

**The profiles  
of retiring directors proposed for re-election**

**1. Mr. Anan Ruckariyapong (Age 74 years)**

**Position :** Director and President

**Type of director :** Executive Director

**Period of directorship at SAPPE:** 3 years 7 months (since 2<sup>nd</sup> September 2013)

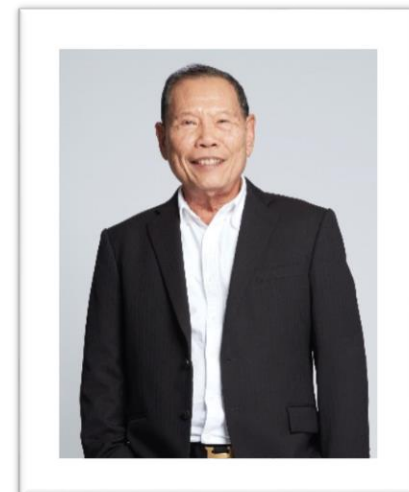
**Nationality :** Thai

**Training**

- Director Accreditation Program (DAP) 103/2013

**Percentage of SAPPE Shareholding (%) (As of 16<sup>th</sup> January 2017):** 1.550 %

**Family Relationship of Management:** Father of Mr. Adisak Ruckariyaphong,  
Ms. Piyajit Ruckariyapong and Mr..Arnupap Ruckariyapong



**Benefits from his expertise for SAPPE director:** Mr. Anan is the gentleman who established Sappe Public Company Limited. He initially started the business in production and distribution of Thai snacks. Focused on quality and exceptional taste, his Thai snacks received great feedback and the business has continually grown year over year. To serve the growing needs, the business' first factory was established in Bangchan industrial estate. From there, he led the company into the beverage industry on a path of innovation that made the brand "Sappe" well known both domestically and abroad. Once on a larger global scale, he commissioned Sappe's second factory at Lam Luk Ka Klong 13 in the province of Pathumthani. Today, Mr. Anan is the father figure to all Sappe employees, encouraging his employees to have happiness in their work and driving Sappe towards being a sustainable global brand.

**Other Current Positions (As of 31<sup>st</sup> December 2016):**

- In other listed company: None
- In other company which may have conflicts of Interest against SAPPE: 1 company

Period	Position	Company name/Type of Business
Year 2008 – Present	Director	Sappe Corporation Company Limited / Retail of non-alcoholic beverages

- In non-listed company: None
- Experiences in the past 5 years : 1 company

Period	Position	Company name/Type of Business
May 1988 – Aug 2013	Director and President	Sapanan General Food Company Limited / Manufacturer and distributor of functional beverage

**Meeting Attendances in year 2016:** Board of Directors 7/9 times

**The profiles  
of retiring directors proposed for re-election**

**2. Ms. Piyajit Ruckariyapong (Age 42 years)**

**Position :** Director and Chief Executive Officer

**Type of director :** Executive Director

**Period of directorship at SAPPE:** 3 years 7 months (since 2<sup>nd</sup> September 2013)

**Nationality :** Thai

**Education :**

- Bachelor Degree (with honors), Liberal Arts from University of Sheffield, England

**Training**

- Director Accreditation Program (DAP) 103/2013 (ร.1 2556 )

**Percentage of SAPPE Shareholding (%) (As of 16<sup>th</sup> January 2017):** 17.912 %

**Family Relationship of Management:** Daughter of Mr. Anan Ruckariyapong and sibling of Mr. Adisak Ruckariyaphong and Mr. Arnupap Ruckariyapong

