



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CHAROEN POKPHAND FOODS 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 : CHAROEN POKPHAND FOODS PUBLIC COMPANY LIMITED

Symbol : CPF

Address : C.P. TOWER, FLOOR 15, 313 SILOM ROAD, BANG RAK

Province : Bangkok

Postcode : 10500

Business : The Company engages in agro-industrial and food conglomerate with 3 product categories : 1) Feed business involving in production and sale of animal feed, 2) Farm-Processing business involving in breeding, farming and basic meat processing, 3) Food business involving in production of semi-cooked and cooked meat as well as ready-meal products including food retail and food outlets.

Registration Number : 0107537000246

Telephone : 0-2766-8000

Fax (if applicable) : 0-2638-2942

Website : www.cpfworldwide.com

Email : csoffice@cpf.co.th

Total Shares Sold (shares)

Common Stock : 8,611,242,385

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	589,712,922.00	512,704,447.00	614,196,968.00
Feed (Thousand baht)	218,190,718.00	127,071,711.00	146,120,933.00
Farm and Processing (Thousand baht)	274,690,989.00	277,446,390.00	339,686,380.00
Food (Thousand baht)	96,831,215.00	108,186,346.00	128,389,655.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Feed (%)	37.00	24.78	23.79
Farm and Processing (%)	46.58	54.11	55.31
Food (%)	16.42	21.10	20.90

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	589,712,922.00	512,704,447.00	614,196,968.00
Domestic (Thousand baht)	180,570,258.00	189,190,805.00	224,355,723.00
International (Thousand baht)	409,142,664.00	323,513,642.00	389,841,245.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	30.62	36.90	36.53
International (%)	69.38	63.10	63.47

*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 : Yes

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	2,243,000.00	1,820,000.00	2,195,000.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Emerging Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- 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
- Damage to company image and reputation
- Other

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
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact on human rights

- Corruption

- Other

Compliance Risk

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

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.cpfworldwide.com/th/sustainability/policy>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.cpfworldwide.com/th/sustainability/policy>

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

	2020	2021	2022
Diesel (Litre)	6,733,980.30	6,436,957.69	16,824,549.22
Gasoline (Litre)	470,492.47	462,529.29	976,251.90
Fuel oil (liters)	20,400,614.00	20,882,333.80	25,076,329.89
Crude oil (barrels)	0.00	0.00	N/A
Natural gas (Standard cubic feet)	1,315,792,671.17	1,221,204,435.87	1,503,628,452.28

LPG (Kilogram)	5,752,472.47	7,104,456.32	8,928,482.41
Coal (tonnes)	29,275.00	22,372.00	19,711.52

• **Electricity consumption**

	2020	2021	2022
Amount of electricity purchased (kWh)	1,352,638,454.00	1,394,664,698.00	2,243,177,359.32

Water management

• **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	6,669,561.87	6,032,594.08	10,685,909.73

Waste management

• **Waste from operations**

	2020	2021	2022
Non-hazardous waste (kg)	462,514,161.00	455,516,228.00	635,603,452.82
Hazardous waste (kg)	936,848.00	553,807.00	786,879.20
Total (kg)	463,451,009.00	456,070,035.00	636,390,332.02

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)	238,282.00	221,960.00	288,103.17
Scope 2 (Tons of carbon dioxide equivalents)	646,501.00	641,085.00	1,197,646.73
Scope 3 (Tons of carbon dioxide equivalents)	3,564,842.00	4,132,716.00	4,411,363.93
Total (Tons of carbon dioxide equivalents)	4,449,625.00	4,995,761.00	5,897,113.83

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

Third-party verification : Yes

Name of verifying organization : LRQA (Thailand) Limited

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy	: Yes
URL of human rights policy	: https://www.cpfworldwide.com/th/sustainability/policy/human_rights_policy.pdf , https://www.cpfworldwide.com/th/sustainability/social/human_rights/management
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

	2020	2021	2022
Number of male employees (persons)	85,411	71,401	75,003
Number of female employees (persons)	61,787	57,147	60,281
Total (persons)	147,198	128,548	135,284

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	61,654,121,061.00	58,309,212,813.00	60,948,539,619.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	24	10	13
Employee development and training expenses (baht)	18,045.00	1,380.00	1,772.75

