



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

WORKPOINT ENTERTAINMENT PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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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 : WORKPOINT ENTERTAINMENT PUBLIC COMPANY LIMITED

Symbol : WORK

Address : 99 MOO 2, TAMBOL BANGPOON, AMPHOE MUEANG

Province : Pathum Thani

Postcode : 12000

Business : The production of television programs for broadcasting and
sale of advertising in the Company's Digital TV channel

Registration Number : 0107547000125

Telephone : 0-2833-2000

Fax (if applicable) : 0-2833-2999

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

Email : ir@workpoint.co.th

Total Shares Sold (shares)

Common Stock : 441,560,485

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	2,193,322.16	2,227,629.20	2,438,681,465.00
Television Programs (Thousand baht)	1,828,528.05	2,075,276.19	2,086,755,135.00
Concerts & Plays (Thousand baht)	39,019.65	22,345.90	142,098,860.00
Event Organizing (Thousand baht)	104,587.09	59,704.55	147,264,284.00
Managment Fee (Thousand baht)	384.00	626.00	4,930,318.00
Merchandize and Other Services (Thousand baht)	220,803.37	69,676.56	57,632,868.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Television Programs (%)	83.37	93.16	85.57
Concerts & Plays (%)	1.78	1.00	5.83
Event Organizing (%)	4.77	2.68	6.04
Managment Fee (%)	0.02	0.03	0.20
Merchandize and Other Services (%)	10.07	3.13	2.36

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	2,193,322.16	2,227,629.20	2,438,681,465.00
Domestic (Thousand baht)	2,193,322.16	2,227,629.20	2,438,681,465.00
International (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

*Excluding the profit margins in the associated companies

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)	2020	2021	2022
R&D expenses in the past 3 years	0.00	0.00	0.00

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)

High Competition of Digital TV Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Decline of TV Program popularity or customer's changing favor

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Expansion of New and Alternative Advertising Media

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Reliance on Talented Perso

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Risk from the Spread of Coronavirus (COVID-19)

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters
- Impact on the environment

Risk from Loss of Human Resourc

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Risk of Cyber Securi

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk from the Enforcement of Personal Data Protection Act

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on human rights

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

Results with Respect to the Environmental Aspect (3.3.2)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	722.00	650.00	632.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	0.00	0.00	168,132.00
Hazardous waste (kg)	0.00	0.00	2,974.00
Total (kg)	0.00	0.00	171,106.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	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 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

• **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 : Yes

URL of human rights policy : <https://www.workpoint.co.th/storage/document/policy/human-rights-policy-th.pdf>

Company human right guideline : Employee 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

	2020	2021	2022
Number of male employees (persons)	572	534	566
Number of female employees (persons)	420	459	482
Total (persons)	992	993	1,048

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	N/A	76,726,079.30	84,860,655.10

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	N/A	N/A

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	N/A	N/A	N/A

• Significant labor dispute

	2020	2021	2022
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.workpoint.co.th/storage/document/policy/code-of-conduct-th.pdf>

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
Number of executive directors	6	66.67
Number of non-executive directors	3	33.33
Number of independent directors	3	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. Phanya Nirunkul Gender: Male Age: 67 years old Highest level of education: Honorary degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	19 Feb 2004	Media & Publishing, Leadership

2.	Mr. PRAPAS CHOLSARANON Gender: Male Age: 62 years old Highest level of education: Honorary degree Major: Mass communication technology Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Original director	19 Feb 2004	Media & Publishing, Leadership
3.	Mr. PHANICH SODSEE Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: liberal arts Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	19 Feb 2004	Media & Publishing
4.	Mr. SOMKIAT TILOKLERT Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Architecture Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	11 Nov 2008	Audit, Internal Control
5.	Mrs. VICHANEE SRISAWAT Gender: Female Age: 51 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	26 Apr 2010	Media & Publishing, Marketing

