



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

BANGKOK POST PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
Corporate Governance	
Corporate Governance Policy	10
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	11
Performance Report on Corporate Governance	21

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : BANGKOK POST PUBLIC COMPANY LIMITED

Symbol : POST

Address : BANGKOK POST BLDG, 136 SUNTHONKOSA ROAD, KHLONG TOEI

Province : Bangkok

Postcode : 10110

Business : Publishing and providing news and information through
newspapers and magazines including online channels

Registration Number : 0107536001583

Telephone : 0-2616-4000

Fax (if applicable) : 0-2240-3790

Website : <https://www.bangkokpost.co.th/>

Email : vasint@bangkokpost.co.th

Total Shares Sold (shares)

Common Stock : 500,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	455,100.00	423,100.00	436,100.00
Advertising sales (Thousand baht)	195,100.00	189,200.00	225,900.00
Sales of Publications (Thousand baht)	88,600.00	59,800.00	53,214.00
Printing contract (Thousand baht)	1,400.00	1,400.00	0.00
Television and digital media (Thousand baht)	170,000.00	172,700.00	156,986.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Advertising sales (%)	42.87	44.72	51.80
Sales of Publications (%)	19.47	14.13	12.20
Printing contract (%)	0.31	0.33	0.00
Television and digital media (%)	37.35	40.82	36.00

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	455,100.00	423,100.00	436,100.00
Domestic (Thousand baht)	455,100.00	423,100.00	436,100.00
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)

-

Risk Management Measures: No

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Systems or internal control system
- Human error in business operations
- Product obsolescence
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties

- Delays in the development of future projects
- Business operations that have no commercial results

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods

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 : No

Company environmental guideline : Electricity Management, Water Management

Results with Respect to the Environmental Aspect (3.3.2)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	2,527,000.00	2,021,000.00	1,894,000.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	22,508.00	14,287.00	14,003.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

• **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 : No

Company human right guideline : Employee Rights, Consumer Rights, Safety and Occupational Health at Work

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)	318	280	224
Number of female employees (persons)	195	165	130
Total (persons)	513	445	354

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	251,700,000.00	215,438,682.00	196,862,618.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	N/A	N/A
Employee development and training expenses (baht)	279,330.75	25,220.00	22,896.50

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	3	1	3

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	11.89	4.94	15.82

• **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 : No

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 : No

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	10	100.00
Number of female directors	0	0.00
Number of executive directors	0	0.00
Number of non-executive directors	10	100.00
Number of independent directors	4	40.00

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. SUTHIKIATI CHIRATHIVAT Gender: Male Age: 80 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	10 Nov 2014	Corporate Management

2.	<p>Mr. WORACHAI BHICHARNCHITR</p> <p>Gender: Male</p> <p>Age: 68 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>Vice Chairman</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	14 Aug 2018	Law
3.	<p>Mr. CHARTSIRI SOPHONPANICH</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Business Administration</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>	1 Jan 1993	Finance
4.	<p>Mr. EK-RIT BOONPITI</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Marketing</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>	21 Apr 2006	Marketing, Transportation & Logistics
5.	<p>Mr. WUTISAK LAPCHAROENSAP</p> <p>Gender: Male</p> <p>Age: 73 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>	21 Feb 2014	Law, Internal Control

6.	Dr. SIRITAJ ROJANAPRUK Gender: Male Age: 76 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	10 Nov 2014	Information & Communication Technology, Accounting
7.	Mr. CHAROON INTACHAN Gender: Male Age: 78 years old Highest level of education: Doctoral degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	10 Nov 2014	Law
8.	Mr. THIRAKIATI CHIRATHIVAT Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Hotel Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Apr 2016	Procurement, Marketing
9.	Mr. RUSSELL LEIGHTON KEKUEWA Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	15 Aug 2016	Risk Management, Engineering

