



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THE NAVAKIJ INSURANCE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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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 NAVAKIJ INSURANCE PUBLIC COMPANY LIMITED

Symbol : NKI

Address : 100/47-55 Sathorn Nakorn Tower, 25th-27th Floor, 90/3-6
Sathorn Thani Building, 1st Floor, North Sathorn Road, Silom,
Bangrak, Bangkok 10500

Province : Bangkok

Postcode : 10500

Business : Non-Life Insurance

Registration Number : 0107536000862

Telephone : 026647777

Fax (if applicable) : 026367999

Website : www.navakij.co.th

Email : office_president@navakij.co.th

Total Shares Sold (shares)

Common Stock : 38,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	3,752,467.00	3,900,280.00	3,816,570.00
Fire Insurance (Thousand baht)	707,368.00	756,364.00	805,866.00
Marine Insurance (Thousand baht)	102,083.00	100,053.00	116,766.00
Motor Insurance (Thousand baht)	2,243,799.00	2,492,577.00	2,189,599.00
Miscellaneous (Thousand baht)	613,432.00	474,844.00	621,793.00
Investment Income (Thousand baht)	85,785.00	76,442.00	82,546.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Fire Insurance (%)	18.85	19.39	21.11
Marine Insurance (%)	2.72	2.57	3.06
Motor Insurance (%)	59.80	63.91	57.37
Miscellaneous (%)	16.35	12.17	16.29
Investment Income (%)	2.29	1.96	2.16

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	3,752,467.00	3,900,280.00	3,816,570.00
Domestic (Thousand baht)	3,752,467.00	3,900,280.00	3,816,570.00
International (Thousand baht)	0.00	0.00	0.00

	2022	2023	2024
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

	2022	2023	2024
Total other income (Thousand baht)	4,396.00	13,307.00	4,065.00
Other income from operations (Thousand baht)	4,396.00	13,307.00	4,065.00
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

	2022	2023	2024
Share of profit (Thousand baht)	6,510.00	92.64	-2,425.00

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)	2022	2023	2024
R&D expenses in the past 3 years	0.00	0.00	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)

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies
- Business operations of partners in the supply chain
- Competition risk

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations
- Information security and cyber-attack
- Corruption

Compliance Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding
- 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

URL of corporate sustainability policy : <https://www.navakij.co.th/public/core/uploaded/documents/7a9646a4401f16280f8061a12fd59a65.pdf>
(if applicable)

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.navakij.co.th/public/core/uploaded/documents/f3feee99e45f698006b9f99b47f6b9dc.pdf>
(if applicable)

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	3,829.16	6,026.20	7,340.50
Gasoline (Litres)	22,661.74	23,668.72	21,182.09

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	607,016.00	613,097.00	619,814.00

Water management

- Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	6,193.00	6,012.00	5,542.00

Waste management

- Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	N/A	18,200.00	5,460.00
Total waste generated (Kilograms)	0.00	18,200.00	5,460.00

Greenhouse gas management

- Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	266.00	106.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	415.00	447.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	198.00	164.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	879.00	717.00

- 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

URL of human rights policy : <https://www.navakij.co.th/public/core/uploaded/documents/630a815c15e9b253864dc30f9271efb1.pdf>

Company human right guideline : Employee Rights, Child Labor, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2022	2023	2024
Number of male employees (Persons)	207	207	194
Number of female employees (Persons)	347	352	362
Total number of employees (Persons)	554	559	556

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	206,908,200.00	303,700,000.00	305,990,000.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	1.45	4.45	14.23
Employee development and training expenses (baht)	1,016,242.00	1,776,080.00	1,638,008.00

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	11.37	11.09	8.45

• **Significant labor dispute**

	2022	2023	2024
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.navakij.co.th/public/core/uploaded/documents/e363d9330a5d4a6b758ff3d47daf7d90.pdf>

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	10	76.92
Number of female directors	3	23.08
Number of executive directors	4	30.77
Number of non-executive directors	9	69.23
Number of independent directors	5	38.46

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. SUCHIN WANGLEE Gender: Male Age: 88 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	20 Oct 1967	Finance, Insurance, Corporate Management, Data Analysis, Business Administration

2.	Mr. Nipol T. Jeerawong Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Statistics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	19 May 1983	Insurance, Risk Management, Governance/ Compliance, Audit, Law
3.	Mr. KIET SRICHOMKWAN Gender: Male Age: 87 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	23 Nov 1999	Insurance, Governance/ Compliance, Audit, Internal Control, Business Administration
4.	Mr. Pitiphong Bisalputra Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	25 Apr 2002	Insurance, Governance/ Compliance, Law, Sustainability, Business Administration
5.	Ms. JITTINAN WANGLEE Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	29 Apr 2003	Governance/ Compliance, Brand Management, Business Administration

