



# **Annual Registration Statement / Annual Report**

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

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

**SABINA 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 : SABINA PUBLIC COMPANY LIMITED

Symbol : SABINA

Address : 177 Moo 8, Wangkaithurn, Hanka

Province : Chainart

Postcode : 17130

Business : The Company manufactures and sell ladies lingerie brandname Sabina and the distributors of highly popular brandnames in Europe.

Registration Number : 0107550000068

Telephone : 0-5643-7156-8, 0-2422-9400

Fax (if applicable) : 0-5643-7159, 0-2424-7993

Website : [www.sabina.co.th](http://www.sabina.co.th)

Email : [ir@sabina.co.th](mailto:ir@sabina.co.th)

#### Total Shares Sold (shares)

Common Stock : 347,500,000

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)	2,655,667.25	3,185,715.46	3,450,375.66
Sale of Subsidiary's brandname products (Thousand baht)	2,332,192.02	2,814,725.61	3,181,836.06
Sale of OEM products (Thousand baht)	280,356.15	343,334.18	249,219.30
Incomes from provision of service and other sources (Thousand baht)	43,119.08	27,655.67	19,320.30

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Sale of Subsidiary's brandname products (%)	87.82	88.35	92.22
Sale of OEM products (%)	10.56	10.78	7.22
Incomes from provision of service and other sources (%)	1.62	0.87	0.56

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	2,655,667.25	3,185,715.46	3,450,375.66
Domestic (Thousand baht)	2,333,439.15	2,796,437.51	3,166,255.51
International (Thousand baht)	322,228.10	389,277.95	284,120.15

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	87.87	87.78	91.77
International (%)	12.13	12.22	8.23

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

	2021	2022	2023
Total other income (Thousand baht)	24,310.26	17,956.18	19,319.51
Other income from operations (Thousand baht)	24,310.26	17,956.18	19,319.51
Other income not from operations (Thousand baht)	0.00	0.00	0.00

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

	2021	2022	2023
Share of profit (Thousand baht)	294,194.62	417,224.86	462,546.51

**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	305.85	484.92	674.61

# 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)**

### Strategic Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers
- ESG risk
- Climate change and disasters
- Other

### Operational Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Information security and cyber-attack
- Climate change and disasters
- Impact on the environment
- Impact on human rights
- System disruption risk
- Other



## **Financial Risk**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Financial Risk

- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Liquidity risk

## **Compliance Risk**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Compliance Risk

- Other

# 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://investor.sabina.co.th/storage/cg-report-and-download/2023/20230320-sabina-sustainability-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://investor.sabina.co.th/storage/cg-report-and-download/2022/20220531-sabina-environmental-policy.pdf>

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

#### Results with Respect to the Environmental Aspect (3.3.2)

##### Energy management

###### • Fuel consumption

	2021	2022	2023
Diesel (Litres)	N/A	195,819.88	216,764.35
Gasoline (Litres)	N/A	80,613.10	115,868.39
LPG (Kilograms)	N/A	15,309.00	12,875.00

###### • Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	3,997,121.00	4,229,557.00	5,070,656.28

## Water management

### • Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	100,347.00	93,605.00	98,995.00

## Waste management

### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	418,694.70	442,620.70	691,748.45
Hazardous waste (Kilograms)	28.56	17.27	1,000.58
<b>Total waste generated (Kilograms)</b>	<b>418,723.26</b>	<b>442,637.97</b>	<b>692,749.03</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	3,122.11	3,340.69
Scope 1 (Tons of carbon dioxide equivalents)	0.00	1,012.00	949.94
Scope 2 (Tons of carbon dioxide equivalents)	0.00	2,112.00	2,390.75
Scope 3 (Tons of carbon dioxide equivalents)	0.00	9,799.00	10,068.31
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>12,923.00</b>	<b>13,409.00</b>

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

Third-party verification : Yes

Name of verifying organization : BSI Group (Thailand) 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://investor.sabina.co.th/storage/cg-report-and-download/2021/sabina-human-rights-policy-th-2021.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)	496	529	532
Number of female employees (Persons)	2,756	2,926	2,895
<b>Total number of employees (Persons)</b>	<b>3,252</b>	<b>3,455</b>	<b>3,427</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	556,060,000.00	544,360,000.00	622,764,174.93

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	10.00	18.00	20.00
Employee development and training expenses (baht)	452,558.14	909,779.04	945,087.64

##### • Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	10	2	4
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	23.55	27.26	23.75