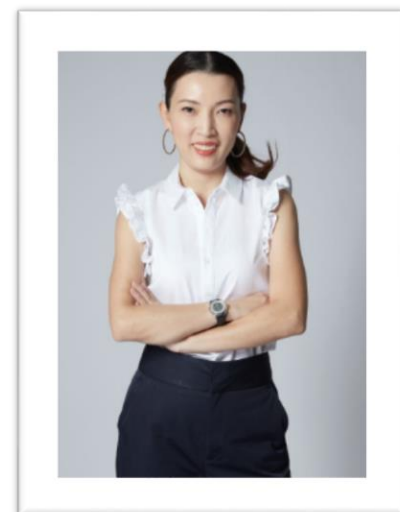
**Benefits from her expertise for SAPPE director:** Ms. Piyajit previously served in the financial sector as an upper management of a foreign bank. She has as a sharp sense in business strategies with professional management expertise. In 2012, she joined Sappe Public Company Limited as CFO with the mission of getting the Company listed in the Stock Exchange of Thailand. She accomplished this task in 2014, and in 2015 the Board of Directors entrusted her with the position of CEO. Ms. Piyajit is a resolute individual with a clear vision. Combined with a thorough understanding of Sappe's products' essence, she is a major key player in taking Sappe onto the world stage.

**Other Current Positions (As of 31<sup>st</sup> December 2016):**

- In other listed Company: None
- In other company which may have conflicts of Interest against SAPPE: 6 companies

Period	Position	Company name/Type of Business
Nov 2016 – Present	Director	Sappe Trading (Shanghai) Company Limited / Distributing health drinking products
Oct 2016 – Present	Director	All Coco Group Company Limited / Producing and distributing coconut products
Dec 2015 – Present	Director	Sappe Hong Kong Company Limited / Group management service
Jun 2015 – Present	Director	Sappe Trading (Hong Kong) Company Limited / Import, export and distribution of goods
May 2015 – Present	Director	Sappe Holding (Thailand) Company Limited / Group management service
Jul 2008 – Present	Director	Sappe Corporation Company Limited / Retail of non-alcoholic beverages

- In non-listed company: None



- Experiences in the past 5 years : 3 companies

Period	Position	Company name/Type of Business
Year 2013 – 18 Dec 2016	Director	PT. Sappe Indonesia / Distributing health drinking products
Oct 2012 – Aug 2013	Director and CFO	Sapanan General Food Company Limited / Manufacturer and distributor of functional beverage
Year 2006 – Year 2012	Director-Head of Institutional Client Group	BNP Paribas Bangkok Branch / Commercial Bank

Meeting Attendances in year 2016: Board of Directors 9/9 times

### The profiles of retiring directors proposed for re-election

#### 3. Mr. Arnupap Ruckariyapong (Age 38 years)

**Position :** Director and Chief Operating Officer

**Type of director :** Executive Director

**Period of directorship at SAPPE:** 3 years 7 months (since 2<sup>nd</sup> September 2013)

**Nationality :** Thai

#### Education

- Bachelor Degree, Engineer Major Computer Science, University of California, USA

#### Training

- Director Accreditation Program (DAP) 103/2013 (ที่ 2556 )

**Percentage of SAPPE Shareholding (%) (As of 16<sup>th</sup> January 2017):** 18.698 %

**Family Relationship of Management:** Son of Mr. Anan Ruckariyapong and sibling of Mr. Adisak Ruckariyapong and Ms. Piyajit Ruckariyapong



**Benefits from his expertise for SAPPE director:** Mr. Arnupap has served as upper management at the Company for over 10 years. His key roles have been in the management and development of the Company's products and, thus, his manufacturing knowledge encompasses all of Sappe's products. He envisions ahead of the curve, constantly employing new technologies and innovations to improve the production processes. As a result, Sappe's products have achieved global quality standards, production costs are managed effectively, energy usage minimized, and natural resources consumption are prudently managed. Under Mr. Arnupap's management, product manufacturing and development has been in sustainable alignment with the Company's policies.

Other Current Positions (As of 31<sup>st</sup> December 2016):

- In other listed Company: None
- In other company which may have conflicts of Interest against SAPPE: 7 companies

Period	Position	Company name/Type of Business
Dec 2015 – Present	Director	Sappe Hong Kong Company Limited / Group management service
Jun 2015 – Present	Director	Sappe Trading (Hong Kong) Company Limited / Import, export and distribution of goods
May 2015 – Present	Director	Sappe Holding (Thailand) Company Limited / Group management service
Sep 2016 - Present	Director	On Fifth Company Limited / Restaurant
Mar 2016 – Present	Director	3T Engineering Company Limited/ Manufacturer and distributor of conveyor system for industry
Year 2010 – Present	Director	Hayachi Products Company Limited / Distributor of Condom
Jul 2008 – Present	Director	Sappe Corporation Company Limited / Retail of non-alcoholic beverages