• Health, safety and work environment

	2020	2021	2022
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Number of employee work injuries leading to employee absence (times)	305	284	396
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• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	19.53	26.22	28.76

• **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.cpfworldwide.com/content/th/governance/CG&SDPolicy.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. SOOPAKIJ CHEARAVANONT Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	10 May 2019	Agribusiness, Food & Beverage, Economics, Governance/ Compliance, Risk Management, Corporate Management, Marketing, Human Resource Management, IT Management, Leadership, Sustainability, Corporate Social Responsibility

2.	Mr. ADIREK SRIPRATAK Gender: Male Age: 76 years old Highest level of education: Honorary degree Major: Food Technology Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Original director	1 Mar 2013	Agribusiness, Food & Beverage, Corporate Management, Human Resource Management, IT Management, Governance/ Compliance, Risk Management, Marketing, Sustainability, Corporate Social Responsibility, Leadership
3.	Mr. PHONGTHEP CHIARAVANONT Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Avian Sciences Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Original director	12 Jun 2019	Agribusiness, Governance/ Compliance, Marketing, Food & Beverage, Corporate Management
4.	Mr. SUPHACHAI CHEARAVANONT Gender: Male Age: 55 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	12 Jun 2019	Agribusiness, Finance, Accounting, Governance/ Compliance, Risk Management, Corporate Management, Marketing, Digital Marketing, Human Resource Management, Information & Communication Technology, Leadership, Sustainability, Corporate Social Responsibility
5.	Mrs. ARUNEE WATCHARANANAN Gender: Female Age: 74 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	22 Feb 2000	Agribusiness, Finance, Accounting, Economics, Risk Management, Governance/ Compliance, Human Resource Management, Budgeting

6.	<p>Mr. RUNGSON SRIWORASAT</p> <p>Gender: Male</p> <p>Age: 67 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Feb 2016	<p>Risk Management, Audit, Sustainability, Internal Control, Governance/ Compliance, Accounting, Corporate Social Responsibility, Finance</p>
7.	<p>POL. GEN. PHATCHARAVAT WONGSUWAN</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Fine and Applied Arts</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>	11 Aug 2016	<p>Law, Corporate Management, Governance/ Compliance, Sustainability, Leadership</p>
8.	<p>Mrs. VATCHARI VIMOOKTAYON</p> <p>Gender: Female</p> <p>Age: 69 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	18 Feb 2019	<p>Accounting, Commerce, Economics, Governance/ Compliance, Risk Management, Law</p>
9.	<p>Mr. VINAI VITAVASGARNVEJ</p> <p>Gender: Male</p> <p>Age: 72 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>	24 Apr 2019	<p>Accounting, Finance, Economics, Governance/ Compliance, Risk Management</p>

10.	Mr. PRASIT BOONDOUNGPASERT Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	10 May 2019	Agribusiness, Food & Beverage, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Marketing, Commerce, Economics, Risk Management, Strategic Management, Corporate Management
11.	DVM. SUJINT THAMMASART Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Veterinary Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	24 Jun 2020	Agribusiness, Health Care Services, Sustainability, Corporate Social Responsibility, Governance/ Compliance
12.	Mr. SIRIPONG AROONRATANA Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	24 Jun 2020	Agribusiness, Food & Beverage, Risk Management, Project Management, Marketing, Governance/ Compliance
13.	Mr. PAISAN CHIRAKITCHARERN Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	8 Jul 2020	Finance, Accounting, Risk Management, Agribusiness, Commerce, Economics, IT Management, Budgeting

14.	Professor Dr. KITTIPONG KITAYARAK Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 Sep 2021	Law, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Human Resource Management
15.	Mr. MONTRI SUWANPOSRI Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	15 Aug 2022	Marketing, Human Resource Management, Finance, IT Management, Risk Management, Governance/ Compliance, Agribusiness, Information & Communication Technology, Accounting, Corporate Management, Internal Control, Audit

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

General information	Position	Tenure	Replacement Director
1. Professor Dr. PONGSAK ANGKASITH Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Agricultural Education and Extension Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 1 Aug 2013 Date directorship ended: 1 Aug 2022	Mr. MONTRI SUWANPOSRI Date position was assumed: 15 Aug 2022

