



# **Annual Registration Statement / Annual Report**

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

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

**Royal Plus 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 : Royal Plus Public Company Limited

Symbol : PLUS

Address : 84/3-7 Soi. Rama II Soi 69 Samae Dam, Bang Khun Thian

Province : Bangkok

Postcode : 10150

Business : The company produces and distributes fruit juice drink including coconut water, coconut milk, fruit juice mixed with basil seeds and chia seeds and other mixed fruit juice as well as general beverage.

Registration Number : 0107564000235

Telephone : 0-2416-9209

Fax (if applicable) : 0-2416-0219

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

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

#### Total Shares Sold (shares)

Common Stock : 670,000,000

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)	1,009,466.23	1,457,411.28	1,436,617.70
Coconut Water Group (Thousand baht)	710,590.58	1,014,192.91	925,115.09
Fruit juice mixed with basil seeds (Thousand baht)	237,739.39	353,011.06	430,468.22
Other juice blends (Thousand baht)	36,851.51	40,714.52	32,106.97
Milk tea (Thousand baht)	3,009.68	6,179.45	5,927.78
Others drinks (Thousand baht)	14,983.58	14,089.51	14,240.17
Other income (Thousand baht)	6,291.49	29,223.83	28,759.47

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Coconut Water Group (%)	70.39	69.59	64.40
Fruit juice mixed with basil seeds (%)	23.55	24.22	29.96
Other juice blends (%)	3.65	2.79	2.23
Milk tea (%)	0.30	0.42	0.41
Others drinks (%)	1.48	0.97	0.99
Other income (%)	0.62	2.01	2.00

**By Geographical Area or Market**

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,009,466.23	1,457,411.28	1,436,617.70
Domestic (Thousand baht)	14,933.95	33,806.18	32,729.72
International (Thousand baht)	994,532.28	1,423,605.10	1,403,887.98

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	1.48	2.32	2.28
International (%)	98.52	97.68	97.72

**Other income as specified in the financial statements**

	2021	2022	2023
Total other income (Thousand baht)	6,291.49	29,223.83	28,759.47
Other income from operations (Thousand baht)	6,291.49	29,223.83	28,759.47
Other income (Thousand baht)	6,291.49	16,776.00	18,981.80
Net foreign exchange gain (Thousand baht)	0.00	12,447.83	9,777.67
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	1,240.30	2,074.68	1,804.17

# 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)**

### Risk Management 5 types

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

- Reliance on large customers or few customers
- Other

#### Operational Risk

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

#### Compliance Risk

- Corporate Governance
- Other

#### Financial Risk

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



# 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.royalplus.co.th/storage/document/cg/corporate-sustainability-policy-th.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://investor.royalplus.co.th/storage/document/cg/environmental-policy-th.pdf>

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)	N/A	18,567.25	23,296.33
Gasoline (Litres)	N/A	39,736.28	33,598.83
Fuel oil (Litres)	N/A	504,530.00	591,500.00
LPG (Kilograms)	N/A	15.00	24,285.93

###### • Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	6,101,144.00	7,228,414.25

## Water management

### • Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	2,381.00	285,610.00

## Waste management

### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	N/A	100,870.00	187,380.00
Hazardous waste (Kilograms)	186.00	700.00	1,931.00
<b>Total waste generated (Kilograms)</b>	<b>186.00</b>	<b>101,570.00</b>	<b>189,311.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	2,030.00	2,297.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	3,050.00	3,043.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	32,838.00	25,565.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>37,918.00</b>	<b>30,905.00</b>

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

Third-party verification : Yes

Name of verifying organization : BUREAU VERIFICATION (THAILAND) COMPANY LIMITED

## 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.royalplus.co.th/storage/document/cg/human-rights-and-labor-practices-th.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, 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)	292	365	409
Number of female employees (Persons)	265	272	303
<b>Total number of employees (Persons)</b>	<b>557</b>	<b>637</b>	<b>712</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	129,260,287.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	0.78	1.05	1.54
Employee development and training expenses (baht)	354,158.89	705,433.25	995,189.00

