



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

ICHITAN GROUP PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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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 : ICHITAN GROUP PUBLIC COMPANY LIMITED

Symbol : ICHI

Address : No. 8 T-ONE Building, 42nd - 44th Floors, Soi Sukhumvit 40, Phra Khanong, Khlong Toei

Province : Bangkok

Postcode : 10110

Business : Ichitan Group Public Company Limited operates beverage business, and manufactures and sells ready-to drink green tea beverage, herbal drink, and low-sugar ready-to-drink tea beverage, under the brands of Ichitan Green Tea, Yen Yen by Ichitan and Juice Drinks, Non-Carbonated “Bireley’s”, respectively. In 2014, the Company entered into a joint venture agreement with PT Atri Pasifik (“AP”), a company incorporated in Indonesia, in order to invest in PT ichi Tan Indonesia, a new joint venture established in Indonesia. The purposes of the joint venture are to produce and sell ready-to-drink beverage branded “Ichitan” in Indonesia. The Company and AP will equally invest in the joint venture (50% of the issued and paid-up share capital of the joint venture)

Registration Number : 0107556000485

Telephone : 0-2023-1111

Fax (if applicable) : 0-2020-3999

Website : www.ichitangroup.com

Email : ir@ichitangroup.com

Total Shares Sold (shares)

Common Stock : 1,300,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	6,359,600.81	8,085,044.29	8,671,143.10
Revenue from sale of goods (Thousand baht)	6,340,362.88	8,049,904.60	8,594,390.62
Other (Thousand baht)	19,237.93	35,139.69	76,752.48

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from sale of goods (%)	99.70	99.57	99.11
Other (%)	0.30	0.43	0.89

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	6,359,600.81	8,085,044.29	8,671,143.10
Domestic (Thousand baht)	5,746,462.81	7,417,852.29	8,170,727.48
International (Thousand baht)	613,138.00	667,192.00	500,415.62

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	90.36	91.75	94.23
International (%)	9.64	8.25	5.77

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	19,237.93	35,139.69	76,752.48
Other income from operations (Thousand baht)	19,237.93	35,139.69	76,752.48
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

	2022	2023	2024
Share of profit (Thousand baht)	82,245.30	4,614.25	9,271.40

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)	2022	2023	2024
R&D expenses in the past 3 years	5,665,295.30	2,995,392.08	3,111,904.84

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)

Risks that affect the Rights or Investments of Securities Holders

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

Management Risk that relies on Executives or Major Shareholders

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Reliance on employees in key positions

Compliance Risk

- Corporate Governance

Intense Competition Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

Risk of new product development

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Product obsolescence

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

Risk of Dependence on Main Distributors at least 30% of Sales

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

Production and Labor Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Shortage or reliance on skilled workers
- Safety, occupational health, and working environment

Risks related to Environmental Impact

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Damage to company image and reputation

Operational Risk

- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations
- Corporate Governance

Consumption Safety Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Damage to company image and reputation

Human Rights Risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations
- Safety, occupational health, and working environment
- Impact on human rights

Compliance Risk

- Change in laws and regulations

Foreign Exchange Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Price Volatility of Main Raw Materials

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

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

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

Financial Risk

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

Risk of major shareholder over 50 percent

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

Risk of Violating the Personal Data Protection Act (PDPA)

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Information security and cyber-attack

Compliance Risk

- Change in laws and regulations
- Corporate Governance

Risks from Demographic Changes and Consumer Behavior on Health – Conscious

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Impact from population structure

Compliance Risk

- Laws and regulations is not favorable for doing business

Climate Change Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Operational Risk

- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations

Cyber Threat Risk and Information Leakage

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Changes in technologies

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack

Compliance Risk

- Change in laws and regulations

Risk of Emerging Diseases

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Damage to company image and reputation

Operational Risk

- Shortage or reliance on skilled workers
- Human error in business operations

Compliance Risk

- Change in laws and regulations

Risk to Securities Holder (2.2.2)

Return from investment of securities holder

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

Investment risk

Risk Management Measures: No

Related Risk Topics

- Foreign Investment Risk

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity 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

