



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

KHON KAEN SUGAR INDUSTRY PUBLIC COMPANY LIMITED

Fiscal Year End 31 October 2023



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
Corporate Governance	
Corporate Governance Policy	11
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	12
Performance Report on Corporate Governance	24

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : KHON KAEN SUGAR INDUSTRY PUBLIC COMPANY LIMITED

Symbol : KSL

Address : K.S.L. TOWER, FLOOR 9, 503 SRIAYUDHAYA ROAD, PAYATHAI,
RATCHATHEWI

Province : Bangkok

Postcode : 10400

Business : The Company and its subsidiaries are sugar producers and
distributors, and also have sugar-related products such as
electricity, ethanol and organic fertilizer

Registration Number : 0107547000214

Telephone : 0-2642-6229-39

Fax (if applicable) : 0-2642-6097

Website : www.kslgroup.com

Email : secretary@kslgroup.com

Total Shares Sold (shares)

Common Stock : 4,410,232,619

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)	10,469,716.00	16,329,082.00	18,448,844.00
Manufacture and distribution of sugar and molasses business (Thousand baht)	8,719,984.00	14,187,770.00	15,860,055.00
Electric business (Thousand baht)	1,178,334.00	1,347,794.00	1,698,460.00
Supporting business (Thousand baht)	427,803.00	642,233.00	742,460.00
Service business (Thousand baht)	143,595.00	151,285.00	147,869.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Manufacture and distribution of sugar and molasses business (%)	83.29	86.89	85.97
Electric business (%)	11.25	8.25	9.21
Supporting business (%)	4.09	3.93	4.02
Service business (%)	1.37	0.93	0.80

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	10,469,716.00	16,329,082.00	18,448,844.00
Domestic (Thousand baht)	10,045,702.00	15,793,890.00	17,772,180.00
International (Thousand baht)	424,014.00	535,192.00	676,664.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	95.95	96.72	96.33
International (%)	4.05	3.28	3.67

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	494,694.00	519,144.00	388,628.00
Other income from operations (Thousand baht)	285,967.00	397,844.00	259,253.00
Finance income (Thousand baht)	95,399.00	105,323.00	80,577.00
Net foreign exchange gain (Thousand baht)	0.00	41,851.00	0.00
Gain on sales and disposal of assets (Thousand baht)	0.00	30,946.00	23,805.00
Other income (Thousand baht)	190,568.00	219,724.00	154,871.00
Other income not from operations (Thousand baht)	208,727.00	121,300.00	129,375.00
Gain on sales of investment in associates (Thousand baht)	0.00	0.00	11,171.00
Gain on fair value adjustments of investment property (Thousand baht)	208,727.00	121,300.00	118,204.00

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

	2021	2022	2023
Share of profit (Thousand baht)	510,741.00	76,087.00	12,106.00

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	N/A	N/A	1,369,022.31

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)

1. Risk from Climate Change

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Remark : The change in climate exacerbates natural disasters in numerous regions globally, such as droughts, flash floods, storms, or extreme weather events. These risks might heavily impact the firm's business operation due to the requirement of rain in the sugar cane plantation.

2. Safety and Health Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Remark : Businesses of the KSL group are mostly related to the Sugar industry by operating sugar production and selling products domestically and internationally. The company is concerned that this particular reason might affect the health and safety of the employees, partners, stakeholders, and community members, leading to reviews and awareness of the workplace's health and safety management system. By focusing on implementation with understanding and developing a safety culture, including stipulating safety performance assessments in the workplace

Compliance Risk from Changes in laws and regulations

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Remark : Another risk the company is concerned about is Corporate governance, which comes from changes in rules, laws, and related regulations. Also, risks arise from non-compliance or incomplete compliance due to changes that conceivably influence a business's reputation. Additionally, penalties and fines or loss of business opportunities are also what the company value with the strategies.

Risk to Securities Holder (2.2.2)

Risks that may arise in shareholders' meetings, from disapproval of the proposed agenda.

