



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

UNION PIONEER PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : UNION PIONEER PUBLIC COMPANY LIMITED

Symbol : UPF

Address : No. 1 Soi Serithai 62, Khwaeng Minburi, Khet Minburi

Province : Bangkok

Postcode : 10510

Business : The Company produces and sells the products which are made of natural rubber, such as Rubber Thread & Rubber Tape, Esmarch Bandages, Tourniquet, Conforming Bandage, Exercise & Therapy Band, Elastic Braid, Elastic Webbing & Crochet, Covering Yarn, Elastic Bandage, Elastic products for cloth mask and surgical mask, under the trademark "Venus", and also produces under other brands.

Registration Number : 0107537001013

Telephone : 0-2517-0105-8

Fax (if applicable) : 0-2517-0345, 0-2517-9056

Website : www.unionpioneer.co.th

Email : marketing@unionpioneer.co.th

Total Shares Sold (shares)

Common Stock : 7,500,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	621,048.00	660,077.00	558,707.00
Sales and service income (Thousand baht)	605,123.00	646,003.00	546,847.00
Other income (Thousand baht)	15,925.00	14,074.00	11,860.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Sales and service income (%)	97.44	97.87	97.88
Other income (%)	2.56	2.13	2.12

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	621,048.00	660,077.00	558,707.00
Domestic (Thousand baht)	237,760.00	252,280.00	231,542.00
International (Thousand baht)	383,288.00	407,797.00	327,165.00
United States of America (Thousand baht)	235,900.00	243,979.00	199,191.00
Myanmar (Thousand baht)	24,500.00	19,446.00	15,215.00
Vietnam (Thousand baht)	29,000.00	32,734.00	24,727.00
Japan (Thousand baht)	16,000.00	10,626.00	14,063.00
Other countries (Thousand baht)	77,888.00	101,012.00	73,969.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	38.28	38.22	41.44
International (%)	61.72	61.78	58.56
United States of America (%)	61.55	59.83	60.88
Myanmar (%)	6.39	4.77	4.65
Vietnam (%)	7.57	8.03	7.56
Japan (%)	4.17	2.61	4.30
Other countries (%)	20.32	24.77	22.61

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	15,925.00	14,074.00	11,860.00
Other income from operations (Thousand baht)	15,925.00	14,074.00	11,860.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	1,998.00	1,651.00	1,743.00

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Diesel (Litres)	20,231.88	16,369.95	21,689.60
Gasoline (Litres)	31,538.53	30,077.70	27,251.41
Natural gas (Standard cubic feet)	38,141,000.00	39,403,000.00	38,404,000.00

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	7,272,000.00	6,519,000.00	5,659,000.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	54,828.00	55,520.00	62,509.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	163,829.00	146,230.00	135,791.00
Hazardous waste (Kilograms)	15,810.00	10,280.00	4,890.00
Total waste generated (Kilograms)	179,639.00	156,510.00	140,681.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	2,364.00	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	3,235.00	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	9,672.00	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	15,271.00	0.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : IRQA Thailand

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2021	2022	2023
Number of male employees (Persons)	231	217	211
Number of female employees (Persons)	309	313	301
Total number of employees (Persons)	540	530	512

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	156,000,000.00	162,000,000.00	153,000,000.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	15.17	16.38	13.15
Employee development and training expenses (baht)	192,713.00	336,689.00	287,480.00

• Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	9	2	6

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	25.93	35.28	33.40

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

**Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information**

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	5	55.56
Number of female directors	4	44.44
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
Number of independent directors	3	33.33

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Ms. DALAD SAPTHAVICHAIKUL Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	30 May 2012	Corporate Management, Strategic Management, Risk Management, Human Resource Management, Finance, Negotiation, Corporate Social Responsibility, Procurement, Governance/ Compliance, Accounting, Leadership, Finance & Securities, Economics, Law

