



# **Annual Registration Statement / Annual Report**

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

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

**INTER PHARMA 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 : INTER PHARMA PUBLIC COMPANY LIMITED

Symbol : IP

Address : 140/9 ITF Tower, 9th Floor, Silom Road, Suriyawong Sub-District, Bang Rak District

Province : Bangkok

Postcode : 10500

Business : Research & development and distribution of healthcare products and aesthetic innovation products for human including health products for pets and livestock animals

Registration Number : 0107562000203

Telephone : 0-2634-0225

Fax (if applicable) : 0-2634-0135

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

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

#### Total Shares Sold (shares)

Common Stock : 372,520,524

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)	920,985.00	1,534,447.00	1,798,775.00
Human Healthcare (Thousand baht)	572,420.00	1,165,333.00	1,429,179.00
Animal Healthcare (Thousand baht)	336,212.00	357,995.00	352,055.00
Other income (Thousand baht)	12,353.00	11,119.00	17,541.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Human Healthcare (%)	62.15	75.94	79.45
Animal Healthcare (%)	36.51	23.33	19.57
Other income (%)	1.34	0.72	0.98

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	920,985.00	1,534,447.00	1,798,775.00
Domestic (Thousand baht)	920,985.00	1,534,447.00	0.00
International (Thousand baht)	0.00	0.00	1,798,775.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	0.00
International (%)	0.00	0.00	100.00

**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 : No

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	0.00	0.00	N/A

# Risk Management

# **Risk Management**

## **Risk Factors (2.2)**

### **Risk to Securities Holder (2.2.2)**

**Risks of having Major Shareholders who has the Authorization of Setting Management Policies**

**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://investor.interpharma.co.th/storage/downloads/corporate-governance/20230323-ip-sustainable-business-development-policy-th.pdf>

### Environmental Aspect (3.3)

#### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

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
Jet fuel (Litres)	N/A	0.00	0.00
Diesel (Litres)	N/A	9,274.20	9,123.00
Gasoline (Litres)	N/A	45,954.00	53,764.00
Fuel oil (Litres)	N/A	0.00	0.00
Crude oil (Barrels)	N/A	0.00	0.00
Natural gas (Standard cubic feet)	N/A	0.00	0.00
LPG (Kilograms)	N/A	110,820.00	129,852.00
Steam (Metric tonnes)	N/A	0.00	0.00

Coal (Metric tonnes)	N/A	0.00	0.00
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• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	5,270,260.00	5,454,420.00

**Water management**

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	37,586.00	33,735.00

**Waste management**

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	N/A	32,390.00	38,219.03
Hazardous waste (Kilograms)	N/A	9,834.00	12,449.49
<b>Total waste generated (Kilograms)</b>	<b>0.00</b>	<b>42,224.00</b>	<b>50,668.52</b>

**Greenhouse gas management**

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	0.00	567.88	799.19
Scope 2 (Tons of carbon dioxide equivalents)	0.00	2,630.27	2,722.05
Scope 3 (Tons of carbon dioxide equivalents)	0.00	53.12	73.85

<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>3,251.27</b>	<b>3,595.09</b>
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• **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://investor.interpharma.co.th/storage/downloads/corporate-governance/20230323-ip-human-rights-policy-th.pdf>

Company human right guideline : Employee Rights, 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)	86	102	101
Number of female employees (Persons)	200	396	374
<b>Total number of employees (Persons)</b>	<b>286</b>	<b>498</b>	<b>475</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	190,008,912.56	308,939,432.15	298,920,545.52

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	3.00	3.00	2.00
Employee development and training expenses (baht)	246,939.90	625,807.85	540,800.00

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

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	5	2	3
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	28.32	46.18	39.37

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	No	No	No

# Corporate Governance Policy

## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20220328-ip-cg-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	9	100.00
Number of male directors	6	66.67
Number of female directors	3	33.33
Number of executive directors	3	33.33
Number of non-executive directors	6	66.67
Number of independent directors	4	44.44

