



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

DHIPAYA GROUP HOLDINGS 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 : DHIPAYA GROUP HOLDINGS PUBLIC COMPANY LIMITED

Symbol : TIPH

Address : 1115 Rama III Rd., Chong Nonsi, Yannawa

Province : Bangkok

Postcode : 10120

Business : TIPH is a holding company, which operates by investing in other companies, and has Dhipaya Insurance Public Company Limited, an insurance company, as a subsidiary operating main business.

Registration Number : 0107563000223

Telephone : 66 (0) 2239 2200 ต่อ 2636

Fax (if applicable) : 66 (0) 2239 2200 ต่อ 2636

Website : www.dhipayagroup.co.th

Email : ir@dhipayagroup.co.th

Total Shares Sold (shares)

Common Stock : 594,292,336

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)	13,512,258.85	14,861,210.49	15,304,741.51
Net premium earn (Thousand baht)	7,809,206.96	8,440,268.07	8,892,614.08
Fee and commission income (Thousand baht)	4,839,095.79	5,713,882.97	5,557,436.89
Income on investments (Thousand baht)	863,956.10	693,663.75	837,898.64
Other (Thousand baht)	0.00	13,395.70	16,791.90

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Net premium earn (%)	57.79	56.79	58.10
Fee and commission income (%)	35.81	38.45	36.31
Income on investments (%)	6.39	4.67	5.47
Other (%)	0.00	0.09	0.11

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	13,512,258.85	14,861,210.49	15,304,741.51
Domestic (Thousand baht)	13,512,258.85	14,861,210.49	15,304,741.51
International (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	101,555.65	319,219.41	139,908.13
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	101,555.65	319,219.41	139,908.13

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

	2021	2022	2023
Share of profit (Thousand baht)	0.00	13,395.70	16,791.89

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	0.00

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)

ESG Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Compliance Risk

- Corporate Governance

Risk to Securities Holder (2.2.2)

Risk associated with investment of securities holders

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)

Risk associated with investment in foreign securities (in the case that the issuer is a foreign company)

Risk Management Measures: No

Related Risk Topics

- Foreign Investment Risk

Remark : The company does not invest in foreign securities.

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.dhipayagroup.co.th/files/dhipayagroup/N09.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.dhipayagroup.co.th/files/dhipayagroup/N09.pdf>

Company environmental guideline : Electricity Management, Water Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	0.00	0.00
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00
LPG (Kilograms)	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**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	4,051,000.00	4,286,000.00	43,050,000.00

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	73,478.00	75,945.00	79,791.00

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	0.00	0.00	0.00
Hazardous waste (Kilograms)	0.00	0.00	0.00
Total waste generated (Kilograms)	0.00	0.00	0.00

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	0.00	0.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00

Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

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

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://www.samplink.com/files/dhipayagroup/N09.pdf>

Company human right guideline : Employee Rights, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2021	2022	2023
Number of male employees (Persons)	0	7	11
Number of female employees (Persons)	0	11	20
Total number of employees (Persons)	0	18	31

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	19,159,441.14	39,093,971.77

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	0.00	12.00	27.00
Employee development and training expenses (baht)	N/A	100,000.00	378,000.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	N/A	0.00	0.00

• **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.dhipayagroup.co.th/files/dhipayagroup/N01.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	13	100.00
Number of male directors	9	69.23
Number of female directors	4	30.77
Number of executive directors	1	7.69
Number of non-executive directors	12	92.31
Number of independent directors	5	38.46

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. SOMCHAINUK ENGTRAKUL Gender: Male Age: 79 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	31 Jul 2020	Economics, Insurance, Law, Finance, Sustainability, Corporate Management, Leadership, Governance/ Compliance

2.	<p>Mr. PRASIT DAMRONGCHAI</p> <p>Gender: Male</p> <p>Age: 82 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	31 Jul 2020	Law, Finance, Audit, Governance/ Compliance
3.	<p>GEN. SOMCHAI DHANARAJATA</p> <p>Gender: Male</p> <p>Age: 84 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Military</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>	31 Jul 2020	Insurance, Governance/ Compliance
4.	<p>Mrs. PANKANITTA BOONKRONG</p> <p>Gender: Female</p> <p>Age: 67 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Good Governance Development</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	31 Jul 2020	Accounting, Finance, Audit, Governance/ Compliance
5.	<p>Mr. SOMPORN SUEBTHAWILKUL</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	31 Jul 2020	Law, Leadership, Governance/ Compliance, Finance

