



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

HANA MICROELECTRONICS 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 : HANA MICROELECTRONICS PUBLIC COMPANY LIMITED

Symbol : HANA

Address : 65/98 Soi Vibhavadi-Rangsit 64, Junction 2, Kwang Talad
Bangkhen, Khet Laksi

Province : Bangkok

Postcode : 10210

Business : Electronics Manufacturing Service "EMS" Producer

Registration Number : 0107536000773

Telephone : 0-2551-1297, 0-2521-4935-9

Fax (if applicable) : 0-2551-1299 , 0-2552-4906

Website : www.hanagroup.com

Email : -

Total Shares Sold (shares)

Common Stock : 885,366,660

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)	23,780,179.00	27,167,163.00	26,152,117.00
PCBA (Thousand baht)	13,424,804.00	15,126,294.00	15,957,945.00
IC (Thousand baht)	9,393,695.00	10,701,622.00	8,711,965.00
Microdisplay (Thousand baht)	961,680.00	1,339,247.00	1,482,207.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
PCBA (%)	56.45	55.68	61.02
IC (%)	39.50	39.39	33.31
Microdisplay (%)	4.04	4.93	5.67

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	23,780,179.00	27,167,163.00	26,152,117.00
Domestic (Thousand baht)	280,000.00	282,000.00	202,000.00
International (Thousand baht)	23,500,179.00	26,885,163.00	25,950,117.00
Singapore (Thousand baht)	3,540,000.00	6,889,000.00	6,432,000.00
United States of America (Thousand baht)	5,088,000.00	5,823,000.00	6,260,000.00
China (Thousand baht)	2,979,000.00	3,395,000.00	3,175,000.00
Malaysia (Thousand baht)	4,763,000.00	2,930,000.00	3,063,000.00

Switzerland (Thousand baht)	834,000.00	1,333,000.00	645,000.00
Hong Kong (Thousand baht)	635,000.00	852,000.00	589,000.00
Germany (Thousand baht)	789,000.00	634,000.00	1,128,000.00
Bulgaria (Thousand baht)	503,000.00	623,000.00	757,000.00
Ireland (Thousand baht)	596,000.00	614,000.00	492,000.00
Taiwan (Thousand baht)	877,000.00	596,000.00	563,000.00
Other countries (Thousand baht)	2,896,179.00	3,196,163.00	2,846,117.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	1.18	1.04	0.77
International (%)	98.82	98.96	99.23
Singapore (%)	15.06	25.62	24.79
United States of America (%)	21.65	21.66	24.12
China (%)	12.68	12.63	12.24
Malaysia (%)	20.27	10.90	11.80
Switzerland (%)	3.55	4.96	2.49
Hong Kong (%)	2.70	3.17	2.27
Germany (%)	3.36	2.36	4.35
Bulgaria (%)	2.14	2.32	2.92
Ireland (%)	2.54	2.28	1.90
Taiwan (%)	3.73	2.22	2.17
Other countries (%)	12.32	11.89	10.97

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	354,755.00	455,839.00	438,666.00
Other income from operations (Thousand baht)	354,755.00	455,839.00	438,666.00
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)	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 : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	94,200.00	161,300.00	131,561.00

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)

Strategic Business 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
- Policies or international agreements related to business operations
- Reliance on large customers or few customers

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
- Information security and cyber-attack
- Climate change and disasters
- Impact on the environment
- Impact on human rights
- Corruption

Compliance Risk

- Violations of laws and regulations

Financial Risk

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

Risk to Securities Holder (2.2.2)

Shareholder Concentration 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://www.hanagroup.com/File/ViewDoc/3040>

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.hanagroup.com/File/ViewDoc/3040>

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Diesel (Litres)	17,781.00	18,430.00	21,998.00
Gasoline (Litres)	1,608.00	1,703.00	5,083.73
LPG (Kilograms)	N/A	10,765.00	6,306.00

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	49,356,176.00	49,209,240.00	47,134,405.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	335,635.00	323,303.00	332,449.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	499.79	374.26	360.59
Hazardous waste (Kilograms)	138.11	117.50	118.89
Total waste generated (Kilograms)	637.90	491.76	479.48

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	2,600.00	24,000.00	24,000.00
Scope 1 (Tons of carbon dioxide equivalents)	533.00	502.00	500.00
Scope 2 (Tons of carbon dioxide equivalents)	23,332.00	23,271.00	22,022.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	23,865.00	23,773.00	22,522.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : Associate Professor Dr. Saksit Imman and Asst. Prof. Dr. Nopparat Suriyachai,
SEEN School of Energy and Environment University of Phayao

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.hanagroup.com/Files/HRP2020_th.pdf