- In non-listed company: None
- Experiences in the past 5 years : 1 company

Period	Position	Company name/Type of Business
Year 2012 – Aug 2013	Director and COO	Sapanan General Food Company Limited / Manufacturer and distributor of functional beverage

Meeting Attendances in year 2016: Board of Directors 9/9 times

## Qualifications of Independent Director

The Company has defined the composition of the Board of Directors to include independent directors at least one-third of the total number of directors.

The Board of Directors or the shareholders' meeting (as the case may be) shall appoint independent directors to join the Board of Directors. The Company has policy to appoint independent directors at least one-third of the total number of directors, or at least three independent directors.

The criteria for selecting and nominating independent directors are based on those for the nomination of directors. An independent director shall have the required qualifications and no prohibited characteristics, pursuant to the Public Limited Companies Act, and the Securities and Exchange law, as well as other relevant notifications, stipulations and/or regulations. The independent director shall have capabilities, specialized expertise, work experience and other required qualifications. Nominations of qualified candidates shall be submitted to the shareholders' meeting for election and appointment as directors. In case of any independent director vacating office before retiring by rotation, the Board of Directors may appoint a new independent director with the required qualifications as a replacement. The replacing independent director shall hold office only for the remaining term of office of the independent director whom he has replaced.

Qualifications of an independent director shall be as follows:

1. Holding not more than 1% of the total shares with voting rights of the Company, or its principal company, subsidiary company, associated company, major shareholder, or controlling person of the Company, which shall be inclusive of the shares held by any related person thereof;
2. Neither being nor having been an executive director, an employee, a staff member, an adviser who receives a regular salary, or a controlling person of the Company, or its subsidiary company, associated company, subsidiary company at the same level, major shareholder or controlling person of the Company unless the foregoing status has ended for no less than 2 years before the independent director assumes the post of Audit Committee member;
3. Not being a person related by blood or registration under law, such as father, mother, spouse, sibling, or child, including the spouse of a child, of an executive, major shareholder, controlling person or person to be nominated as an executive or a controlling person of the Company or its subsidiary company;
4. Neither holding nor having held a business relationship with the Company, or its principal company, subsidiary company, associated company, major shareholder or controlling person in a manner which may interfere with his/her independent judgment; and neither being nor having been a substantial

shareholder or a controlling person of any person having a business relationship with the Company, or its principal company, subsidiary company, associated company, major shareholder or controlling person unless the foregoing relationship has ended for no less than 2 years before the independent director is appointed as an Audit Committee member;

5. Neither being nor having been an auditor of the Company, or its principal company, subsidiary company, associated company, major shareholder or controlling person; and not being a substantial shareholder, controlling person or partner of an audit firm which employs auditors of the Company, principal company, subsidiary company, associated company, major shareholder or controlling person unless the foregoing relationship has ended for no less than 2 years before the independent director is appointed as an Audit Committee member;
6. Neither being nor having been any professional service provider including legal advisor or financial advisor who receives an annual service fee exceeding Baht 2 million from the Company, or its principal company, subsidiary company, associated company, major shareholder or controlling person; and not being a substantial shareholder, controlling person or partner of the professional service provider, unless the foregoing relationship has ended for no less than 2 years before the independent director is appointed as Audit Committee member;
7. Not being a director who has been appointed as a representative of a director of the Company, major shareholder, or shareholder related to the major shareholder of the Company;
8. Not undertaking any business the nature of which is the same as that of the Company or subsidiary company and which, in any material respect, is competitive with the business of the Company or subsidiary company or not being a substantial partner in the partnership, a director who is involved in management, an employee, a staff member, an adviser who receives a regular salary, or a shareholder holding more than 1% of the total shares with voting rights of a company undertaking any business the nature of which is the same as that of the Company or subsidiary company;
9. Not having any characteristics that prohibit the expression of independent opinion towards the Company's business undertakings.