



ESG Performance Report for Listed Companies in 2024

SIAM WELLNESS GROUP PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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ESG Performance

Company Name : SIAM WELLNESS GROUP PUBLIC COMPANY LIMITED Symbol : SPA

Market : SET Industry Group : Services Sector : Tourism & Leisure

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Water Management, Waste Management

Water management policy

Focus on creating an organizational culture that cares about the environment. Supervise and manage the use of natural resources to achieve maximum benefit. Improve business processes to reduce environmental impact

Waste management

Focus on creating an organizational culture that cares about the environment. Supervise and manage the use of natural resources to achieve maximum benefit. Improve business processes to reduce environmental impact

Information on review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes
over the past year

Changes in environmental policies, guidelines, and/or goals : Water Management, Waste Management

Water management policy

Focus on creating an organizational culture that cares about the environment. Supervise and manage the use of natural resources to achieve maximum benefit. Improve business processes to reduce environmental impact

Waste management

Focus on creating an organizational culture that cares about the environment. Supervise and manage the use of natural resources to achieve maximum benefit. Improve business processes to reduce environmental impact

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

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

Information on incidents related to legal violations or negative environmental impacts

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

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

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

Information on energy management

Energy management plan

The company's energy management plan	:	No
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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	:	No
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Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	No
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Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	0.00	0.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	0.00	0.00	0.00

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

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	0.00000000	0.00000000	0.00000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	0.00	0.00	0.00
Percentage of total electricity expense to total expenses (%) ^(**)	0.00	0.00	0.00
Percentage of total electricity expense to total revenues (%) ^(**)	0.00	0.00	0.00
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	0.00	0.00	0.00

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

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	0.00	0.00
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	0.00	0.00	0.00
Percentage of total fuel expense to total expenses (%) ^(**)	0.00	0.00	0.00
Percentage of total fuel expense to total revenues (%) ^(**)	0.00	0.00	0.00

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

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	0.00

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.00000000	0.00000000	0.00000000

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	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan	:	No
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Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management	:	No
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Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management	:	No
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Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.00	0.00	0.00
Water withdrawal by third-party water (cubic meters)	0.00	0.00	N/A
Water withdrawal by surface water (cubic meters)	0.00	0.00	N/A
Water withdrawal by groundwater (cubic meters)	0.00	0.00	N/A
Water withdrawal by seawater (cubic meters)	0.00	0.00	N/A
Water withdrawal by produced water (cubic meters)	0.00	0.00	N/A
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

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

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	N/A
Wastewater discharged to surface water (cubic meters)	0.00	0.00	N/A
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	N/A
Wastewater discharged to seawater (cubic meters)	0.00	0.00	N/A

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	N/A

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	0.00	0.00	0.00
Total water withdrawal expense from third-party water (Baht)	0.00	0.00	N/A
Total water withdrawal expense from other sources (Baht)	0.00	0.00	N/A
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	0.00	0.00	0.00

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	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan	:	No
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Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management	:	No
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Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management	:	No
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Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	N/A
Total non-hazardous waste (kilograms)	0.00	0.00	N/A
Total hazardous waste (kilograms)	0.00	0.00	N/A
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	N/A
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	N/A
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	N/A

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

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	N/A
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	N/A
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	N/A

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	:	-
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 : No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	0.00	0.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000000	0.000000	0.000000
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	0.00
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00000000	0.00000000	N/A

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 emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	N/A
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	N/A

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	N/A

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ESG Performance

Company Name : SIAM WELLNESS GROUP PUBLIC COMPANY LIMITED Symbol : SPA

Market : SET Industry Group : Services Sector : Tourism & Leisure

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 : No

Social and human rights guidelines : Migrant/foreign labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination

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 : No

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

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

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type : Company
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 : Fair employee compensation, Employee training and
by the Company in the past year development, Promoting employee relations and
participation, Migrant/foreign labor

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)
• Employee training and development	-	2025: -	2025: -

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

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	385	447	480
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)	385	447	480
Male employees (persons)	74	79	81
Percentage of male employees (%)	19.22	17.67	16.88
Female employees (persons)	311	368	399

	2022	2023	2024
Percentage of female employees (%)	80.78	82.33	83.13
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

	2022	2023	2024
Total number of employees under 30 years old (Persons)	216	280	270
Percentage of employees under 30 years old (%)	56.10	62.64	56.25
Total number of employees 30-50 years old (Persons)	143	143	186
Percentage of employees 30-50 years old (%)	37.14	31.99	38.75
Total number of employees over 50 years old (Persons)	26	24	24
Percentage of employees over 50 years old (%)	6.75	5.37	5.00

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	30	33	33
Percentage of male employees under 30 years old (%)	40.54	41.77	40.74
Total number of male employees 30-50 years old (Persons)	38	41	39
Percentage of male employees 30-50 years old (%)	51.35	51.90	48.15
Total number of male employees over 50 years old (Persons)	6	5	9
Percentage of male employees over 50 years old (%)	8.11	6.33	11.11

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	186	247	237

	2022	2023	2024
Percentage of female employees under 30 years old (%)	59.81	67.12	59.40
Total number of female employees 30-50 years old (Persons)	105	102	147
Percentage of female employees 30-50 years old (%)	33.76	27.72	36.84
Total number of female employees over 50 years old (Persons)	20	19	15
Percentage of female employees over 50 years old (%)	6.43	5.16	3.76

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	364	422	458
Percentage of employees in operational level (%)	94.55	94.41	95.42
Total number of employees in management level (Persons)	15	19	16
Percentage of employees in management level (%)	3.90	4.25	3.33
Total number of employees in executive level (Persons)	6	6	6
Percentage of employees in executive level (%)	1.56	1.34	1.25

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	64	67	70
Percentage of male employees in operational level (%)	86.49	84.81	86.42
Total number of male employees in management level (Persons)	6	8	7
Percentage of male employees in management level (%)	8.11	10.13	8.64
Total number of male employees in executive level (Persons)	4	4	4
Percentage of male employees in executive level (%)	5.41	5.06	4.94

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	300	355	388
Percentage of female employees in operational level (%)	96.46	96.47	97.24
Total number of female employees in management level (Persons)	9	11	9
Percentage of female employees in management level (%)	2.89	2.99	2.26
Total number of female employees in executive level (Persons)	2	2	2
Percentage of female employees in executive level (%)	0.64	0.54	0.50

Significant changes in the number of employees

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

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	53
Northern (Person)	N/A	N/A	3
Central (Person)	N/A	N/A	0
Northeastern (Person)	N/A	N/A	3
Southern (Person)	N/A	N/A	6
Eastern (Person)	N/A	N/A	8

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	248
Northern (Person)	N/A	N/A	39
Central (Person)	N/A	N/A	0
Northeastern (Person)	N/A	N/A	7
Southern (Person)	N/A	N/A	62
Eastern (Person)	N/A	N/A	32