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. RUNGSON SRIWORASAT [1] Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	10 May 2019	Risk Management, Audit, Sustainability, Internal Control, Governance/ Compliance, Accounting, Corporate Social Responsibility, Finance
2. Mrs. VATCHARI VIMOOKTAYON Gender: Female Age: 69 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: Original director	18 Feb 2019	Accounting, Commerce, Economics, Governance/ Compliance, Risk Management, Law

3.	Mr. VINAI VITTAVASGARNVEJ Gender: Male Age: 72 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	10 May 2019	Accounting, Finance, Economics, Governance/ Compliance, Risk Management
4.	Professor Dr. KITTIPONG KITAYARAK Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	15 Aug 2022	Law, Sustainability, Corporate Social Responsibility, Governance/ Compliance, 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. Professor Dr. PONGSAK ANGKASITH Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Agricultural Education and Extension Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 1 Aug 2013 Date directorship ended: 1 Aug 2022	Professor Dr. KITTIPONG KITAYARAK Date position was assumed: 15 Aug 2022

[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
<p>1. Mr. ADIREK SRIPRATAK</p> <p>Gender: Male</p> <p>Age: 76 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Food Technology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Chairman of the executive committee	11 May 2017
<p>2. Mr. Sooksunt Jiumjaiswanglerg</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: -</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Vice-chairman of the executive committee	11 May 2017
<p>3. Mrs. ARUNEE WATCHARANANAN</p> <p>Gender: Female</p> <p>Age: 74 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Vice-chairman of the executive committee	11 May 2017
<p>4. Mr. Sukhawat Dansermasuk</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Vice-chairman of the executive committee	11 May 2017

5.	Mr. Sompop Mongkolpitaksuk Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2022
6.	Mrs. Phatanee Leksrisompong Gender: Female Age: 70 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2022
7.	Mr. PRASIT BOONDOUNGPASERT Gender: Male Age: 53 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 2017
8.	Mr. PAISAN CHIRAKITCHARERN Gender: Male Age: 63 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 2017
9.	Mr. SIRIPONG AROONRATANA Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	15 Jan 2020

10.	DVM. SUJINT THAMMASART Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Veterinary Medicine Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 May 2017
11.	Mr. Voravit JANTHANAKUL Gender: Male Age: 76 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 2017
12.	Mrs. Kobboon Srichai Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2019

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Corporate Governance and Sustainable Development Committee	Mr. RUNGSON SRIWORASAT	Chairman
	POL. GEN. PHATCHARAVAT WONGSUWAN	Member
	Professor Dr. KITTIPONG KITTAYARAK	Member
	Mr. ADIREK SRIPRATAK	Member
Remuneration and Nominating Committee	POL. GEN. PHATCHARAVAT WONGSUWAN	Chairman
	Mr. SUPHACHAI CHEARAVANONT	Vice chairman
	Mr. ADIREK SRIPRATAK	Member
	Mr. VINAI VITAVASGARNVEJ	Member

Audit Committee	Mr. RUNGSON SRIWORASAT	Chairman
	Mrs. VATCHARI VIMOOKTAYON	Member
	Mr. VINAI VITTAVASGARNVEJ	Member
	Professor Dr. KITTIPONG KITTAYARAK	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Audit Committee
Sub-committees responsible for nomination	: Remuneration and Nominating Committee
Sub-committees responsible for remuneration	: Remuneration and Nominating Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainable Development 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. PRASIT BOONDOUNGPASERT Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	1 Jul 2019	Agribusiness, Food & Beverage, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Marketing, Commerce, Economics, Risk Management, Strategic Management, Corporate Management
2. Mr. PAISAN CHIRAKITCHARERN [1] Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Officer	1 May 2002	Finance, Accounting, Risk Management, Agribusiness, Commerce, Economics, IT Management, Budgeting
3. DVM. SUJINT THAMMASART Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Veterinary Medicine	Chief Operational Officer – Aquaculture Business	16 May 2016	Agribusiness, Health Care Services, Sustainability, Corporate Social Responsibility, Governance/ Compliance
4. Mr. SIRIPONG AROONRATANA Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Chief Operational Officer – Livestock Business	1 Jul 2019	Agribusiness, Food & Beverage, Risk Management, Project Management, Marketing, Governance/ Compliance
5. Ms. Pimonrat Reephattanavijitkul Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Business Administration	Chief People Officer	1 Jan 2022	Human Resource Management, Corporate Management

