



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

FOOD AND DRINKS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	5
Corporate Governance	
Corporate Governance Policy	10
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	11
Performance Report on Corporate Governance	19

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : FOOD AND DRINKS PUBLIC COMPANY LIMITED

Symbol : F&D

Address : 15th Floor, Regent House Bldg., 183 Rajdamri Rd., Lumpini,
Patumwan

Province : Bangkok

Postcode : 10330

Business : The company is in the main business of manufacture and sales of food products both for export and local markets. The food products include processed fruits, vegetables, and meat products . The type of products depends on customers' requirement. The products of the company include: fruits, vegetables, spices and food in sealed containers, meat products include beef sauce, ready-to-eat, frozen fruits and vegetables, juices and drinks.

Registration Number : 0107536001192

Telephone : 0-2253-5232-33

Fax (if applicable) : 02-0700733

Website : www.foodanddrinks.co.th

Email : info@foodanddrinks.co.th

Total Shares Sold (shares)

Common Stock : 17,624,308

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)	739,300.04	731,648.20	792,627.77
Food and Drink (Thousand baht)	737,775.03	730,018.21	790,013.00
Other (Thousand baht)	1,525.01	1,629.99	2,614.77

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Food and Drink (%)	99.79	99.78	99.67
Other (%)	0.21	0.22	0.33

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	739,300.04	731,648.20	792,627.77
Domestic (Thousand baht)	295,887.24	312,028.58	329,831.00
International (Thousand baht)	443,412.80	419,619.62	462,796.77

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	40.02	42.65	41.61
International (%)	59.98	57.35	58.39

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	18,469.67	18,014.83	21,246.71
Other income from operations (Thousand baht)	18,469.67	18,014.83	21,246.71
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)	7,733.19	16,606.90	13,772.00

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	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)

Develop products that do not meet customer needs.

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Product Quality & Standards

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Employee turnover

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

Legal Risk on signed contract

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Legal risk

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, 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
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	24,803.43	22,563.11	31,146.26
Gasoline (Litres)	2,180.53	2,418.88	371.54
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	58,140.00	56,754.00	53,830.00
LPG (Kilograms)	22,544.00	13,920.00	11,520.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	8,337,980.00	7,784,091.00	7,333,889.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	581,641.00	556,757.00	532,639.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	112,721.40	93,910.00	167,276.00
Hazardous waste (Kilograms)	2,403.90	1,490.00	0.00
Total waste generated (Kilograms)	115,125.30	95,400.00	167,276.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	3,644.00	3,903.00	3,622.00
Scope 2 (Tons of carbon dioxide equivalents)	4,157.00	3,211.00	2,536.00
Scope 3 (Tons of carbon dioxide equivalents)	8,550.00	15,896.00	15,646.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	16,351.00	23,010.00	21,804.00

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

Third-party verification : Yes

Name of verifying organization : LRQA (Thailand) Limited

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, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2022	2023	2024
Number of male employees (Persons)	233	195	216
Number of female employees (Persons)	409	339	329
Total number of employees (Persons)	642	534	545

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	97,970,000.00	87,950,000.00	92,200,000.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	60.00	72.00	80.00
Employee development and training expenses (baht)	50,000.00	68,000.00	70,000.00

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	3	4	10

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	48.00	47.00	35.78

• **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

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, 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	11	100.00
Number of male directors	8	72.73
Number of female directors	3	27.27
Number of executive directors	4	36.36
Number of non-executive directors	7	63.64
Number of independent directors	4	36.36

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. PHIRASILP SUBHAPHOLSIRI Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	15 May 2009	Economics, Banking, Internal Control, Strategic Management, Risk Management

2.	Mr. UDOM KAROONKORNSAKUL Gender: Male Age: 89 years old Highest level of education: Below a bachelor's degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Jun 1994	Agribusiness
3.	Mrs. CHINTANA ASDORNNITHEE Gender: Female Age: 85 years old Highest level of education: Below a bachelor's degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	7 Jun 1994	Food & Beverage
4.	Mr. KASEM DEEMAITREE Gender: Male Age: 89 years old Highest level of education: Bachelor's degree Major: Food Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	7 Jun 1994	Food & Beverage
5.	Mr. CHUN-NAM WONG Gender: Male Age: 76 years old Highest level of education: Below a bachelor's degree Major: - Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Original director	7 Jun 1994	Business Administration

6.	<p>Ms. HUAI HUI LEE</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 (Executive)</p> <p>Director type: Original director</p>	7 Jun 1994	Food & Beverage
7.	<p>Mr. HUAI HSIN LEE</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	28 Apr 1995	Engineering
8.	<p>Mr. SUMET CHEY-ONANUND</p> <p>Gender: Male</p> <p>Age: 81 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	29 Apr 2008	Accounting, Finance, Data Analysis, Audit
9.	<p>Ms. CHAOVANA VIWATPANACHATI</p> <p>Gender: Female</p> <p>Age: 63 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 (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	29 Apr 2009	Accounting, Finance, Audit, Internal Control

10.	Mr. ADITEP NONTRATIP Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Food Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	15 May 2009	Food & Beverage
11.	Mr. SANSEARN NILRAT Gender: Male Age: 70 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	13 May 2016	Audit, Business Administration

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.	<p>Ms. CHAOVANA VIWATPANACHATI [1]</p> <p>Gender: Female</p> <p>Age: 63 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>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	13 May 2011	Accounting, Finance, Audit, Internal Control
2.	<p>Mr. SUMET CHEY-ONANUND [1]</p> <p>Gender: Male</p> <p>Age: 81 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</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>	7 Sep 2001	Accounting, Finance, Data Analysis, Audit
3.	<p>Mr. SANSEARN NILRAT [1]</p> <p>Gender: Male</p> <p>Age: 70 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	15 Aug 2017	Audit, Business Administration