Company human right guideline : Employee Rights, Child Labor, 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)	1,035	991	964
Number of female employees (Persons)	2,601	2,333	2,175
Total number of employees (Persons)	3,636	3,324	3,139

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	1,304,875,936.00	1,262,699,967.00	1,839,176,989.84

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	45.00	46.00	58.00
Employee development and training expenses (baht)	203,090.82	314,028.20	511,537.68

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	2	2	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	12.68	13.63	12.77

• **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.hanagroup.com/Files/CGpolicy2021_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	8	100.00
Number of male directors	6	75.00
Number of female directors	2	25.00
Number of executive directors	4	50.00
Number of non-executive directors	4	50.00
Number of independent directors	4	50.00

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. JOHN THOMPSON Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	1 Jan 2017	Audit, Governance/ Compliance, Finance, Accounting

2.	Mr. RICHARD DAVID HAN Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	26 Jul 1993	Business Administration, Electronic Components, Marketing, Project Management
3.	Mr. TERENCE PHILIP WEIR Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Jan 1993	Economics, Governance/ Compliance, Risk Management, IT Management, Corporate Social Responsibility, Finance, Accounting
4.	Ms. PORNPHAN ABHAMONGKOL Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 Jan 2022	Banking, Accounting, Finance
5.	Mr. SANJAY NIRENDRA MITRA Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	29 Apr 2022	Electronic Components, Marketing, Strategic Management, Engineering

6.	Mr. INSUK KIM Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	29 Apr 2022	Automotive, Engineering, Strategic Management, Electronic Components
7.	Mrs. SUNUN THONGBAI Gender: Female Age: 62 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	1 Dec 2022	Accounting, Finance, Audit, Marketing, Project Management
8.	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	1 Dec 2022	Industrial Materials & Machinery, Electronic Components, Human Resource Management, Audit, Project Management, Corporate Management

Other Information pertaining to committees

The Chairman is an independent director	: Yes
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. JOHN THOMPSON [1] Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	1 Jan 2017	Audit, Governance/ Compliance, Finance, Accounting
2. Ms. PORNPAN ABHAMONGKOL [1] Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Jan 2022	Banking, Accounting, Finance
3. Mrs. SUNUN THONGBAI [1] Gender: Female Age: 62 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	1 Dec 2022	Accounting, Finance, Audit, Marketing, Project Management

4.	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: No Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	1 Dec 2022	Industrial Materials & Machinery, Electronic Components, Human Resource Management, Audit, Project Management, Corporate Management
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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. RICHARD DAVID HAN Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Chairman of the executive committee	26 Jul 1993
2. Mr. TERENCE PHILIP WEIR Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	26 Jul 1993
3. Mr. SANJAY NIRENDRA MITRA Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	29 Apr 2022

4.	Mr. INSUK KIM	Member of the executive committee	29 Apr 2022
	Gender: Male		
	Age: 60 years old		
	Highest level of education: Bachelor's degree		
	Major: Engineering		
	Thai nationality: No		
	Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Executive Committee	Mr. RICHARD DAVID HAN	Chairman
	Mr. TERRENCE PHILIP WEIR	Member
	Mr. SANJAY NIRENDRA MITRA	Member
	Mr. INSUK KIM	Member
Audit Committee	Mr. JOHN THOMPSON	Chairman
	Ms. PORNPAN ABHAMONGKOL	Member
	Mrs. SUNUN THONGBAI	Member
	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Member
Nomination Committee	Ms. PORNPAN ABHAMONGKOL	Chairman
	Mr. RICHARD DAVID HAN	Member
	Mrs. SUNUN THONGBAI	Member
	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Member
Corporate Governance and Sustainability Committee:	Mr. TERRENCE PHILIP WEIR	Chairman
	Ms. PORNPAN ABHAMONGKOL	Member
	Mrs. SUNUN THONGBAI	Member
	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Member
Risk Management Committee	Mr. TERRENCE PHILIP WEIR	Chairman
	Ms. PORNPAN ABHAMONGKOL	Member
	Mrs. SUNUN THONGBAI	Member
	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination : Nomination Committee

Sub-committees responsible for remuneration : None

Sub-committees responsible for corporate governance : Corporate Governance and Sustainability Committee:

Sub-committees responsible for corporate sustainability development : Corporate Governance and Sustainability 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. RICHARD DAVID HAN Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration	President and Chief Executive Officer	26 Jul 1993	Electronic Components, Marketing, Leadership, Strategic Management
2. Mr. TERRENCE PHILIP WEIR [1] Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Economics	Vice President and Chief Financial Officer	26 Jul 1993	Economics, Governance/ Compliance, Risk Management, IT Management, Corporate Social Responsibility, Finance, Accounting
3. Mr. SANJAY NIRENDRA MITRA Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Engineering	Executive Vice President and COO for Semiconductor	29 Apr 2022	Electronic Components, Marketing, Strategic Management, Engineering
4. Mr. INSUK KIM Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Vice President & COO for Microelectron	29 Apr 2022	Automotive, Engineering, Strategic Management, Electronic Components

