



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THE ERAWAN GROUP 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 : THE ERAWAN GROUP PUBLIC COMPANY LIMITED

Symbol : ERW

Address : PLOENCHIT CENTER, FLOOR 6, 2 SUKHUMVIT ROAD, KHLONG TOEI

Province : Bangkok

Postcode : 10110

Business : Invest and develop hotel properties strategically located to match travelers' different demand.

Registration Number : 0107537001943

Telephone : 0-2257-4588

Fax (if applicable) : 0-2257-4577

Website : <http://www.theerawan.com>

Email : companysecretary@theerawan.com

Total Shares Sold (shares)

Common Stock : 4,531,559,733

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)	1,641,258.00	4,717,288.00	7,046,290.00
Revenues from hotel operations (Thousand baht)	1,414,712.00	4,563,598.00	6,902,060.00
Other (Thousand baht)	226,546.00	153,690.00	144,230.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Revenues from hotel operations (%)	86.20	96.74	97.95
Other (%)	13.80	3.26	2.05

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,641,258.00	4,717,288.00	7,046,290.00
Domestic (Thousand baht)	1,472,918.00	4,339,089.00	6,535,208.00
International (Thousand baht)	168,340.00	378,199.00	511,082.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	89.74	91.98	92.75
International (%)	10.26	8.02	7.25

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
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)	9,476.00	28,600.00	36,477.00

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 : No

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	0.00	0.00	0.00

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)

Environmental, Social and Governance risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies
- Business operations of partners in the supply chain
- Competition risk
- Economic risk
- ESG risk

Operational Risk

- Shortage or reliance on skilled workers
- Systems or internal control system
- Information security and cyber-attack
- Impact on the environment

Compliance Risk

- Change in laws and regulations
- Corporate Governance

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations

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.theerawan.com/en/sustainability/sustainable-development-policy>

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.theerawan.com/en/sustainability/sustainable-development-policy>

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	74,705.20	73,077.63	52,267.41
Gasoline (Litres)	24,783.49	16,464.33	10,523.81
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)	881,486.45	1,227,093.00	1,399,404.00

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Remark : Fuel data could be collected from some operations.

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	50,564,490.00	67,114,176.48	76,159,998.32

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	694,789.81	1,192,683.00	1,415,893.96

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	0.00	187,191.65	983,285.00
Hazardous waste (Kilograms)	0.00	4,916.00	112.00
Total waste generated (Kilograms)	0.00	192,107.65	983,397.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.02
Remark : The Company targeted on 2% carbon emission reduction per room sold. However, for accuracy and efficiency in carbon management, the Company has calculated broken down by segment (from budget to luxury hotels).			

Scope 1 (Tons of carbon dioxide equivalents)	1,616.93	2,219.00	4,810.01
Remark : Scope 1: calculated with regards to scope under the Company's operational control			
Scope 2 (Tons of carbon dioxide equivalents)	11,384.95	14,124.79	16,621.76
Remark : Scope 2: calculated with regards to scope under the Company's operational control			
Scope 3 (Tons of carbon dioxide equivalents)	16,589.16	26,999.51	28,858.88
Remark : Scope 3: Calculated include GHG emissions of hotels managed under hotel management agreement.			
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	29,591.04	43,343.30	50,290.65

• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : SGS (Thailand) Limited

Remark : GHG Audit is on process.

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.theerawan.com/storage/document/sustainable-development-policy/erw-human-rights-policy-en.pdf>

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)	1,341	1,629	1,759
Number of female employees (Persons)	1,659	2,092	2,284
Total number of employees (Persons)	3,000	3,721	4,043

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	948,484,390.65	1,338,644,184.26	1,907,434,989.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	33.00	27.00	70.00
Employee development and training expenses (baht)	408,862.00	3,527,942.90	1,370,962.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	N/A	N/A	60
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Remark : Started collecting number of cases in 2023.

