



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SAHA PATHANA INTER-HOLDING PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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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 : SAHA PATHANA INTER-HOLDING PUBLIC COMPANY LIMITED

Symbol : SPI

Address : 530 SOI SATHUPRADIT 58, BANGPONGPANG, YANNAWA

Province : Bangkok

Postcode : 10120

Business : The Company has 3 core businesses which are 1) Investment in consumer products business, 2) Investment in food and beverage business, and 3) Industrial park development and investment in other businesses

Registration Number : 0107537001340

Telephone : 0-2293-0030-9

Fax (if applicable) : 0-2293-0040

Website : www.spi.co.th

Email : ir@spi.co.th

Total Shares Sold (shares)

Common Stock : 571,890,666

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	5,205,618.00	6,847,764.00	8,392,169.00
Investment in consumer goods business (Thousand baht)	730,154.00	1,219,771.00	2,940,235.00
Investment in food and beverage business (Thousand baht)	1,406,064.00	1,304,733.00	1,102,929.00
Industrial park development and investment in other businesses (Thousand baht)	3,069,400.00	4,323,260.00	4,349,005.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Investment in consumer goods business (%)	14.03	17.81	35.04
Investment in food and beverage business (%)	27.01	19.05	13.14
Industrial park development and investment in other businesses (%)	58.96	63.13	51.82

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	5,205,618.00	6,847,764.00	8,392,169.00
Domestic (Thousand baht)	5,205,618.00	6,847,764.00	8,392,169.00
International (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

*Excluding the profit margins in the associated companies

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)	2020	2021	2022
R&D expenses in the past 3 years	N/A	N/A	N/A

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)

2.2.1 Strategic Risk 2.2.2 Operational Risk 2.2.3 Financial Risk 2.2.4 Regulation Risk 2.2.5 Corruption Risks 2.2.6 Safety of information, personal data and information system and technological integrity risks 2.2.7 Human Rights Risk 2.2.8 Emerging Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Reliance on large customers or few customers

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Information security and cyber-attack
- Delays in the development of future projects
- Business operations that have no commercial results
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact from population structure

- Impact on human rights

- Corruption

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

Risk to Securities Holder (2.2.2)

2.2.1 Strategic Risk (2) Expansion of investments in shares of various companies (3) Expansion of investments in industrial parks and real estate development

Risk Management Measures: Yes

Related Risk Topics

- Other

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

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://industrial-park.spi.co.th/spi/download/pdf/environment_policy.pdf

Company environmental guideline : Electricity 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

	2020	2021	2022
Jet fuel (Litre)	0.00	0.00	0.00
Diesel (Litre)	0.00	0.00	0.00
Gasoline (Litre)	0.00	0.00	0.00
Fuel oil (liters)	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 (Kilogram)	0.00	0.00	0.00

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

• **Electricity consumption**

	2020	2021	2022
Amount of electricity purchased (kWh)	0.00	0.00	0.00

Water management

• **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	0.00	0.00	0.00

Waste management

• **Waste from operations**

	2020	2021	2022
Non-hazardous waste (kg)	161,105.00	2,419,510.00	402,985.00
Hazardous waste (kg)	0.00	0.00	0.00
Total (kg)	161,105.00	2,419,510.00	402,985.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2020	2021	2022
GHG emission target	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	285.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	1,601.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	298,310.00
Total (Tons of carbon dioxide equivalents)	0.00	0.00	300,196.00

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

Third-party verification : Yes

Name of verifying organization : ECEE Co., Ltd.