• **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://investor.sabina.co.th/storage/cg-report-and-download/2024/20240320-sabina-corporate-governance-policy-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	13	100.00
Number of male directors	6	46.15
Number of female directors	7	53.85
Number of executive directors	6	46.15
Number of non-executive directors	7	53.85
Number of independent directors	5	38.46

#### 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. VIROJ THANALONGKORN Gender: Male Age: 70 years old Highest level of education: Master's degree Major: mini mba Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Original director	3 May 2007	Governance/ Compliance, Leadership, Finance & Securities, Strategic Management, Change Management, Corporate Management, Fashion

2.	<p>Mr. BUNCHAI PUNTURAUMPORN</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: MINI MBA</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	3 May 2007	<p>Strategic Management, Change Management, Data Management, Corporate Management, Marketing, Data Analysis, Finance, Sustainability, Governance/ Compliance, Accounting, Leadership, Fashion, Human Resource Management, Negotiation, Brand Management</p>
3.	<p>Mr. YUTHANA ADIPATH</p> <p>Gender: Male</p> <p>Age: 78 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>	3 May 2007	<p>Audit, Internal Control, Governance/ Compliance, Strategic Management, Corporate Management</p>
4.	<p>Mr. SOMCHAI VANAVIT</p> <p>Gender: Male</p> <p>Age: 74 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>	3 May 2007	<p>Audit, Internal Control, Governance/ Compliance, Strategic Management, Corporate Management</p>
5.	<p>Ms. RAWEWAN PEYAYOPANAKUL</p> <p>Gender: Female</p> <p>Age: 76 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</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>	3 May 2007	<p>Internal Control, Accounting, Governance/ Compliance, Audit</p>

6.	<p>Ms. VACHIRAWAN YAMSRI</p> <p>Gender: Female</p> <p>Age: 58 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Political&amp;Administrative science(finance)</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	22 Jun 2012	<p>Law, Strategic Management, Risk Management, Project Management, Data Analysis, Corporate Management, Sustainability, Governance/ Compliance, Energy &amp; Utilities, Economics, Leadership, Corporate Social Responsibility, Fashion</p>
7.	<p>Mrs. SUCHANYA THANALONGKORN</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	26 Jul 2012	<p>Law, Governance/ Compliance, Corporate Management</p>
8.	<p>Mr. CHAKKRIS UTHAYOPHAS</p> <p>Gender: Male</p> <p>Age: 60 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>	24 Apr 2015	<p>Risk Management, Governance/ Compliance, Engineering, Industrial Materials &amp; Machinery</p>
9.	<p>Mr. SOMKID PARDUNGKIATTISAK</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: cost accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	24 Apr 2015	<p>Strategic Management, Fund Management, Data Management, IT Management, Data Analysis, Sustainability, Governance/ Compliance, Accounting, Leadership, Statistics, Finance &amp; Securities, Finance, Risk Management, Fashion</p>

10.	Ms. PENSRI SUTEERASARN Gender: Female Age: 55 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	23 Apr 2019	Governance/ Compliance, Strategic Management, Corporate Management, Audit, Internal Control
11.	Ms. DUANGDAO MAHANAVANONT Gender: Female Age: 47 years old Highest level of education: Master's degree Major: ms-cis Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	21 Feb 2020	IT Management, Governance/ Compliance, Strategic Management, Data Management, Change Management, Risk Management, Brand Management, Digital Marketing, Data Analysis, Negotiation, Sustainability, Information & Communication Technology, Fashion, Leadership
12.	Ms. PITCHA THANALONGKORN Gender: Female Age: 32 years old Highest level of education: Bachelor's degree Major: fashion design& marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	21 Apr 2022	Fashion, Marketing, Digital Marketing, Corporate Management, Brand Management, Design, Leadership
13.	Ms. VAJA MUKTO Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Additional and newly-appointed directors	25 Apr 2023	Business Administration, Law, Accounting, Finance, Sustainability, Data Analysis, Leadership, Strategic Management, Fashion, Fund Management, Data Management, Statistics, Corporate Management, Change Management, Audit, Budgeting, Governance/ 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. Ms. RAWEWAN PEYAYOPANAKUL [1] Gender: Female Age: 76 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Re-elected as director	3 May 2007	Internal Control, Accounting, Governance/ Compliance, Audit
2. Mr. YUTHANA ADIPATH [1] Gender: Male Age: 78 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	3 May 2007	Audit, Internal Control, Governance/ Compliance, Strategic Management, Corporate Management
3. Mr. SOMCHAI VANAVID [1] Gender: Male Age: 74 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	3 May 2007	Audit, Internal Control, Governance/ Compliance, Strategic Management, Corporate Management

