



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THAI PLASPAC 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 : THAI PLASPAC PUBLIC COMPANY LIMITED

Symbol : TPAC

Address : 77 Soi Thian Thalee 30 Bang Khun Thian- Chay Thalee road, Thakham, Bang Khun Thian

Province : Bangkok

Postcode : 10150

Business : Plastic Packaging

Registration Number : 0107547000575

Telephone : 0-2897-2250-1

Fax (if applicable) : 0-2897-2426

Website : www.thaiplaspac.com

Email : secretary@tpacpackaging.com

Total Shares Sold (shares)

Common Stock : 326,449,999

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)	5,193,991.95	6,997,215.74	6,804,120.42
FOOD & BEVERAGE (Thousand baht)	3,739,674.20	5,387,856.12	5,375,255.13
PHARMACEUTICAL & PERSONAL CARE (Thousand baht)	986,858.47	1,049,582.36	952,576.86
INDUSTRIAL & HOMECARE (Thousand baht)	467,459.28	559,777.26	476,288.43

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
FOOD & BEVERAGE (%)	72.00	77.00	79.00
PHARMACEUTICAL & PERSONAL CARE (%)	19.00	15.00	14.00
INDUSTRIAL & HOMECARE (%)	9.00	8.00	7.00

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	5,193,991.95	6,997,215.74	6,804,120.42
Domestic (Thousand baht)	1,860,900.20	2,009,794.68	1,865,116.90
International (Thousand baht)	3,333,091.75	4,987,421.06	4,939,003.52

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	35.83	28.72	27.41
International (%)	64.17	71.28	72.59

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	58,566.52	98,947.84	94,679.94
Other income from operations (Thousand baht)	58,566.52	77,080.45	89,232.04
Other income not from operations (Thousand baht)	0.00	21,867.39	5,447.90
Gain on exchange (Thousand baht)	0.00	21,867.39	5,447.90

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)

Climate Change Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Raw material price risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Economic risk

Business Operation Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system

Overstocking of inventory risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Inventory risk

Corruption risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Security of property risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Liquidity risk

Foreign Exchange Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Interest rate risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Merger & Acquisition (Inorganic growth) risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Liquidity risk

Compliance risks, laws and regulations

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations

Customer perception in plastic risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- ESG risk

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://tpacpackaging.com/wp-content/uploads/2024/03/Sustainable-Management-Policy-TH.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://tpacpackaging.com/wp-content/uploads/2024/01/Environmental-Policy-2024.pdf>

Company environmental guideline : Electricity 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
Diesel (Litres)	N/A	N/A	30,997.89
Gasoline (Litres)	N/A	N/A	24,203.21
Natural gas (Standard cubic feet)	N/A	N/A	3,302.30
LPG (Kilograms)	N/A	N/A	11,126.00

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	27,653,591.00	27,828,821.00	26,324,891.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	71,949.00	71,952.00	63,332.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	311,340.00	597,897.00	458,688.00
Hazardous waste (Kilograms)	24,488.00	20,066.00	18,516.00
Total waste generated (Kilograms)	335,828.00	617,963.00	477,204.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	387.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	13,160.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	41,749.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	55,296.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : NPC Safety and Environmental Service Co.,Ltd.

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://tpacpackaging.com/wp-content/uploads/2024/03/Human-Right-and-Labor-Practices-Policy-TH-1.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, 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)	332	331	325
Number of female employees (Persons)	505	457	428
Total number of employees (Persons)	837	788	753

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	293,747,318.82	302,241,411.61	293,733,465.96

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	0.65	0.55	0.72
Employee development and training expenses (baht)	349,821.36	366,176.43	483,201.17

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	1	4	4
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	23.54	17.39	15.14

• **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://tpacpackaging.com/wp-content/uploads/2024/03/Corporate-Governance-TH.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	8	100.00
Number of male directors	7	87.50
Number of female directors	1	12.50
Number of executive directors	3	37.50
Number of non-executive directors	5	62.50
Number of independent directors	3	37.50

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. YASHOVARDHAN LOHIA Gender: Male Age: 35 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	12 Oct 2015	Engineering, Petrochemicals & Chemicals, Sustainability, Business Administration, Economics, Budgeting, Packaging, Corporate Social Responsibility, Data Analysis, Negotiation, Corporate Management, Change Management, Leadership, Risk Management, Governance/ Compliance

