



# **Annual Registration Statement / Annual Report**

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

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

**THE NAVAKIJ INSURANCE PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2022



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
<b>Corporate Governance</b>	
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	25

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : THE NAVAKIJ INSURANCE PUBLIC COMPANY LIMITED

Symbol : NKI

Address : 100/47-55 Sathorn Nakorn Tower, 25th-27th Floor, 90/3-6  
Sathorn Thani Building, 1st Floor, North Sathorn Road, Silom,  
Bangrak, Bangkok 10500

Province : Bangkok

Postcode : 10500

Business : Non-Life Insurance

Registration Number : 0107536000862

Telephone : 026647777

Fax (if applicable) : 026367999

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

Email : [office\\_president@navakij.co.th](mailto:office_president@navakij.co.th)

Total Shares Sold (shares)

Common Stock : 36,000,000

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	3,326.05	3,372.95	3,666.68
Fire Insurance (Thousand baht)	656.92	640.29	707.36
Marine Insurance (Thousand baht)	83.63	98.42	102.08
Motor Insurance (Thousand baht)	2,007.20	1,951.01	2,243.79
Miscellaneous (Thousand baht)	578.30	683.23	613.43
Other income (Thousand baht)	0.00	0.00	0.02

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Fire Insurance (%)	19.75	18.98	19.29
Marine Insurance (%)	2.51	2.92	2.78
Motor Insurance (%)	60.35	57.84	61.19
Miscellaneous (%)	17.39	20.26	16.73
Other income (%)	0.00	0.00	0.00

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	3,326.05	3,372.95	3,666.68
Domestic (Thousand baht)	3,326.05	3,372.95	3,666.68
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)**

### Strategic Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies
- Business operations of partners in the supply chain

### Operational Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Human error in business operations
- Information security and cyber-attack

### Compliance Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Compliance Risk

- Change in laws and regulations



## **Financial Risk**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Financial Risk

- 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.navakij.co.th/public/core/uploaded/documents/d44c4add9066962e294090eefe840192.pdf>

### Environmental Aspect (3.3)

#### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.navakij.co.th/public/core/uploaded/documents/ae7f86a36de4b8b6dfa32de9c04a4ba3.pdf>

Company environmental guideline : Electricity Management, Waste Management

#### Results with Respect to the Environmental Aspect (3.3.2)

##### Energy management

###### • Fuel consumption

	2020	2021	2022
Diesel (Litre)	5,104.94	3,120.15	3,829.16
Gasoline (Litre)	27,321.66	19,590.79	22,661.74

###### • Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	635,019.00	601,619.00	607,016.00

## Water management

- Water consumption

	2020	2021	2022
Water consumption (cubic meters)	5,614.00	4,406.00	6,193.00

## 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
<b>Total (Tons of carbon dioxide equivalents)</b>	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 : Yes

URL of human rights policy : [https://www.navakij.co.](https://www.navakij.co.th/public/core/uploaded/documents/da273dc647adf37b397b0de913f3a8d1.pdf)

[th/public/core/uploaded/documents/da273dc647adf37b397b0de913f3a8d1.pdf](https://www.navakij.co.th/public/core/uploaded/documents/da273dc647adf37b397b0de913f3a8d1.pdf)

Company human right guideline : Employee Rights, 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)	199	201	207
Number of female employees (persons)	359	355	347
<b>Total (persons)</b>	<b>558</b>	<b>556</b>	<b>554</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	18,885,570.00	18,951,340.00	20,690,820.00

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	3	4	1
Employee development and training expenses (baht)	884,467.00	1,106,943.00	1,020,308.00

##### • 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 (%)	8.60	11.87	11.37

• **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.navakij.co.th/public/core/uploaded/documents/f441709a5d597e484e2a4528309e2a14.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	13	100.00
Number of male directors	9	69.23
Number of female directors	4	30.77
Number of executive directors	3	23.08
Number of non-executive directors	10	76.92
Number of independent directors	5	38.46

#### 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. Suchin Wanglee Gender: Male Age: 86 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Original director	25 Jun 2020	Finance, Insurance, Leadership, Strategic Management, Corporate Management, Negotiation, Data Analysis