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	3	5	5
Percentage of disabled workers to total employment (%)	0.78	1.12	1.04
Total number of employees with disabilities (Persons)	3	5	5
Total male employees with disabilities (persons)	N/A	N/A	1
Total female employees with disabilities (persons)	N/A	N/A	4
Percentage of disabled employees to total employees (%)	0.78	1.12	1.04
Total number of workers who are not employees with disabilities (persons)	0	0	0
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

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	97,783,668.00	117,270,806.00	130,364,348.00
Total male employee remuneration (baht)	28,222,443.00	35,008,777.00	28,722,801.00
Percentage of remuneration in male employees (%)	28.86	29.85	22.03
Total female employee remuneration (baht)	69,561,225.00	82,262,029.00	101,641,547.00
Percentage of remuneration in female employees (%)	71.14	70.15	77.97
Average remuneration of employees (Baht / Person)	253,983.55	262,350.80	271,592.39
Average remuneration of male employees (Baht / Person)	381,384.36	443,149.08	354,602.48
Average remuneration of female employees (Baht / Person)	223,669.53	223,538.12	254,740.72
Ratio of average remuneration of female employees to male employees	0.59	0.50	0.72

Provident fund management policy

Provident fund management policy : Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	97	120	134
Proportion of employees who are PVD members (%)	25.19	26.85	27.92
Total amount of provident fund contributed by the company (baht)	1,399,466.00	1,644,950.00	1,687,345.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	1.43	1.40	1.29

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	12.00	12.00	12.00
Total amount spent on employee training and development (Baht)	350,000.00	400,000.00	600,000.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000462	0.000348	0.000472
Percentage of training and development expenses to total revenue (%) ^(*)	0.000485	0.000272	0.000359

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

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	673,498.00	826,156.00	921,261.00
Total number of hours worked by employees (Hours)	673,498.00	826,156.00	921,261.00
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	3	1	2
Total number of employees that lost time injuries for 1 day or more (Persons)	3	1	2

	2022	2023	2024
Percentage of employees that lost time injuries for 1 day or more (%)	0.78	0.22	0.42
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) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

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

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	227	312	306
Total number of male employee turnover leaving the company voluntarily (persons)	34	50	40
Total number of female employee turnover leaving the company voluntarily (persons)	193	262	266
Proportion of voluntary resignations (%)	58.96	69.80	63.75
Percentage of male employee turnover leaving the Company voluntarily (%)	8.83	11.19	8.33
Percentage of female employee turnover leaving the Company voluntarily (%)	50.13	58.61	55.42
	2022	2023	2024
Evaluation result of employee engagement	-	-	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee, Labor Relation Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines : Yes

Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

Reference link to consumer data privacy and protection policy and guidelines : <https://siamwellnessgroup.com/th/data-privacy-policy-and-notice/>

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines : No

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 : No

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 : Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

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)
• Communication of product and service impacts to customers/consumers • Development of customer satisfaction and customer relationship • Protection of customer personal information	-	2023: -	2024: -

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 026416619

Fax : 026416621

Email : secretary.ir@siamwellnessgroup.com

Company's website : <https://siamwellnessgroup.com/>

Address : 565,567 B.U. Place 22nd Floor, Soi Suthiporn
Phrachasongkhro Rd., Dindengsub-district, Dindaeng
district, Bangkok 10400

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Disadvantaged and vulnerable groups, Others : -

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 : No

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

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	0.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.000000	0.000000	0.000000
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.000000	0.000000	0.000000

Additional Explanation : (*) Total revenues and total expenses from total financial statement

Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the

information contained herein.

ESG Performance

Company Name : SIAM WELLNESS GROUP PUBLIC COMPANY LIMITED Symbol : SPA

Market : SET Industry Group : Services Sector : Tourism & Leisure

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Corporate Governance policies and practices provide a framework to ensure that companies operate transparently, efficiently, and responsibly toward all stakeholders. The key principles are:

Transparency: Disclose important information clearly and honestly.

Accountability: Management is responsible for the company's performance.

Internal Controls: Implement systems to prevent and address fraud.

Separation of Powers: Separate the roles of the board and management to avoid concentration of power.

Shareholder Rights: Protect shareholders' rights in decision-making.

Ethics and Sustainability: Promote ethical practices and long-term sustainability.

Good corporate governance builds trust, reduces risks, and ensures long-term sustainability for the company.

Reference link for the full version of corporate governance : [https://siamwellnessgroup.com/governance/corporate-governance/policy and guidelines](https://siamwellnessgroup.com/governance/corporate-governance/policy-and-guidelines)

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

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

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society

Shareholder

Employee

Customer

Business competitor

Business partner

Creditor

Government agencies

Community and society

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

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

Prevention of Conflicts of Interest

Anti-corruption

Whistleblowing and Protection of Whistleblowers

Prevention of Misuse of Inside Information

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

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : No

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

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

Implementation of the CG Code for listed companies

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

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram

7.1 Organizational Structure

As of December 31, 2024, The Company's Organization is as follows:



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	10	
	6	4
Executive directors	3	
	3	0
Non-executive directors	7	
	3	4
Independent directors	4	
	2	2
Non-executive directors who have no position in independent directors	3	
	1	2

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	60.00	40.00
Executive directors	30.00	
	30.00	0.00
Non-executive directors	70.00	
	30.00	40.00
Independent directors	40.00	
	20.00	20.00
Non-executive directors who have no position in independent directors	30.00	
	10.00	20.00

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

	2024	
	Male (years)	Female (years)
Average director age	57	
	55	61

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
1. Mrs. PRANEE SUPHAWATANAKIAT Gender: Female Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 102,670,000 Shares (8.005464 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 45,000 Shares (0.003509 %)	Chairman of the Board of Directors (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	15 Aug 2014	Media & Publishing
2. Mr. BANCHIA CHERNCHUJIT Gender: Male Age : 54 years Highest level of education : Doctoral degree Study field of the highest level of education : Medicine Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	12 May 2023	Health Care Services

List of directors	Position	First appointment date of director	Skills and expertise
3. Mr. WIBOON UTSAHAJIT Gender: Male Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes Shareholding in the company • Direct shareholding : 137,320,050 Shares (10.707224 %)	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Existing director	28 Nov 2001	Commerce, Professional Services, Marketing
4. Mr. PRASERT JIRAVANSTIT Gender: Male Age : 61 years Highest level of education : Bachelor's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 124,668,675 Shares (9.720761 %)	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Existing director	28 Nov 2001	Commerce, Professional Services, Marketing

