



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THAI REINSURANCE 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 : THAI REINSURANCE PUBLIC COMPANY LIMITED

Symbol : THRE

Address : 48/22-24 Soi Rajchadapisek 20, Rajchadapisek Road,
Samsennok, Huaykwang

Province : Bangkok

Postcode : 10310

Business : The Company is a professional reinsurer which offers reinsurance coverage in all major property and casualty business lines, with particular expertise in property, casualty, engineering, and marine. Its customers are mostly local non-life insurers and a selected number of customers in foreign markets.

Registration Number : 0107536001729

Telephone : 0-2660-6111, 0-2666-8088

Fax (if applicable) : 0-2660-6100, 0-2666-8080

Website : www.thaire.co.th

Email : mailbox@thaire.co.th

Total Shares Sold (shares)

Common Stock : 4,214,993,832

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)	4,651,553.00	4,458,346.00	5,020,679.00
Reinsurance (Thousand baht)	4,051,320.00	3,888,902.00	4,349,527.00
Other (Thousand baht)	600,233.00	569,444.00	671,152.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Reinsurance (%)	87.10	87.23	86.63
Other (%)	12.90	12.77	13.37

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	4,651,553.00	4,458,346.00	5,020,679.00
Domestic (Thousand baht)	4,594,983.00	4,382,527.00	4,819,322.00
International (Thousand baht)	56,570.00	75,819.00	201,357.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	98.78	98.30	95.99
International (%)	1.22	1.70	4.01

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	10,958.39	8,689.47	35,206.87
Other income from operations (Thousand baht)	1,634.14	6.73	27,838.93
Other income not from operations (Thousand baht)	9,324.25	8,682.74	7,367.94

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	-87.58

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)

Strategic 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
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation
- Competition risk
- Economic risk
- New business risk
- Corporate ownership structure risk
- ESG risk
- Pandemic risk
- Climate change and disasters

Operational Risk

- Product obsolescence
- Delays in the development of future projects
- Business operations that have no commercial results
- Impact on the environment
- Impact from population structure
- Impact on human rights

Compliance Risk

- Laws and regulations is not favorable for doing business
- Corporate Governance

Financial Risk

- Insufficient sources of funding
- Fluctuation in return on assets or investment
- Income volatility

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies
- Damage to company image and reputation

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on human rights
- Corruption
- System disruption risk
- Pandemic risk

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance
- Legal risk

Insurance 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
- Pandemic risk

- Climate change and disasters

Operational Risk

- Human error in business operations
- Loss or damage from non-compliance of partners or counterparties
- Climate change and disasters
- Corruption
- Pandemic risk

Compliance Risk

- Change in laws and regulations

Financial Risk

- Insufficient sources of funding
- Income volatility

Market Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Policies or international agreements related to business operations

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment
- Income volatility

Liquidity Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Pandemic risk
- Climate change and disasters

Operational Risk

- Climate change and disasters

Financial Risk

- Insufficient sources of funding
- Liquidity risk
- Income volatility

Credit Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Operational Risk

- Loss or damage from non-compliance of partners or counterparties
- Climate change and disasters
- Pandemic risk

Financial Risk

- Default on payment or exchange of goods
- Unhedged loan and borrowing in a foreign currency

Emerging Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack
- Climate change and disasters
- Impact on the environment
- Impact from population structure
- Pandemic risk

Risk to Securities Holder (2.2.2)

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Insurance Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Market Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Liquidity Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Credit Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Emerging Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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://investor.thaire.co.th/storage/content/corporate-governance/20230104-thre-sustainability-policy-th.pdf>

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://investor.thaire.co.th/storage/content/corporate-governance/20230104-thre-business-ethics-th.pdf>

Company environmental guideline : Electricity Management, Water Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Diesel (Litres)	101.79	254.02	973.52
Gasoline (Litres)	3,910.63	4,677.52	4,921.68

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	160,597.00	180,641.00	244,462.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	1,073.00	1,312.00	1,594.00

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

URL of human rights policy : <https://investor.thaire.co.th/storage/content/corporate-governance/20230104-thre-policy-human-right-th.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

	2021	2022	2023
Number of male employees (Persons)	33	37	36
Number of female employees (Persons)	92	84	86
Total number of employees (Persons)	125	121	122

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	190,745,058.51	176,181,204.35	172,931,441.87

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	6.00	8.05	6.00
Employee development and training expenses (baht)	3,000,000.00	3,000,000.00	3,000,000.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	17.60	14.88	14.75

• **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://investor.thaire.co.th/storage/content/corporate-governance/20230104-thre-policy-cg-th.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	10	100.00
Number of male directors	7	70.00
Number of female directors	3	30.00
Number of executive directors	1	10.00
Number of non-executive directors	9	90.00
Number of independent directors	4	40.00