2.	<p>Mr. Nipol T. Jeerawong</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Statistics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	26 Apr 2022	<p>Insurance, Risk Management, Finance, Accounting, Governance/ Compliance, Corporate Social Responsibility, Corporate Management, Leadership, Budgeting, Marketing, Human Resource Management, Data Analysis, Negotiation, Data Management, Project Management, Change Management, Strategic Management, Audit, Statistics</p>
3.	<p>Mr. Thamnu Wanglee</p> <p>Gender: Male</p> <p>Age: 85 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	26 Apr 2022	<p>Insurance, Finance, Accounting, Corporate Social Responsibility, Leadership, Governance/ Compliance</p>
4.	<p>Mr. Vuttichai Wanglee</p> <p>Gender: Male</p> <p>Age: 81 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	27 Apr 2021	<p>Insurance, Governance/ Compliance, Corporate Social Responsibility</p>
5.	<p>Mr. Kiet Srichomkwan</p> <p>Gender: Male</p> <p>Age: 85 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</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 Jun 2020	<p>Insurance, Finance, Accounting, Governance/ Compliance</p>

6.	<p>Mr. Pitiphong Bisalputra</p> <p>Gender: Male</p> <p>Age: 58 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>	25 Jun 2020	<p>Insurance, Risk Management, Governance/ Compliance, Law, Marketing, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Analysis, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Information &amp; Communication Technology</p>
7.	<p>Ms. Jittinan Wanglee</p> <p>Gender: Female</p> <p>Age: 50 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 (Non-executive)</p> <p>Director type: Original director</p>	27 Apr 2021	<p>Governance/ Compliance, Brand Management</p>
8.	<p>Mr. Soo Lee CHan</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	27 Apr 2021	<p>Insurance, Finance, Accounting, Information &amp; Communication Technology, Marketing, Digital Marketing, Project Management, Corporate Management, Leadership, Strategic Management</p>
9.	<p>Ms. Charuwan Chabchamrun</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Faculty of Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	26 Apr 2022	<p>Insurance, Governance/ Compliance, Law, Corporate Social Responsibility, Sustainability, Procurement</p>

10.	<p>Mrs. Wanida Chansikarin</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	27 Apr 2021	<p>Insurance, Finance, Accounting, Governance/ Compliance, Law, Data Analysis, Negotiation, Audit, Internal Control, Budgeting</p>
11.	<p>Dr. Saran Wanglee</p> <p>Gender: Male</p> <p>Age: 41 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	25 Jun 2020	<p>Insurance, Risk Management, Information &amp; Communication Technology, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Statistics, Brand Management, Project Management, Corporate Management, Change Management, Leadership, Strategic Management</p>
12.	<p>Mrs. Phornpun Phornprapha</p> <p>Gender: Female</p> <p>Age: 69 years old</p> <p>Highest level of education: Below a bachelor'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: Newly appointed director to replace ex-director</p>	26 Apr 2022	<p>Accounting, Finance, Corporate Social Responsibility, Procurement, Data Analysis, Negotiation, Leadership, Audit</p>
13.	<p>Gen. Montree Sungkasap</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: 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: Newly appointed director to replace ex-director</p>	26 Apr 2022	<p>Governance/ Compliance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Negotiation, Project Management, Leadership, Strategic Management, Audit, Internal Control</p>

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

General information	Position	Tenure	Replacement Director
1. Professor Hiran Radeesri Gender: Male Age: 93 years old Highest level of education: Honorary degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 24 Aug 1999 Date directorship ended: 26 Apr 2022	Gen. Montree Sungkasap Date position was assumed: 10 May 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. Kiet Srichomkwan Gender: Male Age: 85 years old Highest level of education: Bachelor'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 2022	Insurance, Finance, Accounting, Governance/ Compliance
2. Mrs. Wanida Chansikarin [1] Gender: Female Age: 61 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	9 Nov 2021	Insurance, Finance, Accounting, Governance/ Compliance, Law, Data Analysis, Negotiation, Audit, Internal Control, Budgeting
3. Gen. Montree Sungkasap Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Arts Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	10 May 2022	Governance/ Compliance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Negotiation, Project Management, Leadership, Strategic Management, Audit, Internal Control

[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 Hiran Radeesri [1] Gender: Male Age: 93 years old Highest level of education: Honorary degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 9 Nov 2021 Date directorship ended: 26 Apr 2022	Gen. Montree Sungkasap Date position was assumed: 10 May 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
1. Mr. Pitiphong Bisalputra Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	15 May 2014
2. Ms. Anukul Thitikulrat Gender: Female Age: 60 years old Highest level of education: Master's degree Major: M.B.A. Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	15 Dec 2014



3.	<p>Mrs. Nalina Bodharamik</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: M.B.A.</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	15 May 2014
4.	<p>Mr. Anak Wanglee</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Computer Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	13 Aug 2019
5.	<p>Mr. Anin Wanglee</p> <p>Gender: Male</p> <p>Age: 43 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>	Member of the executive committee	13 Aug 2019
6.	<p>Dr. Saran Wanglee</p> <p>Gender: Male</p> <p>Age: 41 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	13 Aug 2019

