Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

KCG CORPORATION PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name	: KCG CORPORATION PUBLIC COMPANY LIMITED
Symbol	: KCG
Address	: 3059-3059/1-3 Sukhumvit Rd. Bang Chak, Phra Khanong
Province	: Bangkok
Postcode	: 10260
Business	: Manufacturer and distributor of western foods with 3 main product categories: dairy products, food and bakery ingredients, and biscuits.
Registration Number	: 0107565000735
Telephone	: 0-2332-8040-7
Fax (if applicable)	: 02-331-6891
Website	: www.kcgcorporation.com
Email	: info@kcgcorporation.com

Total Shares Sold (shares)

Common Stock	: 545,000,000
Preferred Stock	: 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	6,156,894.01	7,156,955.67	7,743,407.03
Dairy Products (Thousand baht)	3,554,951.37	4,088,463.17	4,456,890.93
Food and Bakery Ingredients (Thousand baht)	1,787,284.11	2,059,171.49	2,187,332.82
Biscuits (Thousand baht)	814,658.53	1,009,321.01	1,099,183.28

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Dairy Products (%)	57.74	57.13	57.56
Food and Bakery Ingredients (%)	29.03	28.77	28.25
Biscuits (%)	13.23	14.10	14.20

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	6,156,894.01	7,156,955.67	7,743,407.03
Domestic (Thousand baht)	5,881,057.19	6,831,289.73	7,415,229.25
International (Thousand baht)	275,836.82	325,665.94	328,177.78

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	95.52	95.45	95.76
International (%)	4.48	4.55	4.24

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	75,782.50	47,741.35	46,894.93
Other income from operations (Thousand baht)	33,897.64	35,127.07	24,695.77
Other income not from operations (Thousand baht)	41,884.86	12,614.28	22,199.16
Gain on exchange (Thousand baht)	41,884.86	12,614.28	22,199.16

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	37,924.33	39,557.73	47,738.67

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)

Competitive Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Competition risk
- Economic risk
- Other

Risk from New Product Launches

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Economic risk

Human Capital Development Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Price Fluctuation Risk in Raw Materials and Product Costs

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Inventory Management Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Product obsolescence
- Inventory risk

Disruption Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Climate change and disasters
- System disruption risk
- Pandemic risk
- Other

Interest Rate Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk from changes in laws and government policies

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance

Exchange rate volatility risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

International Business Expansion Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Cybersecurity Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Production Capacity Risk in Butter and Pastry Sheet Margarine Products

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Product Quality and Safety Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Reputation Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Climate Change Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Climate change and disasters

Corruption Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Opportunity and Risk from Free Trade Agreement (FTA)

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Policies or international agreements related to business operations

Geopolitical Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk to Securities Holder (2.2.2)

Risk from Majority Shareholders

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 (if applicable)	: https://www.kcgcorporation.com/storage/documents/corporate-policy/kcg-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 (if applicable)	: https://www.kcgcorporation.com/storage/downloads/sustainability-report/sustainability-report-year-2024-th.pdf
Company environmental guideline	: Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

- **Fuel consumption**

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	863,760.83	726,037.33	548,323.35
Gasoline (Litres)	80,522.91	89,445.93	96,312.86
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	15,437.24	34,185.05	10,905.92
LPG (Kilograms)	1,136,150.00	1,221,969.00	1,297,888.00

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

- **Electricity consumption**

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	21,471,289.13	23,427,908.65	25,724,192.11

Water management

- **Water consumption**

	2022	2023	2024
Total water withdrawal (Cubic meters)	254,564.00	276,543.30	228,015.00

Waste management

- **Waste from operations**

	2022	2023	2024
Non-hazardous waste (Kilograms)	3,210,846.01	3,112,986.30	3,187,199.29
Hazardous waste (Kilograms)	5,896.05	7,728.57	6,307.90
Total waste generated (Kilograms)	**3,216,742.06**	**3,120,714.87**	**3,193,507.19**

Greenhouse gas management

- **Greenhouse gas emissions**

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	8,147.00	6,324.00	9,329.00
Scope 2 (Tons of carbon dioxide equivalents)	9,532.00	10,368.00	11,765.00
Scope 3 (Tons of carbon dioxide equivalents)	73,830.00	79,353.00	85,741.00

Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	**91,509.00**	**96,045.00**	**106,835.00**

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : V Green KU Co., Ltd.