[1] A director with the accounting expertise needed to review financial statements

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk management committee	Mr. KASEM DEEMAITREE	Member
	Ms. HUAI HUI LEE	Chairman
	Mrs. CHINTANA ASDORNNITHEE	Member
	Mr. HUAI HSIN LEE	Member
	Mr. Suchat Thipmontien	Member
	Mr. Virat Apiwattanaphong	Member
Nominee and Remuneration committee	Mr. SANSERN NILRAT	Chairman
	Mr. SUMET CHEY-ONANUND	Member
	Mr. HUAI HSIN LEE	Member

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Nominee and Remuneration committee

Sub-committees responsible for remuneration : Nominee 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. Ms. HUAI HUI LEE Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	1 Jun 2023	Food & Beverage
2. Mr. KASEM DEEMAITREE Gender: Male Age: 89 years old Highest level of education: Bachelor's degree Major: Food Science	Executive Director	7 Jun 1994	Food & Beverage
3. Mrs. CHINTANA ASDORNNITHEE Gender: Female Age: 85 years old Highest level of education: Below a bachelor's degree Major: -	Executive Director	7 Jun 1994	Food & Beverage
4. Mr. HUAI HSIN LEE Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Director	28 Apr 1995	Engineering

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 216

Number of female employees (persons) : 329

Total number of employees (persons) : 545

Employee Remuneration

Total employee remuneration : 92,200,000.00

Provident fund

Total number of employees (persons) : 545

Number of employees contributing to the PVD (persons) : 185

Percentage of employees who are members (%) : 33.94

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. PHIRASILP SUBHAPHOLSIRI Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Business Administration 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: 15 May 2009	Economics, Banking, Internal Control, Strategic Management, Risk Management
2. Mr. KASEM DEEMAITREE Gender: Male Age: 89 years old Highest level of education: Bachelor's degree Major: Food Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 7 Jun 1994	Food & Beverage
3. Ms. CHAOVANA VIWATPANACHATI Gender: Female Age: 63 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: 29 Apr 2009	Accounting, Finance, Audit, Internal Control

4.	Mr. ADITEP NONTRATIP	Director	Date position was assumed:	Food & Beverage
	Gender: Male	(Non-executive)		
	Age: 59 years old		15 May 2009	
	Highest level of education:	Director type: Re-elected		
	Doctoral degree	as director		
	Major: Food Science			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PHIRASILP SUBHAPHOLSIRI	Chairman of the board	Non-participating
Mr. UDOM KAROONKORNSAKUL	Director	Non-participating
Mrs. CHINTANA ASDORNNITHEE	Director	Non-participating
Mr. KASEM DEEMAITREE	Director	Non-participating
Mr. CHUN-NAM WONG	Director	Non-participating
Ms. HUAI HUI LEE	Director	Participating
Mr. HUAI HSIN LEE	Director	Non-participating
Mr. SUMET CHEY-ONANUND	Director	Non-participating
Ms. CHAOVANA VIWATPANACHATI	Director	Non-participating
Mr. ADITEP NONTRATIP	Director	Non-participating
Mr. SANSERN NILRAT	Director	Non-participating

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 : 29 Apr 2025

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PHIRASILP SUBHAPHOLSIRI (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Mr. UDOM KAROONKORNSAKUL (Director)	-	5/6	Participating	Did not hold the meeting
3.	Mrs. CHINTANA ASDORNNITHEE (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. KASEM DEEMAITREE (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. CHUN-NAM WONG (Director)	-	4/6	Participating	Did not hold the meeting
6.	Ms. HUAI HUI LEE (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. HUAI HSIN LEE (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. SUMET CHEY-ONANUND (Director)	-	6/6	Participating	Did not hold the meeting
9.	Ms. CHAOVANA VIWATPANACHATI (Director)	-	6/6	Participating	Did not hold the meeting
10.	Mr. ADITEP NONTRATIP (Director)	-	6/6	Participating	Did not hold the meeting
11.	Mr. SANSEARN NILRAT (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. PHIRASILP SUBHAPHOLSIRI (Chairman of the board)	-	90,000.00	0.00	No
2.	Mr. UDOM KAROONKORNSAKUL (Director)	-	75,000.00	0.00	No

3.	Mrs. CHINTANA ASDORNNITHEE (Director)	-	90,000.00	0.00	No
4.	Mr. KASEM DEEMAITREE (Director)	-	90,000.00	N/A	N/A
5.	Mr. CHUN-NAM WONG (Director)	-	60,000.00	N/A	N/A
6.	Ms. HUAI HUI LEE (Director)	-	90,000.00	N/A	N/A
7.	Mr. HUAI HSIN LEE (Director)	-	90,000.00	N/A	N/A
8.	Mr. SUMET CHEY-ONANUND (Director)	-	90,000.00	N/A	N/A
9.	Ms. CHAOVANA VIWATPANACHATI (Director)	-	90,000.00	N/A	N/A
10.	Mr. ADITEP NONTRATIP (Director)	-	90,000.00	N/A	N/A
11.	Mr. SANSERN NILRAT (Director)	-	90,000.00	N/A	N/A

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.	Ms. CHAOVANA VIWATPANACHATI (Chairman of the audit committee)	-	5/5
2.	Mr. SUMET CHEY-ONANUND (Audit committee)	-	5/5
3.	Mr. SANSERN NILRAT (Audit committee)	-	5/5