List of directors	Position	First appointment date of director	Skills and expertise
5. Mrs. THANIT AMORNTIRASAN Gender: Female Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Graphic Design Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 101,782,500 Shares (7.936263 %)	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	28 Nov 2001	Brand Management, Architecture, Design
6. Mr. NARUN WIWATTANAKRAI Gender: Male Age : 37 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 45,580,100 Shares (3.554006 %)	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Existing director	2 Mar 2013	Marketing

List of directors	Position	First appointment date of director	Skills and expertise
7. Mr. POLCHET LIKITTANASOMBAT Gender: Male Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	2 Mar 2013	Accounting, Engineering, Corporate Management
8. Mrs. KOBBOON SRICHA Gender: Female Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	22 Feb 2021	Sustainability, Law

List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. PHUMIPHAN BUNJAPAMAI Gender: Male Age : 61 years Highest level of education : Doctoral degree Study field of the highest level of education : Business Management Psychology Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes Shareholding in the company • Direct shareholding : 20,000 Shares (0.001559 %)	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	22 Feb 2021	Brand Management
10. M.R. PENSIRI CHAKRABANDHU Gender: Female Age : 59 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Newly appointed director not being replaced the ex-director	26 Jul 2024	Corporate Social Responsibility

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

Diagram of list of the board of directors

BOARD OF DIRECTORS

As of December 31, 2024,

The Board of Directors composed of 10 Directors:

**Mrs. Pranee
Suphawatanakiat**
•Chairman of the Board of Directors



**Mr. Wiboon
Utsahajit**

•Director
•President of the Executive Committee
•Chief Executive Office



**Mr. Prasert
Jiravanstitt**

•Director
•Member of the Executive Committee
•Member of the Nominations and
Compensations Committee
•Managing Director



**Mrs. Thanit
Amorntrisan**

•Director
•Member of the Corporate
Governance and Sustainability
Committee



**Mr. Narun
Wiwattanakrai**

•Director
•Member of the Executive Committee
•Member of the Risk Committee
•Deputy Managing Director



**Mr. Polchet
Likittanasombat**

•Director
•Chairman of the Audit Committee
(Audit Committee with Accounting Knowledge)
•Chairman of the Nominations and Compensations Committee
•Independent Director



**Mr. Phumiphan
Bunjapamai**

•Director
•Member of the Risk Committee
•Member of the Nominations and
Compensations Committee



**Mrs. Kobboon
Srichai**

•Director
•Member of the Audit Committee
•Chairman of the Risk Committee
•Member of the Corporate
Governance and Sustainability
Committee
•Independent Director



**Dr. Bancha
Chernchujit**

•Director
•Member of the Audit Committee
•Member of the Risk Committee
•Chairman of Independent Director



**M.R. Pensiri
Chakrabandhu**

•Director
•Member of the Audit Committee
•Chairman of the Corporate Governance and
Sustainability Committee
•Independent Director



List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mrs. PRANEE SUPHAWATANAKIAT	Chairman of the Board of Directors		✓		✓	
2. Mr. BANCHA CHERNCHUJIT	Director		✓	✓		
3. Mr. WIBOON UTSAHAJIT	Director	✓				✓
4. Mr. PRASERT JIRAVANSTIT	Director	✓				✓
5. Mrs. THANIT AMORNTIRASAN	Director		✓		✓	
6. Mr. NARUN WIWATTANAKRAI	Director	✓				✓
7. Mr. POLCHET LIKITTANASOMBAT	Director		✓	✓		
8. Mrs. KOBBOON SRICHAJ	Director		✓	✓		
9. Mr. PHUMIPHAN BUNJAPAMAI	Director		✓		✓	
10. M.R. PENSIRI CHAKRABANDHU	Director		✓	✓		
Total (persons)		3	7	4	3	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Commerce	2	20.00
2. Health Care Services	1	10.00
3. Media & Publishing	1	10.00
4. Professional Services	2	20.00
5. Law	1	10.00
6. Marketing	3	30.00
7. Accounting	1	10.00
8. Corporate Social Responsibility	1	10.00
9. Sustainability	1	10.00
10. Brand Management	2	20.00
11. Corporate Management	1	10.00
12. Engineering	1	10.00
13. Architecture	1	10.00
14. Design	1	10.00

Information about the other directors

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

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

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

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

The measures for balancing the power between the board of directors and the Management : Doesn't Have

Methods of balancing power between the board of directors and Management : Appointing one independent director to jointly consider setting the board meeting agenda

Information on the roles and duties of the board of directors

Board charter : Have

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Audit Subcommittee
- RiskManagement Subcommittee
- Nomination Subcommittee
- Remuneration Subcommittee
- Nomination Remuneration Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

-

Audit Committee

Role

- Other
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive Committee

Role

- Other
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Nomination and Compensation Committee

Role

- Other
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Corporate Governance and Sustainability Committee

Role

- Sustainability Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

-

Risk Management Committee

Role

- Other
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. POLCHET LIKITTANASOMBAT ^(*) Gender: Male Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Engineering 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 : Existing director	2 Mar 2013	Accounting, Engineering, Corporate Management
2. Mrs. KOBBOON SRICHAJ Gender: Female Age : 58 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 Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	22 Feb 2021	Sustainability, Law
3. Mr. BANCHIA CHERNCHUJIT Gender: Male Age : 54 years Highest level of education : Doctoral degree Study field of the highest level of education : Medicine Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Newly appointed director to replace the ex-director	12 May 2023	Health Care Services
4. M.R. PENSIRI CHAKRABANDHU Gender: Female Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Newly appointed director not being replaced the ex-director	9 Aug 2024	Corporate Social Responsibility

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. WIBOON UTSAHAJIT Gender: Male Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes	Chairman of the executive committee	28 Nov 2001
2. Mr. PRASERT JIRAVANSTIT Gender: Male Age : 61 years Highest level of education : Bachelor's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	8 May 2014
3. Mr. NARUN WIWATTANAKRAI Gender: Male Age : 37 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	8 May 2014

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Compensation Committee	Mr. POLCHET LIKITTANASOMBAT	The chairman of the subcommittee (Independent director)
	Mr. PRASERT JIRAVANSTIT	Member of the subcommittee
	Mr. PHUMIPHAN BUNJAPAMAI	Member of the subcommittee
Corporate Governance and Sustainability Committee	Mrs. THANIT AMORNTIRASAN	Member of the subcommittee
	Mr. POLCHET LIKITTANASOMBAT	Member of the subcommittee (Independent director)
	Mrs. KOBBOON SRICHA	Member of the subcommittee (Independent director)
	M.R. PENSIRI CHAKRABANDHU	The chairman of the subcommittee (Independent director)

Subcommittee name	Name list	Position
Risk Management Committee	Mrs. KOBBOON SRICHAJ	The chairman of the subcommittee (Independent director)
	Mr. NARUN WIWATTANAKRAI	Member of the subcommittee
	Mr. PHUMIPHAN BUNJAPAMAI	Member of the subcommittee
	Mr. BANCHA CHERNCHUJIT	Member of the subcommittee (Independent director)

