Board of Directors (Director) | 100,000.00 | 880,000.00 | 980,000.00 | No | |
| The Nomination and Compensation Committee (Member of the subcommittee) | 60,000.00 | 0.00 | 60,000.00 | No | |
| 3. Mr. CHATCHAWAL EIMSIRI (Director) | | | 1,200,000.00 | | N/A |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|-------------------|-----------------------------|-------------------|---------------------------|--|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| Board of Directors (Director) | 160,000.00 | 880,000.00 | 1,040,000.00 | No | |
| The Nomination and Compensation Committee (Member of the subcommittee) | 80,000.00 | 0.00 | 80,000.00 | No | |
| Corporate Governance and Sustainable Development Committee (Member of the subcommittee) | 80,000.00 | 0.00 | 80,000.00 | No | |
| 4. Ms. NITAYA DIREKSATHAPON (Director, Independent director) | | | 530,000.00 | | N/A |
| Board of Directors (Director) | 120,000.00 | 300,000.00 | 420,000.00 | No | |
| Audit Committee (Chairman of the audit committee) | 110,000.00 | 0.00 | 110,000.00 | No | |
| 5. Ms. PHONPIMOL PATHOMSAK (Director, Independent director) | | | 600,000.00 | | N/A |
| Board of Directors (Director) | 120,000.00 | 300,000.00 | 420,000.00 | No | |
| Audit Committee (Member of the audit 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 Risk Management Committee (The chairman of the subcommittee) | 40,000.00 | 0.00 | 40,000.00 | No | |
| Corporate Governance and Sustainable Development Committee (Member of the subcommittee) | 60,000.00 | 0.00 | 60,000.00 | No | |
| 6. Mr. PETCH CHINABUTR (Director, Independent director) | | | 560,000.00 | | N/A |
| Board of Directors (Director) | 100,000.00 | 300,000.00 | 400,000.00 | No | |
| Audit Committee (Member of the audit committee) | 60,000.00 | 0.00 | 60,000.00 | No | |
| Corporate Governance and Sustainable Development Committee (The chairman of the subcommittee) | 60,000.00 | 0.00 | 60,000.00 | No | |
| The Risk Management Committee (Member of the subcommittee) | 40,000.00 | 0.00 | 40,000.00 | No | |
| 7. Mr. Raymond Ramiah (Member of the subcommittee) | | | 0.00 | | N/A |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|--|----------------------|-----------------------------------|--------------|------------------------------|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 8. Mrs. Siripom Pakdee (Member of the subcommittee) | | | 0.00 | | N/A |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 9. Mr. Kris Leetavorn (Member of the subcommittee) | | | 0.00 | | N/A |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 10. Mr. Nonthaphan Akrasuwanasri (Member of the subcommittee) | | | 0.00 | | N/A |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 11. Mr. Chatchai Tongpramool (Member of the subcommittee) | | | 0.00 | | N/A |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|----------------------|-----------------------------------|--------------|------------------------------|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 12. Mr. Suraphol Nilabon (Member of the subcommittee) | | | 0.00 | | N/A |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 13. Mr. Kritsada Umnouyvittayakul (Member of the subcommittee) | | | 0.00 | | N/A |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 14. Mr. Wirat Meetan (Member of the subcommittee) | | | 0.00 | | N/A |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 15. Mr. Jugtupong Pinnak (Member of the subcommittee) | | | 0.00 | | N/A |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|--|----------------------|-----------------------------------|--------------|------------------------------|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 16. Mr. Yingyos Sookchai (Member of the subcommittee) | | | 0.00 | | N/A |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 17. Ms. Wanvipha Chumsawat (Member of the subcommittee) | | | 0.00 | | N/A |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 18. Ms. Metinee Kiawchuay (Member of the subcommittee) | | | 0.00 | | N/A |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 19. Ms. Hataiwan Rakpakvan (Member of the subcommittee) | | | 0.00 | | N/A |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|----------------------|-----------------------------------|-------------------|------------------------------|---|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| The Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 20. Mr. THREEKWAN BUNNAG (Director, Independent director) | | | 913,750.00 | | N/A |
| Board of Directors (Director) | 40,000.00 | 843,750.00 | 883,750.00 | No | |
| Audit Committee (Chairman of the audit committee) | 30,000.00 | 0.00 | 30,000.00 | No | |
| The Risk Management Committee (The chairman of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 21. Mr. SOPON PUNYARATABANDHU (Director, Independent director) | | | 867,500.00 | | N/A |
| Board of Directors (Director) | 40,000.00 | 787,500.00 | 827,500.00 | No | |
| Audit Committee (Member of the audit committee) | 20,000.00 | 0.00 | 20,000.00 | No | |
| Corporate Governance and Sustainable Development Committee (The chairman of the subcommittee) | 20,000.00 | 0.00 | 20,000.00 | 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 Risk Management Committee (Member of the subcommittee) | 0.00 | 0.00 | 0.00 | No | |
| 22. Mr. RALPH ROBERT TYE (Director, Independent director) | | | 867,500.00 | | N/A |
| Board of Directors (Director) | 40,000.00 | 787,500.00 | 827,500.00 | No | |
| Audit Committee (Member of the audit committee) | 20,000.00 | 0.00 | 20,000.00 | No | |
| Corporate Governance and Sustainable Development Committee (Member of the subcommittee) | 20,000.00 | 0.00 | 20,000.00 | No | |
| 23. Mr. SUTEE LOSOPONKUL (Director) | | | 666,666.67 | | N/A |
| Board of Directors (Director) | 80,000.00 | 566,666.67 | 646,666.67 | No | |
| Corporate Governance and Sustainable Development Committee (Member of the subcommittee) | 20,000.00 | 0.00 | 20,000.00 | 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 | 1,040,000.00 | 7,445,416.67 | 8,485,416.67 |
| 2. Audit Committee | 320,000.00 | 0.00 | 320,000.00 |
| 3. The Nomination and Compensation Committee | 260,000.00 | 0.00 | 260,000.00 |
| 4. The Risk Management Committee | 80,000.00 | 0.00 | 80,000.00 |
| 5. Corporate Governance and Sustainable Development Committee | 260,000.00 | 0.00 | 260,000.00 |

Summary of the remuneration of the board of directors

| | 2023 | 2024 | 2025 |
|------------------------------------|--------------|--------------|--------------|
| Meeting allowance (Baht) | 1,590,000.00 | 2,360,000.00 | 1,960,000.00 |
| Other monetary remuneration (Baht) | 7,758,750.00 | 6,692,083.00 | 7,445,416.67 |
| Total (Baht) | 9,348,750.00 | 9,052,083.00 | 9,405,416.67 |

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 2,823,500.00
(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 over the past year : Yes

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 Exchanges 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), to report any changes in securities holdings to the Securities and Exchange Commission (SEC).