	2022	2023	2024
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)	256,915,470.00	220,952,988.00	274,902,965.09
LPG (Kilograms)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	42,492,674.00	50,201,483.00	54,165,746.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	1,567,679.00	1,802,772.00	1,801,049.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	2,508,760.00	2,211,730.00	2,332,040.00
Hazardous waste (Kilograms)	0.00	13,740.00	27,340.00
Total waste generated (Kilograms)	2,508,760.00	2,225,470.00	2,359,380.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	19,729.00	22,348.00	20,963.00
Scope 2 (Tons of carbon dioxide equivalents)	19,047.00	22,180.00	24,273.00
Scope 3 (Tons of carbon dioxide equivalents)	93,485.00	100,240.00	104,156.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	132,261.00	144,768.00	149,392.00

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

Third-party verification : Yes

Name of verifying organization : Thailand Greenhouse Gas Management Organization (TGO)

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

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

	2022	2023	2024
Number of male employees (Persons)	250	261	279
Number of female employees (Persons)	112	118	122
Total number of employees (Persons)	362	379	401

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	223,760,921.19	259,358,013.00	287,084,030.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	6.00	8.00	12.00
Employee development and training expenses (baht)	692,663.65	873,712.67	1,078,391.58

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	2	2	1

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	22.65	15.30	9.48

• **Significant labor dispute**

	2022	2023	2024
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.ichitangroup.com/pdf/corporate/governance3.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	4	50.00
Number of female directors	4	50.00
Number of executive directors	5	62.50
Number of non-executive directors	3	37.50
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. SORAKON ADUNYANON Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Sociology and Anthropology Thai nationality: Yes Residing in Thailand: No	Chairman of the board (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	19 Apr 2024	Marketing, Corporate Management, Strategic Management, Risk Management, Business Administration

2.	<p>Mrs. ENG PASSAKORNNATEE</p> <p>Gender: Female</p> <p>Age: 54 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>Vice Chairman (Executive)</p> <p>Director type: Re-elected as director</p>	3 Jul 2013	<p>Law, Finance, Governance/ Compliance, Accounting, Food & Beverage</p>
3.	<p>Mr. TAN PASSAKORNNATEE</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	3 Jul 2013	<p>Food & Beverage, Governance/ Compliance, Sustainability, Corporate Social Responsibility, Leadership</p>
4.	<p>Mr. THITI JIRANONKAN</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Journalism and Print Media</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	13 Aug 2014	<p>Food & Beverage, Corporate Management, IT Management, Governance/ Compliance, Negotiation</p>
5.	<p>Mr. TANAPAN KHONGNUNTHA</p> <p>Gender: Male</p> <p>Age: 50 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 (Executive)</p> <p>Director type: Original director</p>	3 Jul 2013	<p>Brand Management, Marketing, Food & Beverage, Agribusiness, Business Administration</p>

6.	Ms. ARAYA PANICHAYUNONT Gender: Female Age: 49 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	3 Jul 2013	Finance, Food & Beverage, Accounting, Governance/ Compliance, Budgeting
7.	Ph.D. RANCHANA RAJATANAVIN Gender: Female Age: 54 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	27 Apr 2023	Business Administration, Food & Beverage, Accounting, Finance, Audit
8.	Ms. PETCHOMPOO THEPPIPIDH Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Education Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	19 Apr 2024	Business Administration, Corporate Management, Sustainability, Governance/ Compliance, Strategic Management

List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. AVM. NATHAWAT NIMMOLTHANAKORN Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Education in Secondary Education Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)	Date position was assumed: 17 Jun 2013 Date directorship ended: 19 Apr 2024	Mr. SORAKON ADUNYANON Date position was assumed: 19 Apr 2024

2.	Mr. PRASAN LIMPIPATANAKUL	Director	Date position was assumed:	Ms. PETCHOMPOO THEPPIPIDH
	Gender: Male	(Non-executive,		Date position was assumed:
	Age: 68 years old	Independent director)	17 Jun 2013	19 Apr 2024
	Highest level of education:		Date directorship ended:	
	Master's degree			
	Major: Business Administration		19 Apr 2024	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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. Mr. SORAKON ADUNYANON Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Sociology and Anthropology Thai nationality: Yes Residing in Thailand: No	Chairman of the audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	19 Apr 2024	Marketing, Corporate Management, Strategic Management, Risk Management, Business Administration
2. Ph.D. RANCHANA RAJATANAVIN [1] Gender: Female Age: 54 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	27 Apr 2023	Business Administration, Food & Beverage, Accounting, Finance, Audit
3. Ms. PETCHOMPOO THEPPIPIDH Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Education Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	19 Apr 2024	Business Administration, Corporate Management, Sustainability, Governance/ Compliance, Strategic Management