##### • 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 (%)	47.58	46.15	34.27

• **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.royalplus.co.th/storage/document/cg/good-corporate-governance-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, Director Development

## 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 : 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	10	100.00
Number of male directors	7	70.00
Number of female directors	3	30.00
Number of executive directors	3	30.00
Number of non-executive directors	7	70.00
Number of independent directors	6	60.00

#### 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. NILSUWAN LEELARASAMEE Gender: Male Age: 72 years old Highest level of education: Doctoral degree Major: Pharmaceuticals Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	4 Jul 2016	Governance/ Compliance, Risk Management, Strategic Management, Leadership, Corporate Management, Project Management, Negotiation, Data Analysis, Data Management, Economics, Agribusiness, Statistics

2.	<p>Mr. PHONSAENG SAEBE</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Innovation Management Program</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	24 Mar 1998	<p>Food &amp; Beverage, Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Leadership, Strategic Management</p>
3.	<p>Ms. AMORNRAT KETVESATE</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	31 Oct 2005	<p>Food &amp; Beverage, Banking, Accounting, Procurement, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Corporate Management, Leadership, Strategic Management, Audit</p>
4.	<p>Mr. THASANA BOONKWAN</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: International Marketing</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	4 Jul 2016	<p>Economics, Banking, Finance &amp; Securities, Insurance, Marketing, Finance, Corporate Social Responsibility, Human Resource Management, Data Analysis, Statistics, Data Management, Brand Management, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance, Budgeting</p>
5.	<p>Mr. COMEPISITH RATCHATAKANJANEMAS</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	4 Jul 2016	<p>Economics, Food &amp; Beverage, Banking, Finance &amp; Securities, Accounting, Finance, Audit, Internal Control, Governance/ Compliance, Budgeting</p>

6.	Mr. SUNTI CHIRAWATTHANAGKON Gender: Male Age: 45 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	4 Jul 2016	Economics, Banking, Finance & Securities, Automotive, Insurance, Marketing, Corporate Social Responsibility, Human Resource Management, Brand Management, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance
7.	Mrs. NUSARA MA Gender: Female Age: 53 years old Highest level of education: Below a bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	4 Jul 2016	Marketing, Human Resource Management, Data Management, Data Analysis, IT Management, Statistics, Corporate Management
8.	Mr. KITTI WACHIRAJIRAKORN Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Management Information System Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	1 Jul 2021	Economics, Banking, Finance & Securities, Accounting, Finance, Human Resource Management, Sustainability, Procurement, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Internal Control, Governance/ Compliance
9.	Mr. THAWATCHAI VORAWANDTHANACHAI Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Additional and newly-appointed directors	26 Apr 2023	Accounting, Finance, Risk Management

10.	Ms. PINMANEE MEKMONTANA	Director	26 Apr 2023	Economics, Accounting, Finance, Internal Control
	Gender: Female	(Non-executive, Independent director)		
	Age: 58 years old			
	Highest level of education:			
	Master's degree	Director type: Newly appointed director to replace ex-director		
	Major: Business Administration			
	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. THASANA BOONKWAN [1] Gender: Male Age: 55 years old Highest level of education: Doctoral degree Major: International Marketing Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	4 Jul 2016	Economics, Banking, Finance & Securities, Insurance, Marketing, Finance, Corporate Social Responsibility, Human Resource Management, Data Analysis, Statistics, Data Management, Brand Management, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance, Budgeting
2.	Mr. THAWATCHAI VORAWANDTHANACHAI [1] Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Additional and newly-appointed directors	27 Apr 2023	Accounting, Finance, Risk Management

3.	Ms. PINMANEE MEKMONTANA [1] Gender: Female Age: 58 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: Newly appointed director to replace ex-director	27 Apr 2023	Economics, Accounting, Finance, Internal Control
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[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. COMEPISITH RATCHATAKANJANEMAS [1] Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 4 Jul 2016 Date directorship ended: 27 Apr 2023	Mr. THAWATCHAI VORAWANDTHANACHAI Date position was assumed: 27 Apr 2023
2. Mr. SUNTI CHIRAWATTHANAGKOON [1] Gender: Male Age: 45 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 4 Jul 2016 Date directorship ended: 27 Apr 2023	Ms. PINMANEE MEKMONTANA Date position was assumed: 27 Apr 2023

