



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

PRESIDENT BAKERY 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 : PRESIDENT BAKERY PUBLIC COMPANY LIMITED

Symbol : PB

Address : RS TOWER, FLOOR 29, 121/84-85 RATCHADAPISEK ROAD, DIN DAENG

Province : Bangkok

Postcode : 10400

Business : The Company mainly produces and distributes bakery products under the brand name Farmhouse with the following lines of business : 1. Wholesale bakery business 2. Retail business 3. Fast food business and 4. Export (Through Domestic Traders)

Registration Number : 0107545000144

Telephone : 02-209-3000

Fax (if applicable) : 02-209-3091

Website : <http://www.farmhouse.co.th>

Email : petcharat.ana@pbplc.co.th

Total Shares Sold (shares)

Common Stock : 450,000,000

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)	7,207,612.49	7,570,968.63	7,597,679.17
Wholesale Bakery Business (Thousand baht)	6,570,942.04	6,810,460.44	6,740,778.51
Retail Bakery Business (Thousand baht)	97,860.10	117,505.36	131,419.40
Fast Food (Thousand baht)	409,279.42	551,893.05	629,585.59
Other Income (Thousand baht)	47,675.20	42,108.96	57,236.38
Oversea (Thousand baht)	81,855.73	49,000.82	38,659.29

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Wholesale Bakery Business (%)	91.17	89.95	88.72
Retail Bakery Business (%)	1.36	1.55	1.73
Fast Food (%)	5.68	7.29	8.29
Other Income (%)	0.66	0.56	0.75
Oversea (%)	1.14	0.65	0.51

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	7,207,612.49	7,570,968.63	7,597,679.17
Domestic (Thousand baht)	7,125,756.76	7,521,967.81	7,659,000.88
International (Thousand baht)	81,855.73	49,000.82	38,659.29

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	98.86	99.35	100.81
International (%)	1.14	0.65	0.51

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	47,675.00	42,108.00	57,236.00
Other income from operations (Thousand baht)	47,675.00	42,108.00	57,236.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

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

	2021	2022	2023
Share of profit (Thousand baht)	3,253.00	6,781.00	6,706.00

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	5,900.00	6,050.00	6,400.00

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)

Human Rights Risk
Risk Management Measures: Yes
Related Risk Topics
Operational Risk
<ul style="list-style-type: none">• Impact on human rights
Compliance Risk
<ul style="list-style-type: none">• Violations of laws and regulations
wastewater measurement not followed all the requirements by law
Risk Management Measures: Yes
Related Risk Topics
Operational Risk
<ul style="list-style-type: none">• Impact on the environment
Compliance Risk
<ul style="list-style-type: none">• Violations of laws and regulations
Risk of Relying on Customers
Risk Management Measures: Yes
Related Risk Topics
Strategic Risk
<ul style="list-style-type: none">• Behavior or needs of customers / consumers• Reliance on large customers or few customers

Risk Management from Exchange Rate Volatility

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.farmhouse.co.th/documents/investor/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99%E0%B8%AD%E0%B8%87%E0%B8%84%E0%B9%8C%E0%B8%81%E0%B8%A3.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.farmhouse.co.th/th/company/investor>

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Diesel (Litres)	7,880,847.34	7,368,946.76	7,438,465.00
Natural gas (Standard cubic feet)	5,082,203.00	4,571,577.00	4,554,384.00

• Electricity consumption

	2021	2022	2023
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Total electricity consumption within the organization (Kilowatt-Hours)	47,596,000.00	44,695,000.00	44,247,000.00
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Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	486,447.00	437,330.00	437,665.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	14,088,821.00	14,575,460.00	16,395,592.00
Hazardous waste (Kilograms)	3,600.00	5,335.00	5,660.00
Total waste generated (Kilograms)	14,092,421.00	14,580,795.00	16,401,252.00

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)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

• 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://www.farmhouse.co.th/documents/investor/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%88%E0%B8%B1%E0%B8%94%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B1%E0%B8%87%E0%B8%84%E0%B8%A1.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)	3,331	3,323	3,442
Number of female employees (Persons)	1,344	1,348	1,333
Total number of employees (Persons)	4,675	4,671	4,775

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	1,461,321,014.75	1,412,827,910.70	1,432,922,777.87