10.	Prof. Dr. PORNCHAI CHUNHACHINDA Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	24 Apr 2018	Accounting, Internal Control, Finance
-----	---	---	-------------	--

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

General information	Position	Tenure	Replacement Director
1. Mr. JOHN THOMPSON Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 22 Apr 2005 Date directorship ended: 27 Apr 2022	No replacement director
2. Mr. RONNACHIT MAHATTANAPREUT Gender: Male Age: 66 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 24 Apr 2018 Date directorship ended: 1 Feb 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 : Yes

The Chairman and the manager are members of the same family : Yes

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. Prof. Dr. PORNCHAI CHUNHACHINDA [1] Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	14 Aug 2019	Accounting, Internal Control, Finance
2. Mr. WUTISAK LAPCHAROENSAP [1] Gender: Male Age: 73 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	1 Jul 2019	Law, Internal Control
3. Mr. CHAROON INTACHAN [1] Gender: Male Age: 78 years old Highest level of education: Doctoral degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	9 May 2022	Law

[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. JOHN THOMPSON [1] Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 22 Apr 2005 Date directorship ended: 27 Apr 2022	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. SUTHIKIATI CHIRATHIVAT Gender: Male Age: 80 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	26 Apr 2023
2. Mr. WORACHAI BHICHARNCHITR Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	26 Apr 2023

3.	Mr. EK-RIT BOONPITI Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Apr 2023
4.	Mr. THIRAKIATI CHIRATHIVAT Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Hotel Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Apr 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. WORACHAI BHICHARNCHITR	Chairman
	Mr. WUTISAK LAPCHAROENSAP	Member
	Mr. CHAROON INTACHAN	Member
Risk Management Committee	Mr. RUSSELL LEIGHTON KEKUEWA	Chairman
	Mr. EK-RIT BOONPITI	Member
	Mr. THIRAKIATI CHIRATHIVAT	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

Sub-committees responsible for corporate governance : None

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. SUTHIKIATI CHIRATHIVAT Gender: Male Age: 80 years old Highest level of education: Honorary degree Major: Business Administration	CHAIRMAN OF THE EXECUTIVE COMMITTEE	24 Apr 1998	Corporate Management
2. Mrs. Patarika Juttijudata Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Master of Science (Finance)	Internal Audit Director	1 Jun 2016	Internal Control, Finance, Accounting
3. Mr. Wittanu Chumsuwan Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Laws	Executive Vice President - Human Resources	16 Jun 2017	Human Resource Management, Law
4. Mr. Soonruth Bunyamanee Gender: Male Age: 54 years old Highest level of education: Master's degree Major: M.A Journalism and Mass Communication	Editor - Bangkok Post	14 Sep 2018	Media & Publishing

5.	Mr. Vasint Chotirawi [1] Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Financial Officer and Company Secretary	1 Jun 2020	Accounting, 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 : No

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	20,907,395.00	11,770,257.00	8,220,941.00

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) : 224

Number of female employees (persons) : 130

Total (persons) : 354

Employee Remuneration

Total employee remuneration : 196,862,618.00

Provident fund

Total number of employees (persons) : 354

Number of employees contributing to the PVD (persons) : 191

Percentage of employees who are members (%) : 53.95

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. SUTHIKIATI CHIRATHIVAT Gender: Male Age: 80 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 10 Nov 2014	Corporate Management
2. Mr. WORACHAI BHICHARNCHITR Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Re-elected as director	Date position was assumed: 14 Aug 2018	Law
3. Mr. EK-RIT BOONPITI Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 21 Apr 2006	Marketing, Transportation & Logistics

