



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**THANTAWAN INDUSTRY 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 : THANTAWAN INDUSTRY PUBLIC COMPANY LIMITED

Symbol : THIP

Address : 143-144, Moo 8, Soi Kangval 2 Petchakesem Rd, Omyai, Sampran,  
Nakornpathom

Province : Nakorn Phathom

Postcode : 73160

Business : Produce and distribution of plastic packaging and plastic  
products.

Registration Number : 0107537001749

Telephone : 02-811-4700, 02-273-8333

Fax (if applicable) : 02-431-3056

Website : [www.thantawan.com](http://www.thantawan.com)

Email : [attaphon@thantawan.com](mailto:attaphon@thantawan.com)

#### Total Shares Sold (shares)

Common Stock : 89,999,686

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)	3,760,755.41	4,072,740.49	3,410,930.67
General Plastic Bag (Thousand baht)	3,358,183.68	3,613,067.21	3,003,079.62
Drinking Straw (Thousand baht)	182,923.00	252,127.42	227,443.62
Other Products (Thousand baht)	219,648.73	207,545.86	180,407.43
Other revenue (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
General Plastic Bag (%)	89.30	88.71	88.04
Drinking Straw (%)	4.86	6.19	6.67
Other Products (%)	5.84	5.10	5.29
Other revenue (%)	0.00	0.00	0.00

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	3,760,755.41	4,072,740.49	3,410,930.67
Domestic (Thousand baht)	468,229.90	561,496.70	577,456.06
International (Thousand baht)	3,292,525.51	3,511,243.79	2,833,474.61

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	12.45	13.79	16.93
International (%)	87.55	86.21	83.07

#### Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	36,338.55	55,791.40	70,506.07
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	36,338.55	55,791.40	70,506.07

## 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	2,571.78	5,036.54	4,689.90

# 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)**

**Risk of failing to achieve sales targets**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Reliance on large customers or few customers

**Risk of failure to grow sales for Own brand:**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers

**Risk from delays in establishing new business venture**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- New business risk

Operational Risk

- Delays in the development of future projects

### **Risk from increased production costs**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

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

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

### **Risk from delays in sustainability projects**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Climate change and disasters

Operational Risk

- Climate change and disasters

Compliance Risk

- Change in laws and regulations

### **Risk from employee turnover in key positions**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

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

#### **Risk from flooding**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Climate change and disasters

#### **Risk of non-compliance with the Carbon Border Adjustment Mechanism (CBAM) of the European Union**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Compliance Risk

- Change in laws and regulations

# 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://thantawan.com/th/sustainability-development/>

### 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://thantawan.com/th/sustainability-development/>

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

	2021	2022	2023
Diesel (Litres)	71,481.15	73,335.42	69,344.83
Gasoline (Litres)	36,116.47	39,520.26	46,570.88
LPG (Kilograms)	N/A	N/A	6,120.00

###### • Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	22,651,660.00	22,172,724.00	26,077,435.79

## Water management

### • Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	79,375.00	69,494.00	78,028.00

## Waste management

### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	1,480,848.19	1,400,289.12	1,443,025.05
Hazardous waste (Kilograms)	177,448.20	195,860.52	187,660.00
<b>Total waste generated (Kilograms)</b>	<b>1,658,296.39</b>	<b>1,596,149.64</b>	<b>1,630,685.05</b>

## 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)	595.00	669.00	755.00
Scope 2 (Tons of carbon dioxide equivalents)	14,445.00	14,055.00	12,698.00
Scope 3 (Tons of carbon dioxide equivalents)	86,667.00	79,005.00	63,533.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>101,707.00</b>	<b>93,729.00</b>	<b>76,986.00</b>

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

Third-party verification : Yes

Name of verifying organization : Bureau Veritas Certification (Thailand) Limited

## 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://thantawan.com/th/investor-relation-th/the-articles-of-association/>

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

	2021	2022	2023
Number of male employees (Persons)	673	648	767
Number of female employees (Persons)	1,026	992	1,071
<b>Total number of employees (Persons)</b>	<b>1,699</b>	<b>1,640</b>	<b>1,838</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	132,781,549.44	534,308,450.54	505,921,528.16