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. WIBOON UTSAHAJIT Gender: Male Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	CHAIRMAN OF EXECUTIVE COMMITTEE (The highest-ranking executive)	28 Nov 2001	Commerce, Professional Services, Marketing
2. Mr. PRASERT JIRAVANSTIT Gender: Male Age : 61 years Highest level of education : Bachelor's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	MANAGING DIRECTOR	28 Nov 2001	Commerce, Professional Services, Marketing
3. Mr. NARUN WIWATTANAKRAI Gender: Male Age : 37 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Deputy Managing Director	2 Mar 2013	Marketing
4. Mr. Prin Ekmanochai Gender: Male Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Assistant Managing Director	1 Mar 2021	Law

List of executives	Position	First appointment date	Skills and expertise
5. Ms. Yonlawan Ahemalongkorn ^(*) Gender: Female Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Assistant Managing Director	1 May 2012	Business Administration
6. Ms. Chutaporn Jiravanstit Gender: Female Age : 34 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Assistant Managing Director	1 Mar 2021	Marketing

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Remuneration policy for executive directors and executives

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

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	0.00	0.00	20,414,185.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	N/A	N/A	20,414,185.00

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No

	2022	2023	2024
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

Estimated remuneration of executive directors and executives : 0.00
in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Yonlawan Ahemalongkorn	yonlawan@siamwellnessgroup.com	02-641-6619

List of the company secretary

General information	Email	Telephone number
1. Mr. Prin Ekmanochai	prine@siamwellnessgroup.com	026416619 ต่อ 108

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Thanabhat Wongwit	thanabhat.wo@plgroup.co.th	098-660-6555

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Yonlawan Ahemalongkorn	yonlawan@siamwellnessgroup.com	026416619

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone +66 2264 9090	2,560,000.00	-	1. Ms. KIRDSIRI KANJANAPRAKASIT Email: Kirdsiri.Kanjanaprakasit@th.ey.com License number: 6014 2. Ms. WILAIORN CHAOWIWATKUL Email: wilaiorn.chaowiwatkul@th.ey.com License number: 9309 3. Mrs. NUMMON KERDMONGKHONCHAI Email: nummon.kerdmongkhonchai@th.ey.com License number: 8368

Details of the auditors of the subsidiaries

Audit fee (Baht)	Other service fees
490,000.00	-
300,000.00	-
90,000.00	-

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

The Board of Directors of Siam Wellness Group Public Company Limited has set preliminary dates for the Board of Director's Meeting for 2024 in advance and may set additional meetings if required. For each meeting, advance meeting notification and agenda will be sent to Directors at least 7 days before the meeting in order for Directors to review. In the urgent case, the paper will be sent immediately along with presentation and minutes. All papers will be documented for reference and audit. In the meeting, the Chairman and the Managing Director will jointly set the Agenda and opens for each Director to submit. In each meeting, there should be more than half of total directors attended. Chairman shall allow each director to critique independently. In some particular agenda, the Board may invite Senior Management or Independent consultant(s) to join and share useful information which can also use for effective implementation

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

Information about the selection of the board of directors

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

List of directors	Position	First appointment date of director	Skills and expertise
M.R. PENSIRI CHAKRABANDHU	Director	26 Jul 2024	Corporate Social Responsibility

Selection of independent directors

Criteria for selecting independent directors

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Number of directors from major shareholders

Number of directors from each group of major shareholders : 0
over the past year (persons)

Rights of minority shareholders on director appointment

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

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mrs. PRANEE SUPHAWATANAKIAT (Chairman of the Board of Directors)	Non-participating	-
2. Mr. BANCH A CHERNCHUJIT (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)
3. Mr. WIBOON UTSAHAJIT (Director)	Non-participating	-
4. Mr. PRASERT JIRAVANSTIT (Director)	Non-participating	-
5. Mrs. THANIT AMORNTIRASAN (Director)	Non-participating	-
6. Mr. NARUN WIWATTANAKRAI (Director)	Non-participating	-
7. Mr. POLCHET LIKITTANASOMBAT (Director)	Non-participating	-
8. Mrs. KOBBOON SRICHA I (Director)	Non-participating	-
9. Mr. PHUMIPHAN BUNJAPAMAI (Director)	Non-participating	-
10. M.R. PENSIRI CHAKRABANDHU (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Siam Wellness Group Public Company Limited shall conduct a self-assessment of the Board of Directors and its sub-committees at least once a year to comply with the principles of good corporate governance. The focus is to utilize the results for the improvement of the directors' performance. The assessment forms include:

1. **Board Performance Assessment (evaluation of the entire board)**
2. **Committee Performance Assessment**
3. **Individual Director Performance Assessment (self-assessment)**

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

Siam Wellness Group Public Company Limited shall conduct a self-assessment of the Board of Directors and its sub-committees at least once a year to comply with the principles of good corporate governance. The focus is to utilize the results for the improvement of the directors' performance. The assessment forms include:

1. Board Performance Assessment (evaluation of the entire board)
2. Committee Performance Assessment
3. Individual Director Performance Assessment (self-assessment)

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Evaluation Criteria for Assessing the Performance of the Chief Executive Officer (CEO)

These criteria are intended to evaluate the performance of the Chief Executive Officer (CEO), Managing Director, or other positions equivalent to the CEO of an organization. They serve as an initial evaluation template that the board of directors of listed companies can adapt as deemed appropriate, in line with the size and specific characteristics of the company. This allows the CEO to use it for self-assessment or for the board to consider compensation or to evaluate the CEO either individually or as part of the entire board.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 8
(times)

Date of AGM meeting : 19 Apr 2024

EGM meeting : Yes

Date of the EGM over the past year (1st time) : 26 Jul 2024

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mrs. PRANEE SUPHAWATANAKIAT (Chairman of the Board of Directors)	8	/	8	1	/	1	1	/	1
2. Mr. BANCHACHARNCHUJIT (Director, Independent director)	8	/	8	1	/	1	1	/	1
3. Mr. WIBOON UTSAHAJIT (Director)	8	/	8	1	/	1	1	/	1
4. Mr. PRASERT JIRAVANSTIT (Director)	8	/	8	1	/	1	1	/	1
5. Mrs. THANIT AMORNTIRASAN (Director)	8	/	8	1	/	1	1	/	1

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
6. Mr. NARUN WIWATTANAKRAI (Director)	8	/	8	1	/	1	1	/	1
7. Mr. POLCHET LIKITTANASOMBAT (Director, Independent director)	8	/	8	1	/	1	1	/	1
8. Mrs. KOBBOON SRICHAJ (Director, Independent director)	7	/	8	1	/	1	1	/	1
9. Mr. PHUMIPHAN BUNJAPAMAI (Director)	7	/	8	1	/	1	1	/	1
10. M.R. PENSIRI CHAKRABANDHU (Director, Independent director)	5	/	5	0	/	0	0	/	0