6.	Ms. PORNTHIP MOONSAWAT Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	30 Mar 2012	Audit, Internal Control
7.	Mr. KANIT VATTANAPRADIT Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Mar 2013	Internal Control, Audit, Accounting, Finance
8.	Mr. CHALAKORN PANYASHOM Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	11 Apr 2014	Media & Publishing, Digital Marketing
9.	Mr. VEERAWAT KUNANUGOOL Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	13 May 2019	Audit, Internal Control

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. SOMKIAT TILOKLERT [1] Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Architecture Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	11 Nov 2008	Audit, Internal Control
2. Ms. PORNTHIP MOONSAWAT [1] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	30 Mar 2012	Audit, Internal Control

3.	Mr. VEERAWAT KUNANUGOOL [1]	Audit committee	13 May 2019	Audit, Internal Control
	Gender: Male	(Non-executive,		
	Age: 63 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Business Administration	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[1] A director with the accounting expertise needed to review financial statements

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. Phanya Nirunkul	Chairman
	Mr. PRAPAS CHOLSARANON	Member
	Mr. SOMKIAT TILOKLERT	Member

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

Sub-committees responsible for corporate governance : None

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. PHANICH SODSEE Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: liberal arts	GROUP CHIEF EXECUTIVE OFFICER	1 Apr 2014	Media & Publishing

[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

	2020	2021	2022
Total executive remuneration (baht)	104,300,000.00	103,100,000.00	129,550,217.00

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) : 566

Number of female employees (persons) : 482

Total (persons) : 1,048

Employee Remuneration

Total employee remuneration : 84,860,655.10

Provident fund

Total number of employees (persons) : 1,048

Number of employees contributing to the PVD (persons) : 832

Percentage of employees who are members (%) : 79.39

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)

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. Phanya Nirunkul	Chairman of the board	Non-participating
Mr. PRAPAS CHOLSARANON	Vice Chairman	Non-participating
Mr. PHANICH SODSEE	Director	Non-participating
Mr. SOMKIAT TILOKLERT	Director	Non-participating
Mrs. VICHANEE SRISAWAT	Director	Non-participating
Ms. PORNTHIP MOONSAWAT	Director	Non-participating
Mr. KANIT VATTANAPRADIT	Director	Non-participating
Mr. CHALAKORN PANYASHOM	Director	Non-participating
Mr. VEERAWAT KUNANUGOOL	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) : 4

Date of AGM meeting : 7 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. Phanya Nirunkul (Chairman of the board)	-	4/4	Non-participating	Did not hold the meeting
2.	Mr. PRAPAS CHOLSARANON (Vice Chairman)	-	4/4	Non-participating	Did not hold the meeting
3.	Mr. PHANICH SODSEE (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mr. SOMKIAT TILOKLERT (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mrs. VICHANEE SRISAWAT (Director)	-	4/4	Participating	Did not hold the meeting
6.	Ms. PORNTHIP MOONSAWAT (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. KANIT VATTANAPRADIT (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. CHALAKORN PANYASHOM (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. VEERAWAT KUNANUGOOL (Director)	-	4/4	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. Phanya Nirunkul (Chairman of the board)	-	195,000.00	0.00	No
2.	Mr. PRAPAS CHOLSARANON (Vice Chairman)	-	195,000.00	0.00	No
3.	Mr. PHANICH SODSEE (Director)	-	160,000.00	0.00	No
4.	Mr. SOMKIAT TILOKLERT (Director)	-	545,000.00	0.00	No

5.	Mrs. VICHANEE SRISAWAT (Director)	-	160,000.00	0.00	No
6.	Ms. PORNTHIP MOONSAWAT (Director)	-	510,000.00	0.00	No
7.	Mr. KANIT VATTANAPRADIT (Director)	-	545,000.00	0.00	No
8.	Mr. CHALAKORN PANYASHOM (Director)	-	160,000.00	0.00	No
9.	Mr. VEERAWAT KUNANUGOOL (Director)	-	510,000.00	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) : 7

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. SOMKIAT TILOKLERT (Chairman of the audit committee)	-	7/7
2.	Ms. PORNTHIP MOONSAWAT (Audit committee)	-	7/7
3.	Mr. VEERAWAT KUNANUGOOL (Audit committee)	-	7/7