



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

ASIA HOTEL 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 : ASIA HOTEL PUBLIC COMPANY LIMITED

Symbol : ASIA

Address : 296 Phyathai Road, Thanon Petchaburi, Rajathevi

Province : Bangkok

Postcode : 10400

Business : The Company and subsidiaries operate in hotel business as the core business, with its principal activities consisting of room service and operating restaurants, also doing shopping complex, and real estate development business.

Registration Number : 0107535000346

Telephone : 0-2217-0808

Fax (if applicable) : 0-2215-2645

Website : www.asiahotel.co.th

Email : officemgt1@asiahotel.co.th

Total Shares Sold (shares)

Common Stock : 320,000,000

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)	599.85	924.30	1,188.48
☐ Hotel & Restaurant Business (Thousand baht)	211.78	487.65	748.04
Shopping Center Business (Rental Area Business) (Thousand baht)	388.07	436.65	440.44

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
☐ Hotel & Restaurant Business (%)	35.31	52.76	62.94
Shopping Center Business (Rental Area Business) (%)	64.69	47.24	37.06

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	599.85	924.30	1,188.48
Domestic (Thousand baht)	488.81	793.95	1,058.15
International (Thousand baht)	111.04	130.35	130.33
United States of America (Thousand baht)	111.04	130.35	130.33

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	81.49	85.90	89.03
International (%)	18.51	14.10	10.97
United States of America (%)	100.00	100.00	100.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	48.38	45.18	72.44
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	48.38	45.18	72.44

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

	2021	2022	2023
Share of profit (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 : 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)

The COVID-19 Pandemic 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
- Policies or international agreements related to business operations
- Pandemic risk

Operational Risk

- Safety, occupational health, and working environment
- Pandemic risk

Compliance Risk

- Change in laws and regulations

Financial Risk

- Liquidity risk
- Income volatility

Human Resource Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Human error in business operations

Compliance Risk

- Corporate Governance

Financial Risk

- Other

Foreign Investment Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Economic risk

Operational Risk

- Systems or internal control system
- Climate change and disasters

Compliance Risk

- Change in laws and regulations

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Income volatility

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Operational Risk

- Delays in the development of future projects

Financial Risk

- Default on payment or exchange of goods
- Liquidity risk

Legal Disputes Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Operational Risk

- Property lease agreement execution

Compliance Risk

- Legal risk

Financial Risk

- Fluctuation in return on assets or investment

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Diesel (Litres)	4,092.00	4,400.00	3,796.00
Fuel oil (Litres)	54,000.00	162,000.00	252,000.00
LPG (Kilograms)	1,985.99	3,248.62	3,560.04

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	30,547,125.50	35,511,540.70	29,820,169.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	375,691.00	461,225.00	555,976.00

Waste management

• Waste from operations

	2021	2022	2023
Total waste generated (Kilograms)	0.00	0.00	0.00

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	N/A	N/A
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)	0.00	0.00	0.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

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, 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)	425	465	523
Number of female employees (Persons)	474	507	542
Total number of employees (Persons)	899	972	1,065

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	175,735,781.00	218,642,646.00	255,181,897.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	N/A	20.00	48.00
Employee development and training expenses (baht)	N/A	200,000.00	300,000.00

• Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	2	2	5

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	29.81	20.78	22.07

• **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, 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	13	100.00
Number of male directors	6	46.15
Number of female directors	7	53.85
Number of executive directors	4	30.77
Number of non-executive directors	9	69.23
Number of independent directors	6	46.15

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. SUWAT DUSITROJANAWONGS Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	16 Sep 2008	Risk Management, Audit, Finance, Accounting, Economics, Construction Services, Corporate Management, Tourism & Leisure, Corporate Social Responsibility, Governance/ Compliance, Leadership, Commerce, Internal Control