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

List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. AVM. NATHAWAT NIMMOLTHANAKORN [1] Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Education in Secondary Education Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 17 Jun 2013 Date directorship ended: 19 Apr 2024	Mr. SORAKON ADUNYANON Date position was assumed: 19 Apr 2024
2. Mr. PRASAN LIMPIPATANAKUL [1] Gender: Male Age: 68 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)	Date position was assumed: 17 Jun 2013 Date directorship ended: 19 Apr 2024	Ms. PETCHOMPOO THEPPIPIDH Date position was assumed: 19 Apr 2024

[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. TAN PASSAKORNNATEE Gender: Male Age: 65 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	17 Jun 2013

2.	<p>Mrs. ENG PASSAKORNNATEE</p> <p>Gender: Female</p> <p>Age: 54 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>Member of the executive committee</p>	<p>11 Nov 2021</p>
3.	<p>Mr. THITI JIRANONKAN</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Journalism and Print Media</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>17 Jun 2013</p>
4.	<p>Mr. VIROJ SUPASOON</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>17 Jun 2013</p>
5.	<p>Mr. TANAPAN KHONGNUNTHA</p> <p>Gender: Male</p> <p>Age: 50 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>Member of the executive committee</p>	<p>17 Jun 2013</p>
6.	<p>Mr. Apichat Sukajirawat</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>23 Feb 2022</p>

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Ph.D. RANCHANA RAJATANAVIN	Chairman
	Ms. PETCHOMPOO THEPPIPIDH	Member
	Mrs. ENG PASSAKORNNATEE	Member
Risk Management Committee	Mrs. ENG PASSAKORNNATEE	Chairman
	Mr. VIROJ SUPASOON	Member
	Mr. TANAPAN KHONGNUNTHA	Member
	Mr. SORAKON ADUNYANON	Member
Corporate Governance and Sustainability Committee	Ms. PETCHOMPOO THEPPIPIDH	Chairman
	Ph.D. RANCHANA RAJATANAVIN	Member
	Mrs. ENG PASSAKORNNATEE	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 Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainability 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. TAN PASSAKORNNATEE Gender: Male Age: 65 years old Highest level of education: Honorary degree Major: Business Administration	PRESIDENT	3 Sep 2010	Food & Beverage, Governance/ Compliance, Sustainability, Corporate Social Responsibility, Leadership
2. Mrs. ENG PASSAKORNNATEE Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President	10 Nov 2021	Law, Finance, Governance/ Compliance, Accounting, Food & Beverage
3. Mr. TANAPAN KHONGNUNTHA Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President, Beverage Business	12 Feb 2013	Brand Management, Marketing, Food & Beverage, Agribusiness, Business Administration
4. Mr. THITI JIRANONKAN Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Journalism and Print Media	Acting Executive Vice President of Manufacturing	12 Dec 2024	Food & Beverage, Corporate Management, IT Management, Governance/ Compliance, Negotiation
5. Mr. Apichat Sukajirawat [1] Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Accounting	Executive Vice President, Accounting and Finance	23 Feb 2022	Food & Beverage, Accounting, Finance, Risk Management, 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

	2022	2023	2024
Total executive remuneration (baht)	43,072,310.00	42,988,543.00	39,247,680.00

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) : 279

Number of female employees (persons) : 122

Total number of employees (persons) : 401

Employee Remuneration

Total employee remuneration : 287,084,030.00

Provident fund

Total number of employees (persons) : 401

Number of employees contributing to the PVD (persons) : 289

Percentage of employees who are members (%) : 72.07

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. ENG PASSAKORNNATEE Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Re-elected as director	Date position was assumed: 3 Jul 2013	Law, Finance, Governance/ Compliance, Accounting, Food & Beverage