The Company has the policy that the directors, executives and employees shall not use the opportunities from their status in the Company to acquire personal interests eventually imposes the practices as follows:

1. They shall avoid a transaction having involvement with themselves which may cause the conflict of interest to the Company.
2. The directors, executives and employees of the Company if they become a director, partner or advisor in other organization, status shall not conflict with the Company's interest.
3. When considering transactions that have or may have conflicts of interest (Conflicts of Interest) involving shareholders, directors, executives, employees, or other related parties, clear and reliable practices must be adhered to. These practices ensure that such transactions are fair, transparent, reasonable, and disclosed accurately and completely. A standardized conflict of interest disclosure report must also be established under the company's conflict of interest policy.
4. The directors, executives, and employees of the Company who may have a conflict of interest, whether directly or indirectly, with the company's operations must report the conflict in accordance with the company's conflict of interest policy.

Number of cases or issues related to conflict of interest

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total number of cases or issues related to conflict of interest (cases) | 0 | 0 | 0 |

Prevention of the use of inside information to seek benefits

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

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

The Company has 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 Secretary shall communicate the Company's securities trading blackout period to the relevant persons in advance to ensure their compliance.

Additionally, the Company mandates that all employees perform their duties solely for the maximum benefit of the Company, in strict compliance with the Company's regulations and procedures. The Company has implemented measures to prevent the misuse of insider information by requiring employees at all levels to refrain from using such information for personal gain, or for the benefit of their family or associates in any unethical manner. Employees are also obligated to safeguard confidential information and documents, ensuring they are not disclosed to external parties. Examples include restricting the release of details regarding the Company's operational activities or future plans.

The Company considers any breach of the requirements regarding the use of inside information to be a disciplinary violation under the Company's work regulations. The Company will determine appropriate disciplinary actions, ranging from verbal warnings, written warnings, to termination of employment. In addition, the violator and any involved persons may also be subject to criminal and civil liability in accordance with applicable laws and relevant government regulations.

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), 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 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 Company has established requirements for directors, executives, and employees to:

1. The directors, executives and employees of the Company shall not use the opportunity or information obtained from their status to acquire personal interest for themselves, for other party or for operating a business competing with the Company and / or the Company's other business involved.
2. The Company's inside information shall not be used for personal interest in the Company's security exchange or furnished to other people for buying or selling company shares.
3. The Company's properties shall not be used for personal interests.
4. The Company's information shall not be used as the outsiders reference for personal interests.
5. The Company's business confidential information shall not be disclosed to outsiders particularly competitors even after the executives or staff have expired from position.

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

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total number of cases or issues related to the use of inside information to seek benefits (cases) | 0 | 0 | 0 |

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, 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

SVI Public Company Limited operates in the field of anti-corruption, focusing on creating a corporate culture of integrity through policies prohibiting bribery, risk assessments, transparent internal audits, and whistleblowing channels. The company emphasizes employee training and collaboration with business partners to systematically prevent improper gain.

Key operational guidelines

- **Policies and Practices:** Establish clear anti-corruption policies, gift and hospitality policies, conflict of interest management, donation guidelines, and political contribution policies.
- **Risk Assessment:** Identify vulnerable points in operations and establish standardized internal audit systems.
- **Awareness and Communication:** Train employees, promote virtue and ethics, and conduct awareness campaigns internally and in collaboration with the community.
- **Whistleblowing System:** Provide channels for employees and external parties to report suspected misconduct, along with measures to protect whistleblowers.
- **Monitoring and Review:** Report audit results to the Audit Committee and review policies regularly every year.

Number of cases or issues related to corruption

| | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total number of cases or issues related to corruption (cases) | 0 | 0 | 0 |

Whistleblowing

Operations related to whistleblowing over the past year

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

The Company believes that Good Corporate Governance is vital for the achievement of sustainable long-term growth. Therefore, the Company provides a channel for employees, stakeholders and concerned personnel to send their comments or useful suggestions, or to report or submit information concerning wrongdoing, violation of the law, regulation, or any conflict of Good Corporate Governance principles via email to audit_committee@svi.co.th. Furthermore, to ensure that people making such a report receive proper protection, the Company has a policy to receive complaints directly through the Audit Committee. All details are kept confidential, and there is a mechanism in place when investigating the party accused to ensure that there is fair treatment before disciplinary or legal action is taken.

Scope of filing complaints and notification of clues

If there are uncertainties or suspicious actions that violate the Code of Good Conduct, such as disregarding the principles and guidelines of good governance policies, anti-corruption policies, breaking company rules and regulations, and subjecting employees to unfair treatment in the workplace.

Reporting or complaint channels can be reported through the following two channels:

- Internal auditor (audit_committee@svi.co.th)

- The human resources department (suggestion box) sends it through electronic systems, email, or other appropriate and secure channels.

Conditions and considerations for clues or complaints

The detailed information on clues or complaints must be true, clear, or sufficient for investigation. The information received will be confidential and will not disclose the whistleblower's name. Individuals who report or complain without public consent, regardless of their employment status, will receive protection. Third parties, complaint recipients, and those involved in the investigation process must keep the relevant information confidential when investigating the facts. For safety reasons, we will disclose it when necessary.

Process

1. After receiving the complaint, we maintain a level of confidentiality based on the nature of the case and send it to the supervisor for investigation. The Human Resources Department receives a preliminary copy of the matter to formulate suggestions for disciplinary action or other actions. Finally, a copy of the case will be sent to the management and audit committee for a final decision.
2. Gather information, direct the complaint department to conduct an investigation, and recommend appropriate actions or practices for the relevant personnel. If disciplinary action is necessary, consult the human resources department to ensure it aligns with the company's regulations. Submit the facts, implementation results, and disciplinary orders (if applicable) to the management and the audit committee for the relevant authorities' understanding or consideration.
3. If a complaint comes from an anonymous person and the complaint handler is unable to find sufficient additional information, they will send a report of the investigation's results, including information and opinions, to management through the relevant supervisory authority in accordance with the steps to request the appropriate course of action. If it is determined that the complaint cannot be processed, it will be closed. The complaint handler will then send a copy to the complaint coordinator for further reporting to management and the Audit Committee. If the complaint handler examines the facts and determines that the complainant is not at fault, that a misunderstanding caused the matter, or that they have advised the complainant or those involved of appropriate conduct, they should close the matter without any punishment. The complaint handler must present the matter to the superior for approval before closing it. The complaint handler must also forward a copy of the matter to the complaints coordinator for the complainant's information and report to both the management and the Audit Committee.
4. If the complainant and the human resources department believe that disciplinary action is necessary, an investigation will be conducted. The management will receive reports for confirmation and guidance in adhering to company regulations.
5. Report the summary results to the complainant, improve the complaint handler's performance in accordance with management's orders, provide recommendations for appropriate further action, report the results of the operation to the complainant, and record the results of actions taken regarding the issue. The complainant provides the committee with the necessary details. If reporting, complaining, providing statements, or providing any information is proven not true, then the complaint channel is either dishonest or incorrect. If the individual in question is a company employee, they will be subjected to disciplinary action. If a third party engages in such behaviour, the company will also consider suing the person.