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	22.63	29.16	18.65

• **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

Company website on corporate governance policy : <https://www.theerawan.com/th/corporate-governance/good-corporate-governance-policy>

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	12	100.00
Number of male directors	9	75.00
Number of female directors	3	25.00
Number of executive directors	1	8.33
Number of non-executive directors	11	91.67
Number of independent directors	4	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. CHANIN VONGKUSOLKIT Gender: Male Age: 71 years old Highest level of education: Honorary degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	4 Nov 2004	Energy & Utilities, Strategic Management, Tourism & Leisure, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Change Management, Risk Management, Property Development, Banking, Business Administration

2.	<p>Dr. KULPATRA SIRODOM</p> <p>Gender: Female</p> <p>Age: 67 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	26 Apr 2017	<p>Finance, Risk Management, Accounting, Strategic Management, Corporate Management, Corporate Social Responsibility, Sustainability, Banking, Internal Control, Business Administration</p>
3.	<p>Mr. Ekasith Jotikasthira</p> <p>Gender: Male</p> <p>Age: 53 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: Re-elected as director</p>	29 Apr 2009	<p>Tourism & Leisure, Corporate Management, Marketing, Governance/ Compliance, Strategic Management, Change Management, Risk Management, Corporate Social Responsibility, Brand Management, Internal Control, Business Administration</p>
4.	<p>Assoc. Prof. Dr. SOMPRAWIN MANPRASERT</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</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>	28 Apr 2018	<p>Finance, Internal Control, Strategic Management, Data Analysis, Banking, Statistics, Corporate Management, Change Management, Risk Management, Tourism & Leisure</p>
5.	<p>Mr. Banyong Pongpanich</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Development 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>	16 Nov 2004	<p>Change Management, Strategic Management, Sustainability, Corporate Social Responsibility, Tourism & Leisure, Banking, Negotiation, Data Analysis, Statistics, Finance & Securities, Business Administration</p>

6.	<p>Mr. Supol Wattanavekin</p> <p>Gender: Male</p> <p>Age: 68 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>	4 Nov 2004	<p>Law, Banking, Property Fund & REITs, Change Management, Risk Management, Corporate Management, Tourism & Leisure, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Property Development, Strategic Management, Business Administration</p>
7.	<p>Mrs. Panida Thepkanjana</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	1 Jan 1991	<p>Law, Strategic Management, Corporate Management, Tourism & Leisure, Corporate Social Responsibility, Sustainability, Human Resource Management, Property Development, Business Administration</p>
8.	<p>Mrs. Arada Vongkusolkrit</p> <p>Gender: Female</p> <p>Age: 48 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: Re-elected as director</p>	26 Apr 2017	<p>Engineering, Strategic Management, Risk Management, Tourism & Leisure, Finance, Banking, Business Administration</p>
9.	<p>Mr. Gavin Vongkusolkrit</p> <p>Gender: Male</p> <p>Age: 41 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	1 Dec 2011	<p>Strategic Management, Brand Management, Digital Marketing, Tourism & Leisure, Governance/ Compliance, Property Development, Banking, Business Administration</p>

10.	Mr. Kasama Punyagupta Gender: Male Age: 61 years old Highest level of education: Master's degree Major: International Business Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	28 Apr 2018	Finance, Strategic Management, Risk Management, Tourism & Leisure, Property Fund & REITs, Corporate Management, Data Analysis, Negotiation, Corporate Social Responsibility, Internal Control, Change Management, Accounting, Statistics, Human Resource Management, Banking, Property Development, Finance & Securities, Business Administration
11.	Mr. Petch Krainukul Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Jun 2014	Tourism & Leisure, Strategic Management, Change Management, Risk Management, Human Resource Management, Corporate Management, Negotiation, Sustainability, Corporate Social Responsibility, Banking
12.	Mr. YOUSSEF EL KHOMRI Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Hospitality Management Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Additional and newly-appointed directors	26 Apr 2023	Strategic Management, Corporate Management, Change Management, Risk Management, Sustainability, Corporate Social Responsibility, Tourism & Leisure, Data Analysis, Statistics, Human Resource Management, Brand Management, Marketing, Digital Marketing, Negotiation

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. Dr. KULPATRA SIRODOM [1] Gender: Female Age: 67 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	27 Apr 2018	Finance, Risk Management, Accounting, Strategic Management, Corporate Management, Corporate Social Responsibility, Sustainability, Banking, Internal Control, Business Administration
2. Mr. Ekasith Jotikasthira Gender: Male Age: 53 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: Re-elected as director	29 Apr 2009	Tourism & Leisure, Corporate Management, Marketing, Governance/ Compliance, Strategic Management, Change Management, Risk Management, Corporate Social Responsibility, Brand Management, Internal Control, Business Administration

3.	Assoc. Prof. Dr. SOMPRAWIN MANPRASERT Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	28 Apr 2018	Finance, Internal Control, Strategic Management, Data Analysis, Banking, Statistics, Corporate Management, Change Management, Risk Management, Tourism & Leisure
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[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. Gavin Vongkusolkrit Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	20 Apr 2023
2. Mrs. Arada Vongkusolkrit Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	6 Jul 2023
3. Mr. Supatchara Wattanavekin Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	20 Apr 2023