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.kcgcorporation.com/storage/documents/corporate-policy/kcg-human-rights-policy-th.pdf

Company human right guideline : Employee Rights, Migrant Workers, 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**

	2022	2023	2024
Number of male employees (Persons)	703	665	687
Number of female employees (Persons)	1,225	1,301	1,131
Total number of employees (Persons)	1,928	1,966	1,818

- **Employee remuneration**

	2022	2023	2024
Employee remuneration (baht)	824,853,272.50	896,862,846.40	916,756,604.12

- **Employee development and training**

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	8.40	9.90	16.08
Employee development and training expenses (baht)	1,923,634.85	4,070,928.20	3,249,976.74

- **Health, safety and work environment**

	2022	2023	2024

Total number of lost time injury incidents by employees (Cases)	0	26	23

- **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	40.40	33.06	25.41

- **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy	: Yes
Company website on corporate governance policy	: www.kcgcorporation.com/storage/documents/cg-policy/kcg-cg-sustain-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	12	100.00
Number of male directors	10	83.33
Number of female directors	2	16.67
Number of executive directors	2	16.67
Number of non-executive directors	10	83.33
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. CHAIYAWAT WIBULSWASDI Gender: Male Age: 78 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	7 Dec 2022	Business Administration, Economics, Banking, Finance & Securities, Governance/ Compliance

2.	Mr. TONG DHIRANUSORNKIT Gender: Male Age: 81 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Original director	7 Dec 2022	Business Administration, Food & Beverage, Commerce, Marketing, Risk Management
3.	Mr. CHAIYANANDH LAPITANANUVAT Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Original director	7 Dec 2022	Business Administration, Economics, Banking, Human Resource Management, Finance
4.	Mr. DAMRONG VIPAWATANAKUL Gender: Male Age: 64 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Dec 2022	Business Administration, Food & Beverage, Packaging, Risk Management, Commerce
5.	Mr. THAWACH DHIRANUSORNKIT Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	7 Dec 2022	Business Administration, Food & Beverage, Marketing, Risk Management, Information & Communication Technology

6.	Mr. VICHAN AMORNROJANAVONG Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Dec 2022	Business Administration, Governance/ Compliance, Accounting, Sustainability, Risk Management
7.	Mrs. SUWANNA MAHAKANJANA Gender: Female Age: 63 years old Highest level of education: Below a bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Dec 2022	Business Administration, Sustainability, Human Resource Management, Accounting, Food & Beverage
8.	Mr. SONGTHAM PHIANPATTANAWIT Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	7 Dec 2022	Business Administration, Information & Communication Technology, Human Resource Management, IT Management, Sustainability
9.	Mr. POONSAWAT PHOAPRAPAT Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	7 Dec 2022	Business Administration, Sustainability, Engineering, Risk Management, Audit

10.	Mr. CHAKRIT TACHANAPARAK Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Faculty of Education. Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	7 Dec 2022	Business Administration, Brand Management, Digital Marketing, Information & Communication Technology, Human Resource Management
11.	Ms. NANGNOI CHAROENTHAVEESUB Gender: Female Age: 73 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: Original director	7 Dec 2022	Business Administration, Accounting, Risk Management, Audit, Governance/ Compliance
12.	Mrs. Damrongchai Vipawatanakul Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	1 Jan 2024	Economics, Food & Beverage, Business Administration, Marketing, Information & Communication Technology