Measures to protect whistleblowers or complainants

1. The Company will keep confidential the information and identities of the whistleblower, complainant, and respondent. When necessary, the company will disclose information, taking into account the safety and damage to the informant or related personnel, and will implement appropriate and fair procedures to mitigate the damage.

2. The Company provides protection for employees who refuse or report corruption related to the company. The Company's policy is not to demote or have a negative impact on rejected employees, report corruption related to the company, even if such behaviour may lead to business losses, and clearly communicate this policy with all employees. Notify via public relations committees, brochures, websites, annual reports, or other appropriate methods, including insertion during annual events. Employee training, etc. All departments of the company must strictly comply with this policy.

Number of cases or issues related to whistleblowing

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| Total number of cases or issues received through whistleblowing channels (cases) | 0 | 0 | 0 |

The monitoring of compliance with other corporate governance policy and guidelines

Securities Holdings of Directors and Executives

The Company requires directors, the first four executives following the Chief Executive Officer (or equivalent), and advisors to disclose their securities holdings, including those of related parties, to the Board of Directors as follows:

1.Initial Disclosure

- Newly appointed directors and the first four executives (after the Chief Executive Officer or equivalent) not yet listed in the database of directors and executives must report their own and related parties' purchases, sales, transfers, or acceptances of securities or derivatives via the electronic system of the Securities and Exchange Commission (SEC) within 7 business days from the date of the transaction.
- Advisors are required to submit securities holding reports using the company's prescribed form to the company secretary within 7 business days from the date of appointment.

2.Disclosure of Changes

- Directors and the first four executives following the Chief Executive Officer (or equivalent) must report changes in their securities holdings, including those of related parties, via the SEC's electronic system within 3 business days from the date of the transaction. A copy of this report must be submitted to the company secretary by the next business day to update the Board of Directors on changes in the company's securities holdings.
- Advisors must report changes in securities holdings using the company's prescribed form to the company secretary within 3 business days from the date of the transaction.

The shareholdings and warrants of directors and executives, as shown in the table below, comprise the total shares and warrants owned by them, including those held by their spouses and minor children, calculated as a percentage of the total number of ordinary shares of the Company as of 31 December 2024, which consisted of 2,153,210,026 ordinary shares and as of 31 December 2025, which consisted of 2,153,210,026 ordinary shares.

| Name | Number of Common Shares | | | |
|--|-------------------------|---------------------|----------------------|---------------------|
| | As of 31-Dec-2024 | % Of total share | As of 31-Dec-2025 | % Of total share |
| Director | | | | |
| 1. Mr. Prasert Bunsumpun | - | - | - | - |
| 2. Mr. Chatchaval Jiaravanon | - | - | - | - |
| 3. Mr. Chatchawal Eimsiri | 100,000 | 0.005 | 100,000 | 0.005 |
| 4. Ms. Nitaya Direksathapon ¹ | - | - | - | - |
| 5. Ms. Phonpimol Pathomsak ¹ | - | - | - | - |
| 6. Dr. Petch Chinabutr ² | - | - | - | - |
| Management³ | | | | |
| 1. Mr. Kris Leetavorn ⁴ | - | - | - | - |
| 2. Mr. Carsten Bremerskov Kaysen | 142,800 | 0.007 | 142,800 | 0.007 |
| 3. Mr. Apirak Saengsie ⁵ | 254,886 | 0.012 | 410,535 | 0.019 |
| Total | 497,686 | 0.023 | 653,335 | 0.030 |

Remark:

¹Ms. Nitaya Direksathapon and Ms. Phonpimol Pathomsak were appointed as a director on April 11, 2025.

²Dr. Petch Chinabutr was appointed as a director on April 17, 2025.

³Executives reporting directly to the chief executive officer only

⁴Mr. Kris Leetavorn was appointed as a President on August 9, 2025.

⁵During 2024, SVI shares of Mr. Apirak Saengsie were purchased from the Employee Share Plan (EJIP) 105,687 shares. During 2025, SVI shares Mr. Apirak Saengsie were purchased from the Employee Share Plan (EJIP) 155,649 shares.

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) : 5

| |
|--|
| |
|--|

| List of Directors | Meeting attendance of audit committee | | | Average meeting attendance |
|---|---------------------------------------|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| 1 Ms. NITAYA DIREKSATHAPON (Chairman of the audit committee) | 4 | / | 4 | 4/4 (100.00%) |
| 2 Ms. PHONPIMOL PATHOMSAK (Member of the audit committee) | 4 | / | 4 | 4/4 (100.00%) |
| 3 Mr. PETCH CHINABUTR (Member of the audit committee) | 3 | / | 3 | 3/3 (100.00%) |
| 4 Mr. THREEKWAN BUNNAG (Chairman of the audit committee) | 1 | / | 1 | 1/1 (100.00%) |
| 5 Mr. SOPON PUNYARATABANDHU (Member of the audit committee) | 1 | / | 1 | 1/1 (100.00%) |
| 6 Mr. RALPH ROBERT TYE (Member of the audit committee) | 1 | / | 1 | 1/1 (100.00%) |
| Average meeting attendance rate | | | | (100.00%) |

The results of duty performance of the audit committee

The Audit Committee of SVI Public Company Limited consists of three independent directors, who are Ms. Nitaya Direksathapon, as the Chairwoman, Ms. Phonpimol Pathomsak and Dr. Petch Chinabutr, as members. Ms. Laksanee Yensuang who is the senior accounting manager, also served as the secretary to the Audit Committee. The Chairwoman and the members of the Audit Committee possess the qualifications in accordance with the requirements of the Stock Exchange of Thailand. Ms. Nitaya Direksathapon, the Committee member, has 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 SVIs Audit Committee Charter. The charters 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 2025, the Audit Committee held five 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 2025 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 2025.

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 2025. 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 2025, the Company engaged Deloitte A&A (Thailand) 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 2025.

