



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

MFEC 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 : MFEC PUBLIC COMPANY LIMITED

Symbol : MFEC

Address : No. 349 SJ Infinite One Business Complex, Vibhavadi-Rungsit Road, Chompol, Chatuchak

Province : Bangkok

Postcode : 10900

Business : Integrated information technology development under the three (3) main business groups, with a focus on designing services in depth for the specific needs of customers to create competitive advantages, consisting of 1. Enterprise Solution 2. Hybrid Infrastructure Services 3. Transformation

Registration Number : 0107546000156

Telephone : 0-2821-7999

Website : www.mfec.co.th

Email : secretary@mfec.co.th

Total Shares Sold (shares)

Common Stock : 441,453,555

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)	5,206,000.00	5,912,000.00	7,447,000.00
Maintenance Service (Thousand baht)	1,784,000.00	2,628,000.00	3,363,000.00
IT Professional Service (Thousand baht)	939,000.00	1,160,000.00	924,000.00
Cloud Service (Thousand baht)	559,000.00	818,000.00	1,162,000.00
Business Development and System Implementation (Thousand baht)	1,851,000.00	1,164,000.00	1,227,000.00
Other (Thousand baht)	73,000.00	142,000.00	771,000.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Maintenance Service (%)	34.27	44.45	45.16
IT Professional Service (%)	18.04	19.62	12.41
Cloud Service (%)	10.74	13.84	15.60
Business Development and System Implementation (%)	35.56	19.69	16.48
Other (%)	1.40	2.40	10.35

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	5,206,000.00	5,912,000.00	7,447,000.00
Domestic (Thousand baht)	5,174,000.00	5,846,000.00	7,447,000.00
International (Thousand baht)	32,000.00	66,000.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	99.39	98.88	100.00
International (%)	0.61	1.12	0.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	32,200.00	31,800.00	58,000.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	32,200.00	31,800.00	58,000.00

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 : No

(Unit : Thousand baht)	2021	2022	2023
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)

Risk Management

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

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects
- Business operations that have no commercial results
- Impact on human rights
- Corruption

Compliance Risk

- Change in laws and regulations

- Laws and regulations is not favorable for doing business
- 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
- Default on payment or exchange of goods
- 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://ir.mfec.co.th/corporate-governance-policy/>

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://ir.mfec.co.th/corporate-governance-policy/>

Company environmental guideline : Electricity 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

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	0.00	0.00
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	0.00

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	748,109.00	951,167.00	852,882.86

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	869.06	1,394.59	2,758.15

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	0.00	0.00	3,596.65
Hazardous waste (Kilograms)	0.00	8.00	9,481.05
Total waste generated (Kilograms)	0.00	8.00	13,077.70

Greenhouse gas management

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	462.36
Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	462.36

Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	2.19
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	464.55

• **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://ir.mfec.co.th/corporate-governance-policy/>

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)	765	861	685
Number of female employees (Persons)	467	522	411
Total number of employees (Persons)	1,232	1,383	1,096

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	770,714,421.00	900,265,970.00	929,695,077.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	7.00	12.00	5.10
Employee development and training expenses (baht)	4,961,272.00	4,173,217.00	5,836,921.55

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	16.48	41.36	16.06

• **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://ir.mfec.co.th/corporate-governance-policy/>

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	10	100.00
Number of male directors	9	90.00
Number of female directors	1	10.00
Number of executive directors	2	20.00
Number of non-executive directors	8	80.00
Number of independent directors	5	50.00

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. Sirisak Tirawattanangkul Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	25 Apr 2022	Business Administration, Information & Communication Technology, IT Management, Negotiation, Corporate Management, Strategic Management, Governance/ Compliance

