



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

ALLIANZ AYUDHYA CAPITAL 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 : ALLIANZ AYUDHYA CAPITAL PUBLIC COMPANY LIMITED

Symbol : AYUD

Address : PLOENCHIT TOWER, FLOOR 7, 898 PLOENCHIT ROAD, LUMPINI, PATHUM

Province : Bangkok

Postcode : 10330

Business : Investment holding company investing in insurance business

Registration Number : 0107537001391

Telephone : 02-305-7461

Website : www.ayud.co.th

Email : cs@allianz.co.th

Total Shares Sold (shares)

Common Stock : 389,266,931

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) | 5,672,770.97 | 7,826,196.89 | 9,324,040.04 |
| Underwriting Income (Thousand baht) | 4,218,324.61 | 6,819,086.14 | 8,544,961.19 |
| Investment Income (Thousand baht) | 1,420,243.66 | 972,849.27 | 728,696.86 |
| Other Income (Thousand baht) | 34,202.70 | 34,261.48 | 50,381.99 |

| | 2021 | 2022 | 2023 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Underwriting Income (%) | 74.36 | 87.13 | 91.64 |
| Investment Income (%) | 25.04 | 12.43 | 7.82 |
| Other Income (%) | 0.60 | 0.44 | 0.54 |

By Geographical Area or Market

| | 2021 | 2022 | 2023 |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 5,672,770.97 | 7,826,196.89 | 9,324,040.04 |
| Domestic (Thousand baht) | 5,672,770.97 | 7,826,196.89 | 9,324,040.04 |
| International (Thousand baht) | 0.00 | 0.00 | 0.00 |

| | 2021 | 2022 | 2023 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%) | 100.00 | 100.00 | 100.00 |
| International (%) | 0.00 | 0.00 | 0.00 |

Other income as specified in the financial statements

| | 2021 | 2022 | 2023 |
|--|-----------|-----------|-----------|
| Total other income (Thousand baht) | 34,202.70 | 34,261.48 | 50,381.99 |
| Other income from operations (Thousand baht) | 34,202.70 | 34,261.48 | 50,381.99 |
| Other income not from operations (Thousand baht) | 0.00 | 0.00 | 0.00 |

Share of profit of joint ventures and associates accounted for using equity method

| | 2021 | 2022 | 2023 |
|---------------------------------|--------------|------------|------------|
| Share of profit (Thousand baht) | 1,287,851.95 | 981,915.80 | 607,983.53 |

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 : No

| (Unit : Thousand baht) | 2021 | 2022 | 2023 |
|----------------------------------|------|------|------|
| R&D expenses in the past 3 years | N/A | N/A | N/A |

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Underwriting Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Operation Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Climate change and disasters

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Reputational Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Market Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : https://www.allianz.co.th/th_TH/about-allianz-ayudhya/csr-index.html

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : https://www.azay.co.th/th_TH/about-allianz-ayudhya-index/csr-index/environment-index.html

Company environmental guideline : Electricity Management, Renewable/Clean Energy Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Electricity consumption

| | 2021 | 2022 | 2023 |
|--|--------------|--------------|--------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 7,152,542.17 | 7,320,815.86 | 7,017,351.58 |

Water management

• Water consumption

| | 2021 | 2022 | 2023 |
|---------------------------------------|------------|------------|------------|
| Total water withdrawal (Cubic meters) | 214,948.00 | 205,567.46 | 166,577.42 |

Waste management

• Waste from operations

| | 2021 | 2022 | 2023 |
|--|------------------|------------------|------------------|
| Non-hazardous waste (Kilograms) | 79,097.02 | 66,400.53 | 43,680.58 |
| Total waste generated (Kilograms) | 79,097.02 | 66,400.53 | 43,680.58 |

Greenhouse gas management

• Greenhouse gas emissions

| | 2021 | 2022 | 2023 |
|---|---------------|---------------|---------------|
| Total GHG emissions target (Metric tonnes of carbon dioxide equivalent) | N/A | N/A | 968.46 |
| Scope 1 (Tons of carbon dioxide equivalents) | 703.39 | 894.46 | 881.39 |
| Scope 2 (Tons of carbon dioxide equivalents) | N/A | N/A | N/A |
| Scope 3 (Tons of carbon dioxide equivalents) | N/A | N/A | N/A |
| Total GHG emissions (Metric tonnes of carbon dioxide equivalent) | 703.39 | 894.46 | 881.39 |

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : Allianz Asia Pacific

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : https://www.allianz.co.th/th_TH/about-allianz-ayudhya/compliance.html

Company human right guideline : Employee Rights, Child Labor, Community and Environment Rights, 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) | 193 | 255 | 237 |
| Number of female employees (Persons) | 293 | 563 | 523 |
| Total number of employees (Persons) | 486 | 818 | 760 |