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	2.05	4.64	1.94
Employee development and training expenses (baht)	518,352.00	459,602.00	859,250.00

##### • Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	24	23	17
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	57.80	70.79	57.67

• **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://thantawan.com/th/investor-relation-th/the-articles-of-association/>

#### 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

## 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	9	100.00
Number of male directors	6	66.67
Number of female directors	3	33.33
Number of executive directors	3	33.33
Number of non-executive directors	6	66.67
Number of independent directors	4	44.44

#### 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. PRAISUN WONGSMITH Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Re-elected as director	28 Apr 2014	Risk Management, Finance, Accounting, Economics

2.	<p>Mr. ASDAKORN LIMPITI</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</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>	1 Aug 2016	<p>Corporate Social Responsibility, Petrochemicals &amp; Chemicals, Engineering, Corporate Management, Risk Management</p>
3.	<p>Ms. SASITORN WONGVILAI</p> <p>Gender: Female</p> <p>Age: 57 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Political Science</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>	24 Apr 2018	<p>Audit, Finance, Accounting, Risk Management</p>
4.	<p>Mr. TANAI CHARINSARN</p> <p>Gender: Male</p> <p>Age: 50 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Computer Science</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>	22 Apr 2022	<p>Information &amp; Communication Technology, Engineering</p>
5.	<p>Mr. THITISAK SKULKROO</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	1 Jun 2019	<p>Law, Risk Management, Finance, Accounting</p>

6.	Mr. EKAPHOL PONGSTABHON Gender: Male Age: 59 years old Highest level of education: Master's degree Major: – Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Additional and newly-appointed directors	1 Jun 2023	Business Administration, Accounting, Finance, Sustainability, IT Management, Risk Management, Information & Communication Technology
7.	Mrs. POJANARD PRINYAPATPAKORN Gender: Female Age: 68 years old Highest level of education: Master's degree Major: Social Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	27 Jul 2000	Risk Management, Corporate Management, Corporate Social Responsibility, Sustainability
8.	Ms. NARISSAI MAHATHITIRAT Gender: Female Age: 54 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	9 Aug 2005	Finance, Accounting, Procurement, Corporate Management, IT Management
9.	Mr. TEERACHAI SIRITUNYANONT Gender: Male Age: 58 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	22 Apr 2022	Law, Corporate Management, IT Management, Finance, Accounting

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

General information	Position	Tenure	Replacement Director
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1.	Mr. NIVAT BANGSA-NGIAM	Director	Date position was assumed:	Mr. TANAI CHARINSARN
	Gender: Male	(Non-executive,		Date position was assumed:
	Age: 66 years old	Independent director)	22 Apr 2022	1 Jun 2023
	Highest level of education:		Date directorship ended:	
	Master's degree			
	Major: Business Administration		1 Jun 2023	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

### Other Information pertaining to committees

The Chairman is an independent director	: Yes
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: 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. Ms. SASITORN WONGVILAI [1] Gender: Female Age: 57 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Re-elected as director	24 Apr 2023	Audit, Finance, Accounting, Risk Management
2. Mr. ASDAKORN LIMPITI Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	1 Aug 2016	Corporate Social Responsibility, Petrochemicals & Chemicals, Engineering, Corporate Management, Risk Management
3. Mr. TANAI CHARINSARN [1] Gender: Male Age: 50 years old Highest level of education: Doctoral degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	1 Jun 2023	Information & Communication Technology, Engineering

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

#### List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. NIVAT BANGSA-NGIAM Gender: Male Age: 66 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)	Date position was assumed: 22 Apr 2022 Date directorship ended: 1 Jun 2023	Mr. TANAI CHARINSARN Date position was assumed: 1 Jun 2023

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

#### Executive Committee

##### List of executive committee members

General information	Position	Date position was assumed
1. Mrs. POJANARD PRINYAPATPAKORN Gender: Female Age: 68 years old Highest level of education: Master's degree Major: Social Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Jun 2023
2. Mr. THITISAK SKULKROO Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jun 2023

