



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

ASIAN PHYTOCEUTICALS 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 : ASIAN PHYTOCEUTICALS PUBLIC COMPANY LIMITED

Symbol : APCO

Address : 84/3 Moo 4, Northern Region Industrial Estate (West), Banklang
Subdistrict, Muang District

Province : Lamphun

Postcode : 51000

Business : Manufacture and distribute health and beauty products from
natural extracts based on the researches and developments of
Thai scientists.

Registration Number : 0107548000480

Telephone : 0-5358-1374

Fax (if applicable) : 0-5358-1375

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

Email : apco@apco.co.th

Total Shares Sold (shares)

Common Stock : 600,000,000

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) | 245,159.71 | 271,076.77 | 316,681.03 |
| Beauty Cosmetics Products (Thousand baht) | 2,988.99 | 2,523.34 | 2,433.23 |
| Dietary Supplement and Health Drink Products (Thousand baht) | 242,170.72 | 266,224.49 | 309,144.81 |
| Dietary Supplement Products for Pet Care (Thousand baht) | 0.00 | 2,328.94 | 5,102.99 |

| | 2021 | 2022 | 2023 |
|--|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Beauty Cosmetics Products (%) | 1.22 | 0.93 | 0.77 |
| Dietary Supplement and Health Drink Products (%) | 98.78 | 98.21 | 97.62 |
| Dietary Supplement Products for Pet Care (%) | 0.00 | 0.86 | 1.61 |

By Geographical Area or Market

| | 2021 | 2022 | 2023 |
|---|------------|------------|------------|
| Total revenue from operations (Thousand baht) | 245,159.71 | 271,076.77 | 316,681.03 |
| Domestic (Thousand baht) | 239,636.81 | 270,007.18 | 307,205.48 |
| International (Thousand baht) | 5,522.90 | 1,069.59 | 9,475.55 |
| China (Thousand baht) | 4,500.00 | 0.00 | 0.00 |
| Singapore (Thousand baht) | 172.80 | 438.37 | 8,979.51 |
| United States of America (Thousand baht) | 658.10 | 412.38 | 426.44 |
| Other countries (Thousand baht) | 192.00 | 218.84 | 69.60 |

| | 2021 | 2022 | 2023 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%) | 97.75 | 99.61 | 97.01 |
| International (%) | 2.25 | 0.39 | 2.99 |
| China (%) | 81.48 | 0.00 | 0.00 |
| Singapore (%) | 3.13 | 40.98 | 94.77 |
| United States of America (%) | 11.92 | 38.55 | 4.50 |
| Other countries (%) | 3.48 | 20.46 | 0.73 |

Other income as specified in the financial statements

| | 2021 | 2022 | 2023 |
|--|-----------|-----------|-----------|
| Total other income (Thousand baht) | 15,844.16 | 14,484.71 | 16,780.59 |
| Other income from operations (Thousand baht) | 3,025.17 | 2,084.32 | 1,089.92 |
| Other income not from operations (Thousand baht) | 12,818.99 | 12,400.39 | 15,690.67 |
| Finance income (Thousand baht) | 12,818.99 | 12,400.39 | 15,690.67 |

Remark : Other revenues from operations consist of the accrued commissions adjusted as income, service income, profit from sale of assets, profit from exchange rate, etc.

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

| | 2021 | 2022 | 2023 |
|---------------------------------|---------|--------|----------|
| Share of profit (Thousand baht) | -284.73 | 607.64 | 1,264.63 |

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 | 728.68 | 2,961.85 | 928.11 |

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)

The risk of personnel with specific expertise

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

The risk of the business channels

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Reliance on large customers or few customers
- Competition risk

The risk of product replacement

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

The risk from the impact of other non-standard products on the market

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Compliance Risk

- Laws and regulations is not favorable for doing business

The risk of supplying raw materials

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Climate change and disasters

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Climate change and disasters

Risk to Securities Holder (2.2.2)

The Risk of a Shareholder with more than 50 percent of the Company's Shares.