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.spi.co.th/storage/corporate-governance/policy-procedures/20220324-spi-human-rights-policy-th.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

	2020	2021	2022
Number of male employees (persons)	0	0	59
Number of female employees (persons)	0	0	85
Total (persons)	0	0	144

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	0.00	0.00	0.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	32	21	55
Employee development and training expenses (baht)	0.00	0.00	0.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	0

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	N/A	N/A	0.00

• **Significant labor dispute**

	2020	2021	2022
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.spi.co.th/storage/corporate-governance/cg-policy/cg-policy-no2.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	15	100.00
Number of male directors	13	86.67
Number of female directors	2	13.33
Number of executive directors	5	33.33
Number of non-executive directors	10	66.67
Number of independent directors	5	33.33

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. BOONSITHI CHOKWATANA Gender: Male Age: 85 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	7 Sep 2022	Corporate Management, Strategic Management, Transportation & Logistics, IT Management, Marketing, Digital Marketing, Human Resource Management, Property Development, Sustainability, Data Analysis, Data Management, Leadership, Change Management, Governance/ Compliance

2.	Mr. SAMRERNG MANOONPOL Gender: Male Age: 86 years old Highest level of education: Below a bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Original director	16 May 2022	Property Development, Food & Beverage, Data Management, Corporate Management, Leadership
3.	Mr. BOONKIET CHOKWATANA Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Jan 1993	Corporate Management, Marketing, Fashion, Project Management, Strategic Management, Property Development, Transportation & Logistics, Data Management, Engineering, Leadership, Budgeting
4.	Mr. PIPAT PANIANGVAIT Gender: Male Age: 83 years old Highest level of education: Honorary degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	27 Jun 2003	Corporate Management, Strategic Management, Human Resource Management, Marketing, Food & Beverage, Commerce, Data Management, Leadership, Budgeting
5.	Mr. NOPHORN BHONGSVEJ Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	26 Apr 2010	Risk Management, Finance, Audit, Governance/ Compliance, Change Management, Banking, Finance & Securities

6.	<p>Mr. BOONCHAI CHOKWATANA</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Communication Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	23 Apr 2012	<p>Project Management, Human Resource Management, Corporate Management, Marketing, Strategic Management, Media & Publishing, Food & Beverage, Personal Products & Pharmaceuticals, Property Development, Data Analysis, Data Management, Engineering, Leadership, Change Management, Budgeting</p>
7.	<p>Mr. VICHAI KULSOMPFOB</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	23 Apr 2012	<p>Accounting, Finance, Strategic Management, Property Development, IT Management, Sustainability, Economics, Property Fund & REITs, Energy & Utilities, Corporate Social Responsibility, Human Resource Management, Data Analysis, Data Management, Corporate Management, Negotiation, Leadership, Change Management, Governance/ Compliance</p>
8.	<p>Mrs. PUNNEE WORAWUTHICHONGSATHIT</p> <p>Gender: Female</p> <p>Age: 70 years old</p> <p>Highest level of education: Master'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>	25 Apr 2016	<p>Accounting, Internal Control, Audit, Strategic Management, Budgeting, Finance, Human Resource Management, Risk Management, Governance/ Compliance, Sustainability, Law, Corporate Management</p>
9.	<p>Ms. SIRIKUL DHANASARNILP</p> <p>Gender: Female</p> <p>Age: 75 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	16 Jun 2016	<p>Accounting, Corporate Management, Governance/ Compliance, Economics, Fashion, Finance, Human Resource Management, Data Management, Data Analysis, Brand Management, Audit</p>

10.	Mr. SUJARIT PATCHIMNAN Gender: Male Age: 77 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	15 Dec 2016	Law, Corporate Management, Property Development, Energy & Utilities
11.	Mr. NIPON POAPONGSAKORN Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	25 Apr 2017	Economics, IT Management, Data Analysis, Information & Communication Technology, Data Management, Statistics, Corporate Management, Change Management, Audit
12.	Mr. PIPOPE CHOKVATHANA Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Management Information system Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	23 Apr 2018	IT Management, Data Management, Information & Communication Technology, Fashion, Property Development, Corporate Management, Strategic Management, Leadership, Governance/ Compliance
13.	Mr. PIRIYA KHEMPON Gender: Male Age: 63 years old Highest level of education: Master's degree Major: International Relations Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	19 Dec 2019	Negotiation, Marketing, Risk Management, Commerce, Data Management, Data Analysis

