



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THAI WAH PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

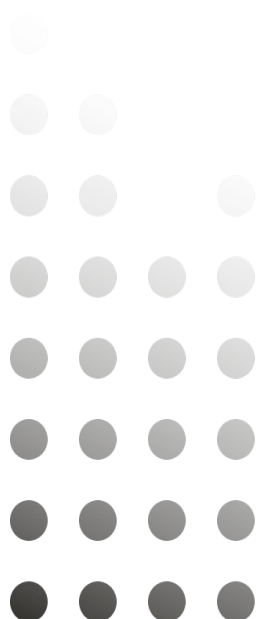


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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : THAI WAH PUBLIC COMPANY LIMITED

Symbol : TWPC

Address : No. 21/11, 21/13 Thai Wah Tower 1, 6th floor, South Sathorn Road,
Tungmahamek, Sathorn

Province : Bangkok

Postcode : 10120

Business : Manufacture and distribute tapioca starch and starch-related
products,
food products, and biodegradable products

Registration Number : 0107558000423

Telephone : 0-2285-0040

Fax (if applicable) : 0-2285-0268

Website : www.thaiwah.com

Email : CA@thaiwah.com

Total Shares Sold (shares)

Common Stock : 880,420,930

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)	10,465.95	10,289.58	10,135.13
Starch business (Thousand baht)	8,279.76	8,051.81	7,621.03
Food business (Thousand baht)	2,014.04	2,152.91	2,372.75
Other (Thousand baht)	172.15	84.86	141.35

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Starch business (%)	79.11	78.25	75.19
Food business (%)	19.24	20.92	23.41
Other (%)	1.64	0.82	1.39

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	10,465.95	10,289.58	10,135.13
Domestic (Thousand baht)	6,152.48	6,025.90	6,306.18
International (Thousand baht)	4,313.47	4,263.68	3,828.95

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	58.79	58.56	62.22
International (%)	41.21	41.44	37.78

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

Information on Products and Services (1.2.2)**Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	36,000.00	41,078.00	30,158.00

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 of Cassava Root Management in terms of Quantity and Price

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk from Overseas Investment

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk
- New business risk

Volatility of Raw Material Price for Food Products

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Cybersecurity Threats

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Volatility in Exchange Rates

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Hazard Risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment

Risks from Government Policy

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Risks Related to Environmental Law Compliance

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations

Risks related to Intellectual Property Protection

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risks from Climate Change

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Operational Risk

- Climate change and disasters

Risk relating to Water Management

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Operational Risk

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

Risk of Human Rights and Fair Labor Practices

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Operational Risk

- Impact on human rights

Risks from Volatility in the World's Economy

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk

Risk from the Spread of Plant Diseases and Pests

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk from Substitute Products

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Corruption Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Global Economic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk

Regulatory Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Consumer Behavior Shift

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Risk to Securities Holder (2.2.2)

Risk of Uncertain Investment Returns for Shareholders

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk of Dividend Affordability below Investor Expectations

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://sdjourney.thaiwah.com/th/sd-journey-by-thai-wah/sustainability-framework>
(if applicable)

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.thaiwah.com/storage/downloads/corporate-governance/corporate-policies-documents/corporate-policies/20240913-twpc-she-policy-th.pdf>
(if applicable)

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

	2022	2023	2024
Diesel (Litres)	647,265.14	607,780.56	548,514.00
Gasoline (Litres)	13,061.54	13,320.19	10,386.00
Fuel oil (Litres)	1,435,597.00	1,174,720.00	1,583,618.00
LPG (Kilograms)	5,754.71	6,404.81	7,004.00
Steam (Metric tonnes)	66,965.47	69,287.87	80,013.00
Coal (Metric tonnes)	1,755.46	159.16	1,184.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	127,921,221.35	124,463,781.70	121,366,102.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	9,916,386.00	9,850,012.00	7,931,789.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	39,480,305.00	40,891,028.00	N/A
Hazardous waste (Kilograms)	38,759.00	19,895.00	N/A
Total waste generated (Kilograms)	39,519,064.00	40,910,923.00	N/A

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	15,222.00	12,913.00	12,202.00
Scope 2 (Tons of carbon dioxide equivalents)	43,738.00	45,384.00	43,778.00
Scope 3 (Tons of carbon dioxide equivalents)	107,014.00	108,014.00	115,745.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	165,974.00	166,311.00	171,725.00

- **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://sdjourney.thaiwah.com/th/sustainability-strategies/family-work-and-life-balance>

Company human right guideline : Employee Rights, Child Labor, 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)	2,037	2,055	2,037
Number of female employees (Persons)	1,936	2,051	2,028
Total number of employees (Persons)	3,973	4,106	4,065