2.	<p>Mrs. SUVIMOL TECHARUVICHIT</p> <p>Gender: Female</p> <p>Age: 89 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	1 Jan 1993	<p>Finance, Procurement, Accounting, Corporate Social Responsibility, Commerce, Internal Control, Tourism & Leisure, Food & Beverage</p>
3.	<p>Mr. SURAPONG TECHARUVICHIT</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 (Executive)</p> <p>Director type: Original director</p>	2 May 1996	<p>Corporate Management, Marketing, Tourism & Leisure, Corporate Social Responsibility, Governance/ Compliance, Food & Beverage, Economics, Finance, Law, Risk Management, Digital Marketing, Strategic Management, Project Management, Data Analysis, Change Management, Budgeting, Human Resource Management, IT Management, Procurement, Professional Services, Leadership</p>
4.	<p>Mrs. PORNPUN TANARIYAKUL</p> <p>Gender: Female</p> <p>Age: 63 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 (Executive)</p> <p>Director type: Re-elected as director</p>	27 Apr 2000	<p>Risk Management, Audit, Finance, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Accounting, Insurance, Commerce, Strategic Management, Corporate Management, Budgeting, Human Resource Management, Tourism & Leisure, Procurement, Leadership, Food & Beverage</p>

5.	<p>Mrs. CHOTIMA PUASIRI</p> <p>Gender: Female</p> <p>Age: 44 years old</p> <p>Highest level of education: Doctoral 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>	18 May 2011	<p>Risk Management, Audit, Marketing, Corporate Social Responsibility, Insurance, Digital Marketing, Strategic Management, Corporate Management, Project Management, Data Analysis, Human Resource Management, Tourism & Leisure, Procurement</p>
6.	<p>Mrs. OYETIP HAYRABUT</p> <p>Gender: Female</p> <p>Age: 61 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>(Executive)</p> <p>Director type: Original director</p>	23 Apr 2018	<p>Corporate Social Responsibility, Accounting, Governance/ Compliance, Finance, Corporate Management, Commerce, Marketing, Digital Marketing, Strategic Management, Tourism & Leisure, IT Management, Procurement, Leadership, Food & Beverage</p>
7.	<p>Mr. POLPAT TECHARUVICHIT</p> <p>Gender: Male</p> <p>Age: 36 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)</p> <p>Director type: Original director</p>	23 Apr 2018	<p>Strategic Management, Corporate Social Responsibility, Digital Marketing, Finance, Marketing, Project Management, Tourism & Leisure, IT Management, Leadership, Property Development</p>
8.	<p>Ms. PATCHA TECHARUVICHIT</p> <p>Gender: Female</p> <p>Age: 33 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Communication Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	23 Apr 2018	<p>Strategic Management, Corporate Management, IT Management, Digital Marketing, Tourism & Leisure, Corporate Social Responsibility, Food & Beverage, Marketing, Human Resource Management</p>

9.	<p>Mrs. RUCHUKORN SIRIYODHIN</p> <p>Gender: Female</p> <p>Age: 65 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>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	13 Nov 2020	<p>Economics, Banking, Finance, Risk Management, Insurance, Audit, Strategic Management, Corporate Management, Data Analysis, Human Resource Management, Tourism & Leisure, Corporate Social Responsibility, Governance/ Compliance, Leadership</p>
10.	<p>Mr. SURAPOL TECHARUVICHIT</p> <p>Gender: Male</p> <p>Age: 66 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>(Executive)</p> <p>Director type: Original director</p>	8 Apr 2021	<p>Strategic Management, Corporate Management, Project Management, Change Management, Risk Management, Budgeting, Data Analysis, Finance, Corporate Social Responsibility, Governance/ Compliance, Accounting, Property Development, Economics, Leadership, Human Resource Management, Tourism & Leisure, Professional Services, Food & Beverage</p>
11.	<p>GEN. CHANCHAI YOSSUNDARA</p> <p>Gender: Male</p> <p>Age: 67 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: 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>	8 Apr 2021	<p>Leadership, Professional Services, Corporate Management, Human Resource Management, Strategic Management, Change Management, Budgeting, Tourism & Leisure, Corporate Social Responsibility, Governance/ Compliance</p>
12.	<p>Ms. KESARIN PUIPHATHIRUNKUL</p> <p>Gender: Female</p> <p>Age: 51 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>	13 Sep 2022	<p>Economics, Finance, Data Analysis, Commerce, Corporate Social Responsibility, Human Resource Management, Budgeting, Change Management, Corporate Management</p>

