

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

MAJOR CINEPLEX GROUP PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023

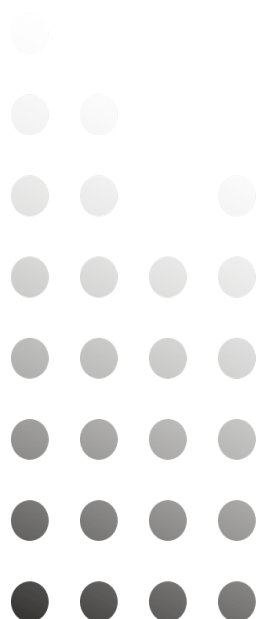


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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : MAJOR CINEPLEX GROUP PUBLIC COMPANY LIMITED

Symbol : MAJOR

Address : 1839,1839/1,1839/6 Phaholyothin Rd., Ladyao, Jatuchak

Province : Bangkok

Postcode : 10900

Business : The Company with core business in cinema, bowling, karaoke, ice skating, retails space, film distribution and advertising media.

Registration Number : 0107545000047

Telephone : 0-2511-5427-36

Fax (if applicable) : 0-2511-5220

Website : <http://www.majorcineplex.com>

Email : ir@majorcineplex.com

Total Shares Sold (shares)

Common Stock : 894,667,502

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)	3,010,000.00	6,388,000.00	8,551,000.00
Cinema business (Thousand baht)	2,346,000.00	5,192,000.00	7,106,000.00
Advertising business (Thousand baht)	190,000.00	428,000.00	536,000.00
Bowling and Karaoke business (Thousand baht)	86,000.00	337,000.00	475,000.00
Rental and Services business (Thousand baht)	273,000.00	236,000.00	245,000.00
Movie content business (Thousand baht)	115,000.00	195,000.00	189,000.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Cinema business (%)	77.94	81.28	83.10
Advertising business (%)	6.31	6.70	6.27
Bowling and Karaoke business (%)	2.86	5.28	5.55
Rental and Services business (%)	9.07	3.69	2.87
Movie content business (%)	3.82	3.05	2.21

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	3,010,000.00	6,388,000.00	8,551,000.00
Domestic (Thousand baht)	2,895,000.00	5,949,000.00	7,977,744.00
International (Thousand baht)	115,000.00	439,000.00	573,256.00

Cambodia (Thousand baht)	95,000.00	371,000.00	487,398.00
Laos (Thousand baht)	19,000.00	68,000.00	85,858.00
Other countries (Thousand baht)	1,000.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	96.18	93.13	93.30
International (%)	3.82	6.87	6.70
Cambodia (%)	82.61	84.51	85.02
Laos (%)	16.52	15.49	14.98
Other countries (%)	0.87	0.00	0.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	355,500.00	360,931.00	182,847.00
Other income from operations (Thousand baht)	355,500.00	360,931.00	182,847.00
Dividend (Thousand baht)	0.00	45,460.00	73,638.00
Management fee income (Thousand baht)	33,135.00	32,077.00	31,724.00
Interest income (Thousand baht)	19,609.00	14,305.00	15,387.00
Income from property tax (Thousand baht)	19,802.00	15,511.00	17,617.00
Insurance claims (Thousand baht)	2,756.00	136,328.00	35,956.00
Leases payment discount (Thousand baht)	219,863.00	88,079.00	0.00
Others (Thousand baht)	60,334.00	29,172.00	3,262.00
Other income not from operations (Thousand baht)	3,162,793.00	126,171.00	346,280.00

Share of profit of joint ventures and associates accounted for using equity method

	2021	2022	2023
Share of profit (Thousand baht)	391,710.00	-43,820.00	104,677.00

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	1,522.00	2,010.00	5,412.00

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)

Risk management covering environmental, social and corporate governance (ESG)

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation

Operational Risk

- Reliance on employees in key positions
- Shortage or fluctuation in pricing of raw materials or productive resources
- Product obsolescence
- Information security and cyber-attack
- Delays in the development of future projects
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact from population structure

