



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THAI WAH PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : THAI 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

	2021	2022	2023
Total revenue from operations (Thousand baht)	9,197.09	10,465.95	10,289.58
Starch business (Thousand baht)	7,308.16	8,279.76	8,051.81
Food business (Thousand baht)	1,769.13	2,014.04	2,152.91
Other (Thousand baht)	119.80	172.15	84.87

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Starch business (%)	79.46	79.11	78.25
Food business (%)	19.24	19.24	20.92
Other (%)	1.30	1.64	0.82

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	9,197.09	10,465.95	10,289.58
Domestic (Thousand baht)	5,268.24	6,152.48	6,025.90
International (Thousand baht)	3,928.85	4,313.47	4,263.69

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	57.28	58.79	58.56
International (%)	42.72	41.21	41.44

Other income as specified in the financial statements

	2021	2022	2023
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)	2021	2022	2023
R&D expenses in the past 3 years	33,800.00	36,000.00	41,078.00

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)

<div>Risk Relating to the Government Policy</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Strategic Risk</div> <div><ul style="list-style-type: none">• Government policy</div>
<div>Risk relating to Overseas Investment</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Strategic Risk</div> <div><ul style="list-style-type: none">• Policies or international agreements related to business operations</div>
<div>Risk relating to human rights and fair labor practices</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Strategic Risk</div> <div><ul style="list-style-type: none">• ESG risk</div> <div>Operational Risk</div> <div><ul style="list-style-type: none">• Impact on human rights</div>
<div>Risk relating to climate change</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Strategic Risk</div>

- ESG risk
- Climate change and disasters

Risks from Fluctuations 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

- Other

Risk from Substitute Products

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk from the Quantity of Raw Material (Tapioca roots)

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Raw material price volatility

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Fluctuations in the foreign exchange rate

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risks Arising from the Impact of Rising Energy Costs

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Corruption Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Risks Relating to Partners and Suppliers

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risks Relating to Business Continuity

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk relating to water management

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

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>

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

Company environmental guideline : Electricity Management, Fuel 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

	2021	2022	2023
Diesel (Litres)	608,970.92	647,265.14	607,780.56
Gasoline (Litres)	11,837.17	13,061.54	13,320.19
Fuel oil (Litres)	1,775,160.00	1,435,597.00	1,174,720.00
LPG (Kilograms)	8,039.44	5,754.71	6,404.81
Coal (Metric tonnes)	9,323.71	1,755.46	159.16

• Electricity consumption

	2021	2022	2023
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Total electricity consumption within the organization (Kilowatt-Hours)	124,619,275.00	127,921,221.35	124,463,781.70
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Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	7,340,010.00	7,232,807.00	7,155,002.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	38,078,012.00	39,480,305.00	40,891,028.00
Hazardous waste (Kilograms)	39,005.00	38,759.00	19,895.00
Total waste generated (Kilograms)	38,117,017.00	39,519,064.00	40,910,923.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	184,965.00	157,675.00
Scope 1 (Tons of carbon dioxide equivalents)	48,637.00	15,222.00	12,913.00
Scope 2 (Tons of carbon dioxide equivalents)	40,490.00	43,738.00	45,384.00
Scope 3 (Tons of carbon dioxide equivalents)	105,573.00	107,014.00	108,014.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	194,700.00	165,974.00	166,311.00

• 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

	2021	2022	2023
Number of male employees (Persons)	2,018	2,037	2,055
Number of female employees (Persons)	1,878	1,936	2,051
Total number of employees (Persons)	3,896	3,973	4,106

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	909,633,161.00	1,069,821,259.24	1,273,022,000.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	63.00	69.00	N/A

• Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	31	17	21

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	19.56	24.11	22.65

• **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.thaiwaha.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	12	100.00
Number of male directors	9	75.00
Number of female directors	3	25.00
Number of executive directors	3	25.00
Number of non-executive directors	9	75.00
Number of independent directors	5	41.67

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: 71 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, Economics, Strategic Management, Tourism & Leisure

2.	Mr. REN HUA HO Gender: Male Age: 41 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, Accounting, Finance, Strategic Management, Agribusiness, Economics
3.	Mr. VUDHIPHOL SURİYABHIVADH Gender: Male Age: 79 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: 67 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: 71 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	Property Development, Accounting, Finance, Tourism & Leisure

6.	Mr. UMNAD SUKPRASONGPHOL 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	1 Oct 2015	Agribusiness, Strategic Management, Marketing
7.	Mr. CHANIN ARCHJANANUN Gender: Male Age: 59 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
8.	Mr. SUBHAK SIWARAKSA Gender: Male Age: 66 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: 59 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

10.	Ms. PARNSIREE AMATAYAKUL Gender: Female Age: 53 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: 38 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	Accounting, Finance, Property Development, Tourism & Leisure
12.	Mrs. SUPATTRA PAOPIAMSAP Gender: Female 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	24 Feb 2021	Marketing, Accounting, Finance, Strategic Management

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

General information	Position	Tenure	Replacement Director
1. Mr. JINGJAI HANCHANLASH Gender: Male Age: 81 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 1 Oct 2015 Date directorship ended: 21 Apr 2023	No replacement director

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. VUDHIPHOL SURİYABHIVADH [1] Gender: Male Age: 79 years old Highest level of education: Bachelor'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	1 Oct 2015	Law, Accounting
2. Mr. SUBHAK SIWARAKSA [1] Gender: Male Age: 66 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	21 Feb 2017	Economics, Accounting, Finance, Strategic Management
3. Mr. CHANIN ARCHJANANUN [1] Gender: Male Age: 59 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

[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. Mr. JINGJAI HANCHANLASH [1] Gender: Male Age: 81 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 1 Oct 2015 Date directorship ended: 21 Apr 2023	No replacement director