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
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The Risk Management Committee	Mr. Nipol T. Jeerawong	Chairman
	Mr. Pitiphong Bisalputra	Member
	Ms. Anukul Thitikulrat	Member
	Mrs. Nalina Bodharamik	Member
	Mr. Anak Wanglee	Member
The Investment Committee	Mr. Pitiphong Bisalputra	Chairman
	Mr. Nipol T. Jeerawong	Member
	Mr. Anak Wanglee	Member
The Executive Board	Mr. Pitiphong Bisalputra	Chairman
	Ms. Anukul Thitikulrat	Member
	Mrs. Nalina Bodharamik	Member
	Mr. Anak Wanglee	Member
	Mr. Anin Wanglee	Member
	Dr. Saran Wanglee	Member
The Remuneration, Nomination and Sustainable Development Committee	Gen. Montree Sungkasap	Chairman
	Mrs. Phornpun Phornprapha	Member
	Mr. Nipol T. Jeerawong	Member

#### **Roles of Sub-committees**

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Remuneration, Nomination and Sustainable Development Committee
Sub-committees responsible for remuneration	: The Remuneration, Nomination and Sustainable Development Committee
Sub-committees responsible for corporate governance	: The Remuneration, Nomination and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: The Remuneration, Nomination 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. Pitiphong Bisalputra Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	CEO & President	1 Sep 2008	Insurance, Risk Management, Governance/ Compliance, Law, Marketing, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Analysis, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Information & Communication Technology
2. Ms. Anukul Thitikulrat [1] Gender: Female Age: 60 years old Highest level of education: Master's degree Major: M.B.A.	Executive Vice President	2 Jan 2013	Insurance, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Data Management, Data Analysis, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance
3. Mrs. Nalina Bodharamik Gender: Female Age: 52 years old Highest level of education: Master's degree Major: M.B.A.	Executive Vice President	2 Jan 2013	Insurance

4.	Mr. Anak Wanglee Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Computer Science	Executive Vice President	1 Apr 2019	Accounting, Finance, Fund Management
5.	Mr. Anin Wanglee Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President	1 Apr 2019	Insurance
6.	Dr. Saran Wanglee Gender: Male Age: 41 years old Highest level of education: Doctoral degree Major: Business Administration	Executive Vice President	1 Apr 2019	Insurance, Risk Management, Information & Communication Technology, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Statistics, Brand Management, Project Management, Corporate Management, Change Management, Leadership, Strategic 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

### Remuneration

	2020	2021	2022
Total executive remuneration (baht)	22,911,500.00	24,975,575.00	28,256,475.00

## 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) : 207

Number of female employees (persons) : 347

Total (persons) : 554

#### Employee Remuneration

Total employee remuneration : 20,690,820.00

#### Provident fund

Total number of employees (persons) : 554

Number of employees contributing to the PVD (persons) : 419

Percentage of employees who are members (%) : 75.63

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mrs. Maysa Suntranusorn	maysa_s@navakij.co.th	0 2664 7777 ต่อ 2548

- Company secretary

General information	Email	Telephone
1. Mrs. Charuwan Chabchamrun	charuwan_c@navakij.co.th	0 2664 7719

- Head of internal audit

General information	Email	Telephone
1. Mr. Phisit Photisatian	phisit_p@navakij.co.th	0 2664 7778

- Head of compliance unit

General information	Email	Telephone
1. Ms. Charuwan Chabchamrun	charuwan_c@navakij.co.th	0 2664 7719

• Head of investor relations

General information	Email	Telephone
1. Ms. Charuwan Chabchamrun	charuwan_c@navakij.co.th	0 2664 7719

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	1. Ms. Narissara Chaisuwan Email: narissara.chaisuwan@th.ey.com Telephone: 0 2264 9090 ต่อ 77073	2,505,000.00	-

# 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 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. Nipol T. Jeerawong Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Statistics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 26 Apr 2022	Insurance, Risk Management, Finance, Accounting, Governance/ Compliance, Corporate Social Responsibility, Corporate Management, Leadership, Budgeting, Marketing, Human Resource Management, Data Analysis, Negotiation, Data Management, Project Management, Change Management, Strategic Management, Audit, Statistics
2. Mr. Thamnu Wanglee Gender: Male Age: 85 years old Highest level of education: Below a bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 26 Apr 2022	Insurance, Finance, Accounting, Corporate Social Responsibility, Leadership, Governance/ Compliance