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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.kslgroup.com/index.php/th/%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%AD%E0%B8%A2%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B9%81%E0%B8%99%E0%B8%A7%E0%B8%97%E0%B8%B2%E0%B8%87%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A3%E0%B8%B1%E0%B8%9A%E0%B8%9C%E0%B8%B4%E0%B8%94%E0%B8%8A%E0%B8%AD%E0%B8%9A%E0%B8%95%E0%B9%88%E0%B8%AD%E>

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.kslgroup.com/index.php/th/%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%AD%E0%B8%A2%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99/%E0%B8%A3%E0%B8%B2%E0%B8%A2%E0%B8%87%E0%B8%B2%E0%B8%99%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%AD%E0%B8%A2%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99>

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

- Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	N/A	0.00	N/A
Diesel (Litres)	6,410,993.01	10,059,035.66	10,616,727.24
Gasoline (Litres)	29,430.61	37,734.62	34,235.02
Fuel oil (Litres)	N/A	0.00	N/A
Crude oil (Barrels)	N/A	0.00	N/A
Natural gas (Standard cubic feet)	N/A	6,669.00	N/A
LPG (Kilograms)	10,019.00	11,029.66	10,414.71
Steam (Metric tonnes)	4,179,667.28	5,012,685.03	7,845,604.16
Coal (Metric tonnes)	N/A	0.00	N/A

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	271,715,964.40	331,622,942.38	390,729,912.15

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	5,930,976.72	6,731,521.43	7,347,689.89

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	13,392,731.49	14,523,226.00	15,303,226.28

Hazardous waste (Kilograms)	256,226.08	263,754.53	294,975.37
Total waste generated (Kilograms)	13,648,957.57	14,786,980.53	15,598,201.65

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.ksigroup.com/ethics2024th02.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)	2,541	2,417	2,413
Number of female employees (Persons)	479	453	446
Total number of employees (Persons)	3,020	2,870	2,859

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	717,265,987.56	701,697,867.36	714,950,569.32

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	7.01	8.09	7.85
Employee development and training expenses (baht)	1,675,857.99	2,122,848.82	3,941,777.75

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	25	28	17
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	11.82	14.36	16.68

• **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.ksigroup.com/index.php/th/%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%94%E0%B8%B2%E0%B8%A7%E0%B8%99%E0%B9%8C%E0%B9%82%E0%B8%AB%E0%B8%A5%E0%B8%94%E0%B9%80%E0%B8%AD%E0%B8%81%E0%B8%AA%E0%B8%B2%E0%B8%A3>

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	20	100.00
Number of male directors	15	75.00
Number of female directors	5	25.00
Number of executive directors	1	5.00
Number of non-executive directors	19	95.00
Number of independent directors	6	30.00

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. MANU LEOPAIROTE Gender: Male Age: 80 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	18 Mar 2004	Economics, Agribusiness, Food & Beverage, Finance & Securities, Accounting, Corporate Social Responsibility, Corporate Management, Strategic Management, Risk Management

2.	Mr. CHAMROON CHINTHAMMIT Gender: Male Age: 73 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Agribusiness, Accounting, Project Management, Corporate Management, Leadership, Strategic Management
3.	Mr. PORNSIN THAEMSIRICHA Gender: Male Age: 78 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Agribusiness, Food & Beverage, Industrial Materials & Machinery, Engineering, Risk Management, Strategic Management
4.	Mr. SUKUM TOKARANYASET Gender: Male Age: 76 years old Highest level of education: Below a bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Food & Beverage, Accounting, Finance
5.	Mr. THAWATCHAI ROJANACHOTIKUL Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Food & Beverage, Marketing, Corporate Management

6.	Mrs. INTIRA SUKHANINDR Gender: Female Age: 76 years old Highest level of education: Below a bachelor's degree Major: Secretary Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	25 Jun 2010	Agribusiness, Food & Beverage, Marketing
7.	Ms. DUANGDAO CHINTHAMMIT Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Agriculture Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Human Resource Management, Governance/ Compliance, Marketing
8.	Mr. CHALUSH CHINTHAMMIT Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	26 Feb 2004	Finance, Marketing, Leadership, Strategic Management, Risk Management, Agribusiness, Project Management
9.	Mr. SOMCHAI CHINTHAMMIT Gender: Male Age: 71 years old Highest level of education: Below a bachelor's degree Major: computer Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Food & Beverage, Commerce, Finance, Information & Communication Technology, IT Management