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	4.31	7.94	8.58
Employee development and training expenses (baht)	743,482.54	787,030.00	1,466,857.00

• **Health, safety and work environment**

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	49	44	41

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	42.22	47.55	40.94

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://www.farmhouse.co.th/documents/investor/%E0%B8%AB%E0%B8%A5%E0%B8%B1%E0%B8%81%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5%202562.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	15	100.00
Number of male directors	9	60.00
Number of female directors	6	40.00
Number of executive directors	6	40.00
Number of non-executive directors	9	60.00
Number of independent directors	5	33.33

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. APICHART THAMMANOMAI Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	17 Oct 2022	Food & Beverage, Marketing, Accounting, Finance, Data Analysis, Statistics, Leadership

2.	<p>Ms. PETCHARAT ANANTAWICHAJ</p> <p>Gender: Female</p> <p>Age: 55 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 (Executive)</p> <p>Director type: Original director</p>	5 Jul 2002	Finance, Accounting, Food & Beverage, Data Analysis, Budgeting
3.	<p>Ms. POJJANEE PANIANGVAIT</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Agricultural and Environmental Chemistry with emphasis on Food Sciences</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	23 Apr 2013	Food & Beverage
4.	<p>Mrs. AIM-ON PATHUMARAK</p> <p>Gender: Female</p> <p>Age: 74 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Arts in Public Administration</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>	22 Apr 2014	Accounting, Food & Beverage
5.	<p>Mr. APISATE THAMMANOMAI</p> <p>Gender: Male</p> <p>Age: 41 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	16 Sep 2014	Food & Beverage, Engineering, Leadership, Marketing, Digital Marketing, Economics

6.	<p>Ms. PANIDA PRAYOTTAWEKIJ</p> <p>Gender: Female</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Food Processing and Technology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	24 Apr 2015	Food & Beverage, Data Analysis
7.	<p>Mr. PUN PANIANGVAIT</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	22 Apr 2016	Law, Fund Management, Food & Beverage
8.	<p>Mr. VICHAI KULSOMPFOB</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Marketting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	27 Apr 2018	Food & Beverage, Accounting, Marketing, Finance, Fund Management
9.	<p>Mr. THANAPICH MULAPRUK</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</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>	8 Apr 2020	Law, Food & Beverage

10.	Ms. UBOLLUCK LUEVORAVINYU Gender: Female Age: 64 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	8 Apr 2020	Data Analysis, Sustainability, Corporate Social Responsibility, Procurement, Food & Beverage
11.	Mr. PIYAMITR SRITARA Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	16 Jun 2020	Health Care Services, Food & Beverage
12.	Mr. WATTANACHAI CHOTECHUTRAKUL Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	16 Jun 2020	Law, Food & Beverage
13.	Ms. SAIPIN KITTIPORNPIMOL Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	16 Jun 2020	Data Analysis, Sustainability, Corporate Social Responsibility, Procurement, Food & Beverage

14.	Mr. PIPAT PANIANGVAIT Gender: Male Age: 84 years old Highest level of education: Honorary degree Major: Arts Food Science and Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	17 Oct 2022	Food & Beverage, Leadership, Marketing, Data Analysis
15.	Mr. SUJET KOWKASAI Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	28 Apr 2023	Law

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

General information	Position	Tenure	Replacement Director
1. Mr. TERAUVUTI BOONYASOPON Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Human Resource Development Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)	Date position was assumed: 27 Apr 2018 Date directorship ended: 28 Apr 2023	No replacement director

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 : Yes

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : No

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. WATTANACHAI CHOTECHUTRAKUL [1] Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	28 Apr 2023	Law, Food & Beverage
2. Mrs. AIM-ON PATHUMARAK [1] Gender: Female Age: 74 years old Highest level of education: Master's degree Major: Arts in Public Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	27 Apr 2018	Accounting, Food & Beverage

3.	Mr. THANAPICH MULAPRUK [1] Gender: Male Age: 74 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: Original director	8 Apr 2020	Law, Food & Beverage
4.	Mr. SUJET KOWKASAI Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	28 Apr 2023	Law