2.	<p>Mr. KEVIN QUMAR SHARMA</p> <p>Gender: Male</p> <p>Age: 40 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Science</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	9 Oct 2015	<p>Data Analysis, Finance, Leadership, Business Administration, Economics, Industrial Materials & Machinery, Petrochemicals & Chemicals, Packaging, Energy & Utilities, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Negotiation, Corporate Management, Engineering, Strategic Management, Risk Management, Change Management, Budgeting, Governance/ Compliance</p>
3.	<p>Mr. THEERAWIT BUSAYAPOKA</p> <p>Gender: Male</p> <p>Age: 63 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>	<p>Director (Executive)</p> <p>Director type: Original director</p>	12 Oct 2015	<p>Packaging, Leadership, Engineering, Business Administration, Industrial Materials & Machinery, Petrochemicals & Chemicals, Energy & Utilities, Marketing, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Corporate Management, Project Management, Strategic Management, Risk Management, Governance/ Compliance</p>

4.	<p>Mr. ANIL KUMAR KOHLI</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Technology (Chemicals)</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	12 Oct 2015	<p>Budgeting, Audit, Marketing, Data Analysis, Packaging, Engineering, Petrochemicals & Chemicals, Industrial Materials & Machinery, Leadership, Negotiation, Corporate Social Responsibility, Corporate Management, Strategic Management, Risk Management, Sustainability, Governance/ Compliance, Energy & Utilities</p>
5.	<p>Mrs. ARADHANA LOHIA SHARMA</p> <p>Gender: Female</p> <p>Age: 37 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	9 Oct 2015	<p>Corporate Management, Economics, Budgeting, Data Analysis, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Sustainability, Corporate Social Responsibility</p>
6.	<p>Mr. VIRASAK SUTANTHAVIBUL</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</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>	9 Oct 2015	<p>Accounting, Finance, Budgeting, Economics, Audit, Data Analysis, Engineering, Leadership, Corporate Social Responsibility, Corporate Management, Strategic Management, Risk Management, Sustainability, Energy & Utilities</p>
7.	<p>Mr. KITTIPHAT SUTHISAMPHAT</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business 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>	9 Oct 2015	<p>Corporate Management, Engineering, Economics, Audit, Data Analysis, Packaging, Leadership, Negotiation, Corporate Social Responsibility, Strategic Management, Risk Management, Sustainability, Governance/ Compliance</p>

8.	Mr. GRAN CHAYAVICHITSILP	Director	12 Oct 2015	Audit, Risk Management, Human
	Gender: Male	(Non-executive,		Resource Management,
	Age: 50 years old	Independent director)		Economics, Law, Marketing,
	Highest level of education:			Data Analysis, Negotiation,
	Master's degree	Director type: Re-elected		Sustainability, Strategic
	Major: Political Science	as director		Management, Governance/
	Thai nationality: Yes			Compliance, Leadership
	Residing in Thailand: Yes			

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	: 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. VIRASAK SUTANTHAVIBUL Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	12 Oct 2015	Accounting, Finance, Budgeting, Economics, Audit, Data Analysis, Engineering, Leadership, Corporate Social Responsibility, Corporate Management, Strategic Management, Risk Management, Sustainability, Energy & Utilities
2. Mr. KITTIPHAT SUTHISAMPHAT Gender: Male Age: 51 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	12 Oct 2015	Corporate Management, Engineering, Economics, Audit, Data Analysis, Packaging, Leadership, Negotiation, Corporate Social Responsibility, Strategic Management, Risk Management, Sustainability, Governance/ Compliance
3. Mr. GRAN CHAYAVICHITSILP [1] Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	12 Oct 2015	Audit, Risk Management, Human Resource Management, Economics, Law, Marketing, Data Analysis, Negotiation, Sustainability, Strategic Management, Governance/ Compliance, Leadership

[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. GRAN CHAYAVICHITSILP	Chairman
	Mr. KITTIPHAT SUTHISAMPHAT	Member
	Mr. VIRASAK SUTANTHAVIBUL	Member
	Mr. KEVIN QUMAR SHARMA	Member
Risk Management Committee	Mr. KEVIN QUMAR SHARMA	Chairman
	Mr. THEERAWIT BUSAYAPOKA	Member
	Mr. ANIL KUMAR KOHLI	Member
Corporate Governance Committee	Mr. KEVIN QUMAR SHARMA	Chairman
	Mr. THEERAWIT BUSAYAPOKA	Member
	Mr. Khanit Thanawuthikrai	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 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. KEVIN QUMAR SHARMA Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Science	GROUP CHIEF EXECUTIVE OFFICER	12 Oct 2015	Data Analysis, Finance, Leadership, Business Administration, Economics, Industrial Materials & Machinery, Petrochemicals & Chemicals, Packaging, Energy & Utilities, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Negotiation, Corporate Management, Engineering, Strategic Management, Risk Management, Change Management, Budgeting, Governance/ Compliance
2. Mr. Vishal Aggarwal [1] Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Master of Business Administration (MBA)	Group Chief Finance Officer	11 Aug 2022	Finance, Accounting, Data Analysis