3.	Ms. Charuwan Chabchamrun Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Faculty of Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 26 Apr 2022	Insurance, Governance/ Compliance, Law, Corporate Social Responsibility, Sustainability, Procurement
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• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. Phornpun Phornprapha Gender: Female Age: 69 years old Highest level of education: Below a bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 26 Apr 2022	Accounting, Finance, Corporate Social Responsibility, Procurement, Data Analysis, Negotiation, Leadership, Audit
2. Gen. Montree Sungkasap Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 26 Apr 2022	Governance/ Compliance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Negotiation, Project Management, Leadership, Strategic Management, Audit, Internal Control

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. Suchin Wanglee	Chairman of the board	Non-participating
Mr. Nipol T. Jeerawong	Director	Non-participating
Mr. Thamnu Wanglee	Director	Non-participating

Mr. Vuttichai Wanglee	Director	Non-participating
Mr. Kiet Srichomkwan	Director	Participating
Mr. Pitiphong Bisalputra	Director	Participating
Ms. Jittinan Wanglee	Director	Non-participating
Mr. Soo Lee CHan	Director	Non-participating
Ms. Charuwan Chabchamrun	Director	Participating
Mrs. Wanida Chansikarin	Director	Participating
Dr. Saran Wanglee	Director	Non-participating
Mrs. Phornpun Phornprapha	Director	Non-participating
Gen. Montree Sungkasap	Director	Participating
Professor Hiran Radeesri	Director	Participating

## Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

## Meeting attendance and remuneration to each Board member (8.1.2)

### Meeting attendance of the board of directors

Number of board meetings (times) : 7

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. Suchin Wanglee (Chairman of the board)	-	7/7	Participating	Did not hold the meeting

2.	Mr. Nipol T. Jeerawong (Director)	-	7/7	Participating	Did not hold the meeting
3.	Mr. Thamnu Wanglee (Director)	-	7/7	Non-participating	Did not hold the meeting
4.	Mr. Vuttichai Wanglee (Director)	-	6/7	Participating	Did not hold the meeting
5.	Mr. Kiet Srichomkwan (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. Pitiphong Bisalputra (Director)	-	6/6	Participating	Did not hold the meeting
7.	Ms. Jittinan Wanglee (Director)	-	6/7	Participating	Did not hold the meeting
8.	Mr. Soo Lee CHan (Director)	-	7/7	Non-participating	Did not hold the meeting
9.	Ms. Charuwan Chabchamrun (Director)	-	6/6	Participating	Did not hold the meeting
10.	Mrs. Wanida Chansikarin (Director)	-	7/7	Participating	Did not hold the meeting
11.	Dr. Saran Wanglee (Director)	-	6/6	Participating	Did not hold the meeting
12.	Mrs. Phornpun Phornprapha (Director)	-	6/6	Non-participating	Did not hold the meeting
13.	Gen. Montree Sungkasap (Director)	-	5/5	Non-participating	Did not hold the meeting
14.	Professor Hiran Radeesri (Director)	26 Apr 2022	2/2	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. Suchin Wanglee (Chairman of the board)	-	210,000.00	N/A	No

2.	Mr. Nipol T. Jeerawong (Director)	-	140,000.00	N/A	No
3.	Mr. Thamnu Wanglee (Director)	-	140,000.00	N/A	No
4.	Mr. Vuttichai Wanglee (Director)	-	120,000.00	N/A	No
5.	Mr. Kiet Srichomkwan (Director)	-	140,000.00	N/A	No
6.	Mr. Pitiphong Bisalputra (Director)	-	120,000.00	N/A	No
7.	Ms. Jittinan Wanglee (Director)	-	120,000.00	N/A	No
8.	Mr. Soo Lee CHan (Director)	-	140,000.00	N/A	No
9.	Ms. Charuwan Chabchamrun (Director)	-	120,000.00	N/A	No
10.	Mrs. Wanida Chansikarin (Director)	-	140,000.00	N/A	No
11.	Dr. Saran Wanglee (Director)	-	120,000.00	N/A	No
12.	Mrs. Phornpun Phornprapha (Director)	-	120,000.00	N/A	No
13.	Gen. Montree Sungkasap (Director)	-	100,000.00	N/A	No
14.	Professor Hiran Radeesri (Director)	26 Apr 2022	40,000.00	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) : 10

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. Kiet Srichomkwan (Chairman of the audit committee)	-	10/10
2.	Mrs. Wanida Chansikarin (Audit committee)	-	10/10
3.	Gen. Montree Sungkasap (Audit committee)	-	5/5
4.	Professor Hiran Radeesri (Chairman of the audit committee)	26 Apr 2022	4/4