13. Mr. DUSIT SENAPOOPITAK	Director	11 Aug 2023	Finance, Risk Management,
Gender: Male	(Non-executive,		Marketing, Strategic
Age: 51 years old	Independent director)		Management, Corporate
Highest level of education:			Management, Data Analysis,
Master's degree	Director type: Newly		Budgeting, Human Resource
Major: Business Administration	appointed director to		Management, Tourism &
Thai nationality: Yes	replace ex-director		Leisure, IT Management,
Residing in Thailand: Yes			Corporate Social
			Responsibility,
			Procurement, Accounting,
			Leadership, Commerce,
			Economics

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

General information	Position	Tenure	Replacement Director
1. Mr. PIYAWUDH SENAPOOPITAKSA	Chairman of the board	Date position was	Mr. DUSIT SENAPOOPITAK
Gender: Male	(Non-executive,	assumed:	Date position was assumed:
Age: 94 years old	Independent director)	30 May 1994	11 Aug 2023
Highest level of education: Below		Date directorship	
a bachelor's degree		ended:	
Major: Certificate Of Life		14 Jul 2023	
Insurance			
Thai nationality: Yes			
Residing in Thailand: Yes			

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 : 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. RUCHUKORN SIRIYODHIN [1]</p> <p>Gender: Female</p> <p>Age: 65 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>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	11 Aug 2023	Economics, Banking, Finance, Risk Management, Insurance, Audit, Strategic Management, Corporate Management, Data Analysis, Human Resource Management, Tourism & Leisure, Corporate Social Responsibility, Governance/ Compliance, Leadership
2.	<p>Mrs. CHOTIMA PUASIRI [1]</p> <p>Gender: Female</p> <p>Age: 44 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</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: Re-elected as director</p>	14 May 2012	Risk Management, Audit, Marketing, Corporate Social Responsibility, Insurance, Digital Marketing, Strategic Management, Corporate Management, Project Management, Data Analysis, Human Resource Management, Tourism & Leisure, Procurement
3.	<p>Mr. SUWAT DUSITROJANAWONGS</p> <p>Gender: Male</p> <p>Age: 78 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</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>	11 Aug 2023	Risk Management, Audit, Finance, Accounting, Economics, Construction Services, Corporate Management, Tourism & Leisure, Corporate Social Responsibility, Governance/ Compliance, Leadership, Commerce, Internal Control

4.	Ms. KESARIN PUPIPHATHIRUNKUL [1] Gender: Female Age: 51 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	11 Aug 2023	Economics, Finance, Data Analysis, Commerce, Corporate Social Responsibility, Human Resource Management, Budgeting, Change Management, Corporate Management
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[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. PIYAWUDH SENAPOOPITAKSA Gender: Male Age: 94 years old Highest level of education: Below a bachelor's degree Major: Certificate Of Life Insurance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 14 May 1999 Date directorship ended: 14 Jul 2023	Ms. KESARIN PUPIPHATHIRUNKUL Date position was assumed: 11 Aug 2023

[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. SURAPOL TECHARUVICHIT Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	8 Apr 2021

2.	Mr. SURAPONG TECHARUVICHIT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	18 Feb 2014
3.	Mrs. PORNPUN TANARIYAKUL Gender: Female Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Apr 2000
4.	Mrs. OYETIP HAYRABUT Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 May 2018

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	GEN. CHANCHAI YOSSUNDARA	Chairman
	Mr. SUWAT DUSITROJANAWONGS	Member
	Mrs. PORNPUN TANARIYAKUL	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 : 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. SURAPOL TECHARUVICHIT Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	13 Nov 2020	Strategic Management, Corporate Management, Project Management, Change Management, Risk Management, Budgeting, Data Analysis, Finance, Corporate Social Responsibility, Governance/ Compliance, Accounting, Property Development, Economics, Leadership, Human Resource Management, Tourism & Leisure, Professional Services, Food & Beverage
2. Mr. SURAPONG TECHARUVICHIT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	18 Feb 2014	Corporate Management, Marketing, Tourism & Leisure, Corporate Social Responsibility, Governance/ Compliance, Food & Beverage, Economics, Finance, Law, Risk Management, Digital Marketing, Strategic Management, Project Management, Data Analysis, Change Management, Budgeting, Human Resource Management, IT Management, Procurement, Professional Services, Leadership