• Employee remuneration

| | 2021 | 2022 | 2023 |
|------------------------------|----------------|----------------|----------------|
| Employee remuneration (baht) | 570,637,068.29 | 762,616,757.44 | 864,742,579.49 |

• Employee development and training

| | 2021 | 2022 | 2023 |
|---|--------------|--------------|---------------|
| Average employee training hours (Hours / Person / Year) | 18.01 | 50.93 | 37.36 |
| Employee development and training expenses (baht) | 3,946,170.00 | 1,814,272.00 | 10,190,626.00 |

• Health, safety and work environment

| | 2021 | 2022 | 2023 |
|--|------|------|------|
|--|------|------|------|

| | | | |
|--|---|---|---|
| Total number of lost time injury incidents by employees (Cases) | 0 | 0 | 0 |
|--|---|---|---|

• **Employee retention**

| | 2021 | 2022 | 2023 |
|--|-------|-------|-------|
| Percentage of employees who voluntarily resigned (%) | 12.76 | 15.28 | 12.76 |

• **Significant labor dispute**

| | 2021 | 2022 | 2023 |
|---------------------------|------|------|------|
| Significant labor dispute | No | No | Yes |

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : https://www.ayud.co.th/th_TH/investor-relations/good-corporate-governance.html

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, Corporate Governance of Subsidiaries and Associated Companies

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 | 15 | 100.00 |
| Number of male directors | 13 | 86.67 |
| Number of female directors | 2 | 13.33 |
| Number of executive directors | 1 | 6.67 |
| Number of non-executive directors | 14 | 93.33 |
| Number of independent directors | 5 | 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. Mr. JAMLONG ATIKUL Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: City and Regional Planning Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive, Independent director) Director type: Original director | 13 Jun 2019 | Banking, Economics |

| | | | | |
|----|--|---|-------------|------------------------------------|
| 2. | Mr. LAKSNA THONGTHAI Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Original director | 21 Mar 1994 | Engineering |
| 3. | Mr. VICHIT KORNVITYAKOON Gender: Male Age: 73 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: Original director | 28 Jan 2013 | Audit |
| 4. | Ms. NOPPORN TIRAWATTANAGOOL Gender: Female Age: 69 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Original director | 22 Apr 2013 | Governance/ Compliance, Accounting |
| 5. | Mr. SUWAT LAICHAROENSUP Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Statistics Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Original director | 20 Apr 2018 | Statistics, Audit |

| | | | | |
|----|---|--|-------------|-------------|
| 6. | <p>Mr. NARONG CHULAJATA</p> <p>Gender: Male</p> <p>Age: 86 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Public 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: Original director</p> | 26 Apr 2019 | Audit |
| 7. | <p>Mr. LARS HEIBUTZKI</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics and Statistical Science</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p> | 26 Apr 2019 | Statistics |
| 8. | <p>Mr. PASU LOHARJUN</p> <p>Gender: Male</p> <p>Age: 64 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> | 31 Jul 2020 | Engineering |
| 9. | <p>Mr. THOMAS CHARLES WILSON</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p> | 25 Feb 2021 | Economics |

| | | | | |
|-----|---|---|-------------|--------------------------------------|
| 10. | Mr. KITTI PINTAVIROOJ Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Original director | 15 Nov 2021 | Law |
| 11. | Mr. AARON MITCHELL FRYER Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No | Director (Non-executive) Director type: Original director | 21 Jan 2022 | Data Analysis |
| 12. | Mr. POH HEON ENG Gender: Male Age: 48 years old Highest level of education: Bachelor's degree Major: Actuarial Mathematics & Statistic Thai nationality: No Residing in Thailand: Yes | Director (Non-executive) Director type: Original director | 30 Jun 2022 | Insurance, Statistics, Data Analysis |
| 13. | Mr. JOCHEN ALEXANDER HAUG Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No | Director (Non-executive) Director type: Newly appointed director to replace ex-director | 24 Apr 2023 | Business Administration, Law |

| | | | | |
|-----|--|---|-------------|-------------------------|
| 14. | Mr. TEH KIM LENG Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No | Director (Non-executive) Director type: Newly appointed director to replace ex-director | 14 Nov 2023 | Business Administration |
| 15. | Ms. JARUNEE CHAISUPAKITSIN Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Original director | 1 Aug 2020 | Insurance, Accounting |