6.	<p>Mr. SIMA SIMANANTA</p> <p>Gender: Male</p> <p>Age: 79 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political 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: Original director</p>	31 Jul 2020	Banking, Law, Finance, Governance/ Compliance
7.	<p>Mr. PRAPAS KONG-IED</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	19 Sep 2020	Banking, Law, Finance, Governance/ Compliance
8.	<p>Mr. VITAI RATANAKORN</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	19 Sep 2020	Economics, Banking, Finance & Securities, Law, Finance, Fund Management, Governance/ Compliance
9.	<p>Mr. SOMCHAI POOLSAVASDI</p> <p>Gender: Male</p> <p>Age: 67 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political 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: Original director</p>	28 Apr 2022	Law, Finance, Governance/ Compliance

10.	Ms. Panida Makaphol Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	1 Jan 2023	Finance, Governance/ Compliance, Insurance
11.	Ms. JAROONSRI WANKERTPHON Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	26 Apr 2023	Business Administration, Accounting, Finance, Corporate Management, Governance/ Compliance, Risk Management, Petrochemicals & Chemicals
12.	GEN. TIENCHAI RUBPORN Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	1 Aug 2023	Business Administration, Budgeting, Governance/ Compliance, Sustainability, Audit, Leadership, Law, Corporate Social Responsibility, Corporate Management
13.	Mrs. THIDA PATTATHAM Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	1 Sep 2023	Business Administration, Economics, Human Resource Management, Data Analysis, Corporate Management, Strategic Management, Budgeting

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

General information	Position	Tenure	Replacement Director
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1.	Mr. LUECHAI CHAIPARINYA Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 31 Jul 2020 Date directorship ended: 26 Apr 2023	Ms. NAREERUT ARIYAPRAYOON Date position was assumed: 26 Apr 2023
2.	Mr. SURATUN KONGTON Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 31 Jul 2020 Date directorship ended: 30 Jun 2023	GEN. TIENCHAI RUBPORN Date position was assumed: 1 Aug 2023
3.	Mr. WATANA KANLANAN Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 19 Sep 2020 Date directorship ended: 1 Jan 2023	Ms. Panida Makaphol Date position was assumed: 1 Jan 2023
4.	Ms. WILAIWAN KANJANAKANTI Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 19 Sep 2020 Date directorship ended: 26 Apr 2023	Ms. JAROONSRI WANKERTPHON Date position was assumed: 26 Apr 2023
5.	Mrs. RACHADAPORN RAJCHATAEWINDRA Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 1 May 2022 Date directorship ended: 1 Sep 2023	Mrs. THIDA PATTATHAM Date position was assumed: 1 Sep 2023

6.	Ms. NAREERUT ARIYAPRAYOON	Director	Date position was	No replacement director
	Gender: Female	(Non-executive)	assumed:	
	Age: 49 years old		26 Apr 2023	
	Highest level of education:		Date directorship	
	Master's degree		ended:	
	Major: Management		27 Nov 2023	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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 : 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. PRASIT DAMRONGCHAI [1] Gender: Male Age: 82 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	31 Jul 2020	Law, Finance, Audit, Governance/ Compliance
2. Mrs. PANKANITTA BOONKRONG [1] Gender: Female Age: 67 years old Highest level of education: Doctoral degree Major: Good Governance Development Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	31 Jul 2020	Accounting, Finance, Audit, Governance/ Compliance
3. Mr. SOMCHAI POOLSAVASDI [1] Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	28 Apr 2022	Law, Finance, Governance/ Compliance

[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. SOMCHAINUK ENGTRAKUL Gender: Male Age: 79 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Aug 2023
2. GEN. SOMCHAI DHANARAJATA Gender: Male Age: 84 years old Highest level of education: Bachelor's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	1 Aug 2023
3. Mr. VITAI RATANAKORN Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Aug 2023
4. Ms. JAROONSRI WANKERTPHON Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Aug 2023

5.	Mr. SOMPORN SUEBTHAWILKUL Gender: Male Age: 61 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Aug 2023
6.	GEN. TIENCHAI RUBPORN Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Aug 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. SOMPORN SUEBTHAWILKUL	Member
	Mrs. THIDA PATTATHAM	Member
Nomination, Remuneration and Human Resource Management Committee	Mr. SIMA SIMANANTA	Chairman
	Mr. SOMCHAI POOLSAVASDI	Member
Corporate Governance Committee	Mr. PRAPAS KONG-IED	Chairman
	Mr. SOMPORN SUEBTHAWILKUL	Member
	Ms. Panida Makaphol	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination, Remuneration and Human Resource Management Committee
Sub-committees responsible for remuneration	: Nomination, Remuneration and Human Resource Management Committee