10.	Ms. DUANGKAE CHINTHAMMIT Gender: Female Age: 68 years old Highest level of education: Below a bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Finance, Human Resource Management, Corporate Management
11.	Mr. CHANACHAI CHUTIMAVORAPHAND Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Apr 2017	Accounting, Finance, Law
12.	Mr. SOMCHAT CHINTHAMMIT Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Agribusiness, Food & Beverage, Commerce, Marketing, Corporate Social Responsibility, Engineering, Governance/ Compliance
13.	Mr. TACHPONG PAKORNSIRIWORNG Gender: Male Age: 73 years old Highest level of education: Below a bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Food & Beverage, Marketing, Corporate Management

14.	Mr. CHATRI CHINTHAMMIT Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Information & Communication Technology, Marketing, Corporate Management
15.	Mr. TRAKARN CHUNHAROJRIT Gender: Male Age: 83 years old Highest level of education: Below a bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Feb 2004	Food & Beverage, Governance/ Compliance
16.	POL. GEN. BOONPEN BUMPENBOON Gender: Male Age: 78 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	26 Feb 2004	Governance/ Compliance, Risk Management
17.	Mr. SITTI LEELAKASAMELERK Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	26 Feb 2004	Accounting, Marketing, Finance

18.	Mr. WARAPATR TODHANAKASEM Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	26 Feb 2010	Economics, Agribusiness, Food & Beverage, Banking, Finance & Securities, Commerce, Accounting, Finance, Law, Energy & Utilities, Sustainability, Corporate Social Responsibility, Data Analysis, Risk Management, Strategic Management, Audit, Governance/ Compliance
19.	Ms. NONGLUCK PHINAINITISART Gender: Female Age: 64 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	26 Feb 2010	Marketing, Risk Management, Corporate Management
20.	Mrs. ANCHALEE PIPATANASERN Gender: Female Age: 71 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	29 Sep 2017	Economics, Agribusiness, Finance & Securities, Commerce, Accounting, Finance, Corporate Social Responsibility, Sustainability, Data Analysis, Audit

Other Information pertaining to committees

The Chairman is an independent director	: Yes
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: 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. SITT LEELAKASAMELERK [1] Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	1 Nov 2020	Accounting, Marketing, Finance
2.	Ms. NONGLUCK PHINAINITISART Gender: Female Age: 64 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Nov 2020	Marketing, Risk Management, Corporate Management
3.	Mr. WARAPATR TODHANAKASEM Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Nov 2020	Economics, Agribusiness, Food & Beverage, Banking, Finance & Securities, Commerce, Accounting, Finance, Law, Energy & Utilities, Sustainability, Corporate Social Responsibility, Data Analysis, Risk Management, Strategic Management, Audit, Governance/ Compliance

4.	Mrs. ANCHALEE PIPATANASERN [1] Gender: Female Age: 71 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Nov 2020	Economics, Agribusiness, Finance & Securities, Commerce, Accounting, Finance, Corporate Social Responsibility, Sustainability, Data Analysis, Audit
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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
1.	Mr. CHAMROON CHINTHAMMIT Gender: Male Age: 73 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	26 Feb 2004
2.	Mr. PORN SIN THAEMSIRICHA Gender: Male Age: 78 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	26 Feb 2004
3.	Ms. DUANGDAO CHINTHAMMIT Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Agriculture Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Feb 2004

4.	Mr. CHALUSH CHINTHAMMIT Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Feb 2004
5.	Mr. CHANACHAI CHUTIMAVORAPHAND Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2017