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. Ms. NANGNOI CHAROENTHAVEESUB [1] Gender: Female Age: 73 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	7 Dec 2022	Business Administration, Accounting, Risk Management, Audit, Governance/ Compliance
2. Mr. POONSAWAT PHOAPRAPAT Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	7 Dec 2022	Business Administration, Sustainability, Engineering, Risk Management, Audit
3. Mr. CHAKRIT TACHANAPARAK Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Faculty of Education. Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	7 Dec 2022	Business Administration, Brand Management, Digital Marketing, Information & Communication Technology, Human Resource Management

[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. SONGTHAM PHIANPATTANAWIT Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 7 Dec 2022 Date directorship ended: 24 Apr 2024	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. TONG DHIRANUSORNKIT Gender: Male Age: 81 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	7 Dec 2022
2. Mr. CHAIYANANDH LAPITANANUVAT Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	7 Dec 2022

3.	Mr. VICHAN AMORNROJANAVONG Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	7 Dec 2022
4.	Mr. THAWACH DHIRANUSORNKIT Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	7 Dec 2022
5.	Mr. DAMRONG VIPAWATANAKUL Gender: Male Age: 64 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Oct 2013
6.	Mrs. Damrongchai Vipawatanakul Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2022

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position

Nomination & Remuneration Committee	Ms. NANGNOI CHAROENTHAVEESUB	Member
	Mr. CHAKRIT TACHANAPARAK	Chairman
	Mr. CHAIYANANDH LAPITANANUVAT	Member
	Mr. SONGTHAM PHIANPATTANAWIT	Member
Corporate Governance and Sustainability Committee	Mr. POONSAWAT PHOAPRAPAT	Chairman
	Mr. VICHAN AMORNROJANAVONG	Chairman
	Mrs. SUWANNA MAHAKANJANA	Member
	Ms. NANGNOI CHAROENTHAVEESUB	Member
	Mr. SONGTHAM PHIANPATTANAWIT	Member
Information Technology Committee	Mr. SONGTHAM PHIANPATTANAWIT	Chairman
	Mr. POONSAWAT PHOAPRAPAT	Member
	Mr. CHAKRIT TACHANAPARAK	Member
	Mrs. Damrongchai Vipawatanakul	Member
Risk Management Committee	Mr. CHAIYANANDH LAPITANANUVAT	Member
	Mr. TONG DHIRANUSORNKIT	Chairman
	Ms. NANGNOI CHAROENTHAVEESUB	Chairman
	Mr. DAMRONG VIPAWATANAKUL	Member
	Mr. CHAKRIT TACHANAPARAK	Member
	Mrs. Damrongchai Vipawatanakul	Member
	Mr. THAWACH DHIRANUSORNKIT	Member
	Mr. POONSAWAT PHOAPRAPAT	Member
	Mr. VICHAN AMORNROJANAVONG	Member

Remark : The Board of Directors has delegated the authority to the Executive Committee to define the framework and policies for risk management, as well as the risk management plan. The Executive Committee is responsible for overseeing the risk management practices to ensure they align with the company's strategies and objectives. The Committee also provides recommendations to management to ensure that risks are managed and controlled at an appropriate level, ensuring that organizational risks are effectively governed. Additionally, the Board of Directors has assigned the Audit Committee with the responsibility of monitoring and ensuring that risk management is conducted in accordance with the established plan and policies. The Executive Committee and the Audit Committee are required to meet at least twice a year to communicate significant risks, link risks to internal controls, and report on risk management to the Board of Directors.