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. JIRAPHANT ASVATANAKUL Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	25 May 2021	Insurance, Accounting, Finance, Governance/ Compliance, Corporate Management, Finance & Securities

2.	<p>Mr. CHANDRAN RATNASWAMI</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Vice Chairman</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	31 Aug 2017	Insurance, Accounting, Finance, Governance/ Compliance, Corporate Management, Finance & Securities
3.	<p>Ms. POTJANEE THANAVARANIT</p> <p>Gender: Female</p> <p>Age: 77 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: Original director</p>	11 Apr 2007	Accounting, Finance, Corporate Management, Governance/ Compliance, Risk Management, Audit, Insurance, Finance & Securities
4.	<p>Mr. GOBINATH ARVIND ATHAPPAN</p> <p>Gender: Male</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	25 Apr 2012	Corporate Management, Governance/ Compliance, Finance & Securities, Insurance
5.	<p>Mr. ORAN VONGSURAPHICHET</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: International Business</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	22 May 2013	Corporate Management, Governance/ Compliance, Risk Management, Finance & Securities, Insurance

6.	<p>Mr. SARA LAMSAM</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: Original director</p>	26 May 2016	<p>Finance & Securities, Insurance, Accounting, Finance, Corporate Management, Risk Management, Governance/ Compliance</p>
7.	<p>Mrs. CHAVEEWAN AKSORNSAWADDI</p> <p>Gender: Female</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</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>	7 Jul 2020	<p>Audit, Accounting, Finance, Governance/ Compliance, Corporate Management</p>
8.	<p>Ms. ADA INGAWANIJ</p> <p>Gender: Female</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: International Banking and Finance Studies</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>	7 Jul 2020	<p>Economics, Accounting, Finance, Corporate Management, Audit, Finance & Securities</p>
9.	<p>Mr. APISIT ANANTANATARAT</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Organization Development and Transformation</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 2021	<p>Corporate Management, Governance/ Compliance, Insurance</p>

10.	Mr. SOMPORN SUEBTHAWILKUL	Director	22 Apr 2022	Finance & Securities,
	Gender: Male	(Non-executive)		Insurance, Law, Accounting,
	Age: 61 years old			Finance, Corporate
	Highest level of education:	Director type: Original		Management, Governance/
	Doctoral degree	director		Compliance
	Major: Public Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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. Ms. POTJANEE THANAVARANIT [1] Gender: Female Age: 77 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	7 Jul 2020	Accounting, Finance, Corporate Management, Governance/ Compliance, Risk Management, Audit, Insurance, Finance & Securities
2. Mrs. CHAVEEWAN AKSORNSAWADDI [1] Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	7 Jul 2020	Audit, Accounting, Finance, Governance/ Compliance, Corporate Management
3. Ms. ADA INGAWANIJ [1] Gender: Female Age: 55 years old Highest level of education: Master's degree Major: International Banking and Finance Studies Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	7 Jul 2020	Economics, Accounting, Finance, Corporate Management, Audit, Finance & Securities

[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. ORAN VONGSURAPHICHET Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: International Business Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Oct 2012

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Investment Committee	Mr. CHANDRAN RATNASWAMI	Chairman
	Mr. JIRAPHANT ASVATANAKUL	Member
	Mr. ORAN VONGSURAPHICHET	Member
Nomination and Remuneration Committee	Mr. CHANDRAN RATNASWAMI	Chairman
	Mr. JIRAPHANT ASVATANAKUL	Member
	Ms. ADA INGAWANIJ	Member
Enterprise Risk Management Committee	Mr. ORAN VONGSURAPHICHET	Chairman
	Mrs. Nantinee Chinwanno	Member
	Ms. Pojaman Fuangaromya	Member
	Mr. Chamroen Phusit	Member
	Mr. Chatchai Payakarintarakura	Member
	Mr. Wichai Chaochaicharoenkul	Member
	Ms. Piyawadee Khovidhunkit	Member

Remark : The Board of Directors' Meeting on 28 November 2023 has approved the name change of Enterprise Risk Management Committee to Enterprise Risk Management and Sustainability Committee and expand the role of the Committee to oversee the Company's sustainability-related matters to ensure that it is in line with corporate governance.