2.	Mr. Kiyotaka Nakamura Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Vice Chairman (Non-executive) Director type: Re-elected as director	25 Apr 2022	Business Administration, Information & Communication Technology, IT Management, Data Analysis, Data Management, Negotiation, Project Management, Corporate Management, Engineering, Strategic Management, Governance/ Compliance
3.	Mr. Suchart Thammapitagkul Gender: Male Age: 74 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	26 Apr 2021	Business Administration, Law, Data Management, Data Analysis, Negotiation, Audit, Internal Control, Governance/ Compliance
4.	Mr. Anan Leetrakul Gender: Male Age: 82 years old Highest level of education: Honorary degree Major: Information Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	26 Apr 2021	Business Administration, Finance & Securities, Commerce, Information & Communication Technology, Accounting, Finance, IT Management, Data Analysis, Data Management, Corporate Management, Strategic Management, Governance/ Compliance
5.	Mr. Thanakorn Charlee Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	24 Apr 2023	Business Administration, Economics, Information & Communication Technology, Marketing, Sustainability, IT Management, Data Management, Data Analysis, Digital Marketing, Negotiation, Brand Management, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting

6.	<p>Mr. Siriwat Vongjarukorn</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Information Technology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	24 Apr 2023	<p>Business Administration, Economics, Finance & Securities, Information & Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, Human Resource Management, Fund Management, IT Management, Data Management, Data Analysis, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Budgeting, Governance/ Compliance</p>
7.	<p>Prof. Dr. Uthai Tanlamai</p> <p>Gender: Female</p> <p>Age: 71 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Management</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>	26 Apr 2021	<p>Business Administration, Economics, Finance & Securities, Commerce, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Project Management, Corporate Management, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>

8.	<p>Assoc. Prof. Dr. Kamales Santivejkul</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</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>	25 Apr 2022	<p>Business Administration, Economics, Finance & Securities, Commerce, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>
9.	<p>Dr. Charn Tharawas</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	24 Apr 2023	<p>Business Administration, Economics, Finance & Securities, Banking, Commerce, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting</p>

10. Mr. Masakazu Kawamura	Director	26 Apr 2021	Business Administration,
Gender: Male	(Non-executive)		Economics, Information &
Age: 50 years old			Communication Technology, IT
Highest level of education:	Director type: Additional		Management, Data Management,
Master's degree	and newly-appointed		Data Analysis, Project
Major: Business Administration	directors		Management, Corporate
Thai nationality: No			Management, Governance/
Residing in Thailand: No			Compliance

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. Suchart Thammapiatagkul [1] Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	10 Aug 2023	Business Administration, Law, Data Management, Data Analysis, Negotiation, Audit, Internal Control, Governance/ Compliance
2.	Prof. Dr. Uthai Tanlamai [1] Gender: Female Age: 71 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	10 Aug 2023	Business Administration, Economics, Finance & Securities, Commerce, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Project Management, Corporate Management, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance

3.	<p>Assoc. Prof. Dr. Kamales Santivejkul [1]</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	10 Aug 2023	<p>Business Administration, Economics, Finance & Securities, Commerce, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>
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[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
<p>1. Mr. Siriwat Vongjarukorn</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Information Technology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Chairman of the executive committee	25 Jun 2003
<p>2. Mr. Thanakorn Charlee</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	25 Jun 2003

3.	Mr. Arm Sivadith Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Feb 2016
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Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management, Corporate Governance and Sustainability Committee	Prof. Dr. Uthai Tanlamai	Chairman
	Assoc. Prof. Dr. Kamales Santivejkul	Member
	Mr. Thanakorn Charlee	Member
	Dr. Charn Tharawas	Member
Nomination and Remuneration Committee	Mr. Anan Leetrakul	Chairman
	Mr. Siriwat Vongjarukorn	Member
	Dr. Charn Tharawas	Member
	Assoc. Prof. Dr. Kamales Santivejkul	Member
	Mr. Kiyotaka Nakamura	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management, Corporate Governance 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	: Risk Management, Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Risk Management, 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. Siriwat Vongjarukorn Gender: Male Age: 55 years old Highest level of education: Honorary degree Major: Information Technology	Chief Executive Officer/President	25 Jun 2003	Business Administration, Economics, Finance & Securities, Information & Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, Human Resource Management, Fund Management, IT Management, Data Management, Data Analysis, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Budgeting, Governance/ Compliance
2. Mr. Thanakorn Charlee Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Engineering	Chief Operating Officer	12 May 2015	Business Administration, Economics, Information & Communication Technology, Marketing, Sustainability, IT Management, Data Management, Data Analysis, Digital Marketing, Negotiation, Brand Management, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting

