



# **Annual Registration Statement / Annual Report**

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

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

**PRESIDENT BAKERY 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 : 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](mailto: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

	2022	2023	2024
Total revenue from operations (Thousand baht)	7,570,968.63	7,597,679.17	7,533,334.37
Wholesale Bakery Business (Thousand baht)	6,810,460.44	6,740,778.51	6,630,314.89
Retail Bakery Business (Thousand baht)	117,505.36	131,419.40	152,530.73
Fast Food (Thousand baht)	551,893.05	629,585.59	660,367.89
Other Income (Thousand baht)	42,108.96	57,236.38	53,028.97
Oversea (Thousand baht)	49,000.82	38,659.29	37,091.89

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Wholesale Bakery Business (%)	89.95	88.72	88.01
Retail Bakery Business (%)	1.55	1.73	2.02
Fast Food (%)	7.29	8.29	8.77
Other Income (%)	0.56	0.75	0.70
Oversea (%)	0.65	0.51	0.49

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	7,570,968.63	7,597,679.17	7,533,334.37
Domestic (Thousand baht)	7,521,967.81	7,559,019.88	7,496,242.48
International (Thousand baht)	49,000.82	38,659.29	37,091.89

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	99.35	99.49	99.51
International (%)	0.65	0.51	0.49

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

	2022	2023	2024
Total other income (Thousand baht)	42,108.00	57,236.00	53,029.00
Other income from operations (Thousand baht)	42,108.00	57,236.00	53,029.00
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

	2022	2023	2024
Share of profit (Thousand baht)	6,781.00	6,706.00	3,376.00

## 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)	2022	2023	2024
R&D expenses in the past 3 years	6,050.00	6,400.00	8,540.00

# 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

- Impact on human rights

Compliance Risk

- Violations of laws and regulations

### wastewater measurement not followed all the requirements by law

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Impact on the environment

Compliance Risk

- Violations of laws and regulations

### Risk of Relying on Customers

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- 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 (if applicable) : <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 (if applicable) : <https://www.farmhouse.co.th/th/company/investor>

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity 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)	7,590,140.00	7,410,895.00	7,206,688.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	44,695,000.00	44,247,000.00	45,382,000.00

## Water management

### • Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	437,330.00	437,665.00	411,886.00

## Waste management

### • Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	14,575,460.00	16,395,592.00	20,016,369.00
Hazardous waste (Kilograms)	5,335.00	5,660.00	8,020.00
<b>Total waste generated (Kilograms)</b>	<b>14,580,795.00</b>	<b>16,401,252.00</b>	<b>20,024,389.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	18,634.00	10,966.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	8,148.00	8,486.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	11,433.00	20,630.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>38,215.00</b>	<b>40,082.00</b>

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

Third-party verification : Yes

Name of verifying organization : Research Unit for Energy Economic & Ecological Management Chiang Mai University

## 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

	2022	2023	2024
Number of male employees (Persons)	3,323	3,442	3,459
Number of female employees (Persons)	1,348	1,333	1,436
<b>Total number of employees (Persons)</b>	<b>4,671</b>	<b>4,775</b>	<b>4,895</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	1,412,827,910.70	1,432,922,777.87	1,479,208,108.75

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	7.94	8.58	22.27
Employee development and training expenses (baht)	787,030.00	1,466,857.00	1,204,765.00

• **Health, safety and work environment**

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	44	41	76

• **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://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	14	100.00
Number of male directors	8	57.14
Number of female directors	6	42.86
Number of executive directors	6	42.86
Number of non-executive directors	8	57.14
Number of independent directors	5	35.71

#### 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: 75 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, Leadership

2.	<p>Ms. PETCHARAT ANANTAWICHAJ</p> <p>Gender: Female</p> <p>Age: 56 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: 60 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: 75 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: 42 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

6.	<p>Ms. PANIDA PRAYOTTAWEEKIJ</p> <p>Gender: Female</p> <p>Age: 58 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: 49 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. THANAPICH MULAPRUK</p> <p>Gender: Male</p> <p>Age: 75 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
9.	<p>Ms. UBOLLUCK LUEVORAVINYU</p> <p>Gender: Female</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Computer Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	8 Apr 2020	Data Analysis, Sustainability, Corporate Social Responsibility, Procurement, Food & Beverage