[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. TERAUVUTI BOONYASOPON [1] Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Human Resource Development Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 27 Apr 2018 Date directorship ended: 28 Apr 2023	Mr. SUJET KOWKASAI Date position was assumed: 28 Apr 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
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1.	Mr. APICHART THAMMANOMAI Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	5 Jul 2002
2.	Mr. APISATE THAMMANOMAI Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	16 Sep 2014
3.	Ms. PETCHARAT ANANTAWICHAJ Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	5 Jul 2002
4.	Ms. PANIDA PRAYOTTAWEEKIJ Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Food Processing and Technology Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	24 Apr 2015
5.	Ms. SAIPIN KITTIPORNPIMOL Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	16 Jun 2020

6.	Ms. UBOLLUCK LUEVORAVINYU	Member of the executive committee	8 Apr 2020
	Gender: Female		
	Age: 64 years old		
	Highest level of education: Master's degree		
	Major: Computer Science		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. PIPAT PANIANGVAIT	Chairman
	Mr. APICHART THAMMANOMAI	Member
	Mr. WATTANACHAI CHOTECHUTRAKUL	Member
	Mr. PIYAMITR SRITARA	Member
Corporate Governance, Risk Management and Sustainability Committee	Mr. THANAPICH MULAPRUK	Chairman
	Mr. APISATE THAMMANOMAI	Member
	Ms. PETCHARAT ANANTAWICHAJ	Member
	Ms. PANIDA PRAYOTTAWEEKIJ	Member
	Ms. POJJANEE PANIANGVAIT	Member
	Ms. SAIPIN KITTIPORNPIMOL	Member
	Ms. UBOLLUCK LUEVORAVINYU	Member
	Mr. PIYAMITR SRITARA	Member
Investment Committee	Mr. VICHAI KULSOMPFOB	Chairman
	Mr. APISATE THAMMANOMAI	Member
	Mr. PUN PANIANGVAIT	Member
	Ms. PETCHARAT ANANTAWICHAJ	Member
	Ms. SAIPIN KITTIPORNPIMOL	Member
	Ms. UBOLLUCK LUEVORAVINYU	Member
Non-Executive Directors	Mr. PIPAT PANIANGVAIT	Chairman
	Mr. THANAPICH MULAPRUK	Member
	Mr. VICHAI KULSOMPFOB	Member
	Ms. POJJANEE PANIANGVAIT	Member
	Mr. PUN PANIANGVAIT	Member
	Mr. WATTANACHAI CHOTECHUTRAKUL	Member
	Mr. PIYAMITR SRITARA	Member
	Mrs. AIM-ON PATHUMARAK	Member
	Mr. SUJET KOWKASAI	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Corporate Governance, Risk Management and Sustainability 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, Risk Management and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance, Risk Management 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. APISATE THAMMANOMAI Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Economics	MANAGING DIRECTOR	21 Nov 2022	Food & Beverage, Engineering, Leadership, Marketing, Digital Marketing, Economics

[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 : No

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	33,422,720.00	34,690,600.00	13,296,000.00

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)	: 3,442
Number of female employees (persons)	: 1,333
Total number of employees (persons)	: 4,775

Employee Remuneration

Total employee remuneration	: 1,432,922,777.87
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Provident fund

Total number of employees (persons)	: 4,775
Number of employees contributing to the PVD (persons)	: 2,814
Percentage of employees who are members (%)	: 58.93

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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SUJET KOWKASAI Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 28 Apr 2023	Law

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. APICHART THAMMANOMAI	Chairman of the board	N/A
Ms. PETCHARAT ANANTAWICHAI	Director	Participating
Ms. POJJANEE PANIANGVAIT	Director	N/A
Mrs. AIM-ON PATHUMARAK	Director	N/A
Mr. APISATE THAMMANOMAI	Director	Participating
Ms. PANIDA PRAYOTTAWEEKIJ	Director	N/A
Mr. PUN PANIANGVAIT	Director	N/A
Mr. VICHAI KULSOMPFOB	Director	N/A

Mr. THANAPICH MULAPRUK	Director	N/A
Ms. UBOLLUCK LUEVORAVINYU	Director	Participating
Mr. PIYAMITR SRITARA	Director	N/A
Mr. WATTANACHAI CHOTECHUTRAKUL	Director	N/A
Ms. SAIPIN KITTIPORNPIMOL	Director	Participating
Mr. PIPAT PANIANGVAIT	Director	N/A
Mr. SUJET KOWKASAI	Director	N/A
Mr. TERAUTI BOONYASOPON	Chairman of the board	N/A