2.	<p>Mrs. CHANTORNTREE DARAKANANDA</p> <p>Gender: Female</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	22 Apr 2015	<p>Health Care Services, Property Fund & REITs, Project Management, Data Analysis, Accounting, Leadership</p>
3.	<p>Mr. CHUTINDHON DARAKANANDA</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	6 May 2017	<p>Engineering</p>
4.	<p>Mrs. NUNTAWAN SAKUNTANAGA</p> <p>Gender: Female</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	1 Jan 2020	<p>Audit, Governance/ Compliance, Corporate Management, Marketing, Finance, Sustainability, Corporate Social Responsibility, Accounting, Commerce, Economics</p>

5.	<p>Mr. WANCHAI RATTANAWONG</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Jan 2021	<p>Transportation & Logistics, Audit, Engineering, Strategic Management, Data Management, Change Management, Risk Management, Human Resource Management, IT Management, Corporate Management, Project Management, Data Analysis, Negotiation, Sustainability, Corporate Social Responsibility, Procurement, Internal Control, Agribusiness, Leadership, Commerce, Automotive, Industrial Materials & Machinery, Information & Communication Technology</p>
6.	<p>Mrs. SIRIPORN LUANGNUAL</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Jan 2023	<p>Strategic Management, Corporate Management, Audit, Corporate Social Responsibility, Governance/ Compliance</p>
7.	<p>Mr. NATTAPON YANGYUEN</p> <p>Gender: Male</p> <p>Age: 47 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Jul 2023	<p>Strategic Management, Data Management, Change Management, Risk Management, IT Management, Project Management, Marketing, Tourism & Leisure, Data Analysis, Finance, Negotiation, Economics, Statistics</p>

8.	Mr. PRASIT ASAWAVETVUTT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	1 Jul 2023	Marketing, Health Care Services, Personal Products & Pharmaceuticals
9.	Mr. Supakit Paungbua Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	1 Dec 2023	Human Resource Management, Corporate Management, Project Management, Budgeting, Negotiation, Corporate Social Responsibility, Procurement, Leadership, Automotive, Industrial Materials & Machinery, Steel

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

General information	Position	Tenure	Replacement Director
1. Mr. NANTHIYA DARAKANANDA Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 1 Apr 1993 Date directorship ended: 20 Apr 2023	Mr. PRASIT ASAWAVETVUTT Date position was assumed: 1 Jul 2023
2. Mr. VACHARAPHONG DARAKANANDA Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 1 Apr 1999 Date directorship ended: 1 Oct 2023	Mr. Supakit Paungbua Date position was assumed: 1 Dec 2023

3.	Mr. KOLLATAT TANGCHITKUL Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 1 Jan 2014 Date directorship ended: 1 Jan 2023	Mrs. SIRIPORN LUANGNUAL Date position was assumed: 1 Jan 2023
4.	Mr. KOMON IAMWATCHARIN Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 1 Jan 2020 Date directorship ended: 1 Jul 2023	Mr. NATTAPON YANGYUEN Date position was assumed: 1 Jul 2023

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of
the Board of Directors' meetings : No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information		Position	Date position was assumed	Experience and expertise
1.	<p>Mrs. NUNTAWAN SAKUNTANAGA [1]</p> <p>Gender: Female</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Jan 2020	<p>Audit, Governance/ Compliance, Corporate Management, Marketing, Finance, Sustainability, Corporate Social Responsibility, Accounting, Commerce, Economics</p>
2.	<p>Mr. WANCHAI RATTANAWONG</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Jan 2021	<p>Transportation & Logistics, Audit, Engineering, Strategic Management, Data Management, Change Management, Risk Management, Human Resource Management, IT Management, Corporate Management, Project Management, Data Analysis, Negotiation, Sustainability, Corporate Social Responsibility, Procurement, Internal Control, Agribusiness, Leadership, Commerce, Automotive, Industrial Materials & Machinery, Information & Communication Technology</p>

3.	Mrs. SIRIPORN LUANGNUAL	Audit committee	1 Jan 2023	Strategic Management,
	Gender: Female	(Non-executive,		Corporate Management, Audit,
	Age: 64 years old	Independent director)		Corporate Social
	Highest level of education:			Responsibility, Governance/
	Master's degree	Director type: Newly		Compliance
	Major: Business Administration	appointed director to		
	Thai nationality: Yes	replace ex-director		
	Residing in Thailand: Yes			