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.apco.co.th/storage/document/corporate-governance/sustainable-development-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://www.apco.co.th/storage/document/corporate-governance/environment-and-climate-policy-th.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 |
|-----------------------------------|----------|----------|----------|
| Jet fuel (Litres) | 0.00 | 0.00 | 0.00 |
| Diesel (Litres) | 0.00 | 0.00 | 0.00 |
| Gasoline (Litres) | 0.00 | 0.00 | 0.00 |
| Fuel oil (Litres) | 0.00 | 0.00 | 0.00 |
| Crude oil (Barrels) | 0.00 | 0.00 | 0.00 |
| Natural gas (Standard cubic feet) | 0.00 | 0.00 | 0.00 |
| LPG (Kilograms) | 4,365.00 | 5,835.00 | 8,655.00 |

| | | | |
|-----------------------|------|------|------|
| Steam (Metric tonnes) | 0.00 | 0.00 | 0.00 |
| Coal (Metric tonnes) | 0.00 | 0.00 | 0.00 |

• **Electricity consumption**

| | 2021 | 2022 | 2023 |
|--|------------|------------|------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 274,836.00 | 295,624.00 | 293,907.53 |

Water management

• **Water consumption**

| | 2021 | 2022 | 2023 |
|---------------------------------------|----------|----------|----------|
| Total water withdrawal (Cubic meters) | 5,334.00 | 4,193.00 | 6,545.00 |

Waste management

• **Waste from operations**

| | 2021 | 2022 | 2023 |
|--|------------------|------------------|------------------|
| Non-hazardous waste (Kilograms) | 22,310.00 | 21,150.00 | 21,690.00 |
| Hazardous waste (Kilograms) | 0.00 | 0.00 | 0.00 |
| Total waste generated (Kilograms) | 22,310.00 | 21,150.00 | 21,690.00 |

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 | 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.apco.co.th/storage/document/corporate-governance/human-rights-policy-th.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) | 44 | 41 | 44 |
| Number of female employees (Persons) | 62 | 58 | 58 |
| Total number of employees (Persons) | 106 | 99 | 102 |

• Employee remuneration

| | 2021 | 2022 | 2023 |
|------------------------------|---------------|---------------|---------------|
| Employee remuneration (baht) | 32,264,630.00 | 34,409,790.00 | 36,774,614.00 |

• Employee development and training

| | 2021 | 2022 | 2023 |
|---|-----------|-----------|-----------|
| Average employee training hours (Hours / Person / Year) | 4.47 | 4.47 | 5.71 |
| Employee development and training expenses (baht) | 15,946.26 | 30,633.18 | 26,254.68 |

• Health, safety and work environment

| | 2021 | 2022 | 2023 |
|--|------|------|------|
|--|------|------|------|

| | | | |
|--|---|---|---|
| Total number of lost time injury incidents by employees (Cases) | 0 | 0 | 0 |
|--|---|---|---|

• **Employee retention**

| | 2021 | 2022 | 2023 |
|--|------|-------|------|
| Percentage of employees who voluntarily resigned (%) | 5.66 | 17.17 | 7.84 |

• **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.apco.co.th/storage/document/corporate-governance/corporate-governance-policy-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 | 7 | 100.00 |
| Number of male directors | 5 | 71.43 |
| Number of female directors | 2 | 28.57 |
| Number of executive directors | 1 | 14.29 |
| Number of non-executive directors | 6 | 85.71 |
| Number of independent directors | 3 | 42.86 |

