

The profile of directors to replace those who are due to retire by rotation

Mr. Adisak Ruckariyaphong (Age 52)

Position : Vice-Chairman and Chairman of Executive Committee

Type of Director : Executive Director

Period of directorship at SAPPE : 11 years 4 months (since 2 September 2013)

Nationality : Thai

Education :

- Master's degree, Business Management, Nagoya University, Japan
- Bachelor's degree, Business Administration, Assumption University

Thai Institute of Director (IOD)'s Trainings and Seminars :

- Director Accreditation Program (DAP), Class 103/2013

Others Training Courses :

- Visionary Artificial Intelligence Partnership, Class 1/2024, Sripatum University
- Chief People Officer (CPO), Class 5/2015, Panyapiwat Institute of Management
- Senior Executive Program, Class 21/2015, Capital Market Academy Program (CMA)
- Academy of Business Creativity (ABC), Class 1/2013, Academy of Business Creativity, Sripatum University

Percentage of SAPPE Shareholding (%) (As of 31 December 2024) :

- Held personally : 16.79
- Held by spouse : 0.003 / Held by minor children : None

Family Relationship of Management :

- Son of Mr. Anan Ruckariyapong and sibling of Ms. Piyajit Ruckariyapong and Mr. Arnupap Ruckariyapong

Other Current Positions (as of 31 December 2024) :

- Listed companies in the Stock Exchange of Thailand :

Oct 2018 – Present	- Independent director	Index Living Mall Public Company Limited /
	- Member of Audit Committee	Distributor of furniture, household goods, accessories, and appliances
	- Chairman of Investment Committee	
	- Chairman of Risk Management Committee	

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

July 2022 – Present	Director	Pacific Tube & Industry (Thailand) Company Limited / Manufactures of PVC pipes and plastic tubes
March 2022 – March 2024	President	TTT Corporation Company Limited (formerly known as Toyox Trading (Thailand) Company Limited) / Distributor of industrial hoses
November 2018 – Present	Director	Kingkong Cruise Company Limited / Boat Service for tourism and travel
November 2017 – Present	Director	Coco Art Company Limited / Manufacturer and Distributor of coconut and other agricultural products
October 2017 – Present	Director	Toyox Asia (Thailand) Company Limited /



September 2016 – Present	Director	Manufacturer of industrial hoses Hose Center Company Limited / Manufacturer and distributor of industrial hoses
September 2011 – Present	Director	Mitan Interior Design Service Company Limited / Wholesale of household electronic appliances
2007 – February 2022	Managing Director	Toyox Trading (Thailand) Company Limited / Distributor of industrial pipes
In Other Companies That May Have Conflicts of Interest with SAPPE :		
March 2024 – Present	Chairman	TTT Corporation Company Limited (formerly known as Toyox Trading (Thailand) Company Limited) / Distributor of industrial hoses
September 2022 – Present	Director	WOPE Company Limited / Develop, manufacture, market, and distribute food and beverage products (indirect joint venture)
October 2016 – Present	Director	All Coco Group Company Limited / Manufacturer and distributor of coconut products (indirect subsidiary)
December 2015 – Present	Director	Sappe Hong Kong Company Limited / Management service for associated companies (indirect subsidiary)
June 2015 – Present	Director	Sappe Trading (Hong Kong) Company Limited / Import, export, and distribution of goods (indirect subsidiary)
May 2015 – Present	Director	Sappe Holding (Thailand) Company Limited / Management service for associated companies (direct subsidiary)
September 2010 – Present	Director	Hayashi Products Company Limited / Distributor of condoms
July 2008 – Present	Director	Sappe Corporation Company Limited / Distributor of non-alcoholic beverages

Experiences in the past 5 years :

Remark: Details are provided under the section on Other Current Positions and Other Companies That May Have Conflicts of Interest with SAPPE.

Meeting attendance for the year 2024 : Attend Board of Direct Meeting 9/10 times

Mr. Thana Thienachariya (Age 56)**Position :** Director**Type of Director :** Independent Director**Period of directorship at SAPPE :** 11 years 4 months (since 2 September 2013)**Nationality :** Thai**Education :**

- Master's degree, Business Administration, Washington State University, USA
- Bachelor's degree, Economics (Second-class Honor), Chulalongkorn University

Thai Institute of Director (IOD)'s Trainings and Seminars :

- Director Certification Program (DCP), Class 181/2013

Others Training Courses :

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

Percentage of SAPPE Shareholding (%) (As of 31 December 2024) :

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

Family Relationship of Management : None**Other Current Positions (as of 31 December 2024) :**

- Listed companies in the Stock Exchange of Thailand :

April 2024 – Present	- Independent Director - Audit Committee - Nomination and Remuneration Committee - Corporate Governance and Business Ethics Committee	GMM Grammy Public Company Limited / Holding company in broadcasting and entertainment
December 2020 – Present	- Independent Director - Audit Committee	TQM Corporation Public Company Limited / Insurance and Life Insurance
November 2020 – Present	Chairman of the Board	Bluebik Group Public Company Limited / Management Consulting
November 2020 – Present	Advisor to the Chief Executive Officer	Siam Commercial Bank Public Company Limited / Commercial Bank
2015 – June 2022	Director	Aksorn Education Public Company Limited / Teaching media in various formats
2015 – October 2020	- Senior Executive Vice President Chief Marketing Officer - Head of External Communication & CSR (Acting)	Siam Commercial Bank Public Company Limited / Commercial Bank
2012 – 2013	Chief Executive Officer	GMM Grammy Public Company Limited / Holding company in broadcasting and entertainment