#### 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. UDOM KACHINTORN Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Re-elected as director	17 Dec 2019	Health Care Services, Corporate Social Responsibility, Sustainability, Governance/ Compliance, Strategic Management

2.	Mr. TRINNAWAT THANITNITHIPHAN	Director (Executive)	1 Feb 2014	Strategic Management, Risk Management, Corporate Management, Marketing, Personal Products & Pharmaceuticals, Corporate Social Responsibility, Leadership, Health Care Services, Commerce, Human Resource Management, Sustainability, Brand Management, Negotiation, Project Management, Change Management, Budgeting, Governance/ Compliance
	Gender: Male			
	Age: 53 years old			
	Highest level of education:	Director type: Re-elected		
	Doctoral degree	as director		
	Major: Organizational Development			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
3.	Ms. NAPAPORN DECHAKARAT	Director (Executive)	14 Jun 2017	Risk Management, Corporate Management, Procurement, Home & Office Products, Personal Products & Pharmaceuticals, Marketing, Corporate Social Responsibility, Negotiation, Strategic Management
	Gender: Female			
	Age: 48 years old			
	Highest level of education:	Director type: Re-elected		
	Bachelor's degree	as director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
4.	Mrs. SANSANEE CHAIYAROJ	Director (Non-executive, Independent director)	1 Aug 2020	Risk Management, Audit, Health Care Services, Sustainability, Governance/ Compliance, Corporate Social Responsibility
	Gender: Female			
	Age: 61 years old			
	Highest level of education:			
	Doctoral degree	Director type: Original		
	Major: immunobiology	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			
5.	Mr. KAMTORN SILA-ON	Director (Non-executive, Independent director)	8 Feb 2021	Audit, Finance, Sustainability, Governance/ Compliance, Food & Beverage, Transportation & Logistics
	Gender: Male			
	Age: 53 years old			
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Business Administration	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

6.	<p>Mr. PAO SRIPRASERTSUK</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Computer Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	10 Nov 2021	<p>IT Management, Sustainability, Governance/ Compliance, Information &amp; Communication Technology, Banking, Commerce, Corporate Social Responsibility, Data Management, Data Analysis, Audit</p>
7.	<p>Mrs. APIMON POSRI</p> <p>Gender: Female</p> <p>Age: 53 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	20 Jul 2022	<p>Information &amp; Communication Technology, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Negotiation, Corporate Management</p>
8.	<p>Mr. NAT ATIVITAVAS</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	10 Aug 2022	<p>Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Engineering</p>
9.	<p>Mr. YUTTANA SUWANNACHOT</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	27 Feb 2023	<p>Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Automotive, Strategic Management, Corporate Management</p>

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

General information	Position	Tenure	Replacement Director
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1.	Mrs. NATTARIN POLPUECH	Director	Date position was	No replacement director
	Gender: Female	(Executive)	assumed:	
	Age: 49 years old		20 Jul 2022	
	Highest level of education:		Date directorship	
	Master's degree		ended:	
	Major: Accounting		23 Jun 2023	
	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. KAMTORN SILA-ON [1] Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	24 Feb 2022	Audit, Finance, Sustainability, Governance/ Compliance, Food & Beverage, Transportation & Logistics
2. Mr. PAO SRIPRASERTSUK Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Re-elected as director	10 Nov 2021	IT Management, Sustainability, Governance/ Compliance, Information & Communication Technology, Banking, Commerce, Corporate Social Responsibility, Data Management, Data Analysis, Audit
3. Mrs. SANSANEE CHAIYAROJ Gender: Female Age: 61 years old Highest level of education: Doctoral degree Major: immunobiology Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	24 Feb 2022	Risk Management, Audit, Health Care Services, Sustainability, Governance/ Compliance, Corporate Social Responsibility

[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. TRINNAWAT THANITNITHIPHAN Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Organizational Development Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	12 Aug 2021
2. Mrs. NATTARIN POLPUECH Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	9 Aug 2022
3. Ms. NAPAPORN DECHAKARAT Gender: Female Age: 48 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Aug 2022
4. Mrs. APIMON POSRI Gender: Female Age: 53 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Aug 2022