Remuneration of the board of directors

Types of remuneration of the board of directors

1.Monetary remuneration

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. Mrs. PRANEE SUPHAWATANAKIAT (Chairman of the Board of Directors)			710,000.00		0.00
Board of Directors	96,000.00	614,000.00	710,000.00	No	
2. Mr. BANCHACHERNCHUJIT (Director)			598,000.00		N/A
Board of Directors	96,000.00	250,000.00	346,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee	48,000.00	198,000.00	246,000.00	No	
Risk Management Committee	6,000.00	0.00	6,000.00	No	
3. Mr. WIBOON UTSAHAJIT (Director)			346,000.00		N/A
Board of Directors	96,000.00	250,000.00	346,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
4. Mr. PRASERT JIRAVANSTIT (Director)			358,000.00		N/A
Board of Directors	96,000.00	250,000.00	346,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Nomination and Compensation Committee	12,000.00	0.00	12,000.00	No	
5. Mrs. THANIT AMORNTIRASAN (Director)			490,000.00		N/A
Board of Directors	96,000.00	382,000.00	478,000.00	No	
Corporate Governance and Sustainability Committee	12,000.00	0.00	12,000.00	No	
6. Mr. NARUN WIWATTANAKRAI (Director)			370,000.00		N/A
Board of Directors	96,000.00	250,000.00	346,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	24,000.00	0.00	24,000.00	No	
7. Mr. POLCHET LIKITTANASOMBAT (Director)			792,000.00		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	96,000.00	350,000.00	446,000.00	No	
Audit Committee	60,000.00	264,000.00	324,000.00	No	
Nomination and Compensation Committee	16,000.00	0.00	16,000.00	No	
Corporate Governance and Sustainability Committee	6,000.00	0.00	6,000.00	No	
8. Mrs. KOBBOON SRICHAJ (Director)			626,000.00		N/A
Board of Directors	84,000.00	250,000.00	334,000.00	No	
Audit Committee	48,000.00	198,000.00	246,000.00	No	
Risk Management Committee	32,000.00	0.00	32,000.00	No	
Corporate Governance and Sustainability Committee	14,000.00	0.00	14,000.00	No	
9. Mr. PHUMIPHAN BUNJAPAMAI (Director)			496,000.00		N/A
Board of Directors	84,000.00	382,000.00	466,000.00	No	
Nomination and Compensation Committee	12,000.00	0.00	12,000.00	No	
Risk Management Committee	18,000.00	0.00	18,000.00	No	
10. M.R. PENSIRI CHAKRABANDHU (Director)			186,500.00		N/A
Board of Directors	60,000.00	0.00	60,000.00	No	
Audit Committee	36,000.00	82,500.00	118,500.00	No	
Corporate Governance and Sustainability Committee	8,000.00	0.00	8,000.00	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	900,000.00	2,978,000.00	3,878,000.00
2. Audit Committee	192,000.00	742,500.00	934,500.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Compensation Committee	40,000.00	0.00	40,000.00
5. Corporate Governance and Sustainability Committee	40,000.00	0.00	40,000.00
6. Risk Management Committee	80,000.00	0.00	80,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,252,000.00
Other monetary remuneration (Baht)	3,720,500.00
Total (Baht)	4,972,500.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : Yes

Mechanism for overseeing subsidiaries and associated companies : Yes

Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, 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

-

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 : No / In progress
over the past year

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

Has the company operated in preventing the use of inside : No / In progress
information to seek benefits over the past year

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

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

Number of cases or issues related to corruption

	2022	2023	2024
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 procedures : Yes
over the past year

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

-

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		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. POLCHET LIKITTANASOMBAT (Chairman of the audit committee)	5	/	5
2 Mrs. KOBBOON SRICHAJ (Member of the audit committee)	4	/	5
3 Mr. BANCHACHARNCHUJIT (Member of the audit committee)	4	/	5
4 M.R. PENSIRI CHAKRABANDHU (Member of the audit committee)	3	/	3

The results of duty performance of the audit committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Executive Committee

Meeting Executive Committee (times) : 11

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. WIBOON UTSAHAJIT (Chairman of the executive committee)	11	/	11

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
2 Mr. PRASERT JIRAVANSTIT (Member of the executive committee)	11	/	11
3 Mr. NARUN WIWATTANAKRAI (Member of the executive committee)	11	/	11

The results of duty performance of Executive Committee

Meeting attendance Nomination and Compensation Committee

Meeting Nomination and Compensation : 2
Committee (times)

List of Directors	Meeting attendance Nomination and Compensation Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. POLCHET LIKITTANASOMBAT (The chairman of the subcommittee)	2	/	2
2 Mr. PRASERT JIRAVANSTIT (Member of the subcommittee)	2	/	2
3 Mr. PHUMIPHAN BUNJAPAMAI (Member of the subcommittee)	2	/	2

The results of duty performance of Nomination and Compensation Committee

Meeting attendance Corporate Governance and Sustainability Committee

Meeting Corporate Governance and : 2
Sustainability Committee (times)

List of Directors	Meeting attendance Corporate Governance and Sustainability Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mrs. THANIT AMORNTIRASAN (Member of the subcommittee)	2	/	2
2 Mr. POLCHET LIKITTANASOMBAT (Member of the subcommittee)	2	/	2
3 Mrs. KOBBOON SRICHAJ (Member of the subcommittee)	2	/	2
4 M.R. PENSIRI CHAKRABANDHU (The chairman of the subcommittee)	1	/	1

The results of duty performance of Corporate Governance and Sustainability Committee

Meeting attendance Risk Management Committee

Meeting Risk Management Committee (times) : 4

List of Directors	Meeting attendance Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mrs. KOBBOON SRICHAJ (The chairman of the subcommittee)	4	/	4
2 Mr. NARUN WIWATTANAKRAI (Member of the subcommittee)	4	/	4
3 Mr. PHUMIPHAN BUNJAPAMAI (Member of the subcommittee)	3	/	4
4 Mr. BANCHA CHERNCHUJIT (Member of the subcommittee)	1	/	1

The results of duty performance of Risk Management Committee

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

SPA has established a Sustainability Policy and Goals to serve as a guideline for implementing business strategies aimed at achieving stable and sustainable growth across all dimensions—economy, society, and the environment. This involves integrating the concept of sustainable development into every core function by elevating the importance of sustainability throughout the entire Value Chain. There is a focus on adding value to activities within the process of providing services and selling products (In-process Activities). Additionally, emphasis is placed on prioritizing stakeholders. The Working Group, operating under the supervision of the Corporate Governance Committee, serves as the creator of the Implementation Guidelines. This group lays out the framework and goals to drive sustainability in three key areas:

Economic Development/Regulatory

- (1) Health and safety of customers
- (2) Enterprise Risk Management
- (3) Cyber Security and protection of personal information
- (4) Structural Policy and Corporate Governance

Social Development

- (5) Customer Responsibility
- (6) Providing access to treatment and good health
- (7) Local employment, including people with disabilities and underprivileged individuals.
- (8) Providing access to information

Environmental Development

- (9) Product Responsibility
- (10) Use of eco-friendly packaging
- (11) Waste management
- (12) Water management policy

Sustainability management goals

Does the company set sustainability management goals : Yes

THE VISION

"To provide accessible wellness services rooted in Thai wisdom and hospitality, promoting better well-being for people."