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	1,069,821,259.24	1,273,022,000.00	1,170,508,850.03

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	69.00	61.00	44.00
Employee development and training expenses (baht)	N/A	2,263,307.39	1,475,997.16

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	17	21	18
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	N/A	N/A	27.31

• **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.thaiwah.com/th/corporate-governance/corporate-governance-policy>

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	10	76.92
Number of female directors	3	23.08
Number of executive directors	3	23.08
Number of non-executive directors	10	76.92
Number of independent directors	6	46.15

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. KWONPING HO Gender: Male Age: 72 years old Highest level of education: Honorary degree Major: Management Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Re-elected as director	1 Oct 2015	Agribusiness, Property Development, Food & Beverage, Strategic Management, Tourism & Leisure

2.	Mr. REN HUA HO Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	1 Oct 2015	Food & Beverage, Finance, Strategic Management, Agribusiness
3.	Mr. VUDHIPHOL SURİYABHIVADH Gender: Male Age: 80 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	1 Oct 2015	Law, Accounting
4.	Mr. KWONCJAN HO Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Architecture Thai nationality: No Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	1 Oct 2015	Property Development, Architecture, Tourism & Leisure
5.	Mr. ARIEL P VERA Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	1 Oct 2015	Accounting, Finance

6.	Mr. UMNAD SUKPRASONGPHOL Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	1 Oct 2015	Agribusiness, Strategic Management, Marketing
7.	Mr. CHANIN ARCHJANANUN Gender: Male Age: 60 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: Re-elected as director	1 Oct 2015	Marketing, Human Resource Management
8.	Mr. SUBHAK SIWARAKSA Gender: Male Age: 67 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	21 Feb 2017	Economics, Accounting, Finance, Strategic Management
9.	Mr. PRATEEP LERTVATANAKIJKUL Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	27 Apr 2018	Agribusiness, Marketing, Strategic Management, Food & Beverage

10.	Ms. PARNSIREE AMATAYAKUL Gender: Female Age: 54 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: Re-elected as director	27 Apr 2018	IT Management, Strategic Management
11.	Mrs. REN YUNG HO Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Sociology and Economic Development Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	27 Apr 2020	Finance, Property Development, Tourism & Leisure, Marketing
12.	Mrs. SUPATTRA PAOPIAMSAP Gender: Female Age: 61 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: Re-elected as director	24 Feb 2021	Marketing, Accounting, Finance, Strategic Management, Human Resource Management
13.	Mr. SUVIR VARMA Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive, Independent director) Director type: Additional and newly-appointed directors	24 Apr 2024	Strategic Management, Risk Management, Business Administration

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. SUBHAK SIWARAKSA [1] Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	16 Feb 2024	Economics, Accounting, Finance, Strategic Management
2. Mr. CHANIN ARCHJANANUN [1] Gender: Male Age: 60 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: Re-elected as director	9 May 2019	Marketing, Human Resource Management

3.	Mr. VUDHIPHOL SURIYABHIVADH [1] Gender: Male Age: 80 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	16 Feb 2024	Law, Accounting
4.	Mrs. SUPATTRA PAOPIAMSAP [1] Gender: Female Age: 61 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: Additional and newly-appointed directors	21 Feb 2024	Marketing, Accounting, Finance, Strategic Management, Human Resource Management

[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. VUDHIPHOL SURIYABHIVADH	Member
	Mr. SUBHAK SIWARAKSA	Member
	Mr. CHANIN ARCHJANANUN	Chairman
	Mrs. SUPATTRA PAOPIAMSAP	Member
Strategic and Innovation Committee	Mr. VUDHIPHOL SURIYABHIVADH	Member
	Mr. CHANIN ARCHJANANUN	Member
	Mr. SUBHAK SIWARAKSA	Member
	Mrs. SUPATTRA PAOPIAMSAP	Member
	Ms. PARNSIREE AMATAYAKUL	Member
	Mr. SUVIR VARMA	Member
Sustainability Committee	Mr. CHANIN ARCHJANANUN	Member
	Mr. VUDHIPHOL SURIYABHIVADH	Member
	Mrs. SUPATTRA PAOPIAMSAP	Member
	Ms. PARNSIREE AMATAYAKUL	Member
	Mr. SUBHAK SIWARAKSA	Member