14.	Mr. RUANGROJ POONPOL Gender: Male Age: 45 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	15 Dec 2022	Information & Communication Technology, IT Management, Data Management, Digital Marketing, Engineering
15.	Mr. SOMKID JATUSRIPITAK Gender: Male Age: 69 years old Highest level of education: Doctoral 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	28 Feb 2023	Economics, Finance, Marketing, Energy & Utilities, Banking, Property Development, Commerce, Transportation & Logistics, Information & Communication Technology, Law, Data Analysis, Data Management, IT Management, Negotiation, Corporate Management, Leadership, Strategic Management, Change Management, Risk Management, Budgeting

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

General information		Position	Tenure	Replacement Director
1.	Mr. SOMKID JATUSRIPITAK Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)	Date position was assumed: 14 Aug 2020 Date directorship ended: 31 Aug 2022	Mr. RUANGROJ POONPOL Date position was assumed: 15 Dec 2022
2.	Mr. SURACHAI DANAITANGTRAKUL Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 13 Mar 2014 Date directorship ended: 1 Oct 2022	No replacement director

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : 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. NOPHORN BHONGSVEJ [1] Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	14 May 2013	Risk Management, Finance, Audit, Governance/ Compliance, Change Management, Banking, Finance & Securities
2. Mrs. PUNNEE WORAWUTHICHONGSATHIT [1] Gender: Female Age: 70 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: Original director	25 Apr 2016	Accounting, Internal Control, Audit, Strategic Management, Budgeting, Finance, Human Resource Management, Risk Management, Governance/ Compliance, Sustainability, Law, Corporate Management
3. Mr. NIPON POAPONGSAKORN [1] Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	14 Aug 2020	Economics, IT Management, Data Analysis, Information & Communication Technology, Data Management, Statistics, Corporate Management, Change Management, Audit

[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. VICHAI KULSOMPFOB Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	14 May 2013
2. Mr. SAMRERNG MANOONPOL Gender: Male Age: 86 years old Highest level of education: Below a bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	9 May 1994
3. Mr. BOONSITHI CHOKWATANA Gender: Male Age: 85 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	9 May 1994
4. Ms. SIRIKUL DHANASARNILP Gender: Female Age: 75 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 May 2016

5.	Mr. PIPOPE CHOKVATHANA Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Management Information system Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	15 May 2019
6.	Mr. MANU LEELANUWATANA Gender: Male Age: 77 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 May 2016
7.	Mr. SONTAYA TABKHAN Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	16 May 2022
8.	Ms. KESARA SUMKANJANARUK Gender: Female Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	16 May 2022
9.	Mr. VORAYOS THONGTAN Gender: Male 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	16 May 2022

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. BOONSITHI CHOKWATANA	Chairman
	Mr. VICHAI KULSOMPFOB	Member
	Ms. SIRIKUL DHANASARNILP	Member
Corporate Governance and Risk Management Committee	Mr. NOPHORN BHONGSVEJ	Chairman
	Ms. SIRIKUL DHANASARNILP	Member
	Mr. PIPOPE CHOKVATHANA	Member
	Mr. SUPRADIT SA-ID	Member
	Mr. SONTAYA TABKHAN	Member
Sustainability Committee	Mr. VICHAI KULSOMPFOB	Chairman
	Mr. SONTAYA TABKHAN	Member
	Ms. KESARA SUMKANJANARUK	Member
	Mr. VORAYOS THONGTAN	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Corporate Governance and 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 Risk Management Committee
Sub-committees responsible for corporate sustainability development	: Sustainability Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VICHAI KULSOMPFOB Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration	President & CEO and Chairman of the Executive Board	12 Mar 2018	Accounting, Finance, Strategic Management, Property Development, IT Management, Sustainability, Economics, Property Fund & REITs, Energy & Utilities, Corporate Social Responsibility, Human Resource Management, Data Analysis, Data Management, Corporate Management, Negotiation, Leadership, Change Management, Governance/ Compliance
2. Mr. SONTAYA TABKHAN Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Engineering	Vice President Industrial Park Development	1 Aug 2018	Property Development, Engineering, Energy & Utilities, Corporate Social Responsibility, Human Resource Management, Data Management, Data Analysis, Corporate Management, Leadership, Risk Management, Governance/ Compliance, Strategic Management
3. Ms. KESARA SUMKANJANARUK [1] Gender: Female Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting	Vice President Corporate Administration	1 Aug 2018	Accounting, Finance, Sustainability, Data Analysis, Property Development, Corporate Social Responsibility, Human Resource Management, Data Management, Procurement, Corporate Management, Negotiation