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) : 12

Date of AGM meeting : 28 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. APICHART THAMMANOMAI (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2. Ms. PETCHARAT ANANTAWICHAJ (Director)	-	12/12	Participating	Did not hold the meeting
3. Ms. POJJANEE PANIANGVAIT (Director)	-	12/12	Participating	Did not hold the meeting

4.	Mrs. AIM-ON PATHUMARAK (Director)	-	12/12	Participating	Did not hold the meeting
5.	Mr. APISATE THAMMANOMAI (Director)	-	12/12	Participating	Did not hold the meeting
6.	Ms. PANIDA PRAYOTTAWEEKIJ (Director)	-	12/12	Participating	Did not hold the meeting
7.	Mr. PUN PANIANGVAIT (Director)	-	12/12	Participating	Did not hold the meeting
8.	Mr. VICHAI KULSOMPFOB (Director)	-	12/12	Participating	Did not hold the meeting
9.	Mr. THANAPICH MULAPRUK (Director)	-	12/12	Participating	Did not hold the meeting
10.	Ms. UBOLLUCK LUEVORAVINYU (Director)	-	12/12	Participating	Did not hold the meeting
11.	Mr. PIYAMITR SRITARA (Director)	-	12/12	Participating	Did not hold the meeting
12.	Mr. WATTANACHAI CHOTECHUTRAKUL (Director)	-	12/12	Participating	Did not hold the meeting
13.	Ms. SAIPIN KITTIPORNPIMOL (Director)	-	12/12	Participating	Did not hold the meeting
14.	Mr. PIPAT PANIANGVAIT (Director)	-	12/12	Participating	Did not hold the meeting
15.	Mr. SUJET KOWKASAI (Director)	-	12/12	Participating	Did not hold the meeting
16.	Mr. TERAUVUTI BOONYASOPON (Chairman of the board)	28 Apr 2023	3/3	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. APICHART THAMMANOMAI (Chairman of the board)	-	164,000.00	1,200,000.00	No
2.	Ms. PETCHARAT ANANTAWICHAI (Director)	-	120,000.00	650,000.00	No

3.	Ms. POJJANEE PANIANGVAIT (Director)	-	120,000.00	550,000.00	No
4.	Mrs. AIM-ON PATHUMARAK (Director)	-	120,000.00	550,000.00	No
5.	Mr. APISATE THAMMANOMAI (Director)	-	120,000.00	1,000,000.00	No
6.	Ms. PANIDA PRAYOTTAWEKIJ (Director)	-	120,000.00	650,000.00	No
7.	Mr. PUN PANIANGVAIT (Director)	-	120,000.00	550,000.00	No
8.	Mr. VICHAI KULSOMPHOB (Director)	-	120,000.00	550,000.00	No
9.	Mr. THANAPICH MULAPRUK (Director)	-	120,000.00	650,000.00	No
10.	Ms. UBOLLUCK LUEVORAVINYU (Director)	-	120,000.00	650,000.00	No
11.	Mr. PIYAMITR SRITARA (Director)	-	130,000.00	550,000.00	No
12.	Mr. WATTANACHAI CHOTECHUTRAKUL (Director)	-	140,000.00	650,000.00	No
13.	Ms. SAIPIN KITTIPORNPIMOL (Director)	-	120,000.00	650,000.00	No
14.	Mr. PIPAT PANIANGVAIT (Director)	-	168,000.00	1,200,000.00	No
15.	Mr. SUJET KOWKASAI (Director)	-	90,000.00	670,000.00	No
16.	Mr. TERAUVUTI BOONYASOPON (Chairman of the board)	28 Apr 2023	52,000.00	0.00	No

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

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

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. WATTANACHAI CHOTECHUTRAKUL (Chairman of the audit committee)	-	4/4
2.	Mrs. AIM-ON PATHUMARAK (Audit committee)	-	4/4

3.	Mr. THANAPICH MULAPRUK (Audit committee)	-	4/4
4.	Mr. SUJET KOWKASAI (Audit committee)	-	3/4
5.	Mr. TERAUVUTI BOONYASOPON (Chairman of the audit committee)	28 Apr 2023	1/1