Roles of Sub-committees

Sub-committees responsible for risk management	: Enterprise Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: Enterprise Risk Management 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. ORAN VONGSURAPHICHET Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: International Business	CHIEF EXECUTIVE OFFICER	1 Jan 2016	Corporate Management, Governance/ Compliance, Risk Management, Finance & Securities, Insurance
2. Mrs. Nantinee Chinwanno Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Management	Executive Vice President	1 Jun 2011	Business Administration, Insurance
3. Ms. Pojaman Fuangaromya Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Management	Executive Vice President	1 Jan 2017	Business Administration, Insurance
4. Mr. Chatchai Payakarintarangkura [1] [2] Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Fine and Applied Arts	Executive Vice President	1 Jul 2023	Insurance, Accounting, Finance
5. Ms. Piyawadee Khovidhunkit Gender: Female Age: 53 years old Highest level of education: Doctoral degree Major: Risk, Insurance and Healthcare	Senior Vice President	1 Jan 2011	Insurance, Risk Management, Law

6.	Mr. Wichai Chaochaicharoenkul Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Fine and Applied Arts	Senior Vice President	1 Apr 2015	Human Resource Management
7.	Mr. Chamroen Phusit Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Finance	Senior Vice President	1 Jan 2011	Finance & Securities

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remark : Mr. Chamroen Phusit Retired on December 31, 2023

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)	74,000,000.00	49,000,000.00	59,300,000.00

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)	: 36
Number of female employees (persons)	: 86
Total number of employees (persons)	: 122

Employee Remuneration

Total employee remuneration	: 172,931,441.87
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Provident fund

Total number of employees (persons)	: 122
Number of employees contributing to the PVD (persons)	: 115
Percentage of employees who are members (%)	: 94.00

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

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

List of new directors appointed in the past year

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. CHANDRAN RATNASWAMI Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Vice Chairman (Non-executive) Director type: Re-elected as director	Date position was assumed: 31 Aug 2017	Insurance, Accounting, Finance, Governance/ Compliance, Corporate Management, Finance & Securities
2. Mrs. CHAVEEWAN AKSORNSAWADDI Gender: Female Age: 60 years old Highest level of education: Master'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: 7 Jul 2020	Audit, Accounting, Finance, Governance/ Compliance, Corporate Management
3. Ms. ADA INGAWANIJ Gender: Female Age: 55 years old Highest level of education: Master's degree Major: International Banking and Finance Studies Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 7 Jul 2020	Economics, Accounting, Finance, Corporate Management, Audit, Finance & Securities

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. JIRAPHANT ASVATANAKUL	Chairman of the board	Non-participating
Mr. CHANDRAN RATNASWAMI	Vice Chairman	Non-participating
Ms. POTJANEE THANAVARANIT	Director	Participating
Mr. GOBINATH ARVIND ATHAPPAN	Director	Non-participating
Mr. ORAN VONGSURAPHICHET	Director	Non-participating
Mr. SARA LAMSAM	Director	Participating
Mrs. CHAVEEWAN AKSORNSAWADDI	Director	Participating
Ms. ADA INGAWANIJ	Director	Participating
Mr. APISIT ANANTANATARAT	Director	Participating
Mr. SOMPORN SUEBTHAWILKUL	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 : 26 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. JIRAPHANT ASVATANAKUL (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. CHANDRAN RATNASWAMI (Vice Chairman)	-	4/4	Non-participating	Did not hold the meeting
3.	Ms. POTJANEE THANAVARANIT (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mr. GOBINATH ARVIND ATHAPPAN (Director)	-	3/4	Non-participating	Did not hold the meeting
5.	Mr. ORAN VONGSURAPHICHET (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. SARA LAMSAM (Director)	-	3/4	Participating	Did not hold the meeting
7.	Mrs. CHAVEEWAN AKSORNSAWADDI (Director)	-	4/4	Participating	Did not hold the meeting
8.	Ms. ADA INGAWANIJ (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. APISIT ANANTANATARAT (Director)	-	4/4	Participating	Did not hold the meeting
10.	Mr. SOMPORN SUEBTHAWILKUL (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. JIRAPHANT ASVATANAKUL (Chairman of the board)	-	215,000.00	360,000.00	No
2.	Mr. CHANDRAN RATNASWAMI (Vice Chairman)	-	175,000.00	300,000.00	No
3.	Ms. POTJANEE THANAVARANIT (Director)	-	300,000.00	300,000.00	No
4.	Mr. GOBINATH ARVIND ATHAPPAN (Director)	-	75,000.00	300,000.00	No

5.	Mr. ORAN VONGSURAPHICHET (Director)	-	125,000.00	300,000.00	No
6.	Mr. SARA LAMSAM (Director)	-	75,000.00	300,000.00	No
7.	Mrs. CHAVEEWAN AKSORNSAWADDI (Director)	-	240,000.00	300,000.00	No
8.	Ms. ADA INGAWANIJ (Director)	-	290,000.00	300,000.00	No
9.	Mr. APISIT ANANTANATARAT (Director)	-	100,000.00	300,000.00	No
10.	Mr. SOMPORN SUEBTHAWILKUL (Director)	-	100,000.00	300,000.00	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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Ms. POTJANEE THANAVARANIT (Chairman of the audit committee)	-	4/4
2.	Mrs. CHAVEEWAN AKSORNSAWADDI (Audit committee)	-	4/4
3.	Ms. ADA INGAWANIJ (Audit committee)	-	4/4