- Impact on human rights

- Corruption

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://investor.majorcineplex.com/th/sustainable-development/sustainability/policy-and-procedures>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://investor.majorcineplex.com/storage/download/corporate-governance/major-occupational-health-environment-safety-policy-th.pdf>

Company environmental guideline : Electricity 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

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	25,483.86	34,150.00	36,512.70

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	224,000.00	296,000.00	325,000.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	3,566,000.00	3,763,000.00	0.00
Total waste generated (Kilograms)	3,566,000.00	3,763,000.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	19,282.49	19,282.49	19,282.49
Scope 1 (Tons of carbon dioxide equivalents)	17.49	18.02	22.00
Scope 2 (Tons of carbon dioxide equivalents)	15,044.44	14,894.00	19,260.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	15,061.93	14,912.02	19,282.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://investor.majorcineplex.com/storage/download/corporate-governance/major-business-human-rights-th.pdf>

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)	1,286	1,294	1,474
Number of female employees (Persons)	1,332	1,225	1,409
Total number of employees (Persons)	2,618	2,519	2,883

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	371,508,499.00	545,283,912.00	607,068,893.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	14,294.00	18,273.00	19,388.00
Employee development and training expenses (baht)	935,214.72	2,238,215.00	4,300,000.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	4	3	14
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	43.51	61.14	54.49

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy	: Yes
Company website on corporate governance policy	: https://investor.majorcineplex.com/storage/download/corporate-governance/major-cg-maua-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
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Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct	: Yes
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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
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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	1	9.09
Number of non-executive directors	10	90.91
Number of independent directors	7	63.64

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
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1.	<p>Mr. PRASERT BUNSUMPUN</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education:</p> <p>Honorary degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	9 Nov 2022	<p>Engineering, Strategic Management, Corporate Management, Leadership, Commerce, Governance/ Compliance, Corporate Social Responsibility, Sustainability, Finance, Project Management, Risk Management, Change Management, Energy & Utilities, Paper & Printing Materials, Home & Office Products, Media & Publishing, Transportation & Logistics, Electronic Components, IT Management, Information & Communication Technology, Petrochemicals & Chemicals, Banking, Tourism & Leisure, Property Development, Finance & Securities, Law, Industrial Materials & Machinery</p>
2.	<p>Mrs. PARADEE POOLVARALUK</p> <p>Gender: Female</p> <p>Age: 62 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	7 Jul 1994	<p>Finance, Corporate Social Responsibility, Accounting, Commerce, Leadership, Strategic Management, Corporate Management, Tourism & Leisure</p>

3.	<p>Mr. CHAI JROONGTANAPIBARN</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	31 Dec 2003	<p>Strategic Management, Change Management, Risk Management, Corporate Management, Audit, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Internal Control, Agribusiness, Governance/ Compliance, Accounting, Electronic Components, Personal Products & Pharmaceuticals, Leadership, Property Development, Commerce, Food & Beverage, Steel, Industrial Materials & Machinery, Procurement</p>
4.	<p>Mr. THANAKORN PULIWEGIN</p> <p>Gender: Male</p> <p>Age: 67 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	22 Apr 2004	<p>Strategic Management, Corporate Management, Finance, Corporate Social Responsibility, Governance/ Compliance, Accounting, Leadership, Commerce, Media & Publishing</p>
5.	<p>Mr. VICHA POOLVARALUK</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	1 Oct 2004	<p>Property Fund & REITs, Strategic Management, Change Management, Risk Management, Corporate Management, Brand Management, Corporate Social Responsibility, Governance/ Compliance, Accounting, Leadership, Food & Beverage, Media & Publishing, Commerce, Property Development, Sustainability, Negotiation, Finance, Data Analysis, Digital Marketing, Tourism & Leisure, Human Resource Management, Finance & Securities</p>