4.	Mr. RUSSELL LEIGHTON KEKUEWA	Director	Date position was assumed:	Risk Management, Engineering
	Gender: Male	(Non-executive,		
	Age: 68 years old	Independent director)	15 Aug 2016	
	Highest level of education:			
	Master's degree	Director type: Re-elected		
	Major: Engineering	as director		
	Thai nationality: No			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SUTHIKIATI CHIRATHIVAT	Chairman of the board	Non-participating
Mr. WORACHAI BHICHARNCHITR	Vice Chairman	Non-participating
Mr. CHARTSIRI SOPHONPANICH	Director	Non-participating
Mr. EK-RIT BOONPITI	Director	Non-participating
Mr. WUTISAK LAPCHAROENSAP	Director	Non-participating
Dr. SIRITAJ ROJANAPRUK	Director	Non-participating
Mr. CHAROON INTACHAN	Director	Non-participating
Mr. THIRAKIATI CHIRATHIVAT	Director	Non-participating
Mr. RUSSELL LEIGHTON KEKUEWA	Director	Non-participating
Prof. Dr. PORNCHEI CHUNHACHINDA	Director	Non-participating
Mr. JOHN THOMPSON	Director	Non-participating
Mr. RONNACHIT MAHATTANAPREUT	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) : 4

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. SUTHIKIATI CHIRATHIVAT (Chairman of the board)	-	2/4	Non-participating	Did not hold the meeting
2.	Mr. WORACHAI BHICHARNCHITR (Vice Chairman)	-	4/4	Participating	Did not hold the meeting
3.	Mr. CHARTSIRI SOPHONPANICH (Director)	-	3/4	Non-participating	Did not hold the meeting
4.	Mr. EK-RIT BOONPITI (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. WUTISAK LAPCHAROENSAP (Director)	-	4/4	Participating	Did not hold the meeting
6.	Dr. SIRITAJ ROJANAPRUK (Director)	-	3/4	Non-participating	Did not hold the meeting
7.	Mr. CHAROON INTACHAN (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. THIRAKIATI CHIRATHIVAT (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. RUSSELL LEIGHTON KEKUEWA (Director)	-	4/4	Participating	Did not hold the meeting
10.	Prof. Dr. PORNCHAI CHUNHACHINDA (Director)	-	4/4	Participating	Did not hold the meeting
11.	Mr. JOHN THOMPSON (Director)	27 Apr 2022	N/A	Non-participating	Did not hold the meeting

12.	Mr. RONNACHIT MAHATTANAPREUT (Director)	1 Feb 2022	N/A	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. SUTHIKIATI CHIRATHIVAT (Chairman of the board)	-	N/A	630,000.00	No
2.	Mr. WORACHAI BHICHARNCHITR (Vice Chairman)	-	N/A	530,000.00	No
3.	Mr. CHARTSIRI SOPHONPANICH (Director)	-	N/A	330,000.00	No
4.	Mr. EK-RIT BOONPITI (Director)	-	N/A	530,000.00	No
5.	Mr. WUTISAK LAPCHAROENSAP (Director)	-	N/A	430,000.00	No
6.	Dr. SIRITAJ ROJANAPRUK (Director)	-	N/A	330,000.00	No
7.	Mr. CHAROON INTACHAN (Director)	-	N/A	394,516.00	No
8.	Mr. THIRAKIATI CHIRATHIVAT (Director)	-	N/A	530,000.00	No
9.	Mr. RUSSELL LEIGHTON KEKUEWA (Director)	-	N/A	330,000.00	No
10.	Prof. Dr. PORNCHEI CHUNHACHINDA (Director)	-	N/A	530,000.00	No
11.	Mr. JOHN THOMPSON (Director)	27 Apr 2022	N/A	139,750.00	No
12.	Mr. RONNACHIT MAHATTANAPREUT (Director)	1 Feb 2022	N/A	N/A	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.	Prof. Dr. PORNCHAI CHUNHACHINDA (Chairman of the audit committee)	-	4/4
2.	Mr. WUTISAK LAPCHAROENSAP (Audit committee)	-	4/4
3.	Mr. CHAROON INTACHAN (Audit committee)	-	2/2
4.	Mr. JOHN THOMPSON (Audit committee)	27 Apr 2022	1/1