3.	<p>Mrs. PORNPUN TANARIYAKUL</p> <p>Gender: Female</p> <p>Age: 63 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Deputy Managing Director</p>	18 Feb 2014	<p>Risk Management, Audit, Finance, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Accounting, Insurance, Commerce, Strategic Management, Corporate Management, Budgeting, Human Resource Management, Tourism & Leisure, Procurement, Leadership, Food & Beverage</p>
4.	<p>Mrs. OYETIP HAYRABUT</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Deputy Managing Director</p>	11 May 2018	<p>Corporate Social Responsibility, Accounting, Governance/ Compliance, Finance, Corporate Management, Commerce, Marketing, Digital Marketing, Strategic Management, Tourism & Leisure, IT Management, Procurement, Leadership, Food & Beverage</p>

[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)	3,323,604.00	6,386,468.00	13,537,450.00

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) : 523

Number of female employees (persons) : 542

Total number of employees (persons) : 1,065

Employee Remuneration

Total employee remuneration : 255,181,897.00

Provident fund

Total number of employees (persons) : 1,065

Number of employees contributing to the PVD (persons) : 261

Remark : Scope of disclosure of information on the number of employees who are members of the provident fund is as follows:

Year 2021 - 1 company

Year 2022-2023 - 3 company

Percentage of employees who are members (%) : 24.51

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. PORNPUN TANARIYAKUL Gender: Female Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 27 Apr 2000	Risk Management, Audit, Finance, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Accounting, Insurance, Commerce, Strategic Management, Corporate Management, Budgeting, Human Resource Management, Tourism & Leisure, Procurement, Leadership, Food & Beverage
2. Mrs. CHOTIMA PUASIRI Gender: Female Age: 44 years old Highest level of education: Doctoral 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: 18 May 2011	Risk Management, Audit, Marketing, Corporate Social Responsibility, Insurance, Digital Marketing, Strategic Management, Corporate Management, Project Management, Data Analysis, Human Resource Management, Tourism & Leisure, Procurement

3.	Ms. KESARIN PUIPHATHIRUNKUL	Director (Non-executive, Independent director)	Date position was assumed: 13 Sep 2022	Economics, Finance, Data Analysis, Commerce, Corporate Social Responsibility, Human Resource Management, Budgeting, Change Management, Corporate Management
	Gender: Female			
	Age: 51 years old			
	Highest level of education:			
	Master's degree	Director type: Re-elected as director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. DUSIT SENAPOOPITAK Gender: Male Age: 51 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: 11 Aug 2023	Finance, Risk Management, Marketing, Strategic Management, Corporate Management, Data Analysis, Budgeting, Human Resource Management, Tourism & Leisure, IT Management, Corporate Social Responsibility, Procurement, Accounting, Leadership, Commerce, Economics

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SUWAT DUSITROJANAWONGS	Chairman of the board	Non-participating
Mrs. SUVIMOL TECHARUVICHIT	Director	Non-participating
Mr. SURAPONG TECHARUVICHIT	Director	Non-participating
Mrs. PORNPUN TANARIYAKUL	Director	Non-participating
Mrs. CHOTIMA PUASIRI	Director	Non-participating
Mrs. OYETIP HAYRABUT	Director	Non-participating
Mr. POLPAT TECHARUVICHIT	Director	Non-participating