5.	Ms. Achara Chaicharncheep [2] Gender: Female Age: 54 years old Highest level of education: Bachelor's degree Major: Accounting	Finance and Accounting Senior Manager	14 Oct 2013	Accounting, Finance
6.	Mr. Wichai Sukprasertkul Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Engineering	Vice President And General Manager Hana- Lamphun	1 Jan 2022	Electronic Components, Engineering, Marketing, Corporate Management, Leadership, Strategic Management, Risk Management

[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)	25,968,662.00	35,010,006.00	34,377,265.00

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)	: 964
Number of female employees (persons)	: 2,175
Total number of employees (persons)	: 3,139

Employee Remuneration

Total employee remuneration	: 1,839,176,989.84
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Provident fund

Total number of employees (persons)	: 3,139
Number of employees contributing to the PVD (persons)	: 2,909
Percentage of employees who are members (%)	: 92.67

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Achara Chaicharncheep	acharach@hanabk.th.com	025511297-8 # 207

- Company secretary

General information	Email	Telephone
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1.	Ms. Jirapa Kongmanee	jirapak@hanabk.th.com	02-551-1297-8 #117
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• Head of internal audit

General information	Email	Telephone
1. Ms. Jirapa Kongmanee	jirapak@hanabk.th.com	02-551-1297-8 #117

• Head of compliance unit

General information	Email	Telephone
1. Ms. Jirapa Kongmanee	jirapak@hanabk.th.com	02-551-1297-8 # 117

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Ms. Kamontip Lertwitworatep Email: Kamontip. Lertwitworatep@th.ey.com Telephone: 02-264-9090 #77027</p> <p>2. Mrs. Sarinda Hirunprasurtwutti Email: Sarinda. Hirunprasurtwutti@th.ey.com Telephone: 02-264-9090</p> <p>3. Mr. Wichart Lokatekrawee Email: Wichart. Lokatekrawee@th.ey.com Telephone: 02-264-9090</p>	4,200,000.00	<p>Details: 1. BOI audit fee</p> <p>2. Inventory destruction fee</p> <p>Total service fee (baht): 810,000.00</p>

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. JOHN THOMPSON Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 1 Jan 2017	Audit, Governance/ Compliance, Finance, Accounting
2. Mrs. SUNUN THONGBAI Gender: Female Age: 62 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: 1 Dec 2022	Accounting, Finance, Audit, Marketing, Project Management
3. Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 1 Dec 2022	Industrial Materials & Machinery, Electronic Components, Human Resource Management, Audit, Project Management, Corporate Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. JOHN THOMPSON	Chairman of the board	Participating
Mr. RICHARD DAVID HAN	Director	Participating
Mr. TERRENCE PHILIP WEIR	Director	Participating
Ms. PORNPAN ABHAMONGKOL	Director	Participating
Mr. SANJAY NIRENDRA MITRA	Director	Participating
Mr. INSUK KIM	Director	Participating
Mrs. SUNUN THONGBAI	Director	Participating
Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Director	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) : 6

Date of AGM meeting : 28 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. JOHN THOMPSON (Chairman of the board)	-	6/6	Participating	Did not hold the meeting

2.	Mr. RICHARD DAVID HAN (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mr. TERRENCE PHILIP WEIR (Director)	-	6/6	Participating	Did not hold the meeting
4.	Ms. PORNPAN ABHAMONGKOL (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. SANJAY NIRENDRA MITRA (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. INSUK KIM (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mrs. SUNUN THONGBAI (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER (Director)	-	6/6	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. JOHN THOMPSON (Chairman of the board)	-	663,250.00	47,375.00	No
2.	Mr. RICHARD DAVID HAN (Director)	-	0.00	0.00	No
3.	Mr. TERRENCE PHILIP WEIR (Director)	-	0.00	0.00	No
4.	Ms. PORNPAN ABHAMONGKOL (Director)	-	368,225.00	28,325.00	No
5.	Mr. SANJAY NIRENDRA MITRA (Director)	-	0.00	0.00	No
6.	Mr. INSUK KIM (Director)	-	0.00	0.00	No
7.	Mrs. SUNUN THONGBAI (Director)	-	368,225.00	0.00	No
8.	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER (Director)	-	368,225.00	0.00	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. JOHN THOMPSON (Chairman of the audit committee)	-	4/4
2.	Ms. PORNPAN ABHAMONGKOL (Audit committee)	-	4/4
3.	Mrs. SUNUN THONGBAI (Audit committee)	-	4/4
4.	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER (Audit committee)	-	4/4