The Group of Companies has defined 4 missions of its business operation, namely,

- As an organization that creates the standard of Thai spa to be recognized internationally and builds reputation for Thai spa at international level and ultimately at global level.
- As an organization that focuses on the integration of the Western and Thai sciences to enable the service of the Company to be increasingly developed.
- As an organization that promotes and gives support to personnel of every part to enable them to learn and develop themselves consistently and continually in the best interest of the Company and for ultimate maximized benefit of the customers.
- As an organization that attaches importance to the fundamental regulations, the law by adhering to the operation of its business with integrity, precision and ethics with awareness of impact on its personnel, on the environment and community being of paramount importance.

The Company lays out the framework and goals to drive sustainability in three key areas:

Economic Development/Regulatory

- (1) Health and safety of customers
- (2) Enterprise Risk Management

- (3) Cyber Security and protection of personal information
- (4) Structural Policy and Corporate Governance

Social Development

- (5) Customer Responsibility
- (6) Providing access to treatment and good health
- (7) Local employment, including people with disabilities and underprivileged individuals.
- (8) Providing access to information

Environmental Development

- (9) Product Responsibility
- (10) Use of eco-friendly packaging
- (11) Waste management
- (12) Water management policy

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 6 Clean Water and Sanitation, Goal 8 Decent Work and Economic Growth, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 17 Partnerships for the Goals

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

SPA has established a Sustainability Policy and Goals to serve as a guideline for implementing business strategies aimed at achieving stable and sustainable growth across all dimensions—economy, society, and the environment. This involves integrating the concept of sustainable development into every core function by elevating the importance of sustainability throughout the entire Value Chain. There is a focus on adding value to activities within the process of providing services and selling products (In-process Activities). Additionally, emphasis is placed on prioritizing stakeholders. The Working Group, operating under the supervision of the Corporate Governance Committee, serves as the creator of the Implementation Guidelines. This group lays out the framework and goals to drive sustainability in three key areas:

Economic Development/Regulatory

- (1) Health and safety of customers
- (2) Enterprise Risk Management
- (3) Cyber Security and protection of personal information
- (4) Structural Policy and Corporate Governance

Social Development

- (5) Customer Responsibility
- (6) Providing access to treatment and good health
- (7) Local employment, including people with disabilities and underprivileged individuals.
- (8) Providing access to information

Environmental Development

- (9) Product Responsibility
- (10) Use of eco-friendly packaging
- (11) Waste management
- (12) Water management policy

Information on impacts on stakeholder management in business value chain

Business value chain

Stakeholders, Engagement and Response, Key Issues Identification and Prioritization

SPA has defined stakeholders into groups, with communication channels to listen to their opinions, expectations, and lead to the development of processes to respond to their opinions and expectations.

Stakeholders

Employees

Suppliers

Service providers

Specialists

Customers and consumers

Communities

SOCIETY

Competitors

Business partners

Creditors

Shareholders and investors

Media

Local and government authorities

NGOs

Business value chain diagram



SUSTAINABILITY ISSUES

Stakeholder group connecting and responding to Key Points Identification and Prioritization

SPA has defined stakeholder groups into different groups with communication channels to listen to opinions and expectations leading to the development of the process to respond to comments and expectations of stakeholder

Stakeholders(Only 3 Levels That Are Important)



Employee

Channels of communication of the company with its stakeholders (can be a variety of channels)	Issues that stakeholders expect of company's business/issues that are of interest to stakeholders	The Company's Response to Each Stakeholder
- Weekly and Monthly meetings in each work section - Annual performance evaluation - Internal Audit - Prepare employee engagement survey among employees - HR channels via Email/Line to receiving employees' complaints	Issue 1 - Compensation, Benefits, Annual Salary Adjustments Issue 2 - Job Advancement Opportunities Issue 3 - Developing Skills At Work Issue 4 - Creating Value For Employees To Have Equal Rights Issue 5 - The Joy Of Working Together Among Employees	Issue 6 - Develop plans to upgrade employees' skills and knowledge and abilities Issue 7 - Using the data from the satisfaction survey of Employees to analyze and formulate work plans to meet the needs of employees



Suppliers Who Deliver Goods/raw Materials (Supplier)

Channels of communication of the company with its stakeholders (can be a variety of channels)	Issues that stakeholders expect of company's business/issues that are of interest to stakeholders	The Company's Response to Each Stakeholder
Regular Meeting Or Talking On The Phone With Supplier	Issue 1 - Types And Prices Of Goods And Services Issue 2 - Product And Service Quality Issue 3 - Is The Delivery Arrangement Correct And On Time? Issue 4 - Meet The Requirements Or Not Issue 5 - Product And Service Development	Issue 6 A Transparent And Fair And Verifiable Procurement Process



Service Provider Or Contractor (Service Provider)

Channels of communication of the company with its stakeholders (can be a variety of channels)	Issues that stakeholders expect of company's business/issues that are of interest to stakeholders	The Company's Response to Each Stakeholder
On-site, through manager, LINE	Issue 1 - Compensation Issue 2 - Scope Of Service Issue 3 - Other Benefits (E.g. Insurance, Accommodation Etc.)	Issue 6 - Take Care For Employees Like Family Members To Build Loyalty To The Organization Through Various Activities. Issue 7 - Determine Measures To Help Employees Receive The Impact Of The Covid- 19 Situation