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. Mrs. MALEERATNA PLUMCHITCHOM Gender: Female Age: 78 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive, Independent director) Director type: Original director | 30 Apr 2011 | Accounting, Finance, Risk Management, Human Resource Management, Corporate Management, Budgeting, Audit, Internal Control, Banking, Strategic Management, Project Management, Data Analysis, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership |

| | | | | |
|----|---|--|-------------|---|
| 2. | <p>Mrs. ARUNEE WIRIYACHITRA</p> <p>Gender: Female</p> <p>Age: 76 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Arts</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> | 2 Jun 1988 | <p>Strategic Management, Change Management, Risk Management, Human Resource Management, Corporate Management, Budgeting, Negotiation, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Audit, Leadership</p> |
| 3. | <p>Mr. PICHAET WIRIYACHITRA</p> <p>Gender: Male</p> <p>Age: 79 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director (Executive)</p> <p>Director type: Original director</p> | 2 Jun 1988 | <p>Commerce, Petrochemicals & Chemicals, Strategic Management, Human Resource Management, Marketing, Sustainability, Corporate Social Responsibility, Change Management, Risk Management, Corporate Management, Brand Management, Project Management, Budgeting, Governance/ Compliance, Leadership, Health Care Services</p> |
| 4. | <p>Mr. JINGJAI HANCHANLASH</p> <p>Gender: Male</p> <p>Age: 81 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director (Non-executive)</p> <p>Director type: Original director</p> | 28 Jun 2005 | <p>Law, Strategic Management, Risk Management, Human Resource Management, Corporate Management, Audit, Marketing, Negotiation, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership, Commerce</p> |
| 5. | <p>Mr. VARAKORN SAMAKOSES</p> <p>Gender: Male</p> <p>Age: 76 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</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> | 30 Apr 2011 | <p>Economics, Strategic Management, Risk Management, Human Resource Management, Corporate Management, Audit, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Leadership</p> |

| | | | | |
|----|---|--|-------------|--|
| 6. | Mr. PRAIPOL KOOMSUP Gender: Male Age: 75 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 | 30 Apr 2011 | Economics, Strategic Management, Risk Management, Human Resource Management, Corporate Management, Audit, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Leadership, Energy & Utilities |
| 7. | Mr. MONTIEN SIRISOONTHORNLAKE Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Additional and newly-appointed directors | 26 Apr 2023 | Business Administration, Health Care Services, Corporate Management, Corporate Social Responsibility, Human Resource Management, Sustainability, Economics, Commerce, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance |

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 | : 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. | <p>Mrs. MALEERATNA PLUMCHITCHOM [1]</p> <p>Gender: Female</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>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 30 Apr 2011 | <p>Accounting, Finance, Risk Management, Human Resource Management, Corporate Management, Budgeting, Audit, Internal Control, Banking, Strategic Management, Project Management, Data Analysis, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership</p> |
| 2. | <p>Mr. VARAKORN SAMAKOSES</p> <p>Gender: Male</p> <p>Age: 76 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 30 Apr 2011 | <p>Economics, Strategic Management, Risk Management, Human Resource Management, Corporate Management, Audit, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Leadership</p> |
| 3. | <p>Mr. PRAIPOL KOOMSUP</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 30 Apr 2011 | <p>Economics, Strategic Management, Risk Management, Human Resource Management, Corporate Management, Audit, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Leadership, Energy & Utilities</p> |

[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. PICHAET WIRIYACHITRA Gender: Male Age: 79 years old Highest level of education: Honorary degree Major: Science Thai nationality: Yes Residing in Thailand: Yes | Chairman of the executive committee | 30 Apr 2011 |
| 2. Mr. JINGJAI HANCHANLASH Gender: Male Age: 81 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 30 Apr 2011 |
| 3. Mrs. ARUNEE WIRIYACHITRA Gender: Female Age: 76 years old Highest level of education: Honorary degree Major: Arts Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 30 Apr 2011 |