Sub-committees responsible for corporate governance : Corporate Governance Committee

Sub-committees responsible for corporate sustainability development : None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SOMPORN SUEBTHAWILKUL Gender: Male Age: 61 years old Highest level of education: Doctoral degree Major: Political Science	CHIEF EXECUTIVE OFFICER	31 Jul 2020	Law, Leadership, Governance/ Compliance, Finance
2. Mr. Buddha Wiriyabaworn Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration	Deputy Chief Executive Officer	9 Feb 2023	Insurance, Business Administration
3. Mr. Prasitchai Soontrapirom Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Business Administration	Deputy Chief Executive Officer	1 Jan 2022	Insurance, Business Administration
4. Mr. Maidudchan Fuengparnitjaroen [1] Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Political Science	Chief Executive Officer	24 May 2022	Human Resource Management, Insurance

5.	Mr. Wiboon Fuengparnitjaroen [1] Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Management	Chief Financial Officer	1 Mar 2022	Accounting, Insurance
6.	Mr. Teerajate Supawat Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer	9 Feb 2024	Business Administration, Data Analysis, Risk Management, Finance

[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)	0.00	7,590,000.00	7,210,000.00

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) : 11

Number of female employees (persons) : 20

Total number of employees (persons) : 31

Employee Remuneration

Total employee remuneration : 39,093,971.77

Provident fund

Total number of employees (persons) : 31

Number of employees contributing to the PVD (persons) : 27

Percentage of employees who are members (%) : 87.10

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. VITAI RATANAKORN Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 19 Sep 2020	Economics, Banking, Finance & Securities, Law, Finance, Fund Management, Governance/ Compliance
2. Ms. Panida Makaphol Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Jan 2023	Finance, Governance/ Compliance, Insurance

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

General information	Position	Date position was assumed	Experience and expertise
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1.	Ms. JAROONSRI WANKERTPHON Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 26 Apr 2023	Business Administration, Accounting, Finance, Corporate Management, Governance/ Compliance, Risk Management, Petrochemicals & Chemicals
2.	GEN. TIENCHAI RUBPORN Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Aug 2023	Business Administration, Budgeting, Governance/ Compliance, Sustainability, Audit, Leadership, Law, Corporate Social Responsibility, Corporate Management
3.	Mrs. THIDA PATTATHAM Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Sep 2023	Business Administration, Economics, Human Resource Management, Data Analysis, Corporate Management, Strategic Management, Budgeting

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SOMCHAINUK ENGTRAKUL	Chairman of the board	Non-participating
Mr. PRASIT DAMRONGCHAI	Vice Chairman	Non-participating
GEN. SOMCHAI DHANARAJATA	Director	Non-participating
Mrs. PANKANITTA BOONKONG	Director	Non-participating
Mr. SOMPORN SUEBTHAWILKUL	Director	Non-participating
Mr. SIMA SIMANANTA	Director	Non-participating
Mr. PRAPAS KONG-IED	Director	Non-participating

Mr. VITAI RATANAKORN	Director	Non-participating
Mr. SOMCHAI POOLSAVASDI	Director	Non-participating
Ms. Panida Makaphol	Director	Participating
Ms. JAROONSRI WANKERTPHON	Director	Non-participating
GEN. TIENCHAI RUBPORN	Director	Non-participating
Mrs. THIDA PATTATHAM	Director	Participating
Mr. LUECHAI CHAIPARINYA	Director	Non-participating
Mr. SURATUN KONGTON	Director	Non-participating
Mr. WATANA KANLANAN	Director	Non-participating
Ms. WILAIWAN KANJANAKANTI	Director	Non-participating
Mrs. RACHADAPORN RAJCHATAEWINDRA	Director	Non-participating
Ms. NAREERUT ARIYAPRAYOON	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)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 12