4.	Ms. Piriya Thepkanjana Gender: Female Age: 32 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	6 Jul 2023
5.	Mr. Youssef El KHOMRI Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Hospitality Management Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	20 Apr 2023
6.	Ms. Woramon Inkatanuvat Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	20 Apr 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. Youssef El KHOMRI	Chairman
	Ms. Kanokwan Thongsiwarugs	Member
	Ms. Woramon Inkatanuvat	Member
	Mr. Sebastien Salmon	Member
	Ms. Nalinee Krisadavivat	Member
	Ms. Ploi Aranyakanond	Member
	Mr. Kirill Mokronosov	Member

Data Protection Committee	Ms. Tatiya Thaveekul	Chairman
	Mr. Sebastien Salmon	Member
	Ms. Kanokwan Thongsiwarugs	Member
	Ms. Sangjun Oranrittinun	Member
	Ms. Nalinee Krisadavivat	Member
	Mr. Naroot Chankitisakoon	Member
Management Development and Compensation Committee	Mr. Supol Wattanavekin	Chairman
	Mr. Ekasith Jotikasthira	Member
	Mrs. Arada Vongkusolkit	Member
Nominating and Corporate Governance Committee	Mrs. Panida Thepkanjana	Chairman
	Mr. Banyong Pongpanich	Member
	Mr. Gavin Vongkusolkit	Member
Sustainability Development Committee	Mr. Youssef El KHOMRI	Chairman
	Mr. Navarat Tamsuwan	Member
	Ms. Kanokwan Thongsiwarugs	Member
	Ms. Sangjun Oranrittinun	Member
	Ms. Suvimon Rojkangsadan	Member
	Mr. Sebastien Salmon	Member
	Ms. Ploi Aranyakanond	Member
	Mr. Powpan Werakul	Member
	Ms. Nalinee Krisadavivat	Member
	Ms. Pichanun Boonpromgul	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nominating and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nominating and Corporate Governance Committee
Sub-committees responsible for corporate governance	: Nominating and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Sustainability Development 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. YOUSSEF EL KHOMRI Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Hospitality Management	PRESIDENT	1 Jan 2023	Strategic Management, Corporate Management, Change Management, Risk Management, Sustainability, Corporate Social Responsibility, Tourism & Leisure, Data Analysis, Statistics, Human Resource Management, Brand Management, Marketing, Digital Marketing, Negotiation
2. Mr. Navarat Tamsuwan Gender: Male Age: 58 years old Highest level of education: Below a bachelor's degree Major: Electricity	Executive Vice President, Project Development, Property Renovation and Operating Maintenance and Cost Center Division	1 Jul 2018	Project Management, Construction Services, Leadership, Engineering
3. Mr. Apichan Mapaisansin Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President, Project Development Property Renovation and Operating Maintenance Division	26 Mar 2019	Project Management, Finance, Leadership, Property Development, Engineering
4. Ms. Woramon Inkatanuvat [1] Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President and Chief Financial Officer	1 Nov 2019	Finance, Budgeting, Tourism & Leisure, Data Analysis, Leadership, Accounting

5.	Ms. Jetiya Kitiyodom [2] Gender: Female Age: 44 years old Highest level of education: Master's degree Major: Accounting	Assistant Executive Vice President of Accounting Department	30 Nov 2021	Accounting, Leadership, Audit, Budgeting
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[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)	30,261,291.46	35,747,698.02	45,090,917.12

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) : 1,759

Number of female employees (persons) : 2,284

Total number of employees (persons) : 4,043

Employee Remuneration

Total employee remuneration : 1,907,434,989.00

Provident fund

Total number of employees (persons) : 4,043

Number of employees contributing to the PVD (persons) : 1,711

Percentage of employees who are members (%) : 42.32

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. Dr. KULPATRA SIRODOM Gender: Female Age: 67 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 26 Apr 2017	Finance, Risk Management, Accounting, Strategic Management, Corporate Management, Corporate Social Responsibility, Sustainability, Banking, Internal Control, Business Administration
2. Mr. Ekasith Jotikasthira Gender: Male Age: 53 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: 29 Apr 2009	Tourism & Leisure, Corporate Management, Marketing, Governance/ Compliance, Strategic Management, Change Management, Risk Management, Corporate Social Responsibility, Brand Management, Internal Control, Business Administration
3. Mrs. Panida Thepkanjana Gender: Female Age: 64 years old Highest level of education: Master's degree Major: Master of Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Jan 1991	Law, Strategic Management, Corporate Management, Tourism & Leisure, Corporate Social Responsibility, Sustainability, Human Resource Management, Property Development, Business Administration