6.	<p>Mr. SOMCHAINUK ENGTRAKUL</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education:</p> <p>Honorary degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the board (Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Oct 2004	<p>Law, Strategic Management, Change Management, Corporate Management, Risk Management, Finance, Health Care Services, Insurance, Leadership, Energy & Utilities, Property Development, Commerce, Statistics, Economics, Corporate Social Responsibility, Sustainability, Brand Management, Governance/ Compliance</p>
7.	<p>Mr. SATIAN POOPRASERT</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education:</p> <p>Bachelor's degree</p> <p>Major: Medicine</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>	15 Feb 2013	<p>Strategic Management, Change Management, Risk Management, Corporate Management, Data Analysis, Health Care Services, Corporate Social Responsibility, Sustainability, Governance/ Compliance, Industrial Materials & Machinery, Leadership, Home & Office Products, Personal Products & Pharmaceuticals</p>
8.	<p>Mr. KRAITHIP KRAIRIKSH</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education:</p> <p>Master's 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: Re-elected as director</p>	8 May 2015	<p>Strategic Management, Change Management, Human Resource Management, Corporate Management, Audit, Finance, Health Care Services, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Leadership, Construction Materials, Property Development, Finance & Securities, Economics, Commerce</p>

9.	Ms. CHONTICHA CHITRARPORN Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	12 Nov 2020	Economics, Accounting, Leadership, Internal Control, Energy & Utilities, IT Management, Insurance, Marketing, Digital Marketing, Risk Management, Audit, Governance/ Compliance
10.	Mrs. ORANUCH APISAKSIRIKUL Gender: Female Age: 65 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	14 May 2021	Law, Strategic Management, Change Management, Finance, Audit, Governance/ Compliance, Property Development, Fund Management, Risk Management, Human Resource Management, Corporate Management, IT Management, Sustainability, Banking, Corporate Social Responsibility, Leadership, Commerce, Food & Beverage, Finance & Securities, Insurance
11.	Mr. PAWATT ONGVASITH Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	9 Nov 2022	Business Administration, Economics, Finance & Securities, Tourism & Leisure, Marketing, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Digital Marketing, Corporate Management, Negotiation, Leadership, Strategic Management, Risk 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. CHAI JROONGTANAPIBARN [1] Gender: Male Age: 69 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: Original director	15 May 2007	Strategic Management, Change Management, Risk Management, Corporate Management, Audit, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Internal Control, Agribusiness, Governance/ Compliance, Accounting, Electronic Components, Personal Products & Pharmaceuticals, Leadership, Property Development, Commerce, Food & Beverage, Steel, Industrial Materials & Machinery, Procurement

2.	Mr. KRAITHIP KRAIRIKSH Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	8 May 2015	Strategic Management, Change Management, Human Resource Management, Corporate Management, Audit, Finance, Health Care Services, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Leadership, Construction Materials, Property Development, Finance & Securities, Economics, Commerce
3.	Ms. CHONTICHA CHITRARPORN [1] Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	12 Nov 2020	Economics, Accounting, Leadership, Internal Control, Energy & Utilities, IT Management, Insurance, Marketing, Digital Marketing, Risk Management, Audit, Governance/ Compliance

[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. VICHA POOLVARALUK Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	23 Feb 2002

2.	<p>Mrs. PARADEE POOLVARALUK</p> <p>Gender: Female</p> <p>Age: 62 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>Member of the executive committee</p>	23 Feb 2002
3.	<p>Mr. THANAKORN PULIWEEKIN</p> <p>Gender: Male</p> <p>Age: 67 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>Member of the executive committee</p>	22 Apr 2004
4.	<p>Mr. VERAWAT ONGVASITH</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	23 Feb 2002

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Ms. CHONTICHA CHITRAPORN	Member
	Mr. SATIAN POOPRASERT	Chairman
	Mr. PAWATT ONGVASITH	Member
Nomination and Compensation Committee	Mr. CHAI JROONGTANAPIBARN	Member
	Mr. KRAITHIP KRAIRIKSH	Chairman
	Mr. PAWATT ONGVASITH	Member
Corporate Governance and Sustainability Committee	Ms. CHONTICHA CHITRAPORN	Chairman
	Mr. SATIAN POOPRASERT	Member
	Mr. KRAITHIP KRAIRIKSH	Member

