

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.

The profile of independent director who may be granted a proxy

Mr. Thana Thienachariya (Age 53)

Position : Director

Type of Director : Independent Director

Period of directorship at SAPPE: 10 year 4 months (since 2 September 2013)

Nationality: Thai

Education:

- Master's degree of Business Administration, Washington State University, USA.
- Bachelor's degree of Economic (2nd class honors), Chulalongkorn University

Training Courses by the Thai Institute of Directors Association (IOD):

- Director Certification Program (DCP) 181/2013

Others Training Courses:

- TLCA Executive Development Program (EPD) 8/2011 Thai Listed Companies Association
- A new leader in democracy Program 1/2011 King Prajadhipok's institute
- Senior Executive Program 8/2009 Capital Market Academy Program (CMA)

Percentage of SAPPE Shareholding (%) (as of 31 December 2023):

- Held personally: -None-
- Held by spouse or minor children: -None-

Family Relationship of Management: -None-

Business relationship or professional service of independent directors in the past fiscal year: -None-

The special interest in any agenda which is proposed in the 2024 AGM: -None-

Other Current Positions (as of 31 December 2023):

● **Listed companies in the Stock Exchange of Thailand:**

Dec 2020 - Present	Independent Director and Audit Committee member, TQM Corporation Public Company Limited / Insurance and Life Insurance
Nov 2022 – Present	Chairman of Board of Directors, Bluebik Group Public Company Limited/ Consulting services for strategy, innovation, and technology management, as well as related businesses
Nov 2020 – 2023	Advisor to the CEO Siam Commercial Bank Public Company Limited / Commercial Bank
2015 – Jun 2022	Director, Aksorn Education Public Company Limited / Teaching media in various formats
2015 - Oct 2020	Senior Executive Vice President, Chief Marketing Officer, and Head of External Communication & CSR (Acting), Siam Commercial Bank Public Company Limited / Commercial Bank

● **Non-listed companies in the Stock Exchange of Thailand:**

Jun 2023-Present	Chairman of Board of Directors and Audit Committee member, Laundry U Company Limited/ Coin-operated washing machine service
2021 – Present	Director, CardX Company Limited / Financial conglomerate of SCBX



2022 – Present	Chairman, Builk One Group Co., Ltd. / Management Consulting
2022 - Present	Advisor, Show No Limit Co., Ltd. / Business event management and product showcasing
2022-Present	Advisor, BASE (BJC BIGC ACADEMY OF SMART ENTERPRENEURS) / Training courses for personnel development, technology, and creative thinking
2022-2023	Advisor in Organizational Business Development, EV Me Plus Company Limited / Renting and leasing of passenger vehicles, pickup trucks, vans, and similar small-sized vehicles
2015-2023	Founder and Director, Academy of Business Creativity, Sripatum University
Jul 2020-2023	Chairman of Board of Directors, Purple Ventures Company Limited / Develop and provide a lifestyle e-Marketplace platform service.
2013 - Jul 2020	Director, Southpaw Business Company Limited / Management Consulting

In other companies which may have conflicts of interest against SAPPE: -None-

Experiences in the past 5 years:

Remark: per details in Other Current Positions section

Meeting attendance for the year 2023: Attend Board of Direct Meeting 7/8 times

Mr. Chanin Archjananun (Age 59)**Position :** Director**Type of director :** Independent Director and Audit Committee**Period of directorship at SAPPE:** - year 8 months (since 27 April 2023)**Nationality:** Thai**Education:**

- Master of Business Administration, Western Illinois University, USA
- Bachelor of Business Administration (Marketing), Assumption University

Training Courses by the Thai Institute of Directors Association (IOD):

- หลักสูตร Directors Certification Program (DCP) รุ่นที่ 231/2559
- หลักสูตร Advanced Audit Committee Program (AACP) รุ่นที่ 34/2562

Percentage of SAPPE Shareholding (%) (As of 31 December 2023):

- Held personally: -None-
- Held by spouse or minor children: -None-

Family Relationship of Management: -None-**Business relationship or professional service of independent directors in the past fiscal year:** -None-**The special interest in any agenda which is proposed in the 2024 AGM:** -None-**Other Current Positions (as of 31 December 2023):**

- **Listed companies in the Stock Exchange of Thailand:**

2016 – Present	Independent Director Audit Committee member Risk and Corporate Governance Committee member Nomination and Remuneration Committee member	Thai Wa Public Company Limited/ Manufacturing and distributing products made from tapioca flour, including food items such as vermicelli noodles and sago
2021 – Present	Independent Director Audit Committee member Risk and Corporate Governance Committee member Nomination and Remuneration Committee member	Aurora Design Public Company Limited/ Retail gold jewelry trading, Jewelry and gemstone business, as well as related businesses offering comprehensive services.