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Ms. DUANGDAO CHINTHAMMIT	Member
	Ms. NONGLUCK PHINAINITISART	Member
	POL. GEN. BOONPEN BUMPENBOON	Chairman
Risk Management Committee	Ms. NONGLUCK PHINAINITISART	Chairman
	Mr. CHALUSH CHINTHAMMIT	Member
	Mr. SITTI LEELAKASAMELERK	Member
Corporate Governance and Sustainable Development Committee	Mrs. ANCHALEE PIPATANASERN	Member
	Mr. WARAPATR TODHANAKASEM	Chairman
	Mr. SOMCHAT CHINTHAMMIT	Member
	POL. GEN. BOONPEN BUMPENBOON	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management 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 and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainable Development 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. CHALUSH CHINTHAMMIT Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Finance	CHIEF EXECUTIVE OFFICER & PRESIDENT	1 Nov 2022	Finance, Marketing, Leadership, Strategic Management, Risk Management, Agribusiness, Project Management
2. Mr. Theera Sanguandeeikul Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Engineering	Vice President – Sugar Production	1 Dec 2016	Business Administration, Engineering
3. Mr. Sommanus Potisat Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Management	Vice President– Office of President	1 Nov 2019	Business Administration, Marketing, Project Management, Strategic Management
4. Mr. Piripon Chinthammit Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Business Administration	Vice President – Raw Material Supply	1 Nov 2017	Business Administration, Agribusiness, Marketing, Human Resource Management, Corporate Social Responsibility, Sustainability

5.	Mr. Skulrath Siriphannon Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Engineering	Vice President- Office of President	1 Nov 2022	Business Administration, Marketing, Finance, Engineering
6.	Mr. Isaes Janyawannasiri [1] Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Accounting	Assistant Vice President Finance and Accounting	1 Nov 2022	Accounting, Finance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	0.00	27,660,194.66	22,714,974.00

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)	: 2,413
Number of female employees (persons)	: 446
Total number of employees (persons)	: 2,859

Employee Remuneration

Total employee remuneration	: 714,950,569.32
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Provident fund

Total number of employees (persons)	: 2,859
Number of employees contributing to the PVD (persons)	: 1,913
Percentage of employees who are members (%)	: 65.74

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. MANU LEOPAIROTE	Chairman of the board	Non-participating
Mr. CHAMROON CHINTHAMMIT	Director	Participating
Mr. PORNSIN THAEMSIRICHA	Director	Participating
Mr. SUKUM TOKARANYASET	Director	Non-participating
Mr. THAWATCHAI ROJANACHOTIKUL	Director	Non-participating
Mrs. INTIRA SUKHANINDR	Director	Non-participating
Ms. DUANGDAO CHINTHAMMIT	Director	Participating
Mr. CHALUSH CHINTHAMMIT	Director	Participating
Mr. SOMCHAI CHINTHAMMIT	Director	Non-participating
Ms. DUANGKAE CHINTHAMMIT	Director	Non-participating
Mr. CHANACHAI CHUTIMAVORAPHAND	Director	Non-participating
Mr. SOMCHAT CHINTHAMMIT	Director	Non-participating
Mr. TACHPONG PAKORNSIRIWORNG	Director	Non-participating
Mr. CHATRI CHINTHAMMIT	Director	Non-participating
Mr. TRAKARN CHUNHAROJRIT	Director	Non-participating
POL. GEN. BOONPEN BUMPENBOON	Director	Non-participating
Mr. SITI LEELAKASAMELERK	Director	Non-participating

Mr. WARAPATR TODHANAKASEM	Director	Non-participating
Ms. NONGLUCK PHINAINITISART	Director	Non-participating
Mrs. ANCHALEE PIPATANASERN	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) : 7

Date of AGM meeting : 23 Feb 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. MANU LEOPAIROTE (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Mr. CHAMROON CHINTHAMMIT (Director)	-	6/7	Participating	Did not hold the meeting
3.	Mr. PORN SIN THAEMSIRICHA (Director)	-	7/7	Participating	Did not hold the meeting
4.	Mr. SUKUM TOKARANYASET (Director)	-	6/7	Participating	Did not hold the meeting
5.	Mr. THAWATCHAI ROJANACHOTIKUL (Director)	-	5/7	Participating	Did not hold the meeting
6.	Mrs. INTIRA SUKHANINDR (Director)	-	7/7	Participating	Did not hold the meeting