3.	Mr. Arm Sivadith Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration	Chief Transformation Officer	1 Dec 2018	Business Administration, Information & Communication Technology, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Brand Management, Digital Marketing, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management
4.	Mr. Kittti Wintima Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Information Technology	Chief Operating Officer - Telco Business Unit	1 Dec 2018	Business Administration, Information & Communication Technology, IT Management, Data Management, Data Analysis, Project Management, Corporate Management, Engineering, Leadership, Strategic Management
5.	Mr. Pitch Manakijpairoj [1][2] Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Accounting	Chief Financial Officer	20 Jul 2020	Business Administration, Banking, Finance & Securities, Commerce, Accounting, Finance, Procurement, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Risk Management, Audit, Budgeting, Governance/ Compliance

[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)	84,984,208.00	87,126,298.00	N/A

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : Yes

Employee Joint Investment Program (EJIP) : Yes

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 685

Number of female employees (persons) : 411

Total number of employees (persons) : 1,096

Employee Remuneration

Total employee remuneration : 929,695,077.00

Provident fund

Total number of employees (persons) : 1,096

Number of employees contributing to the PVD (persons) : 673

Percentage of employees who are members (%) : 61.41

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. Sirisak Tirawattanangkul Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 25 Apr 2022	Business Administration, Information & Communication Technology, IT Management, Negotiation, Corporate Management, Strategic Management, Governance/ Compliance
2. Mr. Kiyotaka Nakamura Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Vice Chairman (Non-executive) Director type: Re-elected as director	Date position was assumed: 25 Apr 2022	Business Administration, Information & Communication Technology, IT Management, Data Analysis, Data Management, Negotiation, Project Management, Corporate Management, Engineering, Strategic Management, Governance/ Compliance
3. Mr. Suchart Thammapiatagkul Gender: Male Age: 74 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: 26 Apr 2021	Business Administration, Law, Data Management, Data Analysis, Negotiation, Audit, Internal Control, Governance/ Compliance

4.	<p>Mr. Anan Leetrakul</p> <p>Gender: Male</p> <p>Age: 82 years old</p> <p>Highest level of education:</p> <p>Honorary degree</p> <p>Major: Information Technology</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>	<p>Date position was assumed:</p> <p>26 Apr 2021</p>	<p>Business Administration, Finance & Securities, Commerce, Information & Communication Technology, Accounting, Finance, IT Management, Data Analysis, Data Management, Corporate Management, Strategic Management, Governance/ Compliance</p>
5.	<p>Mr. Thanakorn Charlee</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education:</p> <p>Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed:</p> <p>24 Apr 2023</p>	<p>Business Administration, Economics, Information & Communication Technology, Marketing, Sustainability, IT Management, Data Management, Data Analysis, Digital Marketing, Negotiation, Brand Management, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting</p>
6.	<p>Mr. Siriwat Vongjarukorn</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education:</p> <p>Honorary degree</p> <p>Major: Information Technology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed:</p> <p>24 Apr 2023</p>	<p>Business Administration, Economics, Finance & Securities, Information & Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, Human Resource Management, Fund Management, IT Management, Data Management, Data Analysis, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Budgeting, Governance/ Compliance</p>