4.	Mr. VORAYOS THONGTAN Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Business Administration	Vice President Investment and Corporate Strategy	1 Aug 2018	Economics, Banking, Property Development, Property Fund & REITs, Energy & Utilities, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, Human Resource Management, Data Analysis, Data Management, IT Management, Statistics, Corporate Management, Engineering, Leadership, Risk Management, Strategic Management, Governance/ Compliance
5.	Mr. TINAKORN BUNNAG Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering	Vice President Special Project Development	1 Aug 2018	Property Development, Architecture, Design, Corporate Management, Data Management, Data Analysis, Construction Services, Construction Materials

[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

	2020	2021	2022
Total executive remuneration (baht)	68,689,986.00	67,082,937.00	77,070,230.00

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) : 59

Number of female employees (persons) : 85

Total (persons) : 144

Employee Remuneration

Total employee remuneration : 0.00

Provident fund

Total number of employees (persons) : 144

Number of employees contributing to the PVD (persons) : 129

Percentage of employees who are members (%) : 89.58

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. Mr. RUANGROJ POONPOL Gender: Male Age: 45 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: 15 Dec 2022	Information & Communication Technology, IT Management, Data Management, Digital Marketing, Engineering
2. Mr. SOMKID JATUSRIPITAK Gender: Male Age: 69 years old Highest level of education: Doctoral 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: 28 Feb 2023	Economics, Finance, Marketing, Energy & Utilities, Banking, Property Development, Commerce, Transportation & Logistics, Information & Communication Technology, Law, Data Analysis, Data Management, IT Management, Negotiation, Corporate Management, Leadership, Strategic Management, Change Management, Risk Management, Budgeting

Development of directors over the past year

List of directors	Position	Participated in director development program
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Mr. BOONSITHI CHOKWATANA	Chairman of the board	Non-participating
Mr. SAMRERNG MANOONPOL	Vice Chairman	Participating
Mr. BOONKIET CHOKWATANA	Director	Participating
Mr. PIPAT PANIANGVAIT	Director	Non-participating
Mr. NOPHORN BHONGSVEJ	Director	Participating
Mr. BOONCHAI CHOKWATANA	Director	Non-participating
Mr. VICHAI KULSOMPHOB	Director	Non-participating
Mrs. PUNNEE WORAWUTHICHONGSATHIT	Director	Participating
Ms. SIRIKUL DHANASARNSILP	Director	Non-participating
Mr. SUJARIT PATCHIMNAN	Director	Participating
Mr. NIPON POAPONGSAKORN	Director	Non-participating
Mr. PIPOPE CHOKVATHANA	Director	Participating
Mr. PIRIYA KHEMPON	Director	Participating
Mr. RUANGROJ POONPOL	Director	Non-participating
Mr. SOMKID JATUSRIPITAK	Director	Non-participating
Mr. SURACHAI DANAITANGTRAKUL	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 13