2010 – 2011	Executive Vice President	Total Access Communication Public Company Limited (DTAC) / Telecommunications provider, Strategy & Corporate Affairs, Wireless & Mobile phone sales, and accessories
2005 – 2010	Vice President of Commercial Management	Total Access Communication Public Company Limited (DTAC) / Telecommunications provider, Strategy & Corporate Affairs, Wireless & Mobile phone sales, and accessories
• <u>Non-listed</u> companies in the Stock Exchange of Thailand :		
March 2024 – Present	Subcommittee Member	Office of National Reform, National Strategy, and Reconciliation / Government Agency
March 2024 – Present	Advisor	Thai Samsung Electronics Company Limited / Manufacturer of household electric stoves
February 2024 – Present	Executive Director	Magnolia Quality Development Corporation Limited / Real estate and land sales
June 2023 – Present	- Chairman - Independent Director	Laundry U Company Limited / Coin-operated laundry services
2023 – Present	Founder	House of Wisdom Company Limited / Management consulting services
2022 – Present	Advisor	Show No Limit Company Limited / Business exhibitions and product showcases
2022 – March 2024	Advisor	BASE Program (BJC BIGC ACADEMY OF SMART ENTREPRENEURS) / A program for developing personnel, technology, and creativity
2021 – May 2024	Director	Card X Company Limited / Financial services group under SCB X
2022 – April 2024	Director	Builk One Group Company Limited / Software company for the construction business
2022 – 2023	Advisor	EVme Plus Company Limited / Provider of comprehensive electric vehicle rental services
2015 – September 2023	Founder and Director	Academy of Business Creativity (ABC), Sripatum University / University
July 2020 – 2023	Chairman	Purple Ventures Company Limited / Engaged in financial technology business
2013 – July 2020	Director	Southpaw Business Company Limited / Providing Marketing consulting and managing marketing projects
2016 – 2017	- Chairman - Executive Board Member	Digital Ventures Company Limited / Information technology services and other computer-related services

2012 – 2011

Chief Executive Officer

P.K. Garment (Import-Export) Company Limited
(Mc Jeans) / Manufacturer of ready-made
garments, specializing in jeans under the brand 'Mc'

In Other Companies That May Have Conflicts of Interest with SAPPE : None

Experiences in the past 5 years:

Remark: per details in Other Current Positions section

Meeting attendance for the year 2024 : Attend Board of Direct Meeting 8/10 times

Mr. Surath Pralongsil (Age 55)

Position : Director and Chairman of Audit Committee

Type of Director : Independent Director

Period of directorship at SAPPE : 11 years 4 months (since 2 September 2013)

Nationality : Thai

Education :

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



Thai Institute of Director (IOD)'s Trainings and Seminars :

- Ethical Leadership Program (ELP), Class 35/2024
- Board's Roles in Purpose-driven Transition (PDT), Class 2/2024
- Business Transformation & Leadership Summit 2024
- Emerging Audit Standards and Implications for the Audit Committee 2024
- Director's Briefing, topic: "Building a Cyber-Resilient Board: Strategies for Effective Cybersecurity Oversight 2023"
- The01 Board's Role in Mergers & Acquisition, Class 1/2022
- National Director Conference, topic: Leadership Behind Closed Door (NDC), Class 1/2021
- What You Board Needs to Know about C-Suite Development (O-DB), Class 11/2021
- Director Certification Program (DCP), Class 259/2018
- Advance Audit Committee Program (AACP), Class 14/2014
- Director Accreditation Program (DAP), Class 106/2013

Others Training Courses :

- Academy of Business Creativity, Class 14/2023, Sripatum University
- AI: Recent and Future Evolution 2023, The Stock Exchange of Thailand
- Digital Transformation Exponential, Class 2/2018, RISE
- Strategic Chief Financial Officer, Class 9/2019, The Stock Exchange of Thailand
- Executive Development Program, Class 4/2009, The Thai Listed Companies Association

Percentage of SAPPE Shareholding (%) (As of 31 December 2024) :

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

Family Relationship of Management : None

Other Current Positions (as of 31 December 2024) :

- Listed companies in the Stock Exchange of Thailand : None
- Non-listed companies in the Stock Exchange of Thailand : None

In Other Companies That May Have Conflicts of Interest with SAPPE : None

Experiences in the past 5 years:

October 2021 – May 2024	Chief Commercial Officer	TQM Alpha Public Company Limited / A holding company that primarily engages in insurance brokerage services
March 2019 – March 2021	- Director - Executive Vice President (Finance)	Kulthorn Kirby Public Company Limited / The manufacturing and distribution of reciprocating compressors
August 2022 – May 2024	Director	Builk One Group Company Limited / Software company for the construction business
August 2022 – May 2024	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 the 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

Meeting attendance for the year 2024 : Attend Board of Direct Meeting 10/10 times
Attend Audit Committee 4/4 times