- **Non-Listed companies in the Stock Exchange of Thailand:**

2023 – Present	Director, PKN Company Limited / ขายส่งสินค้าทั่วไป
2022 – Present	Director, Gourmet Enterprise Company Limited / Other real estate-related service activities, compensated either by fee or contract



2022 – Present	Director, Vision Ventures Company Limited/ Holding company primarily not investing in financial businesses
2018– Present	Director, Intremart (Thailand) company Limited / Operating a supermarket business
2018 – Present	Director, Natura Harvest Company Limited / Integrated farming
2017 – Present	Director, JS Asset Plus Company Limited / Integrated farming

In other companies which may have conflicts of interest against SAPPE: -None-

Experiences in the past 5 years:

Remark: per details in Other Current Positions section

Meeting attendance for the year 2023: Attend Board of Direct Meeting 6/6 times
Attend Audit Committee Meeting 3/3 times

Mr. Surath Pralongsilp (Age 53)**Position:** Director and Audit Committee**Type of Director:** Independent Director**Period of directorship at SAPPE:** 10 years 4 months (since 2 September 2013)**Nationality:** Thai**Education:**

- Master's degree, M.A in Finance and Investment, University of Exeter
- Master's degree of Business Administration, Thammasat University
- Bachelor's degree of Engineering Program in Industrial Engineering, Chulalongkorn University

**Training Courses by the Thai Institute of Directors Association (IOD):**

- Director's Briefing : Building a Cyber-Resilient Board: Strategies for Effective Cybersecurity Oversight 2023
- The Board's Role in Mergers & Acquisition (BMA) ๑๓๓ 1/2022
- National Director Conference "Leadership Behind Closed Door" NDC 1/2021
- What You Board Needs to Know about C-Suite Development O-DB 11/2021
- Director Certification Program (DCP) 259/2018
- Advance Audit Committee Program (AACP) 14/2014
- Director Accreditation Program (DAP) 106/2013

Others Training Courses:

- Digital Transformation Xponential s2/2023, RISE
- Strategic Chief Financial Officer 9/2019, The Securities Exchange of Thailand
- Executive Development Program 4/2009, Thai Listed Companies Association

Percentage of SAPPE Shareholding (%) (As of 31 December 2023):

- Held personally: -None-
- Held by spouse or minor children: -None-

Family Relationship of Management: -None-**Business relationship or professional service of independent directors in the past fiscal year:** -None-**The special interest in any agenda which is proposed in the 2024 AGM:** -None-**Other Current Positions (as of 31 December 2023):**

- **Listed companies in the Stock Exchange of Thailand:**

Oct 2021 – Present	Chief Executive Officer, TQM Alpha Public Company Limited / Holding Company
Mar 2019 – Mar 2021	Director and Executive Vice President (Finance), Kulthorn Kirby Public Company Limited / The manufacturing and distribution of reciprocating compressors

- **Non-listed companies in the Stock Exchange of Thailand:**

Aug 2022 – Present	Director, Builk One Group Company Limited/ Software Company for construction industry
Apr 2019 - Mar 2021	Director, Kulthorn Premier Company Limited / The manufacturer of the motor compressor and quality iron casting

Director, Kulthorn Kirby Foundry Company Limited / The manufacturer of the quality iron casting

Director, Kulthorn Materials and Controls Company Limited / The manufacturer of the enameled copper wire and thermostat used in refrigerators

Director, Kulthorn Steel Company Limited / The Steel Coil Center for the manufacturer of motor compressor, electrical motor, and other parts

Director, Kulthorn Metal Products Company Limited / The Manufacturer and distributor of Metal, Metallurgy, and Metal working

Director, Kulthorn Research and Development Company Limited / research and development of technology and innovation

In other companies which may have conflicts of interest against SAPPE: -None-

Experiences in the past 5 years:

Remark: per details in Other Current Positions section

Meeting attendance for the year 2023:

Attend Board of Direct Meeting 8/8 times

Attend Audit Committee Meeting 4/4 times