6.	Dr. Saran Wanglee Gender: Male Age: 43 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	18 Dec 2019	Insurance, Marketing, Brand Management, Finance, Business Administration
7.	Mrs. WANIDA CHANSIKARIN Gender: Female Age: 63 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	18 Dec 2019	Insurance, Finance, Governance/ Compliance, Law, Audit
8.	Mrs. Phornpun Phornprapha Gender: Female Age: 71 years old Highest level of education: Below a bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	22 Feb 2022	Accounting, Finance, Data Analysis, Audit, Business Administration
9.	Gen. Montree Sungkasap Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	26 Apr 2022	Governance/ Compliance, Sustainability, Audit, Internal Control, Business Administration

10.	Mr. Anin Wanglee Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	10 May 2023	Insurance, Business Administration
11.	Mr. Anak Wanglee Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	10 May 2023	Accounting, Finance, Fund Management, Information & Communication Technology
12.	Mr. VUTTIPHOL WANGLEE Gender: Male Age: 48 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	23 Apr 2024	Insurance, Sustainability, Data Analysis, Risk Management, Business Administration
13.	Mr. Pramon Sutivong Gender: Male Age: 85 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	12 Nov 2024	Finance, Human Resource Management, Sustainability, Budgeting, Governance/ Compliance

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

General information	Position	Tenure	Replacement Director
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1.	Mr. VUTTICHA WANGLEE Gender: Male Age: 83 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 29 Apr 2003 Date directorship ended: 23 Apr 2024	Mr. VUTTIPHOL WANGLEE Date position was assumed: 23 Apr 2024
2.	Mr. SOO LEE CHAN Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive, Independent director)	Date position was assumed: 29 Apr 2003 Date directorship ended: 1 Oct 2024	Mr. Pramont Sutivong Date position was assumed: 12 Nov 2024

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

Remark : The Chairman of the Board of Directors is the uncle of the CEO

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : Yes

Remark : Mr. Pramont Sutivong

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. KIET SRICHOMKWAN Gender: Male Age: 87 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	10 May 2022	Insurance, Governance/ Compliance, Audit, Internal Control, Business Administration
2. Mrs. WANIDA CHANSIKARIN [1] Gender: Female Age: 63 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	9 Nov 2021	Insurance, Finance, Governance/ Compliance, Law, Audit
3. Gen. Montree Sungkasap Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Arts Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	10 May 2022	Governance/ Compliance, Sustainability, Audit, Internal Control, Business Administration

[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. Pitiphong Bisalputra Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	15 May 2014
2. Mrs. Nalina Bodharamik Gender: Female Age: 54 years old Highest level of education: Master's degree Major: M.B.A. Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	15 May 2014
3. Mr. Anak Wanglee Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Aug 2019
4. Mr. Anin Wanglee Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Aug 2019

5.	Dr. Saran Wanglee Gender: Male Age: 43 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Aug 2019
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List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Ms. Anukul Thitikulrat Gender: Female Age: 62 years old Highest level of education: Master's degree Major: M.B.A. Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 15 May 2014 Date directorship ended: 31 Dec 2022	No replacement director

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Risk Management Committee	Mr. Nipol T. Jeerawong Mr. Pitiphong Bisalputra Mrs. Nalina Bodharamik Mr. Anak Wanglee Mr. Anin Wanglee	Chairman Member Member Member Member
The Investment Committee	Mr. Pitiphong Bisalputra Mr. Nipol T. Jeerawong Mr. Anak Wanglee	Chairman Member Member
The Remuneration, Nomination and Sustainable Development Committee	Gen. Montree Sungkasap Mrs. Phornpun Phornprapha Mr. Nipol T. Jeerawong	Chairman Member Member

Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Remuneration, Nomination and Sustainable Development Committee
Sub-committees responsible for remuneration	: The Remuneration, Nomination and Sustainable Development Committee
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: The Remuneration, Nomination and Sustainable 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. Pitiphong Bisalputra Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer and President	1 Sep 2008	Insurance, Governance/ Compliance, Law, Sustainability, Business Administration
2. Mrs. Nalina Bodharamik Gender: Female Age: 54 years old Highest level of education: Master's degree Major: M.B.A.	Executive Vice President	2 Jan 2013	Insurance, Business Administration
3. Mr. Anak Wanglee [1][2] Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Computer Science	Executive Vice President	1 Apr 2019	Accounting, Finance, Fund Management, Information & Communication Technology
4. Mr. Anin Wanglee Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President	1 Apr 2019	Insurance, Business Administration
5. Dr. Saran Wanglee Gender: Male Age: 43 years old Highest level of education: Doctoral degree Major: Business Administration	Executive Vice President	1 Apr 2019	Insurance, Marketing, Brand Management, Finance, Business Administration

[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

	2022	2023	2024
Total executive remuneration (baht)	28,256,475.00	24,875,050.00	25,002,100.00

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) : 194

Number of female employees (persons) : 362

Total number of employees (persons) : 556

Employee Remuneration

Total employee remuneration : 305,990,000.00

Provident fund

Total number of employees (persons) : 556

Number of employees contributing to the PVD (persons) : 391

Percentage of employees who are members (%) : 70.32

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. Ms. JITTINAN WANGLEE Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 29 Apr 2003	Governance/ Compliance, Brand Management, Business Administration
2. Mrs. WANIDA CHANSIKARIN Gender: Female Age: 63 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 18 Dec 2019	Insurance, Finance, Governance/ Compliance, Law, Audit