Other sub-committees

Roles of Sub-committees

| | |
|---|--------|
| Sub-committees responsible for risk management | : None |
| Sub-committees responsible for nomination | : None |
| Sub-committees responsible for remuneration | : None |
| 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. PICHAET WIRIYACHITRA Gender: Male Age: 79 years old Highest level of education: Honorary degree Major: Science | CHIEF EXECUTIVE OFFICER | 2 Jun 1988 | Commerce, Petrochemicals & Chemicals, Strategic Management, Human Resource Management, Marketing, Sustainability, Corporate Social Responsibility, Change Management, Risk Management, Corporate Management, Brand Management, Project Management, Budgeting, Governance/ Compliance, Leadership, Health Care Services |
| 2. Mrs. Jannatthabhorn Janprasert Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Science | Assistant to Chief Executive Officer for Production | 11 Nov 2011 | |
| 3. Mrs. Sirithip Wiriyaichitra Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Science | Assistant to Chief Executive Officer for Research and Quality Assurance | 11 Nov 2011 | |
| 4. Ms. Ornphimol Prasertwit Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Business Administration | Assistant to Chief Executive Officer for Marketing | 11 Nov 2011 | |

| | | | |
|----|--|--|-------------|
| 5. | Mrs. Apinya Ulumpanon [1] Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting | Assistant to Chief Executive Officer for Accounting and Finance | 11 Nov 2011 |
|----|--|--|-------------|

[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) | 17,702,751.00 | 14,973,456.40 | 15,510,596.00 |

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) : 44

Number of female employees (persons) : 58

Total number of employees (persons) : 102

Employee Remuneration

Total employee remuneration : 36,774,614.00

Provident fund

Total number of employees (persons) : 102

Number of employees contributing to the PVD (persons) : 68

Percentage of employees who are members (%) : 66.67

Other Significant Information (7.6)

Other significant information

Assigned persons

• Person assigned to take direct responsibility for accounting oversight

| General information | Email | Telephone |
|-------------------------|--------------------------|-----------|
| 1. Ms. Jareerat Jintana | jareerat-jin@hotmail.com | 053581374 |

• Company secretary

| General information | Email | Telephone |
|-----------------------------|------------------------|------------|
| 1. Ms. Jutirat Promchotchai | jp@apco.co.th | 053581374 |
| 2. Mrs. Arunee Wiriyachitra | arunee28apco@gmail.com | 0812894530 |

• Head of internal audit

| General information | Email | Telephone |
|-----------------------------|---------------|-----------|
| 1. Ms. Jutirat Promchotchai | jp@apco.co.th | 053581374 |

• Head of compliance unit

| General information | Email | Telephone |
|---------------------|-------|-----------|
|---------------------|-------|-----------|

| | | | |
|----|--------------------------|------------------------|------------|
| 1. | Ms. Arunee Wiriyaichitra | arunee28apco@gmail.com | 0812894530 |
|----|--------------------------|------------------------|------------|

• Head of investor relations

| General information | Email | Telephone |
|-----------------------------|------------------|-----------|
| 1. Ms. Pawatsawan Niyomkeaw | pnapco@yahoo.com | 026464882 |

Company's auditor

| Company | Names and general information of auditors | Audit fee (baht) | Other non-audit fees (baht) |
|-------------------------------|---|------------------|-----------------------------|
| 1. AST MASTER COMPANY LIMITED | <p>1. Ms. Nongram Laohaareedilok Email: nongram@astmaster.co.th Telephone: 027148843</p> <p>2. Mrs. Pornthip Lertthanongsak Email: porntip@astmaster.co.th Telephone: 027148843</p> <p>3. Ms. Sunanta Kumsuk Email: sunanta@astmaster.co.th Telephone: 027148843</p> <p>4. Ms. Chamaporn Rodloytook Email: chamaporn@astmaster.co.th Telephone: 027148843</p> | 1,300,000.00 | - |

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. Mrs. ARUNEE WIRIYACHITRA Gender: Female Age: 76 years old Highest level of education: Honorary degree Major: Arts Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Re-elected as director | Date position was assumed: 2 Jun 1988 | Strategic Management, Change Management, Risk Management, Human Resource Management, Corporate Management, Budgeting, Negotiation, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Audit, Leadership |
| 2. Mr. VARAKORN SAMAKOSES Gender: Male Age: 76 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Re-elected as director | Date position was assumed: 30 Apr 2011 | Economics, Strategic Management, Risk Management, Human Resource Management, Corporate Management, Audit, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Leadership |