10.	Mr. PIYAMITR SRITARA Gender: Male Age: 65 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
11.	Mr. WATTANACHAI CHOTECHUTRAKUL Gender: Male Age: 76 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
12.	Ms. SAIPIN KITTIPORNPIMOL Gender: Female Age: 66 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
13.	Mr. PIPAT PANIANGVAIT Gender: Male Age: 85 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

14.	Mr. CHATCHAI JANPRAISRI	Director	30 Apr 2024	Law
	Gender: Male	(Non-executive,		
	Age: 71 years old	Independent director)		
	Highest level of education:			
	Barrister	Director type: Newly		
	Major: Law	appointed director to		
	Thai nationality: Yes	replace ex-director		
	Residing in Thailand: Yes			

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

General information	Position	Tenure	Replacement Director
1. Mr. VICHAI KULSOMPFOB Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 27 Apr 2018 Date directorship ended: 31 Dec 2024	No replacement director
2. Mr. SUJET KOWKASAI Gender: Male Age: 76 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 28 Apr 2023 Date directorship ended: 17 Apr 2024	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: 76 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: 75 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: 75 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. CHATCHAI JANPRAISRI [1] Gender: Male Age: 71 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	30 Apr 2024	Law
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[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. SUJET KOWKASAI Gender: Male Age: 76 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 28 Apr 2023  Date directorship ended: 17 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. Mr. APICHART THAMMANOMAI Gender: Male Age: 75 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: 42 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: 56 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: 58 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: 66 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 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	8 Apr 2020

#### 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 PRAYOTTAWEKIJ	Member
	Ms. POJJANEE PANIANGVAIT	Member
	Ms. SAIPIN KITTIPORNPIMOL	Member
	Ms. UBOLLUCK LUEVORAVINYU	Member
	Mr. PIYAMITR SRITARA	Member
	Mrs. AIM-ON PATHUMARAK	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. CHATCHAI JANPRAISRI	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 : 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. Mr. APISATE THAMMANOMAI Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Economics	MANAGING DIRECTOR	21 Nov 2022	Food & Beverage, Engineering, Leadership, Marketing, Digital Marketing
2. Ms. PETCHARAT ANANTAWICHAJ [1] Gender: Female Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting	Director and Senior Management Accounting Department and Finance Department Manager	5 Jul 2002	Finance, Accounting, Food & Beverage, Data Analysis, Budgeting
3. Ms. PANIDA PRAYOTTAWEKIJ Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Food Processing and Technology	Director and Assistant Managing Director	24 Apr 2015	Food & Beverage, Data Analysis
4. Ms. SAIPIN KITTIPORNPIMOL Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Computer Science	Director and Assistant Managing Director	16 Jun 2020	Data Analysis, Sustainability, Corporate Social Responsibility, Procurement, Food & Beverage
5. Ms. UBOLLUCK LUEVORAVINYU Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Computer Science	Director and Assistant Managing Director	8 Apr 2020	Data Analysis, Sustainability, Corporate Social Responsibility, Procurement, Food & Beverage

- [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

	2022	2023	2024
Total executive remuneration (baht)	34,690,600.00	34,826,880.00	36,097,000.00

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons)	: 3,459
Number of female employees (persons)	: 1,436
<b>Total number of employees (persons)</b>	<b>: 4,895</b>

#### Employee Remuneration

Total employee remuneration	: 1,479,208,108.75
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#### Provident fund

Total number of employees (persons)	: 4,895
Number of employees contributing to the PVD (persons)	: 2,706
Percentage of employees who are members (%)	: 55.28

# 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. CHATCHAI JANPRAISRI Gender: Male Age: 71 years old Highest level of education: Barrister 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: 30 Apr 2024	Law