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 on 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 2025, 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 2025, 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 2026

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 2026. 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 2026.

| | |
|------------------------------|--------------------------------------|
| Miss. Pimjai Manitkajohnkit, | C.P.A. Registration No. 4521, and/or |
| Miss Rosaporn Decharkom | C.P.A. Registration No. 5659, 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 above mentioned auditor can audit the financial statements of the Company and render an opinion thereof. In addition, the total annual remuneration fee for year 2026 is proposed not to exceed baht 3.17 million and the agreed upon procedure report for BOIs 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.

On behalf of the Audit Committee

Ms. Nitaya Direksathapon
Chairwoman of the Audit Committee
SVI Public Company Limited

10 February 2026

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 | | | Average meeting attendance |
|---|---|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| 1 Mr. PRASERT BUNSUMPUN (The chairman of the subcommittee, Independent director) | 4 | / | 4 | 4/4 (100.00%) |
| 2 Mr. CHATCAVAL JIAVANON (Member of the subcommittee, Independent director) | 3 | / | 4 | 3/4 (75.00%) |
| 3 Mr. CHATCHAWAL EIMSIRI (Member of the subcommittee) | 4 | / | 4 | 4/4 (100.00%) |
| Average meeting attendance rate | | | | (91.67%) |

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 2025, the Committee held a total of four meetings, with an attendance rate of 93.75% 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 2025 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 2025 and was approved by the 2025 Annual General Meeting of Shareholders held on dated April 11, 2025.

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.

On behalf of the Nomination and Compensation Committee

(Mr. Prasert Bunsumpan)

Chairman of the Nomination and Compensation Committee

SVI Public Company Limited

Meeting attendance of The Risk Management Committee

Meeting The Risk Management Committee : 2
(times)

| List of Directors | Meeting attendance of The Risk Management Committee | | | Average meeting attendance |
|-------------------|---|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| | | | | |

| List of Directors | Meeting attendance of The Risk Management Committee | | | Average meeting attendance |
|---|---|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| 1 Ms. PHONPIMOL PATHOMSAK (The chairman of the subcommittee, Independent director) | 2 | / | 2 | 2/2 (100.00%) |
| 2 Mr. THREEKWAN BUNNAG (The chairman of the subcommittee, Independent director) | 0 | / | 0 | N/A |
| 3 Mr. PETCH CHINABUTR (Member of the subcommittee, Independent director) | 2 | / | 2 | 2/2 (100.00%) |
| 4 Mr. SOPON PUNYARATABANDHU (Member of the subcommittee, Independent director) | 0 | / | 0 | N/A |
| 5 Mr. Raymond Ramiah (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 6 Mrs. Siriporn Pakdee (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 7 Mr. Kris Leetavorn (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 8 Mr. Nonthaphan Akrasuwanasri (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 9 Mr. Chatchai Tongpramool (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 10 Mr. Suraphol Nilabon (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 11 Mr. Kritsada Umnouyvitayakul (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |

| List of Directors | Meeting attendance of The Risk Management Committee | | | Average meeting attendance |
|---|---|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| 12 Mr. Wirat Meetan (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 13 Mr. Jugtupong Pinnak (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 14 Mr. Yingyos Sookchai (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 15 Ms. Wanvipha Chumsawat (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 16 Ms. Metinee Kiawchuay (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| 17 Ms. Hataiwan Rakpakvan (Member of the subcommittee) | 2 | / | 2 | 2/2 (100.00%) |
| Average meeting attendance rate | | | | (100.00%) |

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 policies and monitoring the Company's risk management activities, ensuring that risks related to business operations remain at an appropriate and acceptable level. Ms. Phonpimol Pathomsak, an independent director of the Company, has been appointed as the Chairperson of the Risk Management Committee, and Dr. Phet Chinbut, also an independent director, has been appointed as a member of the Committee, effective from April 17, 2025, to replace Mr. Treekwan Bunnag, Chairperson of the Risk Management Committee, who resigned on April 15, 2025.

Members of the Risk Management Committee are selected from the management staff of each division, who have in-depth knowledge of the risk factors within their respective areas. This ensures that all significant risk issues are identified, consolidated, and presented to the Committee for consideration and appropriate action. In 2025, the Committee held two meetings with full attendance (100% quorum). The Committee carried out its responsibilities fully as assigned by the Board of Directors and in accordance with the Risk Committee Charter. The key duties and responsibilities can be summarized as follows:

1. Reviewed the risk management policy

To ensure that the policy has been set in place and is up-to-date. Moreover, the Committee has captured Sustainable 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.

2. Monitoring and Assessing Key Organizational Risks

The Committee reviewed and assessed key risks that may arise in the following areas:

- Financial
- Legal and Compliance
- Operation
- Technology and Cyber Security
- Geopolitical Conflict
- Natural Disaster
- Climate Change
- ESG (Environmental, Social, and Governance)

These factors were incorporated into the assessment of risk impact levels (Impact Score) and overall risk evaluation (Risk Assessment). The Committee also defined risk mitigation measures, monitored implementation, and reviewed outcomes to ensure that risk management practices are effective and that risks remain within acceptable levels. The Committee reported and provided its recommendations to the Board of Directors for further consideration.

3. Reviewing and Monitoring the Business Continuity Plan (BCP)

The Committee reviewed the readiness of various departments to implement the Business Continuity Plan (BCP) and ensure uninterrupted operations in the event of a crisis. The reviewed risks included:

- Disruptions to utilities (electricity, water supply, air conditioning systems)
- Shortages of raw materials and supplier interruptions
- Damage to key machinery (e.g., SMT Machine, Wave Soldering Machine)
- Technology issues such as SAP system failure, internet downtime, or cyberattacks
- Transportation disruptions caused by political conflicts or other external factors
- Natural disasters such as floods, fires, and earthquakes

These reviews were conducted to ensure that, in the event of a crisis or emergency, the Company can maintain its business operations continuously without interruption.