[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

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) : 75,003

Number of female employees (persons) : 60,281

Total (persons) : 135,284

Employee Remuneration

Total employee remuneration : 60,948,539,619.00

Provident fund

Total number of employees (persons) : 135,284

Number of employees contributing to the PVD (persons) : 0

Percentage of employees who are members (%) : 0.00

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. Mr. MONTRI SUWANPOSRI Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 15 Aug 2022	Marketing, Human Resource Management, Finance, IT Management, Risk Management, Governance/ Compliance, Agribusiness, Information & Communication Technology, Accounting, Corporate Management, Internal Control, Audit

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SOOPAKIJ CHEARAVANONT	Chairman of the board	Non-participating
Mr. ADIREK SRIPRATAK	Vice Chairman	Non-participating
Mr. PHONGTHEP CHIARAVANONT	Vice Chairman	Non-participating
Mr. SUPHACHAI CHEARAVANONT	Vice Chairman	Non-participating
Mrs. ARUNEE WATCHARANANAN	Director	Non-participating
Mr. RUNGSON SRIWORASAT	Director	Participating
POL. GEN. PHATCHARAVAT WONGSUWAN	Director	Non-participating

Mrs. VATCHARI VIMOOKTAYON	Director	Participating
Mr. VINAI VITAVASGARNVEJ	Director	Participating
Mr. PRASIT BOONDOUNGPASERT	Director	Non-participating
DVM. SUJINT THAMMASART	Director	Non-participating
Mr. SIRIPONG AROONRATANA	Director	Non-participating
Mr. PAISAN CHIRAKITCHARERN	Director	Participating
Professor Dr. KITTIPONG KITTAYARAK	Director	Non-participating
Mr. MONTRI SUWANPOSRI	Director	Participating
Professor Dr. PONGSAK ANGKASITH	Director	Non-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) : 9

Date of AGM meeting : 26 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SOOPAKIJ CHEARAVANONT (Chairman of the board)	-	9/9	Participating	Did not hold the meeting
2.	Mr. ADIREK SRIPRATAK (Vice Chairman)	-	9/9	Participating	Did not hold the meeting
3.	Mr. PHONGTHEP CHIARAVANONT (Vice Chairman)	-	9/9	Participating	Did not hold the meeting

4.	Mr. SUPHACHAI CHEARAVANONT (Vice Chairman)	-	8/9	Participating	Did not hold the meeting
5.	Mrs. ARUNEE WATCHARANANAN (Director)	-	9/9	Participating	Did not hold the meeting
6.	Mr. RUNGSON SRIWORASAT (Director)	-	9/9	Participating	Did not hold the meeting
7.	POL. GEN. PHATCHARAVAT WONGSUWAN (Director)	-	9/9	Participating	Did not hold the meeting
8.	Mrs. VATCHARI VIMOOKTAYON (Director)	-	9/9	Participating	Did not hold the meeting
9.	Mr. VINAI VITTAVASGARNVEJ (Director)	-	9/9	Participating	Did not hold the meeting
10.	Mr. PRASIT BOONDOUNGPRASERT (Director)	-	9/9	Participating	Did not hold the meeting
11.	DVM. SUJINT THAMMASART (Director)	-	9/9	Participating	Did not hold the meeting
12.	Mr. SIRIPONG AROONRATANA (Director)	-	9/9	Participating	Did not hold the meeting
13.	Mr. PAISAN CHIRAKITCHARERN (Director)	-	9/9	Participating	Did not hold the meeting
14.	Professor Dr. KITTIPONG KITTAYARAK (Director)	-	9/9	Participating	Did not hold the meeting
15.	Mr. MONTRI SUWANPOSRI (Director)	-	2/2	Non-participating	Did not hold the meeting
16.	Professor Dr. PONGSAK ANGKASITH (Director)	1 Aug 2022	6/6	Participating	Did not hold the meeting

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) : 8

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. RUNGSON SRIWORASAT (Chairman of the audit committee)	-	8/8
2.	Mrs. VATCHARI VIMOOKTAYON (Audit committee)	-	8/8
3.	Mr. VINAI VITTAVASGARNVEJ (Audit committee)	-	8/8
4.	Professor Dr. KITTIPONG KITTAYARAK (Audit committee)	-	3/3
5.	Professor Dr. PONGSAK ANGKASITH (Audit committee)	1 Aug 2022	4/4