#### Development of directors over the past year

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

Ms. UBOLLUCK LUEVORAVINYU	Director	Participating
Mr. PIYAMITR SRITARA	Director	Participating
Mr. WATTANACHAI CHOTECHUTRAKUL	Director	Participating
Ms. SAIPIN KITTIPORNPIMOL	Director	Participating
Mr. PIPAT PANIANGVAIT	Director	Participating
Mr. CHATCHAI JANPRAISRI	Director	Participating
Mr. VICHAI KULSOMPHOB	Director	Participating
Mr. SUJET KOWKASAI	Director	Non-participating

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

### Meeting attendance of the board of directors

Number of board meetings (times) : 12

Date of AGM meeting : 30 Apr 2024

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 ANANTAWICHAI (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)	-	11/12	Participating	Did not hold the meeting
7.	Mr. PUN PANIANGVAIT (Director)	-	12/12	Participating	Did not hold the meeting
8.	Mr. THANAPICH MULAPRUK (Director)	-	12/12	Participating	Did not hold the meeting
9.	Ms. UBOLLUCK LUEVORAVINYU (Director)	-	12/12	Participating	Did not hold the meeting
10.	Mr. PIYAMITR SRITARA (Director)	-	12/12	Participating	Did not hold the meeting
11.	Mr. WATTANACHAI CHOTECHUTRAKUL (Director)	-	12/12	Participating	Did not hold the meeting
12.	Ms. SAIPIN KITTIPORNPIMOL (Director)	-	12/12	Participating	Did not hold the meeting
13.	Mr. PIPAT PANIANGVAIT (Director)	-	12/12	Participating	Did not hold the meeting
14.	Mr. CHATCHAI JANPRAISRI (Director)	-	9/9	Participating	Did not hold the meeting
15.	Mr. VICHAI KULSOMPHOB (Director)	31 Dec 2024	12/12	Participating	Did not hold the meeting
16.	Mr. SUJET KOWKASAI (Director)	17 Apr 2024	3/3	Non-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)	-	144,000.00	N/A	N/A
2.	Ms. PETCHARAT ANANTAWICHAI (Director)	-	120,000.00	N/A	N/A
3.	Ms. POJJANEE PANIANGVAIT (Director)	-	120,000.00	N/A	N/A
4.	Mrs. AIM-ON PATHUMARAK (Director)	-	120,000.00	N/A	N/A
5.	Mr. APISATE THAMMANOMAI (Director)	-	120,000.00	N/A	N/A



6.	Ms. PANIDA PRAYOTTAWEKIJ (Director)	-	110,000.00	N/A	N/A
7.	Mr. PUN PANIANGVAIT (Director)	-	120,000.00	N/A	N/A
8.	Mr. THANAPICH MULAPRUK (Director)	-	120,000.00	N/A	N/A
9.	Ms. UBOLLUCK LUEVORAVINYU (Director)	-	120,000.00	N/A	N/A
10.	Mr. PIYAMITR SRITARA (Director)	-	120,000.00	N/A	N/A
11.	Mr. WATTANACHAI CHOTECHUTRAKUL (Director)	-	120,000.00	N/A	N/A
12.	Ms. SAIPIN KITTIPORNPIMOL (Director)	-	120,000.00	N/A	N/A
13.	Mr. PIPAT PANIANGVAIT (Director)	-	144,000.00	N/A	N/A
14.	Mr. CHATCHAI JANPRAISRI (Director)	-	90,000.00	N/A	N/A
15.	Mr. VICHAI KULSOMPHOB (Director)	31 Dec 2024	120,000.00	N/A	N/A
16.	Mr. SUJET KOWKASAI (Director)	17 Apr 2024	30,000.00	N/A	N/A

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

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

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. WATTANACHAI CHOTECHUTRAKUL (Chairman of the audit committee)	-	3/4
2.	Mrs. AIM-ON PATHUMARAK (Audit committee)	-	4/4
3.	Mr. THANAPICH MULAPRUK (Audit committee)	-	4/4
4.	Mr. CHATCHAI JANPRAISRI (Audit committee)	-	4/4
5.	Mr. SUJET KOWKASAI (Audit committee)	17 Apr 2024	0/1