5.	Mr. Dranun Jamsai Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	9 Aug 2022
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**List of executive committee members who resigned/vacated their position during the year**

General information	Position	Tenure	Replacement Director
1. Ms. SUPAPORN RERKPITAKPANICH Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2022	Mrs. NATTARIN POLPUECH Date position was assumed: 9 Aug 2022
2. Mr. Nattawatn Yosyingthum Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Pharmacy Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2022	Mr. Dranun Jamsai Date position was assumed: 9 Aug 2022
3. Ms. Hathaigan Chiraphitakkun Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2022	No replacement director



4.	Ms. Chutima Assavapayukkul Gender: Female Age: 36 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2023	No replacement director
5.	Mrs. Piyanuch Suttachitto Gender: Female Age: 63 years old Highest level of education: Bachelor's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2022	No replacement director
6.	Mr. Adthaphon Nimrotham Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Animal Sciences Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2022	No replacement director

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. KAMTORN SILA-ON	Chairman
	Mr. PAO SRIPRASERTSUK	Member
	Mr. TRINNAWAT THANITNITHIPHAN	Member
Corporate Governance and Sustainable Development Committee	Mr. UDOM KACHINTORN	Chairman
	Mrs. SANSANEE CHAIYAROJ	Member
	Mr. KAMTORN SILA-ON	Member
	Mr. PAO SRIPRASERTSUK	Member

Risk Management Committee	Mrs. SANSANEE CHAIYAROJ	Chairman
	Mr. TRINNAWAT THANITNITHIPHAN	Member
	Mrs. NATTARIN POLPUECH	Member
	Ms. NAPAPORN DECHAKARAT	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 Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainable Development 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. TRINNAWAT THANITNITHIPHAN Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Organizational Development	CHIEF EXECUTIVE OFFICER	1 Feb 2014	Strategic Management, Risk Management, Corporate Management, Marketing, Personal Products & Pharmaceuticals, Corporate Social Responsibility, Leadership, Health Care Services, Commerce, Human Resource Management, Sustainability, Brand Management, Negotiation, Project Management, Change Management, Budgeting, Governance/ Compliance
2. Ms. NAPAPORN DECHAKARAT Gender: Female Age: 48 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Operating Officer	14 Jun 2017	Risk Management, Corporate Management, Procurement, Home & Office Products, Personal Products & Pharmaceuticals, Marketing, Corporate Social Responsibility, Negotiation, Strategic Management
3. Mrs. APIMON POSRI Gender: Female Age: 53 years old Highest level of education: Bachelor's degree Major: Business Administration	Human Resources Director	1 Jul 2020	Information & Communication Technology, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Negotiation, Corporate Management

4.	Ms. Chatkaew Krudkosol [1] Gender: Female Age: 54 years old Highest level of education: Bachelor's degree Major: Accounting	Acting Chief Financial & Accounting	23 Jun 2023	Commerce, Budgeting, Business Administration
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[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Remuneration policy for executives (7.4.2 – 7.4.3)

### Remuneration policy for executives

Remuneration policy for executives : Yes

### Remuneration

	2021	2022	2023
Total executive remuneration (baht)	16,960,000.00	19,340,000.00	20,480,000.00

### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 101

Number of female employees (persons) : 374

**Total number of employees (persons) : 475**

## Employee Remuneration

Total employee remuneration	: 298,920,545.52
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## Provident fund

Total number of employees (persons)	: 475
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Number of employees contributing to the PVD (persons)	: 156
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Percentage of employees who are members (%)	: 32.84
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# Performance Report on Corporate Governance

# Performance Report on Corporate Governance

## Summary of Director Performance (8.1)

### Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

#### List of new directors appointed in the past year

• List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. UDOM KACHINTORN Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 17 Dec 2019	Health Care Services, Corporate Social Responsibility, Sustainability, Governance/ Compliance, Strategic Management
2. Mr. TRINNAWAT THANITNITHIPHAN Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Organizational Development Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 1 Feb 2014	Strategic Management, Risk Management, Corporate Management, Marketing, Personal Products & Pharmaceuticals, Corporate Social Responsibility, Leadership, Health Care Services, Commerce, Human Resource Management, Sustainability, Brand Management, Negotiation, Project Management, Change Management, Budgeting, Governance/ Compliance