The Audit, Risk and Corporate Governance Committee	Mr. SUBHAK SIWARAKSA	Chairman
	Mr. CHANIN ARCHJANANUN	Member
	Mr. VUDHIPHOL SURİYABHIVADH	Member
	Mrs. SUPATTRA PAOPIAMSAP	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: The Audit, Risk and Corporate Governance 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	: The Audit, Risk and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: 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. REN HUA HO Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Finance	CHIEF EXECUTIVE OFFICER	1 Oct 2015	Food & Beverage, Finance, Strategic Management, Agribusiness
2. Mr. UMNAD SUKPRASONGPHOL Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration	Senior Advisor to CEO	1 Oct 2015	Agribusiness, Strategic Management, Marketing
3. Mr. PRATEEP LERTVATANAKIJKUL Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer	1 Jan 2017	Agribusiness, Marketing, Strategic Management, Food & Beverage
4. Ms. Naruemon Srisuma Gender: Female Age: 66 years old Highest level of education: Doctoral degree Major: Science	Vice President-Group Research and Development	1 Mar 2021	Food & Beverage, Agribusiness
5. Ms. Chidapa Amralikit [1] Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Finance	Group Chief Financial Officer	2 Sep 2024	Finance

6.	Ms. Hataikan Kamolsirisakul	Head of Strategy, Sustainability & Innovation / Head of New Business Group / Chief of Staff	2 Sep 2024	Economics, Agribusiness, Finance, Sustainability, Strategic Management
	Gender: Female			
	Age: 43 years old			
	Highest level of education: Master's degree			
	Major: Finance			

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 2,037

Number of female employees (persons) : 2,028

Total number of employees (persons) : 4,065

Employee Remuneration

Total employee remuneration : 1,170,508,850.03

Provident fund

Total number of employees (persons) : 4,065

Number of employees contributing to the PVD (persons) : 744

Percentage of employees who are members (%) : 18.30

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Taweepong Saejew	ca@thaiwah.com	

• Company secretary

General information	Email	Telephone
1. Ms. Nattamon Rattananakin	CA@thaiwah.com	

• Head of internal audit

General information	Email	Telephone
1. Ms. Vanassaporn Butsaba	vanassaporn.b@thaiwah.com	

• Head of compliance unit

General information	Email	Telephone
1. Mrs. Chidapa Amralikit	CA@thaiwah.com	

• Head of investor relations

General information	Email	Telephone
1. Ms. Chidapa Amralikit	ir@thaiwah.com	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)

1. EY OFFICE LIMITED	1. Mrs. PIMJAI MANITKAJOHNKIT	2,600,000.00	Details: Baht
	Email: naruemol. nimanussornkul@th.ey.com		120,000.
	Telephone: -		Total service fee (baht): 120,000.00
	2. Mrs. ROSAPORN DECHARKOM		
	Email: naruemol. nimanussornkul@th.ey.com		
	Telephone: -		
	3. Mrs. SUMANA PUNPONGSANON		
	Email: naruemol. nimanussornkul@th.ey.com		
	Telephone: -		
	4. Mrs. WILAIORN CHAOWIWATKUL		
	Email: naruemol. nimanussornkul@th.ey.com		
	Telephone: -		

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. KWONPING HO Gender: Male Age: 72 years old Highest level of education: Honorary degree Major: Management Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Oct 2015	Agribusiness, Property Development, Food & Beverage, Strategic Management, Tourism & Leisure
2. Mr. REN HUA HO Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 1 Oct 2015	Food & Beverage, Finance, Strategic Management, Agribusiness
3. Mr. VUDHIPHOL SURİYABHIVADH Gender: Male Age: 80 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 1 Oct 2015	Law, Accounting

4.	Mr. KWONCJAN HO Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Architecture Thai nationality: No Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Oct 2015	Property Development, Architecture, Tourism & Leisure
5.	Mr. ARIEL P VERA Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Oct 2015	Accounting, Finance
6.	Mr. UMNAD SUKPRASONGPHOL Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 1 Oct 2015	Agribusiness, Strategic Management, Marketing
7.	Mr. CHANIN ARCHJANANUN Gender: Male Age: 60 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: Re-elected as director	Date position was assumed: 1 Oct 2015	Marketing, Human Resource Management
8.	Mr. SUBHAK SIWARAKSA Gender: Male Age: 67 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: 21 Feb 2017	Economics, Accounting, Finance, Strategic Management

9.	Mr. PRATEEP LERTVATANAKIJKUL Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 27 Apr 2018	Agribusiness, Marketing, Strategic Management, Food & Beverage
10.	Ms. PARNSIREE AMATAYAKUL Gender: Female Age: 54 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: Re-elected as director	Date position was assumed: 27 Apr 2018	IT Management, Strategic Management
11.	Mrs. REN YUNG HO Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Sociology and Economic Development Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 27 Apr 2020	Finance, Property Development, Tourism & Leisure, Marketing
12.	Mrs. SUPATTRA PAOPIAMSAP Gender: Female Age: 61 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: Re-elected as director	Date position was assumed: 24 Feb 2021	Marketing, Accounting, Finance, Strategic Management, Human Resource Management