3.	Mr. THEERAWIT BUSAYAPOKA Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering	MANAGING DIRECTOR	12 Oct 2015	Packaging, Leadership, Engineering, Business Administration, Industrial Materials & Machinery, Petrochemicals & Chemicals, Energy & Utilities, Marketing, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Corporate Management, Project Management, Strategic Management, Risk Management, Governance/ Compliance
4.	Mr. ANIL KUMAR KOHLI Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Technology (Chemicals)	Chief Technical Officer	12 Oct 2015	Budgeting, Audit, Marketing, Data Analysis, Packaging, Engineering, Petrochemicals & Chemicals, Industrial Materials & Machinery, Leadership, Negotiation, Corporate Social Responsibility, Corporate Management, Strategic Management, Risk Management, Sustainability, Governance/ Compliance, Energy & Utilities
5.	Mr. Khanit Thanawuthikrai [2] Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Accounting	Assistance Vice President Accounting	24 Dec 2018	Accounting, Finance, Budgeting

[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)	3,049,990.00	2,260,000.00	2,280,000.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 325

Number of female employees (persons) : 428

Total number of employees (persons) : 753

Employee Remuneration

Total employee remuneration : 293,733,465.96

Provident fund

Total number of employees (persons) : 753

Number of employees contributing to the PVD (persons) : 583

Percentage of employees who are members (%) : 77.42

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. ANIL KUMAR KOHLI Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Technology (Chemicals) Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 12 Oct 2015	Budgeting, Audit, Marketing, Data Analysis, Packaging, Engineering, Petrochemicals & Chemicals, Industrial Materials & Machinery, Leadership, Negotiation, Corporate Social Responsibility, Corporate Management, Strategic Management, Risk Management, Sustainability, Governance/ Compliance, Energy & Utilities
2. Mrs. ARADHANA LOHIA SHARMA Gender: Female Age: 37 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 9 Oct 2015	Corporate Management, Economics, Budgeting, Data Analysis, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Sustainability, Corporate Social Responsibility
3. Mr. GRAN CHAYAVICHITSILP Gender: Male Age: 50 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: Re-elected as director	Date position was assumed: 12 Oct 2015	Audit, Risk Management, Human Resource Management, Economics, Law, Marketing, Data Analysis, Negotiation, Sustainability, Strategic Management, Governance/ Compliance, Leadership

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. YASHOVARDHAN LOHIA	Chairman of the board	Non-participating
Mr. KEVIN QUMAR SHARMA	Director	Non-participating
Mr. THEERAWIT BUSAYAPOKA	Director	Non-participating
Mr. ANIL KUMAR KOHLI	Director	Non-participating
Mrs. ARADHANA LOHIA SHARMA	Director	Non-participating
Mr. VIRASAK SUTANTHAVIBUL	Director	Non-participating
Mr. KITTIPHAT SUTHISAMPHAT	Director	Non-participating
Mr. GRAN CHAYAVICHITSILP	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) : 6

Date of AGM meeting : 28 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. YASHOVARDHAN LOHIA (Chairman of the board)	-	5/6	Participating	Did not hold the meeting

2.	Mr. KEVIN QUMAR SHARMA (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mr. THEERAWIT BUSAYAPOKA (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. ANIL KUMAR KOHLI (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mrs. ARADHANA LOHIA SHARMA (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. VIRASAK SUTANTHAVIBUL (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. KITTIPHAT SUTHISAMPHAT (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. GRAN CHAYAVICHITSILP (Director)	-	6/6	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. YASHOVARDHAN LOHIA (Chairman of the board)	-	0.00	N/A	No
2.	Mr. KEVIN QUMAR SHARMA (Director)	-	0.00	N/A	No
3.	Mr. THEERAWIT BUSAYAPOKA (Director)	-	300,000.00	N/A	No
4.	Mr. ANIL KUMAR KOHLI (Director)	-	300,000.00	N/A	No
5.	Mrs. ARADHANA LOHIA SHARMA (Director)	-	0.00	N/A	No
6.	Mr. VIRASAK SUTANTHAVIBUL (Director)	-	580,000.00	N/A	No
7.	Mr. KITTIPHAT SUTHISAMPHAT (Director)	-	540,000.00	N/A	No
8.	Mr. GRAN CHAYAVICHITSILP (Director)	-	560,000.00	N/A	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. VIRASAK SUTANTHAVIBUL (Chairman of the audit committee)	-	4/4
2.	Mr. KITTIPHAT SUTHISAMPHAT (Audit committee)	-	4/4
3.	Mr. GRAN CHAYAVICHITSILP (Audit committee)	-	4/4