4.	Mrs. Arada Vongkusolkrit	Director	Date position was assumed:	Engineering, Strategic Management, Risk Management, Tourism & Leisure, Finance, Banking, Business Administration
	Gender: Female	(Non-executive)	26 Apr 2017	
	Age: 48 years old			
	Highest level of education:	Director type: Re-elected as director		
	Master's degree			
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. YOUSSEF EL KHOMRI	Director	Date position was assumed:	Strategic Management, Corporate Management, Change Management, Risk Management, Sustainability, Corporate Social Responsibility, Tourism & Leisure, Data Analysis, Statistics, Human Resource Management, Brand Management, Marketing, Digital Marketing, Negotiation
Gender: Male	(Executive)	26 Apr 2023	
Age: 41 years old			
Highest level of education:	Director type: Additional and newly-appointed directors		
Bachelor's degree			
Major: Hospitality Management			
Thai nationality: No			
Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHANIN VONGKUSOLKIT	Chairman of the board	Non-participating
Dr. KULPATRA SIRODOM	Director	Participating
Mr. Ekasith Jotikasthira	Director	Non-participating
Assoc. Prof. Dr. SOMPRAWIN MANPRASERT	Director	Non-participating
Mr. Banyong Pongpanich	Director	Non-participating
Mr. Supol Wattanavekin	Director	Non-participating
Mrs. Panida Thepkanjana	Director	Non-participating
Mrs. Arada Vongkusolkrit	Director	Non-participating

Mr. Gavin Vongkusolkrit	Director	Non-participating
Mr. Kasama Punyagupta	Director	Non-participating
Mr. Petch Krainukul	Director	Non-participating
Mr. YOUSSEF EL KHOMRI	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) : 7

Date of AGM meeting : 25 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. CHANIN VONGKUSOLKIT (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2. Dr. KULPATRA SIRODOM (Director)	-	7/7	Participating	Did not hold the meeting
3. Mr. Ekasith Jotikasthira (Director)	-	7/7	Participating	Did not hold the meeting
4. Assoc. Prof. Dr. SOMRAWIN MANPRASERT (Director)	-	7/7	Participating	Did not hold the meeting
5. Mr. Banyong Pongpanich (Director)	-	6/7	Participating	Did not hold the meeting
6. Mr. Supol Wattanavekin (Director)	-	7/7	Participating	Did not hold the meeting

7.	Mrs. Panida Thepkanjana (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mrs. Arada Vongkusolkit (Director)	-	7/7	Participating	Did not hold the meeting
9.	Mr. Gavin Vongkusolkit (Director)	-	7/7	Participating	Did not hold the meeting
10.	Mr. Kasama Punyagupta (Director)	-	5/7	Participating	Did not hold the meeting
11.	Mr. Petch Krainukul (Director)	-	7/7	Participating	Did not hold the meeting
12.	Mr. YOUSSEF EL KHOMRI (Director)	-	4/4	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. CHANIN VONGKUSOLKIT (Chairman of the board)	-	468,000.00	0.00	No
2.	Dr. KULPATRA SIRODOM (Director)	-	553,800.00	0.00	No
3.	Mr. Ekasith Jotikasthira (Director)	-	530,000.00	0.00	No
4.	Assoc. Prof. Dr. SOMRAWIN MANPRASERT (Director)	-	498,000.00	0.00	No
5.	Mr. Banyong Pongpanich (Director)	-	344,000.00	0.00	No
6.	Mr. Supol Wattanavekin (Director)	-	353,600.00	0.00	No
7.	Mrs. Panida Thepkanjana (Director)	-	353,600.00	0.00	No
8.	Mrs. Arada Vongkusolkit (Director)	-	464,000.00	0.00	No
9.	Mr. Gavin Vongkusolkit (Director)	-	552,000.00	0.00	No
10.	Mr. Kasama Punyagupta (Director)	-	312,000.00	0.00	No
11.	Mr. Petch Krainukul (Director)	-	0.00	0.00	No
12.	Mr. YOUSSEF EL KHOMRI (Director)	-	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) : 7

List of directors		Termination date	Number of the audit committee meeting
1.	Dr. KULPATRA SIRODOM (Chairman of the audit committee)	-	7/7
2.	Mr. Ekasith Jotikasthira (Audit committee)	-	7/7
3.	Assoc. Prof. Dr. SOMPRAWIN MANPRASERT (Audit committee)	-	7/7