On behalf of the Risk Management Committee

Miss Phonpimol Pathomsak
Chairman of the Risk Management Committee
SVI Public Company Limited

Meeting attendance of Corporate Governance and Sustainable Development Committee

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

| List of Directors | Meeting attendance of Corporate Governance and Sustainable Development Committee | | | Average meeting attendance |
|---|--|---|-----------------------------------|----------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) | |
| 1 Mr. PETCH CHINABUTR (The chairman of the subcommittee, Independent director) | 3 | / | 3 | 3/3 (100.00%) |
| 2 Mr. SOPON PUNYARATABANDHU (The chairman of the subcommittee, Independent director) | 1 | / | 1 | 1/1 (100.00%) |
| 3 Ms. PHONPIMOL PATHOMSAK (Member of the subcommittee, Independent director) | 3 | / | 3 | 3/3 (100.00%) |
| 4 Mr. RALPH ROBERT TYE (Member of the subcommittee, Independent director) | 1 | / | 1 | 1/1 (100.00%) |
| 5 Mr. CHATCHAWAL EIMSIRI (Member of the subcommittee) | 4 | / | 4 | 4/4 (100.00%) |
| 6 Mr. SUTEE LOSOPONKUL (Member of the subcommittee, Independent director) | 1 | / | 1 | 1/1 (100.00%) |
| Average meeting attendance rate | | | | (100.00%) |

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 (the Company) has established the Corporate Governance and Sustainable Development Committee (the Committee). The Corporate Governance and Sustainable Development Committee has the responsibility to setting policies for corporate governance and providing guidance on complying with the Companys principles of good governance, which should create long-term value for the business.

On April 11, 2025, Mr. Sapon Punyaratabandhu and Mr. Ralph Robert Tye completed their terms as members of the Companys Board of Directors. In addition, on August 6, 2025, Mr. Sutee Losoponkul resigned from his position as a member of the Board. Accordingly, the Board of Directors appointed Ms. Phonpimol Pathomsak to replace them on April 11, 2025, and Dr. Petch Chinabutr to assume the position on April 17, 2025, respectively. At present, The Corporate Governance and Sustainable Development Committee consists of three directors: Dr. Petch Chinabutr (Independent Director), Ms. Phonpimol Pathomsak (Independent Director) and Mr. Chatchawal Eimsiri (Director). Dr. Petch Chinabutr is the Chairman of the Committee, and Mr. Apirak Saengsie (Chief Financial Officer) 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 2025, the Corporate Governance and Sustainable Development Committee held four meetings. Mr. Sapon Punyaratabandhu, Mr. Ralph Robert Tye, Mr. Chatchawal Eimsiri, and Mr. Sutee Losoponkul attended the

first meeting. Dr. Petch Chinabutr, Ms. Phonpimol Pathomsak, and Mr. Chatchawal Eimsiri attended the second, third, and fourth meetings in which all directors attended the meetings.

In 2025, the Company was a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC), 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 a "Very Good" rating in the Corporate Governance Report of Thai Listed Companies 2025 from the Thai Institute of Directors (Thai IOD) and an "Excellent" rating in the AGM Checklist 2025 from the Thai Investors Association.

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 2025, the Company undertook several projects, including:

1.Environmental: Projects focused on environmental care and responsibility, such as:

- **Resource and Energy Management:** Installation of solar rooftop panels to reduce energy costs and environmental impact the company is able to generate electricity from solar rooftop panels 1,032.86 Mwh and can reduce carbon dioxide emissions 446.6 Ton CO₂e, transition to energy-efficient LED lighting, and implementation of efficient water management systems by reusing water after the Deionized Water (DI) process, a total of 4,821 M³ can be reused, resulting in a reduction in water costs of 84,367.5 baht.
- **Waste Management:** Establishment of a systematic waste management and recycling process, supporting the Circular Economy concept to maximize the use of leftover materials. In 2025, the company was able to collect and return packaging to suppliers for reuse, total 18,772 boxes and achieve Zero Waste to Landfill.
- **Greenhouse Gas Reduction:** Setting a target to achieve Net Zero greenhouse gas emissions. When comparing greenhouse gas emissions reduction per unit of sales, the figure in 2025 was 0.000465 kWh/baht, representing a decrease of 1.54% compared to 2024 and transitioning to electric vehicles within the organization.

2.Social: The Company focused on promoting social responsibility among its employees, customers, partners, and communities:

- **Employees:**
 - Created a safe working environment and promoted good health in the workplace by establishment SVI Engagement Clubs such as a football club, music club, and volunteer club, to enable employees to showcase their talents, make productive use of their leisure time, relieve work-related stress, and strengthen relationships among employees within the Company.
 - Promoted equality and diversity in the employment of vulnerable groups by directly employing 26 persons with disabilities and providing opportunities for persons with disabilities and their caregivers to sell products through 15 vendor outlets. In total, this represents 41 persons recognized under the employment of persons with disabilities, exceeding the legally required quota by 36.67%.
 - Supported employee welfare and rights in a fair manner by establishing a Welfare Committee and holding quarterly meetings with employer representatives to present feedback and propose guidelines for beneficial welfare arrangements.
- **Customers:**
 - Produced high-quality and safe products and services.
 - Developed environmentally friendly products and services.
 - Protected customers personal data
- **Partners:**
 - Encouraged responsible and sustainable business practices among suppliers.

● **Community and Society:**

- Established the SVI Volunteer Club to support community development and improve quality of life in areas such as education employment, and other s.
- Launched a marketplace program within the company, allowing community members to sell products and generate income.
- The company recruited 276 employees from the local community, representing 9.2% of the total workforce.
- Provided 180 scholarships in collaboration with Bangkadi Municipality and other local enterprises in Bangkadi Subdistrict, consisting of 54 scholarships at the vocational certificate level, 21 at the higher vocational certificate level, and 105 at the bachelors degree level (THB 5,000 per scholarship for vocational and higher vocational levels, and THB 10,000 per scholarship for the bachelors degree level). In addition, an internship program was organized for students to support their educational development.
- Constructed two check dams to retain water, prevent flooding and drought, and restore forest ecosystems; built two compost pits to enhance forest moisture; and planted trees to increase green space within the company.

3.Governance: The Company organized training and refresher courses for employees on key topics such as human rights, ethics, and business conduct. The Company also maintained a Grievance Management Policy, and a Whistleblowing Policy handling through suggestion boxes, hotlines, email and the Companys official Line account.

In 2025, the Corporate Governance and Sustainable Development Committee reviewed and updated the Charter of the Corporate Governance and Sustainable Development Committee, the Corporate Governance Handbook and the Anti-Corruption Policy.

Additionally, the Company is committed to sustainable development and greenhouse gas emissions monitoring. In 2025, 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 2025.

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.

On behalf of the Corporate Governance and Sustainable Development Committee

(Dr. Petch Chinabutr)

Chairman of the Corporate Governance and Sustainable Development Committee

SVI Public Company Limited

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.