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

General information	Position	Date position was assumed	Experience and expertise
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1.	Mr. SUVIR VARMA	Director	Date position was assumed:	Strategic Management, Risk Management, Business Administration
	Gender: Male	(Non-executive, Independent director)	24 Apr 2024	
	Age: 54 years old			
	Highest level of education: Master's degree	Director type: Additional and newly-appointed directors		
	Major: Business Administration			
	Thai nationality: No			
	Residing in Thailand: No			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. KWONPING HO	Chairman of the board	Non-participating
Mr. REN HUA HO	Director	Non-participating
Mr. VUDHIPHOL SURIYABHIVADH	Director	Participating
Mr. KWONCJAN HO	Director	Non-participating
Mr. ARIEL P VERA	Director	Non-participating
Mr. UMNAD SUKPRASONGPHOL	Director	Participating
Mr. CHANIN ARCHJANANUN	Director	Non-participating
Mr. SUBHAK SIWARAKSA	Director	Participating
Mr. PRATEEP LERTVATANAKIJKUL	Director	Participating
Ms. PARNSIREE AMATAYAKUL	Director	Non-participating
Mrs. REN YUNG HO	Director	Non-participating
Mrs. SUPATTRA PAOPIAMSAP	Director	Participating
Mr. SUVIR VARMA	Director	Non-participating

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 : 24 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. KWONPING HO (Chairman of the board)	-	4/5	Participating	Did not hold the meeting
2. Mr. REN HUA HO (Director)	-	5/5	Participating	Did not hold the meeting
3. Mr. VUDHIPHOL SURİYABHIVADH (Director)	-	5/5	Participating	Did not hold the meeting
4. Mr. KWONCJAN HO (Director)	-	4/5	Participating	Did not hold the meeting
5. Mr. ARIEL P VERA (Director)	-	4/5	Participating	Did not hold the meeting
6. Mr. UMNAD SUKPRASONGPHOL (Director)	-	5/5	Participating	Did not hold the meeting
7. Mr. CHANIN ARCHJANANUN (Director)	-	5/5	Participating	Did not hold the meeting
8. Mr. SUBHAK SIWARAKSA (Director)	-	5/5	Participating	Did not hold the meeting
9. Mr. PRATEEP LERTVATANAKIJKUL (Director)	-	5/5	Participating	Did not hold the meeting
10. Ms. PARNSIREE AMATAYAKUL (Director)	-	5/5	Participating	Did not hold the meeting
11. Mrs. REN YUNG HO (Director)	-	4/5	Participating	Did not hold the meeting
12. Mrs. SUPATTRA PAOPIAMSAP (Director)	-	5/5	Participating	Did not hold the meeting
13. Mr. SUVIR VARMA (Director)	-	4/4	Non-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. KWONPING HO (Chairman of the board)	-	1,391,250.00	N/A	No
2.	Mr. REN HUA HO (Director)	-	834,750.00	N/A	No
3.	Mr. VUDHIPHOL SURİYABHIVADH (Director)	-	945,000.00	N/A	No
4.	Mr. KWONCJAN HO (Director)	-	945,000.00	N/A	No
5.	Mr. ARIEL P VERA (Director)	-	945,000.00	N/A	No
6.	Mr. UMNAD SUKPRASONGPHOL (Director)	-	834,750.00	N/A	No
7.	Mr. CHANIN ARCHJANANUN (Director)	-	945,000.00	N/A	No
8.	Mr. SUBHAK SIWARAKSA (Director)	-	945,000.00	N/A	N/A
9.	Mr. PRATEEP LERTVATANAKIJKUL (Director)	-	834,750.00	N/A	N/A
10.	Ms. PARNSIREE AMATAYAKUL (Director)	-	945,000.00	N/A	N/A
11.	Mrs. REN YUNG HO (Director)	-	945,000.00	N/A	No
12.	Mrs. SUPATTR PAOPIAMSAP (Director)	-	945,000.00	N/A	N/A
13.	Mr. SUVIR VARMA (Director)	-	756,000.00	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. SUBHAK SIWARAKSA (Chairman of the audit committee)	-	4/4
2.	Mr. CHANIN ARCHJANANUN (Audit committee)	-	4/4
3.	Mr. VUDHIPHOL SURİYABHIVADH (Audit committee)	-	4/4
4.	Mrs. SUPATTRA PAOPIAMSAP (Audit committee)	-	3/3