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

General information	Position	Date position was assumed	Experience and expertise
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1.	Mr. VUTTIPHOL WANGLEE Gender: Male Age: 48 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: 23 Apr 2024	Insurance, Sustainability, Data Analysis, Risk Management, Business Administration
2.	Mr. Pramon Sutivong Gender: Male Age: 85 years old Highest level of education: Master's degree Major: Engineering 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: 12 Nov 2024	Finance, Human Resource Management, Sustainability, Budgeting, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SUCHIN WANGLEE	Chairman of the board	Non-participating
Mr. Nipol T. Jeerawong	Director	Participating
Mr. KIET SRICHOMKWAN	Director	Non-participating
Mr. Pitiphong Bisalputra	Director	Non-participating
Ms. JITTINAN WANGLEE	Director	Non-participating
Dr. Saran Wanglee	Director	Participating
Mrs. WANIDA CHANSIKARIN	Director	Non-participating
Mrs. Phornpun Phornprapha	Director	Non-participating
Gen. Montree Sungkasap	Director	Participating
Mr. Anin Wanglee	Director	Participating
Mr. Anak Wanglee	Director	Participating
Mr. VUTTIPHOL WANGLEE	Director	Participating

Mr. Pramon Sutivong	Director	Non-participating
Mr. VUTTICHAJ WANGLEE	Director	Non-participating
Mr. SOO LEE CHAN	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 : 23 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SUCHIN WANGLEE (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2. Mr. Nipol T. Jeerawong (Director)	-	7/7	Participating	Did not hold the meeting
3. Mr. KIET SRICHOMKWAN (Director)	-	7/7	Participating	Did not hold the meeting
4. Mr. Pitiphong Bisalputra (Director)	-	7/7	Participating	Did not hold the meeting
5. Ms. JITTINAN WANGLEE (Director)	-	7/7	Participating	Did not hold the meeting
6. Dr. Saran Wanglee (Director)	-	7/7	Participating	Did not hold the meeting

7.	Mrs. WANIDA CHANSIKARIN (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mrs. Phornpun Phornprapha (Director)	-	6/7	Participating	Did not hold the meeting
9.	Gen. Montree Sungkasap (Director)	-	7/7	Participating	Did not hold the meeting
10.	Mr. Anin Wanglee (Director)	-	7/7	Participating	Did not hold the meeting
11.	Mr. Anak Wanglee (Director)	-	7/7	Participating	Did not hold the meeting
12.	Mr. VUTTIPHOL WANGLEE (Director)	-	5/5	Participating	Did not hold the meeting
13.	Mr. Pramon Sutivong (Director)	-	1/1	Non-participating	Did not hold the meeting
14.	Mr. VUTTICHA WANGLEE (Director)	23 Apr 2024	1/2	Participating	Did not hold the meeting
15.	Mr. SOO LEE CHAN (Director)	1 Oct 2024	4/5	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. SUCHIN WANGLEE (Chairman of the board)	-	280,000.00	610,667.00	No
2.	Mr. Nipol T. Jeerawong (Director)	-	200,000.00	305,333.00	No
3.	Mr. KIET SRICHOMKWAN (Director)	-	200,000.00	305,333.00	No
4.	Mr. Pitiphong Bisalputra (Director)	-	175,000.00	610,667.00	No
5.	Ms. JITTINAN WANGLEE (Director)	-	200,000.00	305,333.00	No
6.	Dr. Saran Wanglee (Director)	-	175,000.00	305,333.00	No
7.	Mrs. WANIDA CHANSIKARIN (Director)	-	200,000.00	305,333.00	No
8.	Mrs. Phornpun Phornprapha (Director)	-	150,000.00	305,333.00	No

9.	Gen. Montree Sungkasap (Director)	-	200,000.00	305,333.00	No
10.	Mr. Anin Wanglee (Director)	-	175,000.00	203,556.00	No
11.	Mr. Anak Wanglee (Director)	-	175,000.00	203,556.00	No
12.	Mr. VUTTIPHOL WANGLEE (Director)	-	150,000.00	0.00	No
13.	Mr. Pramon Sutivong (Director)	-	50,000.00	0.00	No
14.	Mr. VUTTICHAJ WANGLEE (Director)	23 Apr 2024	25,000.00	0.00	No
15.	Mr. SOO LEE CHAN (Director)	1 Oct 2024	100,000.00	305,333.00	No

Remark : The incentive bonus, which based on the performance results of the year 2023, was paid to two directors who vacated from the position on 21 April 2023 according to the duration of holding the director position.

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) : 10

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. KIET SRICHOMKWAN (Chairman of the audit committee)	-	10/10
2.	Mrs. WANIDA CHANSIKARIN (Audit committee)	-	10/10
3.	Gen. Montree Sungkasap (Audit committee)	-	10/10