



# **Annual Registration Statement / Annual Report**

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

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

**GMM Grammy Public Company Limited**

Fiscal Year End 31 December 2024



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# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : GMM Grammy Public Company Limited

Symbol : GRAMMY

Address : 50 GMM Grammy Place, 50 Sukhumvit21 Road (Asoke), Khlong Toei Nuea, Watthana, Bangkok.

Province : Bangkok

Postcode : 10110

Business : The company that conduct business by holding shares in other companies (Holding Company) focusing on integrated entertainment business.

Registration Number : 0107537000955

Telephone : 0-2669-9000

Fax (if applicable) : 0-2669-9009

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

Email : [IR@gmmgrammy.com](mailto:IR@gmmgrammy.com)

#### Total Shares Sold (shares)

Common Stock : 819,949,729

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)	5,321,584.98	5,990,856.39	6,242,850.63
Music business (Thousand baht)	3,043,131.34	3,929,845.42	4,063,426.22
Home Shopping business (Thousand baht)	1,364,562.14	1,369,493.78	1,166,261.70
Other income (Interest earned,Dividend received etc.) (Thousand baht)	100,027.62	59,469.94	77,445.80
Movie business (Thousand baht)	446,196.79	354,230.12	695,752.78
Satellite Television business (Thousand baht)	198,148.49	152,195.32	127,474.95
Media business (Thousand baht)	80,335.43	77,484.80	77,092.39
Others business (Thousand baht)	89,183.17	48,137.01	35,396.79
	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Music business (%)	57.18	65.60	65.09
Home Shopping business (%)	25.64	22.86	18.68
Other income (Interest earned,Dividend received etc.) (%)	1.88	0.99	1.24
Movie business (%)	8.38	5.91	11.14
Satellite Television business (%)	3.72	2.54	2.04
Media business (%)	1.51	1.29	1.23
Others business (%)	1.68	0.80	0.57

**By Geographical Area or Market**

	2022	2023	2024
Total revenue from operations (Thousand baht)	5,321,584.98	5,990,856.39	6,242,850.63
Domestic (Thousand baht)	4,325,969.39	4,785,732.54	4,884,642.67
International (Thousand baht)	995,615.59	1,205,123.85	1,358,207.96
United States of America (Thousand baht)	820,727.72	385,000.93	158,138.49
Ireland (Thousand baht)	0.00	657,716.70	606,843.79
China (Thousand baht)	66,962.70	78,183.78	169,597.60
Other countries (Thousand baht)	107,925.17	84,222.44	423,628.08

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	81.29	79.88	78.24
International (%)	18.71	20.12	21.76
United States of America (%)	82.43	31.95	11.64
Ireland (%)	0.00	54.58	44.68
China (%)	6.73	6.49	12.49
Other countries (%)	10.84	6.99	31.19

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

	2022	2023	2024
Total other income (Thousand baht)	100,027.62	59,469.94	77,445.80
Other income from operations (Thousand baht)	100,027.62	59,469.94	77,445.80
Dividend income (Thousand baht)	9,592.90	8,393.20	18,460.86
Finance income (Thousand baht)	1,856.64	2,607.91	5,537.81

Others (Thousand baht)	88,578.08	48,468.83	53,447.13
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)	175,095.04	122,743.15	131,772.16

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)

### Risks from copyrights infringement

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Other

### Risk from being unable to continue the business from the event of force majeure

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Climate change and disasters

### Risk from rapid change of technology and consumer behavior

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

### The risk of relying on individual talents

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Reliance on employees in key positions

**Risk from the business operation by investing in other companies**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Other

# 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://grammy-th.listedcompany.com/sustainability\\_policy.html?menu=cg](https://grammy-th.listedcompany.com/sustainability_policy.html?menu=cg)  
(if applicable)

### Environmental Aspect (3.3)

#### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : [https://grammy-th.listedcompany.com/environmental\\_policy.html](https://grammy-th.listedcompany.com/environmental_policy.html)  
(if applicable)

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

### Results with Respect to the Environmental Aspect (3.3.2)

#### Energy management

##### • Fuel consumption

	2022	2023	2024
Diesel (Litres)	4,000.00	10,606.29	0.00
Gasoline (Litres)	3,500.00	30,394.69	48,327.76

##### • Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,101,282.00	1,660,491.95	743,571.58

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	25,000.00	0.00	0.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	36,000.00	36,000.00	13,088.35
Hazardous waste (Kilograms)	2,000.00	N/A	0.00
Total waste generated (Kilograms)	38,000.00	36,000.00	13,088.35

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	777.87	105.00	116.13
Scope 2 (Tons of carbon dioxide equivalents)	N/A	831.00	371.71
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	777.87	936.00	487.84