4.	Ms. PENSRI SUTEERASARN [1] Gender: Female Age: 55 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	23 Apr 2019	Governance/ Compliance, Strategic Management, Corporate Management, Audit, Internal Control
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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. BUNCHAI PUNTURAUMPORN Gender: Male Age: 59 years old Highest level of education: Master's degree Major: MINI MBA Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	3 May 2007
2. Ms. DUANGDAO MAHANAVANONT Gender: Female Age: 47 years old Highest level of education: Master's degree Major: ms-cis Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Feb 2020
3. Mr. SOMKID PARDUNGKIATTISAK Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: cost accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	24 Apr 2015



4.	Ms. VACHIRAWAN YAMSRI Gender: Female Age: 58 years old Highest level of education: Bachelor's degree Major: Political&Administrative science(finance) Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Mar 2012
5.	Ms. PITCHA THANALONGKORN Gender: Female Age: 32 years old Highest level of education: Bachelor's degree Major: fashion design& marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Apr 2022
6.	Ms. VAJA MUKTO Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 Apr 2023

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. CHAKKRIS UTHAYOPHAS	Chairman
	Mr. SOMKID PARDUNGKIATTISAK	Member
	Ms. DUANGDAO MAHANAVANONT	Member
	Ms. VACHIRAWAN YAMSRI	Member
The Nomination and Remuneration Committee	Mr. SOMCHAI VANAVID	Chairman
	Ms. RAWEWAN PEYAYOPANAKUL	Member
	Mr. YUTHANA ADIPATH	Member
	Mr. BUNCHAI PUNTURAUMPORN	Member

## **Roles of Sub-committees**

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: The Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: The 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. BUNCHAI PUNTURAUMPORN Gender: Male Age: 59 years old Highest level of education: Master's degree Major: MINI MBA	CHAIRMAN OF THE EXECUTIVE COMMITTEE	3 May 2007	Strategic Management, Change Management, Data Management, Corporate Management, Marketing, Data Analysis, Finance, Sustainability, Governance/ Compliance, Accounting, Leadership, Fashion, Human Resource Management, Negotiation, Brand Management
2. Ms. DUANGDAO MAHANAVANONT Gender: Female Age: 47 years old Highest level of education: Master's degree Major: ms-cis	CHIEF EXECUTIVE OFFICER	1 Jan 2022	IT Management, Governance/ Compliance, Strategic Management, Data Management, Change Management, Risk Management, Brand Management, Digital Marketing, Data Analysis, Negotiation, Sustainability, Information & Communication Technology, Fashion, Leadership
3. Mr. SOMKID PARDUNGKIATTISAK [1] Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: cost accounting	Chief Financial Officer	1 Jan 2020	Strategic Management, Fund Management, Data Management, IT Management, Data Analysis, Sustainability, Governance/ Compliance, Accounting, Leadership, Statistics, Finance & Securities, Finance, Risk Management, Fashion

4.	Ms. PITCHA THANALONGKORN Gender: Female Age: 32 years old Highest level of education: Bachelor's degree Major: fashion design& marketing	Chief Marketing Officer	1 Jan 2019	Fashion, Marketing, Digital Marketing, Corporate Management, Brand Management, Design, Leadership
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[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)	27,600,000.00	30,110,000.00	32,410,000.00

### 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) : 532

Number of female employees (persons) : 2,895

**Total number of employees (persons) : 3,427**

## Employee Remuneration

Total employee remuneration	: 622,764,174.93
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## Provident fund

Total number of employees (persons)	: 3,427
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Number of employees contributing to the PVD (persons)	: 1,659
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Percentage of employees who are members (%)	: 48.41
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# 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. BUNCHAI PUNTURAUMPORN Gender: Male Age: 59 years old Highest level of education: Master's degree Major: MINI MBA Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 3 May 2007	Strategic Management, Change Management, Data Management, Corporate Management, Marketing, Data Analysis, Finance, Sustainability, Governance/ Compliance, Accounting, Leadership, Fashion, Human Resource Management, Negotiation, Brand Management
2. Ms. RAWEWAN PEYAYOPANAKUL Gender: Female Age: 76 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: Re-elected as director	Date position was assumed: 3 May 2007	Internal Control, Accounting, Governance/ Compliance, Audit
3. Ms. VACHIRAWAN YAMSRI Gender: Female Age: 58 years old Highest level of education: Bachelor's degree Major: Political&Administrative science(finance) Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 22 Jun 2012	Law, Strategic Management, Risk Management, Project Management, Data Analysis, Corporate Management, Sustainability, Governance/ Compliance, Energy & Utilities, Economics, Leadership, Corporate Social Responsibility, Fashion