Investment Committee	Mrs. ORANUCH APISAKSIRIKUL	Chairman
	Mr. PRASERT BUNSUMPUN	Member
	Mr. PAWATT ONGVASITH	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Compensation Committee
Sub-committees responsible for remuneration	: Nomination and Compensation Committee
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. VICHA POOLVARALUK Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	31 Dec 2003	Property Fund & REITs, Strategic Management, Change Management, Risk Management, Corporate Management, Brand Management, Corporate Social Responsibility, Governance/ Compliance, Accounting, Leadership, Food & Beverage, Media & Publishing, Commerce, Property Development, Sustainability, Negotiation, Finance, Data Analysis, Digital Marketing, Tourism & Leisure, Human Resource Management, Finance & Securities
2. Ms. Thitapat Issarapornpat [1] Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Accounting	Chief Financial Officer	1 Jan 2024	Business Administration, Economics, Finance & Securities, Property Fund & REITs, Commerce, Accounting, Finance, Sustainability, Data Management, Data Analysis, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance
3. Mr. Kitikorn Poomsawang Gender: Male Age: 69 years old Highest level of education: Below a bachelor's degree Major: Management	Chief Construction Officer	1 Jan 2013	Business Administration, Corporate Social Responsibility, Procurement, Corporate Management, Engineering, Design

4.	Mr. Apichart Kongchai Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Chief Cinema Officer	1 Jan 2013	Business Administration, Commerce, Tourism & Leisure, Marketing, Corporate Social Responsibility
5.	Mr. Apirak Vorachanonh Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Management	Chief People Officer	1 Jan 2017	Business Administration, Sustainability, Corporate Social Responsibility, Data Management, Data Analysis, Corporate Management, Change Management, Risk Management, Strategic Management, Leadership, Governance/ Compliance
6.	Mr. Surachedh Assawaruengnanun Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Chief Media Officer	1 Jan 2018	Business Administration, Media & Publishing, Tourism & Leisure, Data Management, Negotiation, Corporate Management
7.	Mr. Narute Jiensnong Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Business Administration	Chief Marketing Officer	1 Jan 2018	Business Administration, Media & Publishing, Marketing, Corporate Social Responsibility, Sustainability, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Leadership, Change 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)	26,730,000.00	27,680,000.00	31,160,000.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 1,474

Number of female employees (persons) : 1,409

Total number of employees (persons) : 2,883

Employee Remuneration

Total employee remuneration : 607,068,893.00

Provident fund

Total number of employees (persons) : 2,883

Number of employees contributing to the PVD (persons) : 776

Percentage of employees who are members (%) : 26.92

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. Attaporn Sae-tae	attaporn.sae@majorcineplex.com	025115271

- Company secretary

General information	Email	Telephone
1. Ms. Thitapat Issarapornpat	thitapat@majorcineplex.com	025115271

- Head of internal audit

General information	Email	Telephone
1. Mr. Nipon Sunthrajarn	nipon@majorcineplex.com	025115271

- Head of compliance unit

General information	Email	Telephone
1. Ms. Thitapat Issarapornpat	thitapat@majorcineplex.com	025115271

- Head of investor relations

General information	Email	Telephone
1. Ms. Panita Maneedul	panita.man@majorcineplex.com	025115271

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1.	PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	1. Ms. Thitinun Vankeo Email: tithinun.vankeo@pwc.com Telephone: -	6,807,500.00	-
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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. CHAI JROONGTANAPIBARN Gender: Male Age: 69 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: 31 Dec 2003	Strategic Management, Change Management, Risk Management, Corporate Management, Audit, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Internal Control, Agribusiness, Governance/ Compliance, Accounting, Electronic Components, Personal Products & Pharmaceuticals, Leadership, Property Development, Commerce, Food & Beverage, Steel, Industrial Materials & Machinery, Procurement
2. Mr. THANAKORN PULIWEKIN Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 22 Apr 2004	Strategic Management, Corporate Management, Finance, Corporate Social Responsibility, Governance/ Compliance, Accounting, Leadership, Commerce, Media & Publishing