[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
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1.	Mr. PHONSAENG SAEBE Gender: Male Age: 48 years old Highest level of education: Bachelor's degree Major: Innovation Management Program Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	24 Mar 1998
2.	Ms. AMORN RAT KETVESATE Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	31 Oct 2005
3.	Mr. KITTI WACHIRAJIRAKORN Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Management Information System Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jul 2021

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
The Nominating and Remuneration Committee	Mr. THAWATCHAI VORAWANDTHANACHAI	Chairman
	Mr. COMEPISITH RATCHATAKANJANEMAS	Member
	Mr. PHONSAENG SAEBE	Member
The Corporate Governance and Sustainability Committee	Ms. PINMANEE MEKMONTANA	Chairman
	Mr. PHONSAENG SAEBE	Member
	Mr. KITTI WACHIRAJIRAKORN	Member

The Risk Management Committee	Mr. THAWATCHAI VORAWANDTHANACHAI	Chairman
	Mr. SUNTI CHIRAWATTHANAGKON	Member
	Mr. PHONSAENG SAEBE	Member
	Mr. KITTI WACHIRAJIRAKORN	Member
	Ms. Phatraporn Kaweesuttikul	Member

## Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Nominating and Remuneration Committee
Sub-committees responsible for remuneration	: The Nominating and Remuneration Committee
Sub-committees responsible for corporate governance	: The Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: The Corporate Governance and Sustainability Committee



## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PHONSAENG SAEBE Gender: Male Age: 48 years old Highest level of education: Bachelor's degree Major: Innovation Management Program	Managing Director	24 Mar 1998	Food & Beverage, Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Leadership, Strategic Management
2. Ms. AMORN RAT KETVESATE Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Accounting	Deputy Managing Director	31 Oct 2005	Food & Beverage, Banking, Accounting, Procurement, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Corporate Management, Leadership, Strategic Management, Audit
3. Mr. KITTI WACHIRAJIRAKORN [1] Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Management Information System	Vice President of Finance & Operation	1 Jul 2021	Economics, Banking, Finance & Securities, Accounting, Finance, Human Resource Management, Sustainability, Procurement, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Internal Control, Governance/ Compliance

4.	Ms. Phatraporn Kaweesuttikul Gender: Female Age: 37 years old Highest level of education: Bachelor's degree Major: B.S. Microbiology	Manufacturing Director	8 May 2017	Risk Management, Strategic Management, Leadership, Corporate Management, Project Management, Sustainability, Corporate Social Responsibility, Human Resource Management, Transportation & Logistics, Food & Beverage
5.	Ms. Irin Phatthawatwekin Gender: Female Age: 35 years old Highest level of education: Master's degree Major: Business Administration	Sales & Marketing Director	1 Jan 2023	Business Administration, Food & Beverage, Marketing, Data Analysis, Brand Management, Digital Marketing, Leadership, Strategic Management, Risk Management, Budgeting
6.	Mr. Songthep Hongsuwannkate Gender: Male Age: 48 years old Highest level of education: Bachelor's degree Major: B.PA. Political Sciences	Human Resource Management Director	1 Jun 2023	Human Resource Management, Corporate Social Responsibility, Governance/ Compliance

[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)	N/A	N/A	25,206,091.67

### 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) : 409

Number of female employees (persons) : 303

**Total number of employees (persons)** : 712

#### Employee Remuneration

Total employee remuneration : 129,260,287.00

#### Provident fund

Total number of employees (persons) : 712

Number of employees contributing to the PVD (persons) : 204

Percentage of employees who are members (%) : 28.65

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Arissa Chumemode	arissa.c@royalplus.co.th	02 416 9209 EXT 802

• **Company secretary**

General information	Email	Telephone
1. Mr. Kitti Wachirajirakorn	kitti.w@royalplus.co.th	02 416 9209 EXT 102