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

| General information | Position | Tenure | Replacement Director |
|--|----------------------------------|--|--|
| 1. Mr. BRYAN JAMES SMITH Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: Yes | Vice Chairman (Non-executive) | Date position was assumed: 25 Feb 2021 Date directorship ended: 9 Oct 2023 | Mr. TEH KIM LENG Date position was assumed: 14 Nov 2023 |
| 2. Mr. JAN-CHRISTIAN ROSEMEYER Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Mathematical Finance & Actuarial Science Thai nationality: No Residing in Thailand: Yes | Director (Non-executive) | Date position was assumed: 13 Nov 2019 Date directorship ended: 24 Apr 2023 | Mr. JOCHEN ALEXANDER HAUG Date position was assumed: 24 Apr 2023 |

Other Information pertaining to committees

The Chairman is an independent director : Yes

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 : Yes

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. | Mr. SUWAT LAICHAROENSUP [1] Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Statistics Thai nationality: Yes Residing in Thailand: Yes | Chairman of the audit committee (Non-executive, Independent director) Director type: Original director | 14 Aug 2020 | Statistics, Audit |
| 2. | Mr. VICHIT KORNVITYAKOON [1] Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Original director | 29 Jan 2013 | Audit |
| 3. | Mr. NARONG CHULAJATA [1] Gender: Male Age: 86 years old Highest level of education: Master's degree Major: Master of Public Administration Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Original director | 13 Jun 2019 | Audit |

[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 |
|---------------------------------------|-----------------------------|----------|
| Nomination and Remuneration Committee | Mr. PASU LOHARJUN | Chairman |
| | Ms. NOPPORN TIRAWATTANAGOOL | Member |
| | Mr. LARS HEIBUTZKI | Member |
| Corporate Governance Committee | Mr. VICHIT KORNVITYAKOON | Chairman |
| | Ms. JARUNEE CHAISUPAKITSIN | Member |
| | Ms. NOPPORN TIRAWATTANAGOOL | Member |
| | Ms. Narissara Udomvongsa | Member |
| Investment Committee | Mr. THOMAS CHARLES WILSON | Chairman |
| | Mrs. Ritu Arora | Member |
| | Mr. Surajak Kotikula | Member |
| | Mr. POH HEON ENG | Member |
| | Ms. JARUNEE CHAISUPAKITSIN | Member |

Roles of Sub-committees

| | |
|---|---|
| Sub-committees responsible for risk management | : None |
| Sub-committees responsible for nomination | : Nomination and Remuneration Committee |
| Sub-committees responsible for remuneration | : Nomination and Remuneration Committee |
| Sub-committees responsible for corporate governance | : Corporate Governance Committee |
| Sub-committees responsible for corporate sustainability development | : Corporate Governance Committee |

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. THOMAS CHARLES WILSON Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Economics | PRESIDENT AND CEO | 25 Feb 2021 | Economics |

[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 : No

Remuneration

| | 2021 | 2022 | 2023 |
|-------------------------------------|---------------|---------------|---------------|
| Total executive remuneration (baht) | 10,066,834.00 | 10,815,400.00 | 10,495,783.00 |

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) : 237

Number of female employees (persons) : 523

Total number of employees (persons) : 760

Employee Remuneration

Total employee remuneration : 864,742,579.49

Provident fund

Total number of employees (persons) : 760

Number of employees contributing to the PVD (persons) : 658

Percentage of employees who are members (%) : 86.58

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 newly appointed director to replace the ex-director

| General information | Position | Date position was assumed | Experience and expertise |
|--|---|---|------------------------------|
| 1. Mr. JOCHEN ALEXANDER HAUG Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No | Director (Non-executive) Director type: Newly appointed director to replace ex-director | Date position was assumed: 24 Apr 2023 | Business Administration, Law |
| 2. Mr. TEH KIM LENG Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No | Director (Non-executive) Director type: Newly appointed director to replace ex-director | Date position was assumed: 14 Nov 2023 | Business Administration |

Development of directors over the past year

| List of directors | Position | Participated in director development program |
|--------------------------|-----------------------|--|
| Mr. JAMLONG ATIKUL | Chairman of the board | Participating |
| Mr. LAKSNA THONGTHAI | Director | Participating |
| Mr. VICHIT KORNVITYAKOON | Director | Participating |

| | | |
|-----------------------------|---------------|-------------------|
| Ms. NOPPORN TIRAWATTANAGOOL | Director | Participating |
| Mr. SUWAT LAICHAROENSUP | Director | Participating |
| Mr. NARONG CHULAJATA | Director | Participating |
| Mr. LARS HEIBUTZKI | Director | Non-participating |
| Mr. PASU LOHARJUN | Director | Participating |
| Mr. THOMAS CHARLES WILSON | Director | Participating |
| Mr. KITTI PINTAVIROOJ | Director | Participating |
| Mr. AARON MITCHELL FRYER | Director | Non-participating |
| Mr. POH HEON ENG | Director | Non-participating |
| Mr. JOCHEN ALEXANDER HAUG | Director | Non-participating |
| Mr. TEH KIM LENG | Director | Non-participating |
| Ms. JARUNEE CHAISUPAKITSIN | Director | Participating |
| Mr. BRYAN JAMES SMITH | Vice Chairman | Participating |
| Mr. JAN-CHRISTIAN ROSEMEYER | 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) : 4