[1] A director with the accounting expertise needed to review financial statements

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

General information	Position	Tenure	Replacement Director
1. Mr. KOLLATAT TANGCHITKUL	Audit committee	Date position was	Mrs. SIRIPORN LUANGNUAL
Gender: Male	(Non-executive,	assumed:	Date position was assumed:
Age: 40 years old	Independent director)	1 Jan 2017	1 Jan 2023
Highest level of education:		Date directorship	
Master's degree		ended:	
Major: Management		1 Jan 2023	
Thai nationality: Yes			
Residing in Thailand: Yes			

[1] A director with the accounting expertise needed to review financial statements

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit Committee	Mrs. NUNTAWAN SAKUNTANAGA	Chairman
	Mr. WANCHAI RATTANAWONG	Member
	Mrs. SIRIPORN LUANGNUAL	Member
Nomination and Remuneration Committee	Mr. WANCHAI RATTANAWONG	Chairman
	Mrs. SIRIPORN LUANGNUAL	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Audit Committee

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

Sub-committees responsible for corporate governance : None

Sub-committees responsible for corporate sustainability development : None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. NATTAPON YANGYUEN Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Economics	MANAGING DIRECTOR	1 Jul 2023	Strategic Management, Data Management, Change Management, Risk Management, IT Management, Project Management, Marketing, Tourism & Leisure, Data Analysis, Finance, Negotiation, Economics, Statistics

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	6,381,466.50	7,247,616.52	8,645,482.76

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 211

Number of female employees (persons) : 301

Total number of employees (persons) : 512

Employee Remuneration

Total employee remuneration : 153,000,000.00

Provident fund

Total number of employees (persons) : 512

Number of employees contributing to the PVD (persons) : 398

Percentage of employees who are members (%) : 77.73

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. THIRADA MALITHONG	thirada@unionpioneer.co.th	02-517-0105-8

- Company secretary

General information	Email	Telephone
1. Mrs. CHADAPORN JIEMSAKULTIP	aor.sahaunion@gmail.com	02-311-5111 ต่อ 7811

- Head of internal audit

General information	Email	Telephone
1. Mr. NATTPAWATCH THOMWAN	nattpawatch@unionpioneer.co.th	02-517-0105 ถึง 8 ต่อ 831

- Head of investor relations

General information	Email	Telephone
1. Mr. WIWAT JONGKONRAT	wiwat@unionpioneer.co.th	02-517-0105 ถึง 8 ต่อ 211

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	1. Mrs. POONNARD PAOCHAROEN Email: poonnard.wattanawong@th.ey.com Telephone: 02-2649090	1,120,000.00	-

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

- List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. NUNTAWAN SAKUNTANAGA Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 1 Jan 2020	Audit, Governance/ Compliance, Corporate Management, Marketing, Finance, Sustainability, Corporate Social Responsibility, Accounting, Commerce, Economics

- List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. SIRIPORN LUANGNUAL Gender: Female Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Jan 2023	Strategic Management, Corporate Management, Audit, Corporate Social Responsibility, Governance/ Compliance

2.	Mr. NATTAPON YANGYUEN Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Jul 2023	Strategic Management, Data Management, Change Management, Risk Management, IT Management, Project Management, Marketing, Tourism & Leisure, Data Analysis, Finance, Negotiation, Economics, Statistics
3.	Mr. PRASIT ASAWAVETVUTT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Jul 2023	Marketing, Health Care Services, Personal Products & Pharmaceuticals
4.	Mr. Supakit Paungbua Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Dec 2023	Human Resource Management, Corporate Management, Project Management, Budgeting, Negotiation, Corporate Social Responsibility, Procurement, Leadership, Automotive, Industrial Materials & Machinery, Steel

Development of directors over the past year

List of directors	Position	Participated in director development program
Ms. DALAD SAPTHAVICHAIKUL	Chairman of the board	Non-participating
Mrs. CHANTORNTREE DARAKANANDA	Director	Non-participating
Mr. CHUTINDHON DARAKANANDA	Director	Non-participating
Mrs. NUNTAWAN SAKUNTANAGA	Director	Non-participating
Mr. WANCHAI RATTANAWONG	Director	Non-participating
Mrs. SIRIPORN LUANGNUAL	Director	Non-participating