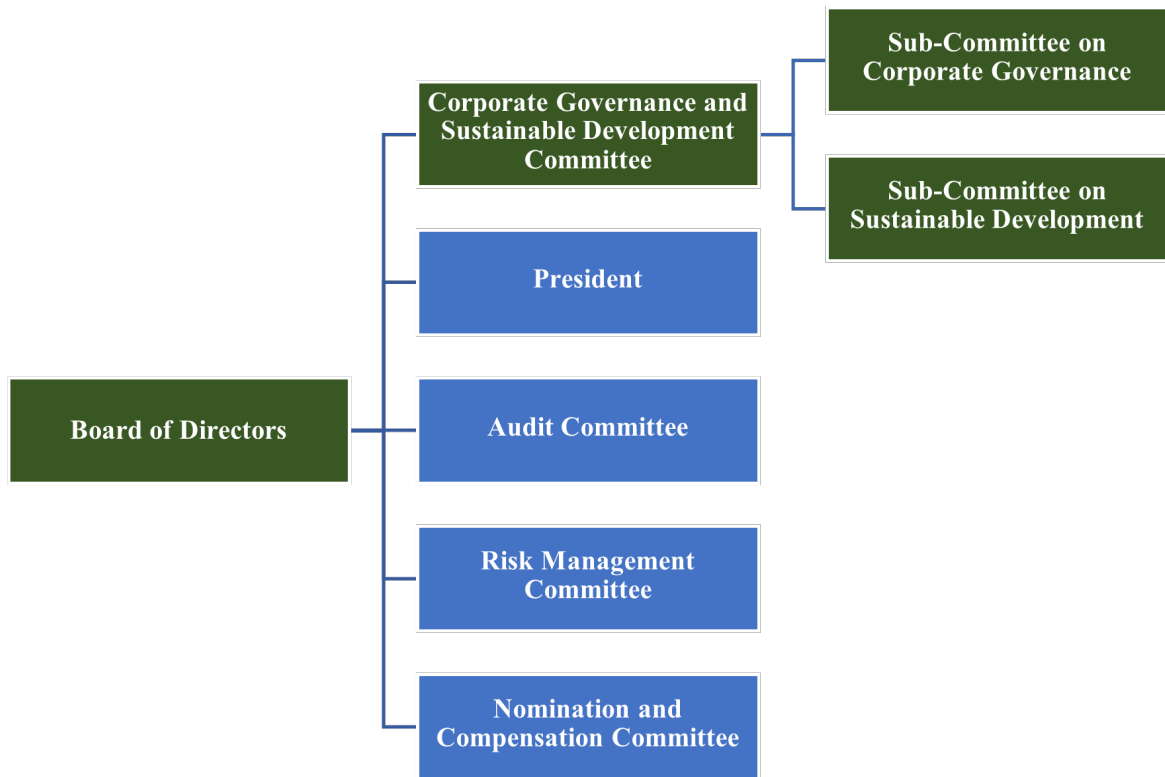
Managing human capital effectively.

Creating common value with the surrounding community and society.

Communicating on business sustainability practices and performance.

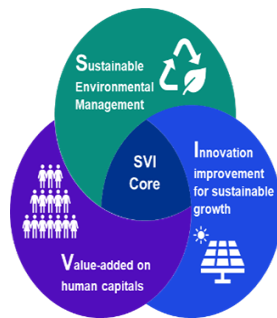
- **Structure and Responsibility Regarding Corporate Governance and Sustainable Development**




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 follow:



| Sustainable Environmental Management | Value-added on Human Capitals | Innovation Improvement for Sustainable Growth |
|---|---|--|
|  <p>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.</p> |  <p>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.</p> |  <p>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.</p> |

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 1 No Poverty, Goal 3 Good Health and Well-being, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 13 Climate Action, Goal 15 Life on Land, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, Goal 16 Peace, Justice and Strong Institutions

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

Over the past year, the company has reviewed its sustainability management policy based on the principles of good governance Over the past year, the company has reviewed its sustainability management policy based on the principles of Good Governance with Social and Environmental responsibility. Consider the impact on all groups of stakeholders. Creating balance throughout the business value chain, both in economic, social, and environmental dimensions, to create long-term value and develop the organization towards sustainability in accordance with the Company Vision & Mission based on international practices. The practice guidelines for implementation are as follows:

| |
|--|
| 1. Conduct business honestly and fairly in compliance with the law and trade specifications while promoting clarity and transparency in corporate management to concur with international principles. In addition, support anti-corruption and prevent unlawful gain-seeking while exercising authority to create the greatest fair benefits for stakeholders. |
| 2. Promote practices under human rights principles with awareness about the human dignity, rights, freedom, and equality of individuals as protected by the Constitution of the Kingdom of Thailand and related international laws. In addition, respect the local traditions where the Company or another Company within the group is located, including foreign worker rights. |
| 3. Endeavor to improve and develop work procedures and services with the value chain based on Total Quality Management principles to promote quality attitudes for personnel within the organization and add value for customers, in addition to promoting long-term growth. |
| 4. Emphasize the importance of climate change by promoting the efficient use of resources, controlling and reducing greenhouse gas emissions, as well as minimizing and controlling air, water, and soil pollution that may impact society and the environment as a result of the operations of the Company, its subsidiaries, relevant trade partners, and communities. |
| 5. Pay attention to and emphasize the occupational and environmental health and safety of employees, trade partners, external contractors, and contacts to prevent loss of life and property, including work-related injury or sickness. |
| 6. Manage personnel fairly and give importance to labor skill development in addition to promoting work happiness for effective steering of the organization. |
| 7. Promote and create innovation with responsibility to society and the environment to increase effectiveness and efficiency with added value for the organization and stakeholders. |
| 8. Create sustainable benefits for communities and society. Also, support and engage in activities for public gain while promoting employees to have a good conscience for the public and performing good deeds for society. |
| 9. Maintain a firm commitment to managing risks in all areas in accordance with international standards, in order to increase opportunities for success and minimize the chances of failure and loss, through an annual assessment of risk. |

The activities under the sustainable development policies contain indices for monitoring and evaluating the effectiveness of the Company's activities and activities of other companies within the group, Environmental, Social, and Governance. Important information reflects the responsibility of enterprises to stakeholders and the sustainable development of enterprises. Furthermore, the Company is confident that the aforementioned policies will be effectively, extensively monitored and implemented by employees and management on every level within the Company and other companies in the group.

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

| Key Activities | Description |
|---|--|
| Sourcing or Inbound Logistic | <ul style="list-style-type: none"> ● Maintaining raw material sourcing from abroad as the clients requirement. Most of the sourcing are from Denmark, Sweden, German, France, Australia, Slovakia, Singapore, Malaysia, Hongkong and China.a ● 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 | <ul style="list-style-type: none"> ● 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 | <ul style="list-style-type: none"> ● 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 | <ul style="list-style-type: none"> ● 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 SVIs global EMS expertise through participation in major electronics exhibitions worldwide. |
| After Sales Service | <ul style="list-style-type: none"> ● Product Quality Insurance ● Process on receiving complaints from customers regarding the quality, safety of the product/service, including customer satisfaction survey. |

In 2025, 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. Additionally, in 2025, The Company has no disputes with its competitors.