• **Head of internal audit**

General information	Email	Telephone
1. Mr. Sutee Tanwanichkul	sutee.t@iasignature.co.th	020795499

• **Head of compliance unit**

General information	Email	Telephone
1. Ms. Napharat Phomboot	napharat.p@royalplus.co.th	02 416 9209 EXT 810

• **Head of investor relations**

General information	Email	Telephone
1. Ms. Suratchanee Prachanuchit	suratchanee.p@royalplus.co.th	02 416 9209 EXT 109

**Company's auditor**

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Ms. Sawitree Ongksirimongkol Email: Sawitree@kpmg.com Telephone: 02-677-2324	2,400,000.00	-

# 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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Ms. PINMANEE MEKMONTANA Gender: Female Age: 58 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: Newly appointed director to replace ex-director	Date position was assumed: 26 Apr 2023	Economics, Accounting, Finance, Internal Control

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. THAWATCHAI VORAWANDTHANACHAI Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Additional and newly-appointed directors	Date position was assumed: 26 Apr 2023	Accounting, Finance, Risk Management

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. NILSUWAN LEELARASAMEE	Chairman of the board	Participating
Mr. PHONSAENG SAEBE	Director	Participating
Ms. AMORNRAT KETVESATE	Director	Non-participating
Mr. THASANA BOONKWAN	Director	Participating
Mr. COMEPISITH RATCHATAKANJANEMAS	Director	Non-participating
Mr. SUNTI CHIRAWATTHANAGKON	Director	Non-participating
Mrs. NUSARA MA	Director	Non-participating
Mr. KITTI WACHIRAJIRAKORN	Director	Participating
Mr. THAWATCHAI VORAWANDTHANACHAI	Director	N/A
Ms. PINMANEE MEKMONTANA	Director	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) : 6

Date of AGM meeting : 26 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. NILSUWAN LEELARASAMEE (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Mr. PHONSAENG SAEBE (Director)	-	6/6	Participating	Did not hold the meeting
3.	Ms. AMORNRAT KETVESATE (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. THASANA BOONKWAN (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. COMEPISITH RATCHATAKANJANEMAS (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. SUNTI CHIRAWATTHANAGKON (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mrs. NUSARA MA (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. KITTI WACHIRAJIRAKORN (Director)	-	6/6	Participating	Did not hold the meeting
9.	Mr. THAWATCHAI VORAWANDTHANACHAI (Director)	-	5/5	Participating	Did not hold the meeting
10.	Ms. PINMANEE MEKMONTANA (Director)	-	5/5	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. NILSUWAN LEELARASAMEE (Chairman of the board)	-	110,000.00	130,000.00	No
2.	Mr. PHONSAENG SAEBE (Director)	-	115,000.00	0.00	No
3.	Ms. AMORNRAT KETVESATE (Director)	-	55,000.00	0.00	No
4.	Mr. THASANA BOONKWAN (Director)	-	135,000.00	130,000.00	No



5.	Mr. COMEPISITH RATCHATAKANJANEMAS (Director)	-	75,000.00	85,000.00	No
6.	Mr. SUNTI CHIRAWATTHANAGKON (Director)	-	75,000.00	85,000.00	No
7.	Mrs. NUSARA MA (Director)	-	55,000.00	0.00	No
8.	Mr. KITTI WACHIRAJIRAKORN (Director)	-	95,000.00	0.00	No
9.	Mr. THAWATCHAI VORAWANDTHANACHAI (Director)	-	165,000.00	0.00	No
10.	Ms. PINMANEE MEKMONTANA (Director)	-	125,000.00	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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. THASANA BOONKWAN (Chairman of the audit committee)	-	4/4
2.	Mr. THAWATCHAI VORAWANDTHANACHAI (Audit committee)	-	3/3
3.	Ms. PINMANEE MEKMONTANA (Audit committee)	-	3/3
4.	Mr. COMEPISITH RATCHATAKANJANEMAS (Audit committee)	27 Apr 2023	1/1
5.	Mr. SUNTI CHIRAWATTHANAGKON (Audit committee)	27 Apr 2023	1/1