Date of AGM meeting : 24 Apr 2023

EGM meeting : No

| List of directors | | Termination date | Number of Board Meeting | AGM meetings | EGM meetings |
|-------------------|---|------------------|-------------------------|---------------|--------------------------|
| 1. | Mr. JAMLONG ATIKUL (Chairman of the board) | - | 4/4 | Participating | Did not hold the meeting |
| 2. | Mr. LAKSNA THONGTHAI (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 3. | Mr. VICHIT KORNVITYAKOON (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 4. | Ms. NOPPORN TIRAWATTANAGOOL (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 5. | Mr. SUWAT LAICHAROENSUP (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 6. | Mr. NARONG CHULAJATA (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 7. | Mr. LARS HEIBUTZKI (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 8. | Mr. PASU LOHARJUN (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 9. | Mr. THOMAS CHARLES WILSON (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 10. | Mr. KITTI PINTAVIROOJ (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 11. | Mr. AARON MITCHELL FRYER (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 12. | Mr. POH HEON ENG (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 13. | Mr. JOCHEN ALEXANDER HAUG (Director) | - | 3/3 | Participating | Did not hold the meeting |
| 14. | Mr. TEH KIM LENG (Director) | - | 1/1 | Participating | Did not hold the meeting |
| 15. | Ms. JARUNEE CHAISUPAKITSIN (Director) | - | 4/4 | Participating | Did not hold the meeting |

| | | | | | |
|-----|---|-------------|-----|---------------|--------------------------|
| 16. | Mr. BRYAN JAMES SMITH (Vice Chairman) | 9 Oct 2023 | 3/3 | Participating | Did not hold the meeting |
| 17. | Mr. JAN-CHRISTIAN ROSEMEYER (Director) | 24 Apr 2023 | 1/1 | 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. | Mr. JAMLONG ATIKUL (Chairman of the board) | - | 80,000.00 | 480,000.00 | No |
| 2. | Mr. LAKSNA THONGTHAI (Director) | - | 80,000.00 | 420,000.00 | No |
| 3. | Mr. VICHIT KORNVITYAKOON (Director) | - | 80,000.00 | 840,000.00 | No |
| 4. | Ms. NOPPORN TIRAWATTANAGOOL (Director) | - | 80,000.00 | 720,000.00 | No |
| 5. | Mr. SUWAT LAICHAROENSUP (Director) | - | 80,000.00 | 690,000.00 | No |
| 6. | Mr. NARONG CHULAJATA (Director) | - | 80,000.00 | 570,000.00 | No |
| 7. | Mr. LARS HEIBUTZKI (Director) | - | 0.00 | 0.00 | No |
| 8. | Mr. PASU LOHARJUN (Director) | - | 80,000.00 | 690,000.00 | No |
| 9. | Mr. THOMAS CHARLES WILSON (Director) | - | 0.00 | 0.00 | No |
| 10. | Mr. KITTI PINTAVIROOJ (Director) | - | 80,000.00 | 420,000.00 | No |
| 11. | Mr. AARON MITCHELL FRYER (Director) | - | 0.00 | 0.00 | No |
| 12. | Mr. POH HEON ENG (Director) | - | 0.00 | 0.00 | No |
| 13. | Mr. JOCHEN ALEXANDER HAUG (Director) | - | 0.00 | 0.00 | No |
| 14. | Mr. TEH KIM LENG (Director) | - | 0.00 | 0.00 | No |
| 15. | Ms. JARUNEE CHAISUPAKITSIN (Director) | - | 0.00 | 0.00 | No |
| 16. | Mr. BRYAN JAMES SMITH (Vice Chairman) | 9 Oct 2023 | 80,000.00 | 333,400.00 | No |
| 17. | Mr. JAN-CHRISTIAN ROSEMEYER (Director) | 24 Apr 2023 | 0.00 | 0.00 | 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) : 4

| List of directors | | Termination date | Number of the audit committee meeting |
|-------------------|--|------------------|---------------------------------------|
| 1. | Mr. SUWAT LAICHAROENSUP (Chairman of the audit committee) | - | 4/4 |
| 2. | Mr. VICHIT KORNVITYAKOON (Audit committee) | - | 4/4 |
| 3. | Mr. NARONG CHULAJATA (Audit committee) | - | 4/4 |