• List of newly appointed director (not being replaced the ex-director)

| General information | Position | Date position was assumed | Experience and expertise |
|---------------------|----------|---------------------------|--------------------------|
|---------------------|----------|---------------------------|--------------------------|

| | | | | |
|----|-------------------------------|---|--|--|
| 1. | Mr. MONTIEN SIRISOONTHORNLAKE | Director (Non-executive) | Date position was assumed: 26 Apr 2023 | Business Administration, Health Care Services, Corporate Management, Corporate Social Responsibility, Human Resource Management, Sustainability, Economics, Commerce, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance |
| | Gender: Male | | | |
| | Age: 61 years old | | | |
| | Highest level of education: | Director type: Additional and newly-appointed directors | | |
| | Master's degree | | | |
| | Major: Management | | | |
| | Thai nationality: Yes | | | |
| | Residing in Thailand: Yes | | | |

Development of directors over the past year

| List of directors | Position | Participated in director development program |
|-------------------------------|-----------------------|--|
| Mrs. MALEERATNA PLUMCHITCHOM | Chairman of the board | Non-participating |
| Mrs. ARUNEE WIRIYACHITRA | Director | Non-participating |
| Mr. PICHAET WIRIYACHITRA | Director | Non-participating |
| Mr. JINGJAI HANCHANLASH | Director | Non-participating |
| Mr. VARAKORN SAMAKOSES | Director | Non-participating |
| Mr. PRAIPOL KOOMSUP | Director | Non-participating |
| Mr. MONTIEN SIRISOONTHORNLAKE | Director | Participating |

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 5

Date of AGM meeting : 26 Apr 2023

EGM meeting : No

| | List of directors | Termination date | Number of Board Meeting | AGM meetings | EGM meetings |
|----|---|------------------|-------------------------|---------------|--------------------------|
| 1. | Mrs. MALEERATNA PLUMCHITCHOM (Chairman of the board) | - | 5/5 | Participating | Did not hold the meeting |
| 2. | Mrs. ARUNEE WIRIYACHITRA (Director) | - | 5/5 | Participating | Did not hold the meeting |
| 3. | Mr. PICHAET WIRIYACHITRA (Director) | - | 5/5 | Participating | Did not hold the meeting |
| 4. | Mr. JINGJAI HANCHANLASH (Director) | - | 5/5 | Participating | Did not hold the meeting |
| 5. | Mr. VARAKORN SAMAKOSES (Director) | - | 5/5 | Participating | Did not hold the meeting |
| 6. | Mr. PRAIPOL KOOMSUP (Director) | - | 4/5 | Participating | Did not hold the meeting |
| 7. | Mr. MONTIEN SIRISOONTHORNLAKE (Director) | - | 3/3 | 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. | Mrs. MALEERATNA PLUMCHITCHOM (Chairman of the board) | - | 210,000.00 | 104,326.00 | No |
| 2. | Mrs. ARUNEE WIRIYACHITRA (Director) | - | 0.00 | 0.00 | No |
| 3. | Mr. PICHAET WIRIYACHITRA (Director) | - | 0.00 | 0.00 | No |
| 4. | Mr. JINGJAI HANCHANLASH (Director) | - | 70,000.00 | 0.00 | No |
| 5. | Mr. VARAKORN SAMAKOSES (Director) | - | 165,000.00 | 104,326.00 | No |
| 6. | Mr. PRAIPOL KOOMSUP (Director) | - | 125,000.00 | 104,326.00 | No |
| 7. | Mr. MONTIEN SIRISOONTHORNLAKE (Director) | - | 60,000.00 | 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) : 4

| List of directors | | Termination date | Number of the audit committee meeting |
|-------------------|---|------------------|---------------------------------------|
| 1. | Mrs. MALEERATNA PLUMCHITCHOM (Chairman of the audit committee) | - | 4/4 |
| 2. | Mr. VARAKORN SAMAKOSES (Audit committee) | - | 4/4 |
| 3. | Mr. PRAIPOL KOOMSUP (Audit committee) | - | 3/4 |