7.	<p>Prof. Dr. Uthai Tanlamai</p> <p>Gender: Female</p> <p>Age: 71 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Management</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>	<p>Date position was assumed:</p> <p>26 Apr 2021</p>	<p>Business Administration, Economics, Finance & Securities, Commerce, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Project Management, Corporate Management, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>
8.	<p>Assoc. Prof. Dr. Kamales Santivejkul</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</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>	<p>Date position was assumed:</p> <p>25 Apr 2022</p>	<p>Business Administration, Economics, Finance & Securities, Commerce, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>

9.	Dr. Charn Tharawas Gender: Male Age: 72 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 24 Apr 2023	Business Administration, Economics, Finance & Securities, Banking, Commerce, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting
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• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. Masakazu Kawamura Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Additional and newly-appointed directors	Date position was assumed: 26 Apr 2021	Business Administration, Economics, Information & Communication Technology, IT Management, Data Management, Data Analysis, Project Management, Corporate Management, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. Sirisak Tirawattanangkul	Chairman of the board	Non-participating
Mr. Kiyotaka Nakamura	Vice Chairman	Non-participating
Mr. Suchart Thammakitagkul	Director	Non-participating
Mr. Anan Leetrakul	Director	Non-participating

Mr. Thanakorn Charlee	Director	Participating
Mr. Siriwat Vongjarukorn	Director	Non-participating
Prof. Dr. Uthai Tanlamai	Director	Non-participating
Assoc. Prof. Dr. Kamales Santivejkul	Director	Participating
Dr. Charn Tharawas	Director	Participating
Mr. Masakazu Kawamura	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) : 8

Date of AGM meeting : 24 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. Sirisak Tirawattanangkul (Chairman of the board)	-	8/8	Participating	Did not hold the meeting
2.	Mr. Kiyotaka Nakamura (Vice Chairman)	-	8/8	Participating	Did not hold the meeting
3.	Mr. Suchart Thammapiatagkul (Director)	-	8/8	Participating	Did not hold the meeting
4.	Mr. Anan Leetrakul (Director)	-	8/8	Participating	Did not hold the meeting

5.	Mr. Thanakorn Charlee (Director)	-	8/8	Participating	Did not hold the meeting
6.	Mr. Siriwat Vongjarukorn (Director)	-	7/8	Participating	Did not hold the meeting
7.	Prof. Dr. Uthai Tanlamai (Director)	-	8/8	Participating	Did not hold the meeting
8.	Assoc. Prof. Dr. Kamales Santivejkul (Director)	-	8/8	Participating	Did not hold the meeting
9.	Dr. Charn Tharawas (Director)	-	8/8	Participating	Did not hold the meeting
10.	Mr. Masakazu Kawamura (Director)	-	8/8	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. Sirisak Tirawattanangkul (Chairman of the board)	-	0.00	264,000.00	No
2.	Mr. Kiyotaka Nakamura (Vice Chairman)	-	0.00	0.00	No
3.	Mr. Suchart Thammapitagkul (Director)	-	0.00	192,000.00	No
4.	Mr. Anan Leetrakul (Director)	-	0.00	192,000.00	No
5.	Mr. Thanakorn Charlee (Director)	-	0.00	192,000.00	No
6.	Mr. Siriwat Vongjarukorn (Director)	-	0.00	192,000.00	No
7.	Prof. Dr. Uthai Tanlamai (Director)	-	0.00	192,000.00	No
8.	Assoc. Prof. Dr. Kamales Santivejkul (Director)	-	0.00	192,000.00	No
9.	Dr. Charn Tharawas (Director)	-	0.00	192,000.00	No
10.	Mr. Masakazu Kawamura (Director)	-	0.00	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. Suchart Thammapiatagkul (Chairman of the audit committee)	-	4/4
2.	Prof. Dr. Uthai Tanlamai (Audit committee)	-	4/4
3.	Assoc. Prof. Dr. Kamales Santivejkul (Audit committee)	-	4/4