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : ECEE Company 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://grammy-th.listedcompany.com/misc/cg-e-book/grammy-cg-manual-th.pdf>

Company human right guideline : Employee Rights, 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)	291	56	43
Number of female employees (Persons)	412	76	65
<b>Total number of employees (Persons)</b>	<b>703</b>	<b>132</b>	<b>108</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	0.00	0.00	220,491,309.00

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	7.50	7.75	6.50
Employee development and training expenses (baht)	514,948.00	853,314.13	86,029.30

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

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

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	22.19	91.67	231.48

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No

# Corporate Governance Policy

## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://grammy-th.listedcompany.com/misc/cg-e-book/grammy-cg-manual-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	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
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. PAIBOON DAMRONGCHAITHAM Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Original director	25 Mar 1994	Corporate Management, Marketing, Leadership, Media & Publishing, Human Resource Management

2.	<p>Ms. BOOSABA DAORUENG</p> <p>Gender: Female</p> <p>Age: 72 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Liberal Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Executive)</p> <p>Director type: Original director</p>	25 Mar 1994	Human Resource Management, Marketing, Governance/ Compliance, Media & Publishing, Corporate Management
3.	<p>Ms. SUWIMON CHUNGJOTIKAPISIT</p> <p>Gender: Female</p> <p>Age: 72 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	13 Nov 2010	Strategic Management, Human Resource Management, Marketing, Governance/ Compliance, Media & Publishing
4.	<p>Mr. NARIS CHAIYASOOT</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</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>	20 Mar 2013	Finance, Accounting, Economics, Marketing, Governance/ Compliance
5.	<p>Mr. CHANITR CHARNCHAINARONG</p> <p>Gender: Male</p> <p>Age: 61 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 (Non-executive, Independent director)</p> <p>Director type: Original director</p>	13 Nov 2015	Finance, Accounting, Risk Management, Governance/ Compliance, Corporate Management

6.	Mr. PHAWIT CHITRAKORN Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	28 Apr 2017	Human Resource Management, Marketing, Governance/ Compliance, Digital Marketing, Leadership
7.	Mr. FAHMAI DAMRONGCHAITHAM Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	12 May 2017	Strategic Management, Corporate Management, Marketing, Media & Publishing, Digital Marketing
8.	Mr. SUNYALUCK CHAIKAJORNWAT Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	23 Dec 2020	Law
9.	Mr. THANA THIENACHARIYA Gender: Male Age: 55 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: Newly appointed director to replace ex-director	29 Apr 2024	Leadership, Strategic Management, Marketing, Business Administration, Human Resource Management

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

General information	Position	Tenure	Replacement Director
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1.	Mr. SUVIT MAPAISANSIN	Director	Date position was	No replacement director
	Gender: Male	(Non-executive,	assumed:	
	Age: 65 years old	Independent director)	29 Apr 2015	
	Highest level of education:		Date directorship	
	Master's degree		ended:	
	Major: Business Administration		30 Apr 2024	
	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 : 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. NARIS CHAIYASOOT [1] Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	20 Mar 2013	Finance, Accounting, Economics, Marketing, Governance/ Compliance
2.	Mr. CHANITR CHARNCHAINARONG Gender: Male Age: 61 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	13 Nov 2015	Finance, Accounting, Risk Management, Governance/ Compliance, Corporate Management
3.	Mr. SUNYALUCK CHAIKAJORNWAT Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Re-elected as director	23 Dec 2020	Law

4.	Mr. THANA THIENACHARIYA	Audit committee	29 Apr 2024	Leadership, Strategic
	Gender: Male	(Non-executive,		Management, Marketing,
	Age: 55 years old	Independent director)		Business Administration,
	Highest level of education:			Human Resource Management
	Master's degree	Director type: Newly		
	Major: Business Administration	appointed director to		
	Thai nationality: Yes	replace ex-director		
	Residing in Thailand: Yes			

[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. SUVIT MAPAISANSIN [1] Gender: Male Age: 65 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: 13 May 2015 Date directorship ended: 30 Apr 2024	No replacement director

[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. Ms. BOOSABA DAORUENG Gender: Female Age: 72 years old Highest level of education: Bachelor's degree Major: Liberal Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	11 May 2012

2.	Mr. Kittisak Chuangaroon Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	15 May 2019
3.	Mr. PHAWIT CHITRAKORN Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Feb 2016
4.	Mr. FAHMAI DAMRONGCHAITHAM Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Feb 2017
5.	Ms. Janjira Panitpon Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Nov 2023

Remark : Ms. Janjira Panitpon served as Chief Financial Officer from September 1, 2023, to November 15, 2024. She has resigned and ceased to be an employee of the Company, effective November 16, 2024.