The operation in 2025, 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 45.9%, which is equivalent to 255,528 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 2025, 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 2026, 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 2025 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**

| Supporting Activities | Description |
|---|---|
| Infrastructure | <ul style="list-style-type: none"> ● Finance and accounting system, as well as organization management. ● Using software for IT security and supporting work from anywhere. |
| Procurement/ Sourcing | <ul style="list-style-type: none"> ● Raw material sourcing as required by client but increasing domestic sourcing as an option. |
| Technology development for product and service | <ul style="list-style-type: none"> ● 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 or process that take long time and High precision process. ● Integrate Computer Vision work with Robotics, AI and IoT to improve process efficiency and driving innovations like Autonomous Mobile Robot (AMR) and Smart factories. |
| Human resource management | <ul style="list-style-type: none"> ● Capacity development program for employee. <ol style="list-style-type: none"> 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 2025, 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 2025, 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 clients requirement.

For the product and service innovation development in 2025, 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 2025, 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

Cyber Security

Cyber Security

Business development and competition in the market need to rely on modern technology and connecting internal data management through an online network responding to the customer needs. The Company recognizes and prioritizes the information technology system and cyber security which may impact the Company's reputation, image, as well as the resources to remediate the impact. The Company has developed the Information Technology Policy (IT Policy) in line with the international standards and Computer Crimes Act. This policy is a guideline for managing data to access the data and network appropriately. The policy lies under 3 key principles, namely Confidentiality, Integrity, and Availability.

● Policy and Practices on Cyber Security

The Company has established Information Security Committee (ISC) to protect the information, including develop an Information Security Policy and Security Risk Management Framework appropriately. This would ensure that risks are properly identified, analyzed, assessed, monitored, managed, and reported correctly under the 3 main principles:

1. Confidentiality Information security, only authorized users (confidentiality) have access to information.
2. Integrity - Accurate and complete information.
3. Availability Information is accessible to authorized users.

Furthermore, the Company has established cyber security policies in various areas to support potential risks that may occur, which consists of:

1. **Cryptographic Policy:** Use as a guideline for information security management in the Company, the 4 principles are:
 - Confidentiality Data and information assets should be confine to individuals license to access and not be disclose to others.
 - Integrity - Proves that data has not been altered during data transition or while stored.
 - Authentication Authentication of entities or individuals accessing data protection systems.
 - Non-repudiation - Verification of the occurrence of an event.
2. **Access Control Policy:** Prevent data loss and the availability of appropriately classified information based on these 4 principles:
 - Multi-stage security system design (Defense in Depth)
 - Allowing users to access information differently according to their responsibilities (Least Privilege)
 - Allowing users (confidentiality) have limited access to information in sections (Need to Know)
 - Allowing users who in charge to access the device, have the right to access the device (Need to Use)

3. **Network Management Policy:** This policy is developed to support information security systems that cover the entire process from design, using, to network management and supervising relevant personnel to comply with the established guidelines. It also includes identifying standards for network protection, to guide those who work in the IT Infrastructure Team in carrying out maintenance and protect corporate data. The network management can be divided into 2 main operations: network security design, and network security management for preventing improper access to data within systems and applications.

● **Management Plan and Performance**

The Company promotes awareness to all employees of cyber security from various forms of threats. By providing training for all new employees, covers both the use of computer systems, security system within the software system, applications, etc including communicate regularly and educate all employees in the organization, so that employees understand the importance and take part in preventing various threats that may occur. A cybersecurity test is conducted every year by hiring an outside company to test scanning for vulnerabilities in various systems, which covers activities both internal and external attacks.

As part of adopting ISO 27001:2022 best practice, in 2025 SVI will implement an annual Information Security Control Testing conducted by an external party. The scope will cover vulnerability assessment of our infrastructure environment.

The Company believes that by conducting this testing in parallel with the implementation of relevant mitigation measures, SVI will be able to ensure that its infrastructure environment is secured in accordance with internationally recognized information security standards. This will help reduce the risk of potential cyberattacks.

In addition, SVI AEC has implemented Network Authentication integrated with Active Directory. The primary objective of this implementation is to ensure that SVI is able to protect and maintain the confidentiality and integrity of its sensitive information, as well as that of its customers.

In terms of Cyber Security Risks, the Company has risk management as follow:

1. There is risk assessment conducted for Hardware, Software, People, Service, Physical, Information
2. Risk management plans
3. Action Plan

Details of stakeholder analysis in the business value chain⁽²⁾

| Group of stakeholders | Stakeholders expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|------------------------------|---------------------------|---------------------------------------|---|
| <u>Internal stakeholders</u> | | | |

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

| Group of stakeholders | Stakeholders expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|--|--|--|--|
| <ul style="list-style-type: none"> • Suppliers | <ul style="list-style-type: none"> • Fair and equal procurement process and treatment • Appropriate level of compensation • Comply with the terms and conditions of the contract • Collaboration in business development • Occupational health and safety • Respect for human rights | <ul style="list-style-type: none"> • Comply with the procurement framework in good faith. • Treat supplier in accordance with the corporate governance • Jointly develop business plan • Knowledge sharing | <ul style="list-style-type: none"> • Training / Seminar • Others <ul style="list-style-type: none"> • Supplier Engagement and other related activities • Signed in SVI Suppliers Code of Conduct |
| <ul style="list-style-type: none"> • Creditor | <ul style="list-style-type: none"> • Pay debt on time • Strictly comply with terms and conditions | <ul style="list-style-type: none"> • Comply with the agreement and legislation regarding debt payment | <ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • Company website at: https://svi-hq.com/ |
| <ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • Government | <ul style="list-style-type: none"> • Legal Compliance • Transparent disclosure | <ul style="list-style-type: none"> • Complying with law, regulations, and rules concerning the business operation | <ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • Annual report • Disclosure to the Stock Exchange of Thailand • Company website at: https://svi-hq.com/ |

| Group of stakeholders | Stakeholders expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|--|---|---|---|
| <ul style="list-style-type: none"> • Community • Society | <ul style="list-style-type: none"> • Environmental and social responsibility • Prevent risk and impact of the operation | <ul style="list-style-type: none"> • Support community development activities • Responsible for environment in the community and society • Conduct community satisfaction survey via Industrial Estate Authority | <ul style="list-style-type: none"> • Others • Community engagement • Activities of sustainable communities SVI, a market for solving poverty, community products for the people of Bangkadi • Company website at: https://svi-hq.com/ |