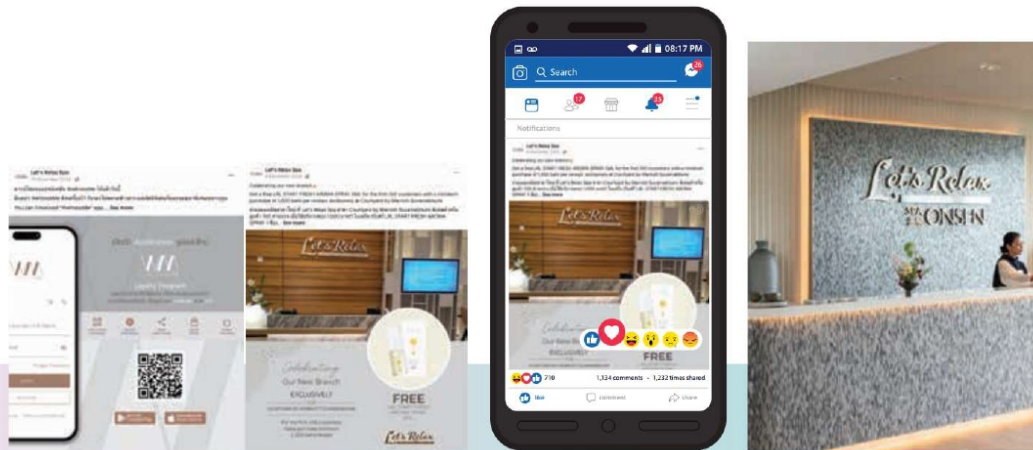
Specialist

Channels of communication of the company with its stakeholders (can be a variety of channels)	Issues that stakeholders expect of company's business/issues that are of interest to stakeholders	The Company's Response to Each Stakeholder
Face to Face, E-mail	Issue 1 Consulting/Specialization	Issue 6 - Take Care For Employees Like Family Members To Build Loyalty To The Organization Through Various Activities. Issue 7 - Determine Measures To Help Employees Receive The Impact Of The Covid- 19 Situation



Customers And Consumers

Channels of communication of the company with its stakeholders (can be a variety of channels)	Issues that stakeholders expect of company's business/issues that are of interest to stakeholders	The Company's Response to Each Stakeholder
Offline (POS , In-store Posters, Tv Media, Radio, Etc.) And Online (E-mail, Website, Social Media, Line Oa,)	Issue 1 - Product/Service Information Issue 2 - Promotion / Promotional Items Issue 3 - Points/member list	Issue 6 - Offer impressive service with uniqueness. Issue 7 - Attaching importance to safety and customer privacy.



Community

Channels of communication
of the company with its stakeholders
(can be a variety of channels)

- On-site, Press Release, Social Media

Issues that stakeholders expect
of company's business/issues that are
of interest to stakeholders

- Issue 1**
- Social, Environment And Community Policy Of The Company
- Issue 2**
- Social, Environment And Community Activities Of The Company

The Company's Response
to Each Stakeholder

- Issue 6**
- Promote, Develop And Build Good Relationships With Communities And Society So That They Can Coexist Valuable And Sustainable
- Issue 7**
- Generate Income To The Community Both Directly And Indirectly For The Community's Economy To Grow



Society

Channels of communication
of the company with its stakeholders
(can be a variety of channels)

- On-site, Press Release, Social Media

Issues that stakeholders expect
of company's business/issues that are
of interest to stakeholders

- Issue 1**
- Social, Environment And Community Policy Of The Company
- Issue 2**
- Social, Environment And Community Activities Of The Company

The Company's Response
to Each Stakeholder

- Issue 6**
- Share Knowledge To Build A Strong Community And Growing With The Company's Business



Competitor

Channels of communication
of the company with its stakeholders
(can be a variety of channels)

- Online channels such as company website, Facebook, Instagram, Line
- Offline channels such as Annual report, 56-1, financial statements

Issues that stakeholders expect
of company's business/issues that are
of interest to stakeholders

- Issue 1**
- Product/Service Information
- Issue 2**
- Fair competition

The Company's Response
to Each Stakeholder

- Issue 6**
- Participate in brainstorming in the form of associations and confederations to drive benefits to the business as a whole, such as promotion policies, etc.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
• Board of director • Suppliers • Business partners • Investors or investment institutions • Specialists • Shareholders • Employees • Customers • Society • Media • Government agencies and Regulators • Non-profit organization / NGOs • Independent entities	attached file	attached file	• Press Release • Online Communication • Annual General Meeting (AGM) • Complaint Reception • Employee Engagement Survey • Satisfaction Survey

Diagram of the stakeholder analysis in the business value chain

**Business partner****Channels of communication of the company with its stakeholders (can be a variety of channels)**

- Online Channels Such As Company Website , Facebook, Instagram, Line
- Offline Channels Such As Phone

Issues that stakeholders expect of company's business/issues that are of interest to stakeholders

- Issue 1**
- Product/service Information
- Issue 2**
- Business Plan
- Issue 3**
- Collaboration Plan

The Company's Response to Each Stakeholder

- Issue 6**
- Share Knowledge To Build A Strong Business Cycle And Growing With The Company's Business

**Creditor****Channels of communication of the company with its stakeholders (can be a variety of channels)**

- Offline Channels E.g. Phone

Issues that stakeholders expect of company's business/issues that are of interest to stakeholders

- Issue 1**
- Product/service Information
- Issue 2**
- Financial Information
- Issue 3**
- Procedures For Being A Partner

The Company's Response to Each Stakeholder

- Issue 6**
- Cooperate In Complying With The Payment Terms, Trade Terms, Etc.

**Shareholders And Investors****Channels of communication of the company with its stakeholders (can be a variety of channels)**

- Report, AGM, Opportunity Day, Telephone, Online (IR Section website, stock exchange website, stock media)

Issues that stakeholders expect of company's business/issues that are of interest to stakeholders

- Issue 1**
- Company Performance
- Issue 2**
- MD&A
- Issue 3**
- Business Plan
- Issue 4**
- Good Corporate Governance Code Of Conduct

The Company's Response to Each Stakeholder

- Issue 6**
- Provide Accurate Company's Information



Media

Channels of communication of the company with its stakeholders (can be a variety of channels)

- Press Release, Interview

Issues that stakeholders expect of company's business/issues that are of interest to stakeholders

- Issue 1
- News Issues
- Issue 2
- Impact Of News Issues

The Company's Response to Each Stakeholder

- Issue 6
- Provide Accurate Product And Services Related Information



Government Authority

Channels of communication of the company with its stakeholders (can be a variety of channels)

- Contact And Coordinate With Relevant Parties (Two-sided Communication)

Issues that stakeholders expect of company's business/issues that are of interest to stakeholders

- Issue 1
- Complying With The Laws
- Issue 2
- Good Corporate Governance Code Of Conduct

The Company's Response to Each Stakeholder

- Issue 6
- Cooperate In Compliance With The Regulations



Independent Organization (NGO)

Channels of communication of the company with its stakeholders (can be a variety of channels)