[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. REN HUA HO Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: Yes	Chairman of the executive committee	1 Oct 2015
2. Mr. UMNAD SUKPRASONGPHOL Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Mar 2021

3.	Mr. PRATEEP LERTVATANAKIJKUL Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Mar 2021
4.	Mrs. Orn-A-Nong Witchucharn Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2019
5.	Ms. Naruemon Srisuma Gender: Female Age: 65 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2021

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. VUDHIPHOL SURİYABHIVADH	Member
	Mr. SUBHAK SIWARAKSA	Member
	Mr. CHANIN ARCHJANANUN	Member
Strategic and Innovation Committee	Mr. VUDHIPHOL SURİYABHIVADH	Member
	Mr. CHANIN ARCHJANANUN	Member
	Mr. SUBHAK SIWARAKSA	Member
	Mrs. SUPATTRA PAOPIAMSAP	Member
	Ms. PARNISIREE AMATAYAKUL	Member

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

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: 41 years old Highest level of education: Master's degree Major: Finance	CHIEF EXECUTIVE OFFICER	1 Oct 2015	Food & Beverage, Accounting, Finance, Strategic Management, Agribusiness, Economics
2. Mr. UMNAD SUKPRASONGPHOL Gender: Male Age: 60 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: 59 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer	1 Jan 2017	Agribusiness, Marketing, Strategic Management
4. Mrs. Orn-A-Nong Witchucharn [1][2] Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Business Administration	Group Chief Financial Officer	1 Jan 2019	Agribusiness, Food & Beverage, Accounting, Finance
5. Ms. Naruemon Srisuma Gender: Female Age: 65 years old Highest level of education: Doctoral degree Major: Science	Vice President-Group Research and Development	1 Mar 2021	Food & Beverage, Agribusiness

[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)	60,589,858.65	66,600,057.94	N/A

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) : 2,055

Number of female employees (persons) : 2,051

Total number of employees (persons) : 4,106

Employee Remuneration

Total employee remuneration : 1,273,022,000.00

Provident fund

Total number of employees (persons) : 4,106

Number of employees contributing to the PVD (persons) : 760

Percentage of employees who are members (%) : 18.51

Other Significant Information (7.6)

Other significant information

Assigned persons

• Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mrs. Orn-A-Nong Witchucharn	orn-a-nong.w@thaiwah.com	

• Company secretary

General information	Email	Telephone
1. Mrs. Orn-A-Nong Witchucharn	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. Orn-A-Nong Witchucharn	CA@thaiwah.com	

• Head of investor relations

General information	Email	Telephone
1. Mrs. Orn-A-Nong Witchucharn	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		7,191,000.00	Details: - Reviewing compliance with the conditions of the Thai government's Board of Investment Promotion Certificate Total service fee (baht): 120,000.00

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. Mr. KWONPING HO Gender: Male Age: 71 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, Economics, Strategic Management, Tourism & Leisure
2. Mr. REN HUA HO Gender: Male Age: 41 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, Accounting, Finance, Strategic Management, Agribusiness, Economics
3. Mr. VUDHIPHOL SURİYABHIVADH Gender: Male Age: 79 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: 67 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: 71 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	Property Development, Accounting, Finance, Tourism & Leisure
6.	Mr. UMNAD SUKPRASONGPHOL 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: 1 Oct 2015	Agribusiness, Strategic Management, Marketing
7.	Mr. CHANIN ARCHJANANUN Gender: Male Age: 59 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
8.	Mr. SUBHAK SIWARAKSA Gender: Male Age: 66 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: 59 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
10.	Ms. PARNSIREE AMATAYAKUL Gender: Female Age: 53 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: 38 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	Accounting, Finance, Property Development, Tourism & Leisure
12.	Mrs. SUPATTRA PAOPIAMSAP Gender: Female 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: 24 Feb 2021	Marketing, Accounting, Finance, Strategic Management

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	Non-participating
Mr. JINGJAI HANCHANLASH	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance	: Whole-board-of-directors assessment, Individual-director assessment (self-assessment), Cross-assessment (Assessment of another director)
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Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times)	: 4
Date of AGM meeting	: 21 Apr 2023
EGM meeting	: No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. KWONPING HO (Chairman of the board)	-	N/A	N/A	Did not hold the meeting

2.	Mr. REN HUA HO (Director)	-	N/A	N/A	Did not hold the meeting
3.	Mr. VUDHIPHOL SURİYABHIVADH (Director)	-	N/A	N/A	Did not hold the meeting
4.	Mr. KWONGJAN HO (Director)	-	N/A	N/A	Did not hold the meeting
5.	Mr. ARIEL P VERA (Director)	-	N/A	N/A	Did not hold the meeting
6.	Mr. UMNAD SUKPRASONGPHOL (Director)	-	N/A	N/A	Did not hold the meeting
7.	Mr. CHANIN ARCHJANANUN (Director)	-	N/A	N/A	Did not hold the meeting
8.	Mr. SUBHAK SIWARAKSA (Director)	-	N/A	N/A	Did not hold the meeting
9.	Mr. PRATEEP LERTVATANAKIJKUL (Director)	-	N/A	N/A	Did not hold the meeting
10.	Ms. PARNSIREE AMATAYAKUL (Director)	-	N/A	N/A	Did not hold the meeting
11.	Mrs. REN YUNG HO (Director)	-	N/A	N/A	Did not hold the meeting
12.	Mrs. SUPATTRA PAOPIAMSAP (Director)	-	N/A	N/A	Did not hold the meeting
13.	Mr. JINGJAI HANCHANLASH (Director)	21 Apr 2023	N/A	N/A	Did not hold the meeting