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination & Remuneration Committee
Sub-committees responsible for remuneration	: Nomination & Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: 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. THAWACH DHIRANUSORNKIT Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Science	Senior Deputy Managing Director	14 Oct 2013	Business Administration, Food & Beverage, Marketing, Risk Management, Information & Communication Technology
2. Mrs. Kanokwannarat Sri Maneesiri [1] [2] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Accounting	Deputy Managing Director of Accounting and Finance	1 Mar 2023	Business Administration, Finance, Accounting
3. Mrs. Damrongchai Vipawatanakul Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Economics	Chief Executive Officer	1 Jan 2024	Economics, Food & Beverage, Business Administration, Marketing, Information & Communication Technology
4. Mr. Danai Kalassi Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration	Senior Deputy Managing Director	1 Jan 2024	Business Administration, Marketing
5. Mr. Damrongkich Vipawatanakul Gender: Male Age: 60 years old Highest level of education: Below a bachelor's degree Major: Management	Chief Technical Officer	1 Jan 2024	Engineering, Food & Beverage

6.	Mr. Thana Thiramanus Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Marketing	Chief Commercial Officer	1 Mar 2024	Business Administration, Economics, Marketing, Digital Marketing
7.	Mr. Monsarn Dhiranusornkit Gender: Male Age: 54 years old Highest level of education: Below a bachelor's degree Major: Management	Chief Supply Chain Management Officer	1 Jan 2024	Food & Beverage, Business Administration, Transportation & Logistics, Procurement
8.	Mr. Pumin Dhiranusornkit Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration	Chief Corporate Sustainability Officer	1 Jan 2024	Business Administration, Food & Beverage, Marketing, 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

	2022	2023	2024
Total executive remuneration (baht)	53,388,274.44	59,797,879.76	66,645,167.58

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)	: 687
Number of female employees (persons)	: 1,131
Total number of employees (persons)	: 1,818

Employee Remuneration

Total employee remuneration	: 916,756,604.12

Provident fund

Total number of employees (persons)	: 1,818
Number of employees contributing to the PVD (persons)	: 1,605
Percentage of employees who are members (%)	: 88.28

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. Paiyada Saengwech	paiyada.s@kcgcorporation.com	

- **Company secretary**

General information	Email	Telephone

1. Mr. Pumin Dhiranusornkit	Pumin@kcgcorporation.com	

• Head of internal audit

General information	Email	Telephone
1. Mr. Navamin Dhirakasetchai	navamin.d@kcgcorporation.com	02 332 8040-9

• Head of compliance unit

General information	Email	Telephone
1. Mr. Nartnarong Rawdchuchuen	natnarong.r@kcgcorporation.com	023328040-9

• Head of investor relations

General information	Email	Telephone
1. Mr. Saithip Monthakantiwong	saithip.m@kcgcorporation.com	023328040-9 ext.2007

Company's auditor

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

1.	EY OFFICE LIMITED	1. Mrs. ORAWAN TECHAWATANASIRIKUL Email: Orawan. Techawatanasirikul@th.ey.com Telephone: - 2. Mrs GINGKARN ATSAWARANGSALIT Email: Gingkarn. atsawarangsalit@th.ey.com Telephone: - 3. Mrs. ROSAPORN DECHARKOM Email: Rosaporn.decharkom@th. ey.com Telephone: - 4. Mrs. WILAIPORN CHAOWIWATKUL Email: Wilaiporn. chaowiwatkul@th.ey.com Telephone: - 5. Mrs. NARAYA SRISUKH Email: Naraya.srisukh@th.ey. com Telephone: -	2,050,000.00	Details: The cost of observing the disposal of remaining inventory. Total service fee (baht): 20,000.00

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. Mrs. Damrongchai Vipawatanakul Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Jan 2024	Economics, Food & Beverage, Business Administration, Marketing, Information & Communication Technology

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHAIYAWAT WIBULSWASDI	Chairman of the board	Non-participating
Mr. TONG DHIRANUSORNKIT	Vice Chairman	Participating
Mr. CHAIYANANDH LAPITANANUVAT	Vice Chairman	Participating
Mr. DAMRONG VIPAWATANAKUL	Director	Participating
Mr. THAWACH DHIRANUSORNKIT	Director	Participating
Mr. VICHAN AMORNROJANAVONG	Director	Participating
Mrs. SUWANNA MAHAKANJANA	Director	Participating
Mr. SONGTHAM PHIANPATTANAWIT	Director	Non-participating