7.	Ms. DUANGDAO CHINTHAMMIT (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. CHALUSH CHINTHAMMIT (Director)	-	7/7	Participating	Did not hold the meeting
9.	Mr. SOMCHAI CHINTHAMMIT (Director)	-	7/7	Participating	Did not hold the meeting
10.	Ms. DUANGKAE CHINTHAMMIT (Director)	-	7/7	Participating	Did not hold the meeting
11.	Mr. CHANACHAI CHUTIMAVORAPHAND (Director)	-	6/7	Participating	Did not hold the meeting
12.	Mr. SOMCHAT CHINTHAMMIT (Director)	-	7/7	Participating	Did not hold the meeting
13.	Mr. TACHPONG PAKORNSIRIWONG (Director)	-	7/7	Participating	Did not hold the meeting
14.	Mr. CHATRI CHINTHAMMIT (Director)	-	7/7	Participating	Did not hold the meeting
15.	Mr. TRAKARN CHUNHAROJRIT (Director)	-	5/7	Participating	Did not hold the meeting
16.	POL. GEN. BOONPEN BUMPENBOON (Director)	-	7/7	Participating	Did not hold the meeting
17.	Mr. SITT LEELAKASAMELERK (Director)	-	7/7	Participating	Did not hold the meeting
18.	Mr. WARAPATR TODHANAKASEM (Director)	-	6/7	Participating	Did not hold the meeting
19.	Ms. NONGLUCK PHINAINITISART (Director)	-	7/7	Participating	Did not hold the meeting
20.	Mrs. ANCHALEE PIPATANASERN (Director)	-	7/7	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
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1.	Mr. MANU LEOPAIROTE (Chairman of the board)	-	84,000.00	849,000.00	No
2.	Mr. CHAMROON CHINTHAMMIT (Director)	-	60,000.00	1,178,600.00	No
3.	Mr. PORN SIN THAEMSIRICHA (Director)	-	70,000.00	867,000.00	No
4.	Mr. SUKUM TOKARANYASET (Director)	-	60,000.00	485,000.00	No
5.	Mr. THAWATCHAI ROJANACHOTIKUL (Director)	-	50,000.00	475,000.00	No
6.	Mrs. INTIRA SUKHANINDR (Director)	-	70,000.00	495,000.00	No
7.	Ms. DUANGDAO CHINTHAMMIT (Director)	-	70,000.00	741,000.00	No
8.	Mr. CHALUSH CHINTHAMMIT (Director)	-	70,000.00	591,000.00	No
9.	Mr. SOMCHAI CHINTHAMMIT (Director)	-	70,000.00	495,000.00	No
10.	Ms. DUANGKAE CHINTHAMMIT (Director)	-	70,000.00	495,000.00	No
11.	Mr. CHANACHAI CHUTIMAVORAPHAND (Director)	-	60,000.00	707,000.00	No
12.	Mr. SOMCHAT CHINTHAMMIT (Director)	-	70,000.00	513,000.00	No
13.	Mr. TACHPONG PAKORNSIRIWONG (Director)	-	70,000.00	495,000.00	No
14.	Mr. CHATRI CHINTHAMMIT (Director)	-	70,000.00	495,000.00	No
15.	Mr. TRAKARN CHUNHAROJRIT (Director)	-	50,000.00	475,000.00	No
16.	POL. GEN. BOONPEN BUMPENBOON (Director)	-	70,000.00	541,800.00	No
17.	Mr. SITI LEELAKASAMELERK (Director)	-	70,000.00	668,000.00	No
18.	Mr. WARAPATR TODHANAKASEM (Director)	-	60,000.00	548,600.00	No
19.	Ms. NONGLUCK PHINAINITISART (Director)	-	70,000.00	597,800.00	No
20.	Mrs. ANCHALEE PIPATANASERN (Director)	-	70,000.00	563,000.00	No

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

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

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. SITTI LEELAKASAMELERK (Chairman of the audit committee)	-	5/5
2.	Ms. NONGLUCK PHINAINITISART (Audit committee)	-	5/5
3.	Mr. WARAPATR TODHANAKASEM (Audit committee)	-	4/5
4.	Mrs. ANCHALEE PIPATANASERN (Audit committee)	-	5/5