Remark: ⁽²⁾ For further information regarding the Code of Business and Code of Conduct which mentioned in the Corporate Governance Handbook, please visit our investor relation page on our website at: <https://investor.svi-hq.com/storage/content/sustainability/pdf/20251211-svi-cg-en.pdf>

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes
materiality topics

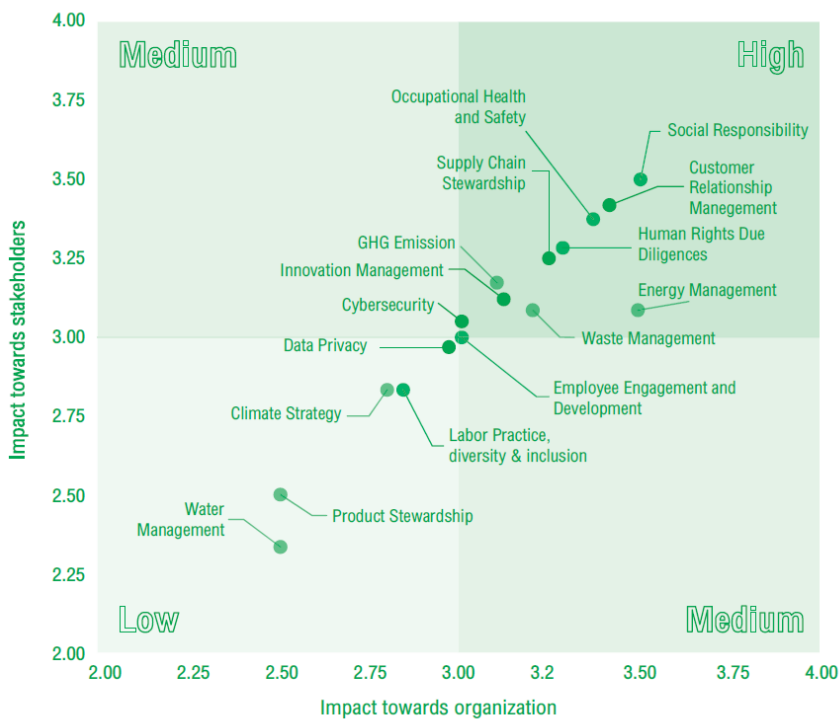
Over the past year, the company has reviewed its : Yes
sustainability materiality topics

Details of organization's material sustainability topics

| The names of the sustainability materiality topics | Subjects related to the sustainability materiality topics |
|--|---|
|--|---|

| The names of the sustainability materiality topics | Subjects related to the sustainability materiality topics |
|--|--|
| Environmental | <ul style="list-style-type: none"> • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management • Others : Product Stewardship |
| Social | <ul style="list-style-type: none"> • Human Rights • Others : Occupational Health and Safety |

Diagram of organizations material sustainability topics



Information on sustainability report

Corporate sustainability report

- Corporate sustainability report : Have data
- Reference link for corporate sustainability report : <https://svi.listedcompany.com/misc/onereport/svi-onereport2025-en.pdf>
- Page number of the reference link : 37-80

Company sustainability disclosure aligned with standards

- Company sustainability disclosure aligned with : Carbon Disclosure Project (CDP), UN Global Compact

standards or guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company has established its Risk Management Policy and Framework in alignment with the principles of the Committee of Sponsoring Organizations of the Treadway Commission (COSO ERM) and the international guideline ISO 31000 to ensure a structured and enterprise-wide approach to risk management. Risk management is integrated into strategic planning and operational processes across all levels of the organization. The Board of Directors has appointed the Risk Management Committee (RMC) to define policies, oversee implementation, and monitor risk management performance, ensuring that business risks are maintained within the Company's defined risk appetite.

The Company applies a systematic risk management process, including risk identification, assessment of likelihood and impact, implementation of mitigation measures, and regular monitoring and review. Key risk areas include financial, operational, legal and compliance, technology and cybersecurity, natural disasters, geopolitical conflicts, climate change, ESG-related risks and emerging risks. 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 more information on internal control and related party transactions, please take a look at 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⁽³⁾

Remark: ⁽³⁾ Environmental Risk Factors: The Company may be exposed to climate change risks, environmental regulations, energy and water management challenges, and waste control requirements. Stricter greenhouse gas regulations and physical climate events may increase operating costs and disrupt supply chains. Social Risk Factors: Social risks include human rights, labor standards, occupational health and safety, community relations, customer satisfaction, and data protection. Failure to manage these risks appropriately may negatively affect stakeholder trust and corporate reputation. Governance Risk Factors: Governance risks relate to board effectiveness, internal controls, regulatory compliance, anti-corruption measures, and transparency in disclosure. Weak governance practices may result in legal penalties, financial loss, and reputational damage.

Operational risk associated with the Company or the group of companies

Risk 1 Business Operation Risk

Related risk factors :

Operational Risk

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

ESG risk factors : Yes

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 : Strategic Risk
• Changes in technologies

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 :
Financial Risk
• Fluctuation in exchange rates, interest rates, or the inflation rate

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 :
Operational Risk
• 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 :

Operational Risk

- 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 : Yes
policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

Sourcing or Inbound Logistic

- Maintaining raw material sourcing from abroad as the clients 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 new suppliers? : Yes

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

| | 2023 | 2024 | 2025 |
|---|-------|-------|--------|
| Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%) | 28.00 | 26.00 | 100.00 |

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)⁽⁴⁾

Companys research and development (R&D) policy : No

Remark: (4) 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 doesnt have their own products R&D. However, the Company has been engaging with clients for products R&D by having our companys 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

| | 2023 | 2024 | 2025 |
|--|---------------|---------------|---------------|
| Research and development (R&D) expenses over the past 3 years (Million Baht) | 27,267,480.00 | 29,718,632.00 | 28,632,980.42 |

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

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

The Company 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 : Yes
from innovation development?

| | 2023 | 2024 | 2025 |
|--|--------------|---------------|---------------|
| Cost reduction resulting from the innovation development of process (Baht) | 6,091,920.92 | 11,316,408.48 | 38,191,776.00 |
| Revenue or sales generated from the innovations development of product, service, or process (Baht) | 0.00 | 321,870.00 | 22,015.00 |

Non-financial benefits

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

| | 2023 | 2024 | 2025 |
|--|-------|-------|-------|
| Average reduction in working hours per person per year (Hours) | 11.00 | 11.00 | 11.00 |

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