3.	Ms. NAPAPORN DECHAKARAT Gender: Female Age: 48 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 14 Jun 2017	Risk Management, Corporate Management, Procurement, Home & Office Products, Personal Products & Pharmaceuticals, Marketing, Corporate Social Responsibility, Negotiation, Strategic Management
4.	Mr. PAO SRIPRASERTSUK Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 10 Nov 2021	IT Management, Sustainability, Governance/ Compliance, Information & Communication Technology, Banking, Commerce, Corporate Social Responsibility, Data Management, Data Analysis, Audit

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. YUTTANA SUWANNACHOT Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 27 Feb 2023	Petrochemicals & Chemicals, Energy & Utilities, Automotive, Strategic Management, Corporate Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. UDOM KACHINTORN	Chairman of the board	Non-participating
Mr. TRINNAWAT THANITNITHIPHAN	Director	Non-participating
Ms. NAPAPORN DECHAKARAT	Director	Non-participating
Mrs. SANSANEE CHAIYAROJ	Director	Non-participating



Mr. KAMTORN SILA-ON	Director	Non-participating
Mr. PAO SRIPRASERTSUK	Director	Non-participating
Mrs. APIMON POSRI	Director	Non-participating
Mr. NAT ATIVITAVAS	Director	Non-participating
Mr. YUTTANA SUWANNACHOT	Director	Participating
Mrs. NATTARIN POLPUECH	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 : 27 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. UDOM KACHINTORN (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Mr. TRINNAWAT THANITNITHIPHAN (Director)	-	7/7	Participating	Did not hold the meeting
3.	Ms. NAPAPORN DECHAKARAT (Director)	-	7/7	Participating	Did not hold the meeting
4.	Mrs. SANSANEE CHAIYAROJ (Director)	-	7/7	Participating	Did not hold the meeting

5.	Mr. KAMTORN SILA-ON (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. PAO SRIPRASERTSUK (Director)	-	6/7	Participating	Did not hold the meeting
7.	Mrs. APIMON POSRI (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. NAT ATIVITAVAS (Director)	-	7/7	Participating	Did not hold the meeting
9.	Mr. YUTTANA SUWANNACHOT (Director)	-	6/6	Participating	Did not hold the meeting
10.	Mrs. NATTARIN POLPUECH (Director)	23 Jun 2023	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.	Mr. UDOM KACHINTORN (Chairman of the board)	-	170,000.00	438,823.56	N/A
2.	Mr. TRINNAWAT THANITNITHIPHAN (Director)	-	0.00	0.00	N/A
3.	Ms. NAPAPORN DECHAKARAT (Director)	-	0.00	0.00	N/A
4.	Mrs. SANSANEE CHAIYAROJ (Director)	-	215,000.00	318,823.56	N/A
5.	Mr. KAMTORN SILA-ON (Director)	-	245,000.00	318,823.36	N/A
6.	Mr. PAO SRIPRASERTSUK (Director)	-	190,000.00	318,823.36	N/A
7.	Mrs. APIMON POSRI (Director)	-	0.00	0.00	N/A
8.	Mr. NAT ATIVITAVAS (Director)	-	105,000.00	259,705.76	N/A
9.	Mr. YUTTANA SUWANNACHOT (Director)	-	90,000.00	200,000.00	N/A
10.	Mrs. NATTARIN POLPUECH (Director)	23 Jun 2023	0.00	0.00	N/A

## 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. KAMTORN SILA-ON (Chairman of the audit committee)	-	4/4
2.	Mr. PAO SRIPRASERTSUK (Audit committee)	-	4/4
3.	Mrs. SANSANEE CHAIYAROJ (Audit committee)	-	4/4