4.	Mrs. SUCHANYA THANALONGKORN Gender: Female Age: 68 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 26 Jul 2012	Law, Governance/ Compliance, Corporate Management
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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. Ms. VAJA MUKTO Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Additional and newly-appointed directors	Date position was assumed: 25 Apr 2023	Business Administration, Law, Accounting, Finance, Sustainability, Data Analysis, Leadership, Strategic Management, Fashion, Fund Management, Data Management, Statistics, Corporate Management, Change Management, Audit, Budgeting, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. VIROJ THANALONGKORN	Chairman of the board	Non-participating
Mr. BUNCHAI PUNTURAUMPORN	Director	Non-participating
Mr. YUTHANA ADIPATH	Director	Non-participating
Mr. SOMCHAI VANA VIT	Director	Non-participating
Ms. RAWEWAN PEYAYOPANAKUL	Director	Non-participating
Ms. VACHIRAWAN YAMSRI	Director	Participating
Mrs. SUCHANYA THANALONGKORN	Director	Non-participating



Mr. CHAKKRIS UTHAYOPHAS	Director	Non-participating
Mr. SOMKID PARDUNGKIATTISAK	Director	Participating
Ms. PENSRI SUTEERASARN	Director	Non-participating
Ms. DUANGDAO MAHANAVANONT	Director	Participating
Ms. PITCHA THANALONGKORN	Director	Participating
Ms. VAJA MUKTO	Director	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 : 25 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. VIROJ THANALONGKORN (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Mr. BUNCHAI PUNTURAUMPORN (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mr. YUTHANA ADIPATH (Director)	-	5/6	Participating	Did not hold the meeting
4.	Mr. SOMCHAI VANAVIT (Director)	-	6/6	Participating	Did not hold the meeting

5.	Ms. RAWEWAN PEYAYOPANAKUL (Director)	-	6/6	Participating	Did not hold the meeting
6.	Ms. VACHIRAWAN YAMSRI (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mrs. SUCHANYA THANALONGKORN (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. CHAKKRIS UTHAYOPHAS (Director)	-	6/6	Participating	Did not hold the meeting
9.	Mr. SOMKID PARDUNGKIATTISAK (Director)	-	6/6	Participating	Did not hold the meeting
10.	Ms. PENSRI SUTEERASARN (Director)	-	5/6	Participating	Did not hold the meeting
11.	Ms. DUANGDAO MAHANAVANONT (Director)	-	6/6	Participating	Did not hold the meeting
12.	Ms. PITCHA THANALONGKORN (Director)	-	6/6	Participating	Did not hold the meeting
13.	Ms. VAJA MUKTO (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. VIROJ THANALONGKORN (Chairman of the board)	-	120,000.00	900,000.00	No
2.	Mr. BUNCHAI PUNTURAUMPORN (Director)	-	120,000.00	440,000.00	No
3.	Mr. YUTHANA ADIPATH (Director)	-	120,000.00	300,000.00	No
4.	Mr. SOMCHAI VANAVIT (Director)	-	120,000.00	300,000.00	No
5.	Ms. RAWEWAN PEYAYOPANAKUL (Director)	-	120,000.00	360,000.00	No
6.	Ms. VACHIRAWAN YAMSRI (Director)	-	120,000.00	300,000.00	No
7.	Mrs. SUCHANYA THANALONGKORN (Director)	-	120,000.00	240,000.00	No
8.	Mr. CHAKKRIS UTHAYOPHAS (Director)	-	120,000.00	240,000.00	No

9.	Mr. SOMKID PARDUNGKIATTISAK (Director)	-	120,000.00	300,000.00	No
10.	Ms. PENSRI SUTEERASARN (Director)	-	120,000.00	300,000.00	No
11.	Ms. DUANGDAO MAHANAVANONT (Director)	-	120,000.00	440,000.00	No
12.	Ms. PITCHA THANALONGKORN (Director)	-	120,000.00	300,000.00	No
13.	Ms. VAJA MUKTO (Director)	-	81,666.00	220,834.00	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.	Ms. RAWEWAN PEYAYOPANAKUL (Chairman of the audit committee)	-	4/4
2.	Mr. YUTHANA ADIPATH (Audit committee)	-	4/4
3.	Mr. SOMCHAI VANAVID (Audit committee)	-	3/4
4.	Ms. PENSRI SUTEERASARN (Audit committee)	-	3/4