## Other sub-committees

## Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. NARIS CHAIYASOOT	Chairman
	Ms. SUWIMON CHUNGJOTIKAPISIT	Member
	Mr. THANA THIENACHARIYA	Member
Risk Management Committee	Ms. BOOSABA DAORUENG	Chairman
	Mr. PHAWIT CHITRAKORN	Member
	Mr. FAHMAI DAMRONGCHAITHAM	Member
	Mr. Kittisak Chuangaroon	Member
	Ms. Janjira Panitpon	Member
Corporate Governance and Ethics Committee	Ms. BOOSABA DAORUENG	Chairman
	Mr. PHAWIT CHITRAKORN	Member
	Mr. SUNYALUCK CHAIKAJORNWAT	Member
	Mr. THANA THIENACHARIYA	Member
Group Executive Committee	Ms. BOOSABA DAORUENG	Chairman
	Mr. Kittisak Chuangaroon	Vice chairman
	Mr. PHAWIT CHITRAKORN	Member
	Mr. FAHMAI DAMRONGCHAITHAM	Member
	Ms. Janjira Panitpon	Member

## Roles of Sub-committees

Sub-committees responsible for risk management	: 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	: Corporate Governance and Ethics Committee
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. BOOSABA DAORUENG Gender: Female Age: 72 years old Highest level of education: Bachelor's degree Major: Liberal Arts	GROUP CHIEF EXECUTIVE OFFICER	27 Feb 2012	Human Resource Management, Marketing, Governance/ Compliance, Media & Publishing, Corporate Management
2. Mr. PHAWIT CHITRAKORN Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Executive Officer-Music	1 Jan 2016	Human Resource Management, Marketing, Governance/ Compliance, Digital Marketing, Leadership
3. Mr. FAHMAI DAMRONGCHAITHAM Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Communication Arts	(Acting) Chief Investment Officer	27 Feb 2018	Strategic Management, Corporate Management, Marketing, Media & Publishing, Digital Marketing
4. Mr. Kittisak Chuangaroon Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Communication Arts	(Acting) CEO-Goods	1 Sep 2023	Media & Publishing, Marketing, Human Resource Management, Strategic Management, Budgeting
5. Ms. Janjira Panitpon [1] Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Officer	1 Sep 2023	Business Administration, Accounting, Finance, Data Analysis, Audit

6.	Ms. Sireetorn Srisungworn [1] Gender: Female Age: 38 years old Highest level of education: Master's degree Major: Economics	(Acting) Chief Financial Officer	27 Nov 2024	Economics, Finance & Securities, Finance, Data Analysis, Negotiation
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[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Remuneration policy for executives (7.4.2 – 7.4.3)

### 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) : 43

Number of female employees (persons) : 65

**Total number of employees (persons) : 108**

#### Employee Remuneration

Total employee remuneration : 220,491,309.00

#### Provident fund

Total number of employees (persons) : 108

Number of employees contributing to the PVD (persons) : 85

Percentage of employees who are members (%) : 78.70

## 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. Patchara Kiticunanon	patchara.kit@gmmgrammy.com	0 2669 9013
2. Mr. Wachirawit Chunlaphongsakul	wachirawit.chu@gmmgrammy.com	0 2669 9013

Remark : The Board of Directors’ Meeting No. 3/2024 on July 31, 2024, a resolution to approve the change and appointment of Mr. Wachirawit Chunlaphongsakul as the person responsible for overseeing the company’s accounting operations, replacing Ms. Patchara Kiticunanon, effective from May 31, 2024, onwards

• Company secretary

General information	Email	Telephone
1. Mrs. Somsuda Ruampumsuk	somsuda.rua@gmmgrammy.com	0 2669 9291

• Head of internal audit

General information	Email	Telephone
1. Mr. Wichai Santadanuwat	wichai@gmmgrammy.com	0 2669 9728

• Head of compliance unit

General information	Email	Telephone
1. Mrs. Somsuda Ruampumsuk	somsuda.rua@gmmgrammy.com	026699291

• Head of investor relations

General information	Email	Telephone
1. Ms. Panisara Pattanaveerangkoon	panisara.pat@gmmgrammy.com	0 2669 8184

## Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Mr KHITSADA LERDWANA Email: khitsada.lerdwana@th.ey.com Telephone: 0 2264 9090</p> <p>2. Mrs POONNARD PAOCHAROEN Email: Poonnard.Wattanawong@th.ey.com Telephone: 0 2264 9090</p>	2,280,000.00	<p>Details: In 2024, the company has Non-Audit service fees from EY Office Limited, totaling 7,010,065 baht, details as follows:</p> <ul style="list-style-type: none"> <li>- Tax advisory fee in the amount of 150,065 baht</li> <li>- Accounting consulting fees in the amount of 2,900,000 baht</li> <li>- Consulting fee regarding the company's restructuring project in the amount of 3,800,000 baht.</li> <li>- Accounting training course fees in the amount of 160,000 baht</li> </ul> <p>Total service fee (baht): 7,010,065.00</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. Ms. SUWIMON CHUNGJOTIKAPISIT Gender: Female Age: 72 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 13 Nov 2010	Strategic Management, Human Resource Management, Marketing, Governance/ Compliance, Media & Publishing
2. Mr. SUNYALUCK CHAIKAJORNWAT Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 23 Dec 2020	Law

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

General information	Position	Date position was assumed	Experience and expertise
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1.	Mr. THANA THIENACHARIYA	Director	Date position was assumed:	Leadership, Strategic Management, Marketing, Business Administration, Human Resource Management
	Gender: Male	(Non-executive, Independent director)	29 Apr 2024	
	Age: 55 years old			
	Highest level of education: Master's degree	Director type: Newly appointed director to replace ex-director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PAIBOON DAMRONGCHAITHAM	Chairman of the board	Participating
Ms. BOOSABA DAORUENG	Vice Chairman	Non-participating
Ms. SUWIMON CHUNGJOTIKAPISIT	Director	Non-participating
Mr. NARIS CHAIYASOOT	Director	Non-participating
Mr. CHANITR CHARNCHAINARONG	Director	Non-participating
Mr. PHAWIT CHITRAKORN	Director	Participating
Mr. FAHMAI DAMRONGCHAITHAM	Director	Non-participating
Mr. SUNYALUCK CHAIKAJORNWAT	Director	Non-participating
Mr. THANA THIENACHARIYA	Director	Non-participating
Mr. SUVIT MAPAISANSIN	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) : 10

Date of AGM meeting : 29 Apr 2024

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. PAIBOON DAMRONGCHAITHAM (Chairman of the board)	-	10/10	Participating	Participating
2. Ms. BOOSABA DAORUENG (Vice Chairman)	-	10/10	Participating	Participating
3. Ms. SUWIMON CHUNGJOTIKAPISIT (Director)	-	10/10	Participating	Participating
4. Mr. NARIS CHAIYASOOT (Director)	-	10/10	Participating	Participating
5. Mr. CHANITR CHARNCHAINARONG (Director)	-	10/10	Participating	Participating
6. Mr. PHAWIT CHITRAKORN (Director)	-	10/10	Participating	Participating
7. Mr. FAHMAI DAMRONGCHAITHAM (Director)	-	9/10	Participating	Participating
8. Mr. SUNYALUCK CHAIKAJORNWAT (Director)	-	10/10	Participating	Participating
9. Mr. THANA THIENACHARIYA (Director)	-	9/9	Non-participating	Participating
10. Mr. SUVIT MAPAISANSIN (Director)	30 Apr 2024	1/1	Participating	Non-participating

#### Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. PAIBOON DAMRONGCHAITHAM (Chairman of the board)	-	200,000.00	600,000.00	No
2. Ms. BOOSABA DAORUENG (Vice Chairman)	-	0.00	0.00	No
3. Ms. SUWIMON CHUNGJOTIKAPISIT (Director)	-	200,000.00	240,000.00	No
4. Mr. NARIS CHAIYASOOT (Director)	-	200,000.00	240,000.00	No
5. Mr. CHANITR CHARNCHAINARONG (Director)	-	200,000.00	240,000.00	No
6. Mr. PHAWIT CHITRAKORN (Director)	-	0.00	0.00	No
7. Mr. FAHMAI DAMRONGCHAITHAM (Director)	-	0.00	0.00	No

8.	Mr. SUNYALUCK CHAIKAJORNWAT (Director)	-	200,000.00	240,000.00	No
9.	Mr. THANA THIENACHARIYA (Director)	-	180,000.00	160,000.00	No
10.	Mr. SUVIT MAPAISANSIN (Director)	30 Apr 2024	20,000.00	80,000.00	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) : 8

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. NARIS CHAIYASOOT (Chairman of the audit committee)	-	8/8
2.	Mr. CHANITR CHARNCHAINARONG (Audit committee)	-	8/8
3.	Mr. SUNYALUCK CHAIKAJORNWAT (Audit committee)	-	8/8
4.	Mr. THANA THIENACHARIYA (Audit committee)	-	5/5
5.	Mr. SUVIT MAPAISANSIN (Audit committee)	30 Apr 2024	3/3