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SORAKON ADUNYANON Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Sociology and Anthropology Thai nationality: Yes Residing in Thailand: No	Chairman of the board (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 19 Apr 2024	Marketing, Corporate Management, Strategic Management, Risk Management, Business Administration

2.	Ms. PETCHOMPOO THEPPIPIDH	Director	Date position was assumed:	Business Administration, Corporate Management, Sustainability, Governance/ Compliance, Strategic Management
	Gender: Female	(Non-executive, Independent director)	19 Apr 2024	
	Age: 60 years old			
	Highest level of education: Master's degree	Director type: Newly appointed director to replace ex-director		
	Major: Education			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SORAKON ADUNYANON	Chairman of the board	Participating
Mrs. ENG PASSAKORNNATEE	Vice Chairman	Participating
Mr. TAN PASSAKORNNATEE	Director	Participating
Mr. THITI JIRANONKAN	Director	Participating
Mr. TANAPAN KHONGNUNTHA	Director	Participating
Ms. ARAYA PANICHAYUNONT	Director	Participating
Ph.D. RANCHANA RAJATANAVIN	Director	Participating
Ms. PETCHOMPOO THEPPIPIDH	Director	Participating
AVM. NATHAWAT NIMMOLTHANAKORN	Chairman of the board	Non-participating
Mr. PRASAN LIMPIPATANAKUL	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 : 19 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SORAKON ADUNYANON (Chairman of the board)	-	5/5	Non-participating	Did not hold the meeting
2.	Mrs. ENG PASSAKORNNATEE (Vice Chairman)	-	7/7	Participating	Did not hold the meeting
3.	Mr. TAN PASSAKORNNATEE (Director)	-	7/7	Participating	Did not hold the meeting
4.	Mr. THITI JIRANONKAN (Director)	-	6/7	Participating	Did not hold the meeting
5.	Mr. TANAPAN KHONGNUNTHA (Director)	-	7/7	Participating	Did not hold the meeting
6.	Ms. ARAYA PANICHAYUNONT (Director)	-	7/7	Participating	Did not hold the meeting
7.	Ph.D. RANCHANA RAJATANAVIN (Director)	-	7/7	Participating	Did not hold the meeting
8.	Ms. PETCHOMPOO THEPPIPIDH (Director)	-	5/5	Non-participating	Did not hold the meeting
9.	AVM. NATHAWAT NIMMOLTHANAKORN (Chairman of the board)	19 Apr 2024	2/2	Participating	Did not hold the meeting
10.	Mr. PRASAN LIMPIPATANAKUL (Director)	19 Apr 2024	2/2	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. SORAKON ADUNYANON (Chairman of the board)	-	0.00	0.00	No

2.	Mrs. ENG PASSAKORNNATEE (Vice Chairman)	-	0.00	0.00	No
3.	Mr. TAN PASSAKORNNATEE (Director)	-	0.00	0.00	No
4.	Mr. THITI JIRANONKAN (Director)	-	0.00	0.00	No
5.	Mr. TANAPAN KHONGNUNTHA (Director)	-	0.00	0.00	No
6.	Ms. ARAYA PANICHAYUNONT (Director)	-	0.00	0.00	No
7.	Ph.D. RANCHANA RAJATANAVIN (Director)	-	0.00	0.00	No
8.	Ms. PETCHOMPOO THEPPIPIDH (Director)	-	0.00	0.00	No
9.	AVM. NATHAWAT NIMMOLTHANAKORN (Chairman of the board)	19 Apr 2024	0.00	0.00	No
10.	Mr. PRASAN LIMPIPATANAKUL (Director)	19 Apr 2024	0.00	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.	Mr. SORAKON ADUNYANON (Chairman of the audit committee)	-	3/3
2.	Ph.D. RANCHANA RAJATANAVIN (Audit committee)	-	4/4
3.	Ms. PETCHOMPOO THEPPIPIDH (Audit committee)	-	3/3
4.	AVM. NATHAWAT NIMMOLTHANAKORN (Chairman of the audit committee)	19 Apr 2024	1/1
5.	Mr. PRASAN LIMPIPATANAKUL (Audit committee)	19 Apr 2024	1/1