Ms. PATCHA TECHARUVICHIT	Director	Non-participating
Mrs. RUCHUKORN SIRIYODHIN	Director	Non-participating
Mr. SURAPOL TECHARUVICHIT	Director	Non-participating
GEN. CHANCHAI YOSSUNDARA	Director	Non-participating
Ms. KESARIN PUIPHATHIRUNKUL	Director	Non-participating
Mr. DUSIT SENAPOOPITAK	Director	Non-participating
Mr. PIYAWUDH SENAPOOPITAKSA	Chairman of the board	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance	: Whole-board-of-directors assessment, Individual-director assessment (self-assessment)
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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. Mr. SUWAT DUSITROJANAWONGS (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2. Mrs. SUVIMOL TECHARUVICHIT (Director)	-	11/12	Non-participating	Did not hold the meeting
3. Mr. SURAPONG TECHARUVICHIT (Director)	-	12/12	Participating	Did not hold the meeting
4. Mrs. PORNPUN TANARIYAKUL (Director)	-	12/12	Participating	Did not hold the meeting

5.	Mrs. CHOTIMA PUASIRI (Director)	-	10/12	Non-participating	Did not hold the meeting
6.	Mrs. OYETIP HAYRABUT (Director)	-	12/12	Participating	Did not hold the meeting
7.	Mr. POLPAT TECHARUVICHIT (Director)	-	11/12	Participating	Did not hold the meeting
8.	Ms. PATCHA TECHARUVICHIT (Director)	-	11/12	Participating	Did not hold the meeting
9.	Mrs. RUCHUKORN SIRIYODHIN (Director)	-	11/12	Participating	Did not hold the meeting
10.	Mr. SURAPOL TECHARUVICHIT (Director)	-	11/12	Non-participating	Did not hold the meeting
11.	GEN. CHANCHAI YOSSUNDARA (Director)	-	12/12	Participating	Did not hold the meeting
12.	Ms. KESARIN PUPIPHATHIRUNKUL (Director)	-	8/12	Participating	Did not hold the meeting
13.	Mr. DUSIT SENAPOOPITAK (Director)	-	4/4	N/A	Did not hold the meeting
14.	Mr. PIYAWUDH SENAPOOPITAKSA (Chairman of the board)	14 Jul 2023	7/7	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. SUWAT DUSITROJANAWONGS (Chairman of the board)	-	170,000.00	223,000.00	No
2.	Mrs. SUVIMOL TECHARUVICHIT (Director)	-	110,000.00	184,000.00	No
3.	Mr. SURAPONG TECHARUVICHIT (Director)	-	120,000.00	291,000.00	No
4.	Mrs. PORNPUN TANARIYAKUL (Director)	-	120,000.00	184,000.00	No
5.	Mrs. CHOTIMA PUASIRI (Director)	-	100,000.00	152,000.00	No
6.	Mrs. OYETIP HAYRABUT (Director)	-	120,000.00	184,000.00	No

7.	Mr. POLPAT TECHARUVICHIT (Director)	-	110,000.00	112,000.00	No
8.	Ms. PATCHA TECHARUVICHIT (Director)	-	110,000.00	112,000.00	No
9.	Mrs. RUCHUKORN SIRIYODHIN (Director)	-	110,000.00	112,000.00	No
10.	Mr. SURAPOL TECHARUVICHIT (Director)	-	110,000.00	305,000.00	No
11.	GEN. CHANCHAI YOSSUNDARA (Director)	-	120,000.00	112,000.00	No
12.	Ms. KESARIN PUPIPHATHIRUNKUL (Director)	-	80,000.00	37,333.00	No
13.	Mr. DUSIT SENAPOOPITAK (Director)	-	40,000.00	0.00	No
14.	Mr. PIYAWUDH SENAPOOPITAKSA (Chairman of the board)	14 Jul 2023	140,000.00	316,000.00	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) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. RUCHUKORN SIRIYODHIN (Chairman of the audit committee)	-	3/3
2.	Mrs. CHOTIMA PUASIRI (Audit committee)	-	4/5
3.	Mr. SUWAT DUSITROJANAWONGS (Audit committee)	-	5/5
4.	Ms. KESARIN PUPIPHATHIRUNKUL (Audit committee)	-	1/1
5.	Mr. PIYAWUDH SENAPOOPITAKSA (Audit committee)	14 Jul 2023	3/3