Date of AGM meeting : 25 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. BOONSITHI CHOKWATANA (Chairman of the board)	-	13/13	Participating	Did not hold the meeting
2.	Mr. SAMRERNG MANOONPOL (Vice Chairman)	-	12/13	Participating	Did not hold the meeting
3.	Mr. BOONKIET CHOKWATANA (Director)	-	12/13	Participating	Did not hold the meeting
4.	Mr. PIPAT PANIANGVAIT (Director)	-	12/13	Participating	Did not hold the meeting
5.	Mr. NOPHORN BHONGSVEJ (Director)	-	13/13	Participating	Did not hold the meeting
6.	Mr. BOONCHAI CHOKWATANA (Director)	-	13/13	Participating	Did not hold the meeting
7.	Mr. VICHAI KULSOMPHOB (Director)	-	13/13	Participating	Did not hold the meeting
8.	Mrs. PUNNEE WORAWUTHICHONGSATHIT (Director)	-	12/13	Participating	Did not hold the meeting
9.	Ms. SIRIKUL DHANASARNILP (Director)	-	13/13	Participating	Did not hold the meeting
10.	Mr. SUJARIT PATCHIMNAN (Director)	-	13/13	Participating	Did not hold the meeting
11.	Mr. NIPON POAPONGSAKORN (Director)	-	13/13	Participating	Did not hold the meeting
12.	Mr. PIPOPE CHOKVATHANA (Director)	-	13/13	Participating	Did not hold the meeting
13.	Mr. PIRIYA KHEMPON (Director)	-	13/13	Participating	Did not hold the meeting
14.	Mr. RUANGROJ POONPOL (Director)	-	13/13	Participating	Did not hold the meeting
15.	Mr. SOMKID JATUSRIPITAK (Director)	-	7/8	Participating	Did not hold the meeting

16. Mr. SURACHAI DANAITANGTRAKUL (Director)	1 Oct 2022	8/10	Non-participating	Did not hold the meeting
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Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1. Mr. BOONSITHI CHOKWATANA (Chairman of the board)	-	138,000.00	2,574,000.00	No
2. Mr. SAMRERNG MANOONPOL (Vice Chairman)	-	120,000.00	950,000.00	No
3. Mr. BOONKIET CHOKWATANA (Director)	-	120,000.00	650,000.00	No
4. Mr. PIPAT PANIANGVAIT (Director)	-	120,000.00	650,000.00	No
5. Mr. NOPHORN BHONGSVEJ (Director)	-	130,000.00	964,000.00	No
6. Mr. BOONCHAI CHOKWATANA (Director)	-	110,000.00	650,000.00	No
7. Mr. VICHAI KULSOMPFOB (Director)	-	130,000.00	1,370,000.00	No
8. Mrs. PUNNEE WORAWUTHICHONGSATHIT (Director)	-	120,000.00	820,000.00	No
9. Ms. SIRIKUL DHANASARNILP (Director)	-	130,000.00	990,000.00	No
10. Mr. SUJARIT PATCHIMNAN (Director)	-	130,000.00	650,000.00	No
11. Mr. NIPON POAPONGSAKORN (Director)	-	130,000.00	820,000.00	No
12. Mr. PIPOPE CHOKVATHANA (Director)	-	130,000.00	970,000.00	No
13. Mr. PIRIYA KHEMPON (Director)	-	130,000.00	650,000.00	No
14. Mr. RUANGROJ POONPOL (Director)	-	0.00	0.00	No
15. Mr. SOMKID JATUSRIPITAK (Director)	-	84,000.00	3,443,333.00	No
16. Mr. SURACHAI DANAITANGTRAKUL (Director)	1 Oct 2022	80,000.00	487,500.00	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. NOPHORN BHONGSVEJ (Chairman of the audit committee)	-	12/12
2.	Mrs. PUNNEE WORAWUTHICHONGSATHIT (Audit committee)	-	12/12
3.	Mr. NIPON POAPONGSAKORN (Audit committee)	-	12/12