Mr. NATTAPON YANGYUEN	Director	Participating
Mr. PRASIT ASAWAVETVUTT	Director	Non-participating
Mr. Supakit Paungbua	Director	Non-participating
Mr. NANTHIYA DARAKANANDA	Director	Non-participating
Mr. VACHARAPHONG DARAKANANDA	Director	Non-participating
Mr. KOLLATAT TANGCHITKUL	Director	Non-participating
Mr. KOMON IAMWATCHARIN	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 12

Date of AGM meeting : 19 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Ms. DALAD SAPTHAVICHAIKUL (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2.	Mrs. CHANTORNTREE DARAKANANDA (Director)	-	12/12	Participating	Did not hold the meeting
3.	Mr. CHUTINDHON DARAKANANDA (Director)	-	11/12	Participating	Did not hold the meeting
4.	Mrs. NUNTAWAN SAKUNTANAGA (Director)	-	11/12	Non-participating	Did not hold the meeting

5.	Mr. WANCHAI RATTANAWONG (Director)	-	12/12	Participating	Did not hold the meeting
6.	Mrs. SIRIPORN LUANGNUAL (Director)	-	11/12	Participating	Did not hold the meeting
7.	Mr. NATTAPON YANGYUEN (Director)	-	6/6	Non-participating	Did not hold the meeting
8.	Mr. PRASIT ASAWAVETVUTT (Director)	-	6/6	Non-participating	Did not hold the meeting
9.	Mr. Supakit Paungbua (Director)	-	1/1	Non-participating	Did not hold the meeting
10.	Mr. NANTHIYA DARAKANANDA (Director)	20 Apr 2023	1/4	Non-participating	Did not hold the meeting
11.	Mr. VACHARAPHONG DARAKANANDA (Director)	1 Oct 2023	7/9	Participating	Did not hold the meeting
12.	Mr. KOLLATAT TANGCHITKUL (Director)	1 Jan 2023	0/0	Non-participating	Did not hold the meeting
13.	Mr. KOMON IAMWATCHARIN (Director)	1 Jul 2023	6/6	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Ms. DALAD SAPTHAVICHAIKUL (Chairman of the board)	-	96,000.00	N/A	No
2.	Mrs. CHANTORNTREE DARAKANANDA (Director)	-	96,000.00	N/A	No
3.	Mr. CHUTINDHON DARAKANANDA (Director)	-	96,000.00	N/A	No
4.	Mrs. NUNTAWAN SAKUNTANAGA (Director)	-	96,000.00	132,000.00	No
5.	Mr. WANCHAI RATTANAWONG (Director)	-	120,000.00	120,000.00	No
6.	Mrs. SIRIPORN LUANGNUAL (Director)	-	120,000.00	120,000.00	No
7.	Mr. NATTAPON YANGYUEN (Director)	-	48,000.00	N/A	No
8.	Mr. PRASIT ASAWAVETVUTT (Director)	-	48,000.00	N/A	No

9.	Mr. Supakit Paungbua (Director)	-	8,000.00	N/A	No
10.	Mr. NANTHIYA DARAKANANDA (Director)	20 Apr 2023	32,000.00	N/A	No
11.	Mr. VACHARAPHONG DARAKANANDA (Director)	1 Oct 2023	84,000.00	N/A	No
12.	Mr. KOLLATAT TANGCHITKUL (Director)	1 Jan 2023	0.00	N/A	No
13.	Mr. KOMON IAMWATCHARIN (Director)	1 Jul 2023	48,000.00	N/A	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. NUNTAWAN SAKUNTANAGA (Chairman of the audit committee)	-	4/5
2.	Mr. WANCHAI RATTANAWONG (Audit committee)	-	5/5
3.	Mrs. SIRIPORN LUANGNUAL (Audit committee)	-	5/5
4.	Mr. KOLLATAT TANGCHITKUL (Audit committee)	1 Jan 2023	0/0