3.	Mr. EKAPHOL PONGSTABHON	Member of the executive committee	1 Jun 2023
	Gender: Male		
	Age: 59 years old		
	Highest level of education: Master's degree		
	Major: -		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. ASDAKORN LIMPITI	Chairman
	Mr. THITISAK SKULKROO	Member
	Mr. EKAPHOL PONGSTABHON	Member
Nomination Remuneration and Good Corporate Committee	Ms. SASITORN WONGVILAI	Member
	Mr. TANAI CHARINSARN	Member
	Mrs. POJANARD PRINYAPATPAKORN	Chairman
Audit Committee	Ms. SASITORN WONGVILAI	Chairman
	Mr. ASDAKORN LIMPITI	Member

### Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination Remuneration and Good Corporate Committee
Sub-committees responsible for remuneration	: Nomination Remuneration and Good Corporate Committee
Sub-committees responsible for corporate governance	: Nomination Remuneration and Good Corporate Committee
Sub-committees responsible for corporate sustainability development	: Nomination Remuneration and Good Corporate 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. EKAPHOL PONGSTABHON Gender: Male Age: 59 years old Highest level of education: Master's degree Major: -	Chief Executive Officer and Acting Chief Strategy Officer	1 May 2023	Business Administration, Accounting, Finance, Sustainability, IT Management, Risk Management, Information & Communication Technology
2. Ms. NARISSAI MAHATHITIRAT Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Interprocurement Adviser	28 Dec 2021	Finance, Accounting, Procurement, Corporate Management, IT Management
3. Mr. TEERACHAI SIRITUNYANONT Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Asst. Chief Executive Officer of CEO Office and Acting Chief Financial Officer	28 Dec 2021	Law, Corporate Management, IT Management, Finance, Accounting
4. Mr. Surasak Luangaramsri Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	Chief of Business Sales	28 Dec 2021	Marketing, Brand Management, Digital Marketing
5. Mr. Yotsapol Sangnil Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Finance	Asst. Chief Executive Officer of Investment Department	28 Dec 2021	Finance, Fund Management, Data Analysis, Statistics, Strategic Management

6.	Mr. Chanon Siriwong Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration	Asst. Chief Executive Officer of Marketing	1 Oct 2023	Marketing
7.	Mr. Siripat Goian Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Insurance science and risk management	Chief of human resource and sustainability	18 Jul 2022	Insurance, 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

Remark : Specified in the Charter of the Board of Directors, Section 13. Determination of remuneration for directors and the Chief Executive Officer.

### Remuneration

	2021	2022	2023
Total executive remuneration (baht)	46,419,344.00	52,636,312.00	44,491,487.00

### 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)	: 767
Number of female employees (persons)	: 1,071
<b>Total number of employees (persons)</b>	<b>: 1,838</b>

#### Employee Remuneration

Total employee remuneration	: 505,921,528.16
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#### Provident fund

Total number of employees (persons)	: 1,838
Number of employees contributing to the PVD (persons)	: 322
Percentage of employees who are members (%)	: 17.52

## 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. Boonrak Sungwaranond	boonrak@thantawan.com	02-273-8333

- Company secretary

General information	Email	Telephone
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1.	Mr. Attaphon Kriangkrai	attaphon@thantawan.com	02-273-8333
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• Head of internal audit

General information	Email	Telephone
1. Mr. Somkrit Krishnamra	somkrishnamra@deloitte.com	02034 0134

• Head of compliance unit

General information	Email	Telephone
1. Mr. Teerachai Siritunyanont	teerachai@thantawan.com	

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. Siriwan Suratepin Email: Siriwan.Suratepin@th.ey.com Telephone: -</p> <p>2. Mr. Wichart Lokatekrawee Email: Wichart.Lokatekrawee@th.ey.com Telephone: -</p> <p>3. Ms. Kamontip Lertwitworatep Email: Kamontip.Lertwitworatep@th.ey.com Telephone: -</p>	1,853,994.00	<p>Details: Engagement - Compliance with conditions stipulated in the investment promotion certificate</p> <p>Total service fee (baht): 200,000.00</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. PRAISUN WONGSMITH Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Economics 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: 28 Apr 2014	Risk Management, Finance, Accounting, Economics
2. Ms. SASITORN WONGVILAI Gender: Female Age: 57 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 24 Apr 2018	Audit, Finance, Accounting, Risk Management
3. Mrs. POJANARD PRINYAPATPAKORN Gender: Female Age: 68 years old Highest level of education: Master's degree Major: Social Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 27 Jul 2000	Risk Management, Corporate Management, Corporate Social Responsibility, Sustainability

• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. EKAPHOL PONGSTABHON Gender: Male Age: 59 years old Highest level of education: Master's degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Additional and newly-appointed directors	Date position was assumed: 1 Jun 2023	Business Administration, Accounting, Finance, Sustainability, IT Management, Risk Management, Information & Communication Technology

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PRAISUN WONGSMITH	Chairman of the board	Non-participating
Mr. ASDAKORN LIMPITI	Director	Participating
Ms. SASITORN WONGVILAI	Director	Participating
Mr. TANAI CHARINSARN	Director	Participating
Mr. THITISAK SKULKROO	Director	Non-participating
Mr. EKAPHOL PONGSTABHON	Director	Participating
Mrs. POJANARD PRINYAPATPAKORN	Director	Non-participating
Ms. NARISSAI MAHATHITIRAT	Director	Non-participating
Mr. TEERACHAI SIRITUNYANONT	Director	Non-participating
Mr. NIVAT BANGSA-NGIAM	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

## Meeting attendance and remuneration to each Board member (8.1.2)

### Meeting attendance of the board of directors

Number of board meetings (times) : 9

Date of AGM meeting : 24 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PRAISUN WONGSMITH (Chairman of the board)	-	9/9	Participating	Did not hold the meeting
2.	Mr. ASDAKORN LIMPITI (Director)	-	9/9	Participating	Did not hold the meeting
3.	Ms. SASITORN WONGVILAI (Director)	-	9/9	Participating	Did not hold the meeting
4.	Mr. TANAI CHARINSARN (Director)	-	8/9	Participating	Did not hold the meeting
5.	Mr. THITISAK SKULKROO (Director)	-	9/9	Participating	Did not hold the meeting
6.	Mr. EKAPHOL PONGSTABHON (Director)	-	5/9	Non-participating	Did not hold the meeting
7.	Mrs. POJANARD PRINYAPATPAKORN (Director)	-	9/9	Participating	Did not hold the meeting
8.	Ms. NARISSAI MAHATHITIRAT (Director)	-	7/9	Participating	Did not hold the meeting
9.	Mr. TEERACHAI SIRITUNYANONT (Director)	-	9/9	Participating	Did not hold the meeting
10.	Mr. NIVAT BANGSA-NGIAM (Director)	1 Jun 2023	4/9	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. PRAISUN WONGSMITH (Chairman of the board)	-	180,000.00	600,000.00	Yes
2.	Mr. ASDAKORN LIMPITI (Director)	-	270,000.00	420,000.00	Yes
3.	Ms. SASITORN WONGVILAI (Director)	-	260,000.00	420,000.00	Yes
4.	Mr. TANAI CHARINSARN (Director)	-	160,000.00	420,000.00	Yes
5.	Mr. THITISAK SKULKROO (Director)	-	350,000.00	420,000.00	Yes
6.	Mr. EKAPHOL PONGSTABHON (Director)	-	0.00	245,000.00	Yes
7.	Mrs. POJANARD PRINYAPATPAKORN (Director)	-	380,000.00	420,000.00	Yes
8.	Ms. NARISSAI MAHATHITIRAT (Director)	-	0.00	420,000.00	Yes
9.	Mr. TEERACHAI SIRITUNYANONT (Director)	-	0.00	420,000.00	Yes
10.	Mr. NIVAT BANGSA-NGIAM (Director)	1 Jun 2023	70,000.00	175,000.00	Yes

## 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) : 6

List of directors		Termination date	Number of the audit committee meeting
1.	Ms. SASITORN WONGVILAI (Chairman of the audit committee)	-	6/6
2.	Mr. ASDAKORN LIMPITI (Audit committee)	-	6/6
3.	Mr. TANAI CHARINSARN (Audit committee)	-	3/6
4.	Mr. NIVAT BANGSA-NGIAM (Audit committee)	1 Jun 2023	3/6