Date of AGM meeting : 26 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
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1.	Mr. SOMCHAINUK ENGTRAKUL (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2.	Mr. PRASIT DAMRONGCHAI (Vice Chairman)	-	12/12	Participating	Did not hold the meeting
3.	GEN. SOMCHAI DHANARAJATA (Director)	-	11/12	Participating	Did not hold the meeting
4.	Mrs. PANKANITTA BOONKRONG (Director)	-	12/12	Participating	Did not hold the meeting
5.	Mr. SOMPORN SUEBTHAWILKUL (Director)	-	12/12	Participating	Did not hold the meeting
6.	Mr. SIMA SIMANANTA (Director)	-	12/12	Participating	Did not hold the meeting
7.	Mr. PRAPAS KONG-IED (Director)	-	12/12	Participating	Did not hold the meeting
8.	Mr. VITAI RATANAKORN (Director)	-	12/12	Participating	Did not hold the meeting
9.	Mr. SOMCHAI POOLSAVASDI (Director)	-	12/12	Participating	Did not hold the meeting
10.	Ms. Panida Makaphol (Director)	-	12/12	Participating	Did not hold the meeting
11.	Ms. JAROONSRI WANKERTPHON (Director)	-	9/9	Non-participating	Did not hold the meeting
12.	GEN. TIENCHAI RUBPORN (Director)	-	5/5	Non-participating	Did not hold the meeting
13.	Mrs. THIDA PATTATHAM (Director)	-	4/4	Non-participating	Did not hold the meeting
14.	Mr. LUECHAI CHAIPARINYA (Director)	26 Apr 2023	3/3	Participating	Did not hold the meeting
15.	Mr. SURATUN KONGTON (Director)	30 Jun 2023	5/6	Non-participating	Did not hold the meeting
16.	Mr. WATANA KANLANAN (Director)	1 Jan 2023	0/0	Non-participating	Did not hold the meeting

17.	Ms. WILAIWAN KANJANAKANTI (Director)	26 Apr 2023	3/3	Participating	Did not hold the meeting
18.	Mrs. RACHADAPORN RAJCHATAEWINDRA (Director)	1 Sep 2023	8/8	Participating	Did not hold the meeting
19.	Ms. NAREERUT ARIYAPRAYOON (Director)	27 Nov 2023	7/7	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. SOMCHAINUK ENGTRAKUL (Chairman of the board)	-	1,368,000.00	0.00	No
2.	Mr. PRASIT DAMRONGCHAI (Vice Chairman)	-	792,000.00	0.00	No
3.	GEN. SOMCHAI DHANARAJATA (Director)	-	712,000.00	0.00	No
4.	Mrs. PANKANITTA BOONKONG (Director)	-	612,000.00	0.00	No
5.	Mr. SOMPORN SUEBTHAWILKUL (Director)	-	672,000.00	0.00	No
6.	Mr. SIMA SIMANANTA (Director)	-	720,000.00	0.00	No
7.	Mr. PRAPAS KONG-IED (Director)	-	570,000.00	0.00	No
8.	Mr. VITAI RATANAKORN (Director)	-	672,000.00	0.00	No
9.	Mr. SOMCHAI POOLSAVASDI (Director)	-	864,000.00	0.00	No
10.	Ms. Panida Makaphol (Director)	-	486,000.00	0.00	No
11.	Ms. JAROONSRI WANKERTPHON (Director)	-	478,000.00	0.00	No
12.	GEN. TIENCHAI RUBPORN (Director)	-	280,000.00	0.00	No
13.	Mrs. THIDA PATTATHAM (Director)	-	141,000.00	0.00	No
14.	Mr. LUECHAI CHAIPARINYA (Director)	26 Apr 2023	168,000.00	0.00	No
15.	Mr. SURATUN KONGTON (Director)	30 Jun 2023	396,000.00	0.00	No
16.	Mr. WATANA KANLANAN (Director)	1 Jan 2023	0.00	0.00	No
17.	Ms. WILAIWAN KANJANAKANTI (Director)	26 Apr 2023	168,000.00	0.00	No

18.	Mrs. RACHADAPORN RAJCHATAEWINDRA (Director)	1 Sep 2023	324,000.00	0.00	No
19.	Ms. NAREERUT ARIYAPRAYOON (Director)	27 Nov 2023	300,000.00	0.00	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 12

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PRASIT DAMRONGCHAI (Chairman of the audit committee)	-	12/12
2.	Mrs. PANKANITTA BOONKRONG (Audit committee)	-	12/12
3.	Mr. SOMCHAI POOLSAVASDI (Audit committee)	-	12/12