3.	Mr. KRAITHIP KRAIRIKSH	Director	Date position was assumed:	Strategic Management, Change Management, Human Resource Management, Corporate Management, Audit, Finance, Health Care Services, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Leadership, Construction Materials, Property Development, Finance & Securities, Economics, Commerce
	Gender: Male	(Non-executive, Independent director)	8 May 2015	
	Age: 69 years old			
	Highest level of education: Master's degree	Director type: Re-elected as director		
	Major: Economics			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PRASERT BUNSUMPUN	Vice Chairman	Participating
Mrs. PARADEE POOLVARALUK	Director	Participating
Mr. CHAI JROONGTANAPIBARN	Director	Participating
Mr. THANAKORN PULIWEKIN	Director	Participating
Mr. VICHA POOLVARALUK	Director	Participating
Mr. SOMCHAINUK ENGTRAKUL	Chairman of the board	Participating
Mr. SATIAN POOPRASERT	Director	Participating
Mr. KRAITHIP KRAIRIKSH	Director	Participating
Ms. CHONTICHA CHITRARPORN	Director	Participating
Mrs. ORANUCH APISAKSIRIKUL	Director	Participating
Mr. PAWATT ONGVASITH	Director	Participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment), Cross-assessment (Assessment of another director)

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 : 7 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PRASERT BUNSUMPUN (Vice Chairman)	-	6/6	Participating	Did not hold the meeting
2.	Mrs. PARADEE POOLVARALUK (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mr. CHAI JROONGTANAPIBARN (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. THANAKORN PULIWEKIN (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. VICHA POOLVARALUK (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. SOMCHAINUK ENGTRAKUL (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
7.	Mr. SATIAN POOPRASERT (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. KRAITHIP KRAIRIKSH (Director)	-	6/6	Participating	Did not hold the meeting

9.	Ms. CHONTICHA CHITRARPORN (Director)	-	6/6	Participating	Did not hold the meeting
10.	Mrs. ORANUCH APISAKSIRIKUL (Director)	-	5/6	Participating	Did not hold the meeting
11.	Mr. PAWATT ONGVASITH (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. PRASERT BUNSUMPUN (Vice Chairman)	-	357,000.00	518,000.00	No
2.	Mrs. PARADEE POOLVARALUK (Director)	-	402,000.00	518,000.00	No
3.	Mr. CHAI JROONGTANAPIBARN (Director)	-	495,000.00	518,000.00	No
4.	Mr. THANAKORN PULIWEEKIN (Director)	-	402,000.00	518,000.00	No
5.	Mr. VICHA POOLVARALUK (Director)	-	795,000.00	1,619,000.00	No
6.	Mr. SOMCHAINUK ENGTRAKUL (Chairman of the board)	-	955,000.00	1,619,000.00	No
7.	Mr. SATIAN POOPRASERT (Director)	-	357,000.00	518,000.00	No
8.	Mr. KRAITHIP KRAIRIKSH (Director)	-	420,000.00	518,000.00	No
9.	Ms. CHONTICHA CHITRARPORN (Director)	-	420,000.00	518,000.00	No
10.	Mrs. ORANUCH APISAKSIRIKUL (Director)	-	357,000.00	518,000.00	No
11.	Mr. PAWATT ONGVASITH (Director)	-	700,000.00	518,000.00	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. CHAI JROONGTANAPIBARN (Chairman of the audit committee)	-	8/8
2.	Mr. KRAITHIP KRAIRIKSH (Audit committee)	-	8/8
3.	Ms. CHONTICHA CHITRARPORN (Audit committee)	-	8/8