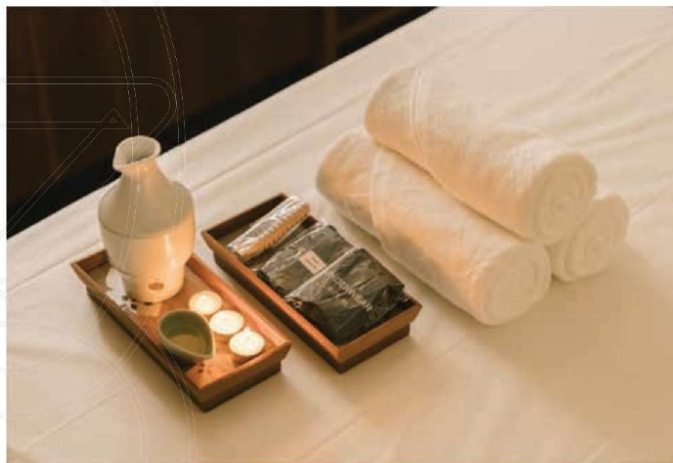
- Face to Face, E-mail

Issues that stakeholders expect of company's business/issues that are of interest to stakeholders

- Issue 1
- Consulting / Specialized expertise

The Company's Response to Each Stakeholder

- Issue 6
- Provide Accurate Information And News About The Company



Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Employee Engagement	• Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Human Rights • Fair Labor Practices • Sustainability Risk Management • Innovation Development

Information on sustainability report

Corporate sustainability report

The company’s corporate sustainability report : Have data

Reference link for corporate sustainability report : https://siamwellnessgroup.com/wp-content/uploads/2024/04/56-1_OneReport_2023_en.pdf

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : Other : n/a
guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Siam Wellness Group Public Company Limited places great importance on corporate governance, especially effective risk management at the strategic level of performance and decision-making for new business investments. The company aims to create awareness of risk management among all employees to generate added value for the organization, shareholders, society, community, and various stakeholders, supporting sustainable growth.

The company's risk management policies and manuals establish risk policies covering the entire organization, starting from the process of risk identification, risk assessment, monitoring, and control, as well as establishing risk standards for effective and consistent risk management. Additionally, new risks are identified to cover all potential changes in the massage and spa industry, ensuring the company can manage risks promptly, especially in the changing lifestyle (New Normal) due to the spread of the Covid-19 virus, affecting the tourism industry and the global economy.

The Risk Management Committee (Committee) and the Risk Management Working Group collectively assess risks in various aspects of the company, including Strategic Risk, Compliance Risk, Financial Risk, Operational Risk, and Property Risks.

The team considers the likelihood and impact of risks, utilizing the World Economic Forum's Global Risks Report 2018 as a guideline for analysis. The Committee monitors risks arising from changes in government policies that may affect the organization's operations.

The Board has adopted the Enterprise Risk Management Framework (ERM Framework) and the Enterprise Risk Management Policy developed by the Stock Exchange of Thailand as the basis for assessing the company's risks in terms of impact and likelihood, covering Strategic Risk, Business Risk, and Process Risk.

The Board of Directors and the Risk Management Working Group collaboratively develop measures to mitigate risks, offering both preventive measures (before the risk) and risk mitigation strategies (after the risk has occurred). The Committee is actively monitoring and reporting on risks caused by the spread of the Covid-19 virus, recognized as a global pandemic significantly affecting the company's operating results in 2021. Additionally, preparations are made for the enforcement of the Personal Data Protection Act (PDPA) 2019 in 2022.

Reference link to risk management policy and plan : https://siamwellnessgroup.com/wp-content/uploads/2024/04/56-1_OneReport_2023_en.pdf

Page number of the reference link : 77-82

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Competiton in Business

Related risk topics : Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Competition risk
- Economic risk
- Corporate ownership structure risk
- Pandemic risk

Risk characteristics

Competition in Spa Business:

The spa business faces high competition with a focus on price. Siam Wellness Group positions its services to compete in the upscale market, providing value compared to competitors, including 5-star hotels and new players like Home Massage or Office Massage. The company strategically locates its services, offers online booking, and implements an efficient payment system.

Risk-related consequences

The risks in the spa business can have several impacts on the company, as follows:

Impact on Revenue and Profit

Risks arising from competition in the market, such as price competition or the emergence of new players (e.g., home or office massage services), could force the company to adjust its pricing or services to remain competitive. This may negatively affect revenue and profit, especially if prices need to be lowered to meet the demands of the lower market segment, leading to reduced profit margins.

Impact on Customer Retention

With new service providers like home or office massages, which offer convenience and easy access, customers may shift to these alternatives. If the company cannot offer what customers are looking for, such as convenience in transportation or unique services, it may lose customers, impacting the customer base and long-term revenue.

Impact on Human Resource Management

If the company needs to adapt to market demands or new service models, such as home or office massages, which require flexible staffing that can travel to various locations, managing human resources becomes a challenge. It could be difficult to find qualified personnel who are willing to work in this manner and manage schedules that meet customer demands.

Impact from Technology

Relying on technology for booking services and online payments can enhance operational efficiency. However, there are risks associated with technical issues, such as system outages or customer data breaches, which could damage customer trust and lead to legal or litigation problems.

Impact from External Factors

External factors, such as uncertain economic conditions (e.g., recession) or changes in consumer behavior, could lead people to cut back on spending for non-essential activities like spa services. This would directly affect the company's revenue and profit.

Risk management measures

Risk management in the spa business involves implementing measures to prevent and mitigate the impacts of potential risks. The following steps can be taken to manage risks effectively:

Risk Identification and Assessment

The first step is to identify and assess potential risks in the business, such as intense competition from new entrants, changes in customer behavior, or economic shifts. After identifying the risks, their severity and likelihood should be evaluated to ensure an effective management approach.

Developing Strategies to Address Risks

Establish clear strategies to cope with various risks, such as:

Developing Unique Services: To create a competitive advantage, for example, offering new experiences or services targeted at specific customer groups.

Adjusting Pricing According to Market Conditions: In the event of high competition, setting prices that offer good value and align with customers' purchasing power.

Using Technology for Service Improvement: Such as developing mobile apps for easy service booking and payment, which improves convenience and reduces risks related to management challenges.

Financial Management

Implement sound financial planning to prepare for unexpected situations, such as having cash reserves or budgeting for unforeseen expenses. Set aside funds for costs like facility upgrades or investment in new technology.

Training and Development of Personnel

Train employees to have the skills required for the services offered by the company, such as delivering high-quality service, customer care, or handling unforeseen circumstances. Additionally, develop staff to adapt to market changes

effectively.

Building Customer Relationships

Maintaining strong relationships with customers is crucial in reducing the risk of losing clients. This can be done by creating loyalty programs, offering high-quality service, or running special promotions to increase customer satisfaction and trust.

Risk Insurance

Obtain insurance to protect the business from potential risks, such as business insurance, property loss insurance, or health insurance for employees.

Monitoring and Evaluating Performance

Continuously monitor and assess the effectiveness of the implemented risk management measures to improve them over time. This allows the business to adjust strategies or measures according to changing market conditions.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and : No
guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with : No
new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

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 : No
compliance with the supplier code of conduct?

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : No

Information on process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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