Mr. POONSAWAT PHOAPRAPAT	Director	Non-participating
Mr. CHAKRIT TACHANAPARAK	Director	Non-participating
Ms. NANGNOI CHAROENTHAVEESUB	Director	Participating
Mrs. Damrongchai Vipawatanakul	Director	Participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 10

Date of AGM meeting : 24 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. CHAIYAWAT WIBULSWASDI (Chairman of the board)	-	10/10	Participating	Did not hold the meeting
2.	Mr. TONG DHIRANUSORNKIT (Vice Chairman)	-	10/10	Participating	Did not hold the meeting
3.	Mr. CHAIYANANDH LAPITANANUVAT (Vice Chairman)	-	10/10	Participating	Did not hold the meeting
4.	Mr. DAMRONG VIPAWATANAKUL (Director)	-	10/10	Participating	Did not hold the meeting
5.	Mr. THAWACH DHIRANUSORNKIT (Director)	-	10/10	Participating	Did not hold the meeting
6.	Mr. VICHAN AMORNROJANAVONG (Director)	-	10/10	Participating	Did not hold the meeting
7.	Mrs. SUWANNA MAHAKANJANA (Director)	-	10/10	Participating	Did not hold the meeting
8.	Mr. SONGTHAM PHIANPATTANAWIT (Director)	-	9/10	Participating	Did not hold the meeting

9.	Mr. POONSAWAT PHOAPRAPAT (Director)	-	10/10	Participating	Did not hold the meeting
10.	Mr. CHAKRIT TACHANAPARAK (Director)	-	10/10	Participating	Did not hold the meeting
11.	Ms. NANGNOI CHAROENTHAVEESUB (Director)	-	10/10	Participating	Did not hold the meeting
12.	Mrs. Damrongchai Vipawatanakul (Director)	-	10/10	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. CHAIYAWAT WIBULSWASDI (Chairman of the board)	-	600,000.00	1,200,000.00	N/A
2.	Mr. TONG DHIRANUSORNKIT (Vice Chairman)	-	400,000.00	720,000.00	N/A
3.	Mr. CHAIYANANDH LAPITANANUVAT (Vice Chairman)	-	400,000.00	720,000.00	N/A
4.	Mr. DAMRONG VIPAWATANAKUL (Director)	-	300,000.00	480,000.00	N/A
5.	Mr. THAWACH DHIRANUSORNKIT (Director)	-	0.00	0.00	N/A
6.	Mr. VICHAN AMORNROJANAVONG (Director)	-	300,000.00	480,000.00	N/A
7.	Mrs. SUWANNA MAHAKANJANA (Director)	-	300,000.00	480,000.00	N/A
8.	Mr. SONGTHAM PHIANPATTANAWIT (Director)	-	270,000.00	480,000.00	N/A
9.	Mr. POONSAWAT PHOAPRAPAT (Director)	-	300,000.00	480,000.00	N/A
10.	Mr. CHAKRIT TACHANAPARAK (Director)	-	300,000.00	480,000.00	N/A
11.	Ms. NANGNOI CHAROENTHAVEESUB (Director)	-	300,000.00	480,000.00	N/A
12.	Mrs. Damrongchai Vipawatanakul (Director)	-	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) : 7

	List of directors	Termination date	Number of the audit committee meeting
1.	Ms. NANGNOI CHAROENTHAVEESUB (Chairman of the audit committee)	-	7/7
2.	Mr. POONSAWAT PHOAPRAPAT (Audit committee)	-	7/7
3.	Mr. CHAKRIT TACHANAPARAK (Audit committee)	-	7/7
4.	Mr. SONGTHAM PHIANPATTANAWIT (Audit committee)	24 Apr 2024	2/2

Remark : Mr.SONGTHAM PHIANPATTANAWIT "Transfer from the Audit Committee to the Nomination and Remuneration Committee as per the resolution of the Board of Directors' meeting No. 4/2024, dated April 24, 2024."