



PART 2 MANAGEMENT AND GOOD CORPORATE GOVERNANCE

7. Securities and Shareholder Information

Company Security

7.1 The Registered Capital and Paid-up Capital

The Company's registered capital with the Stock Exchange of Thailand as of December 30, 2015, was 1,400,000,000 Baht. The paid-up capital was 1,253,821,000 Baht, comprising 1,253,821,000 shares at the par value of 1 Baht per share.

7.2 Major Shareholders

(a) At the closing date of registrar book dated on December 30, 2015, the top ten major shareholders are as follows:

Name of shareholders	No. of shares (shares)	% Shareholding
1) Sirimongkolkasem Family ⁽¹⁾	700,221,940	55.85%
2) NICHIREI FOODS INC.	56,716,050	4.52%
3) Ms. Wanngam Kittanamongkolchai	40,000,000	3.19%
4) THAI NVDR CO., LTD.	38,512,177	3.07%
5) NORBAX, INC.	28,102,100	2.24%
6) Mr. Kongphob Limsong	25,065,200	2.00%
7) Mrs. Piangjai Chayawiwatkul	20,000,000	1.60%
8) Mr. Songkram Cheevaprawatdomrong	14,108,500	1.13%
9) STATE STREET BANK AND TRUST COMPANY	12,210,700	0.97%
10) CHASE NOMINEES LIMITED	12,181,224	0.97%
Top 10 Shareholders	947,117,891	75.54%

Note:

- (1) Sirimongkolkasem family have 27 members (as acting in concert Re: Acting in concert as a result of the nature of a relationship or behavior and requirements under Sections 246 and 247)



Lists of Sirimongkolkasem Family are as follows:

Name of shareholders		No. of shares (shares)	% Shareholding
1) Mr. Prasit	Sirimongkolkasem	33,000,000	2.63%
2) Mr. Virach	Sirimongkolkasem	30,349,500	2.42%
3) Dr. Anan	Sirimongkolkasem	4,134,080	0.33%
4) Mrs. Somsiri	Ingpochai	2,500,000	0.20%
5) Ms. Wannee	Sirimongkolkasem	10,100,000	0.81%
6) Mr. Sujin	Sirimongkolkasem	59,501,080	4.75%
7) Mrs. Pranee	Parksook	1,191,930	0.10%
8) Mrs. Chonlada	Sirimongkolkasem	73,000,000	5.82%
9) Mr. Pisanu	Sirimongkolkasem	70,000,000	5.58%
10) Mr. Jarongkij	Sirimongkolkasem	12,359,910	0.99%
11) Mr. Jarongkorn	Sirimongkolkasem	12,310,910	0.98%
12) Ms. Nisa	Sirimongkolkasem	44,843,200	3.58%
13) Mr. Kajorn	Sirimongkolkasem	37,400,000	2.98%
14) Ms. Wipawadee	Sirimongkolkasem	37,400,000	2.98%
15) Mr. Jedsada	Sirimongkolkasem	37,452,000	2.99%
16) Mr. Kittichai	Sirimongkolkasem	37,400,000	2.98%
17) Ms. Wiwanya	Sirimongkolkasem	35,889,000	2.86%
18) Ms. Papinya	Sirimongkolkasem	35,350,000	2.82%
19) Ms. Warisara	Sirimongkolkasem	35,875,300	2.86%
20) Mr. Wongsakorn	Sirimongkolkasem	60,000,000	4.79%
21) Ms. Jutamas	Ingpochai	5,000,000	0.40%
22) Mr. Pongsathorn	Ingpochai	4,959,830	0.40%
23) Mr. Win	Parksook	5,105,000	0.41%
24) Mr. Worapath	Parksook	5,100,000	0.41%
25) Ms. Aleena	Sirimongkolkasem	5,000,000	0.40%
26) Mr. Achira	Sirimongkolkasem	5,000,000	0.40%
27) P. Chareonphan Produces Co., Ltd. *		200	0.00%
Sirimongkolkasem Family		700,221,940	55.85%

Note: * P. Chareonphan Produces Co., Ltd. operates real estates for rent. The shareholders are Sirimongkolkasem family.



(b) As of December 30, 2015, the major shareholders who have significant influences on the Company's management policy or operation are:

No.	Name of shareholders	No. of shares (shares)	% Shareholding
1	Mr. Prasit Sirimongkolkasem	33,000,000	2.63%
2	Mr. Virach Sirimongkolkasem	30,349,500	2.42%
3	Dr. Anan Sirimongkolkasem	4,134,080	0.33%
	Total	67,483,580	5.38%

(c) Shareholders' agreement

-None-

7.3 The issuance of other securities

-None -

7.4 Dividend Payment Policy

7.4.1 Dividend Payment Policy of GFPT Public Company Limited

The dividend payment policy of GFPT Public Company Limited is "to pay dividend at the rate of not more than 50% of net profit of the Company's separate financial statement after all deductions as required by law or by the Company, subject to the Company's cash flow, liquidity, future investment plans of the Company and its subsidiaries, and economic situation."

Dividend Payment Information

Year	2010	2011 ⁽¹⁾	2012 ⁽¹⁾	2013	2014
Earnings per Share – separated financial statement (THB/share)	0.33	0.38	(0.31)	0.43	0.61
Dividend per Share (THB/share)	0.30	0.33	-	0.35	0.40
Dividend Payout Ratio – separated financial statement (%)	91.71%	85.89%	-	82.14%	65.63%

Note:

- (1) Separated dividend payout ratio for fiscal 2011 and fiscal 2012 were restated due to the adoption of Thai Accounting Standard No. 12 on Income Taxes since fiscal 2013.



7.4.2 Dividend Payment Policy of Subsidiaries and Joint Ventures

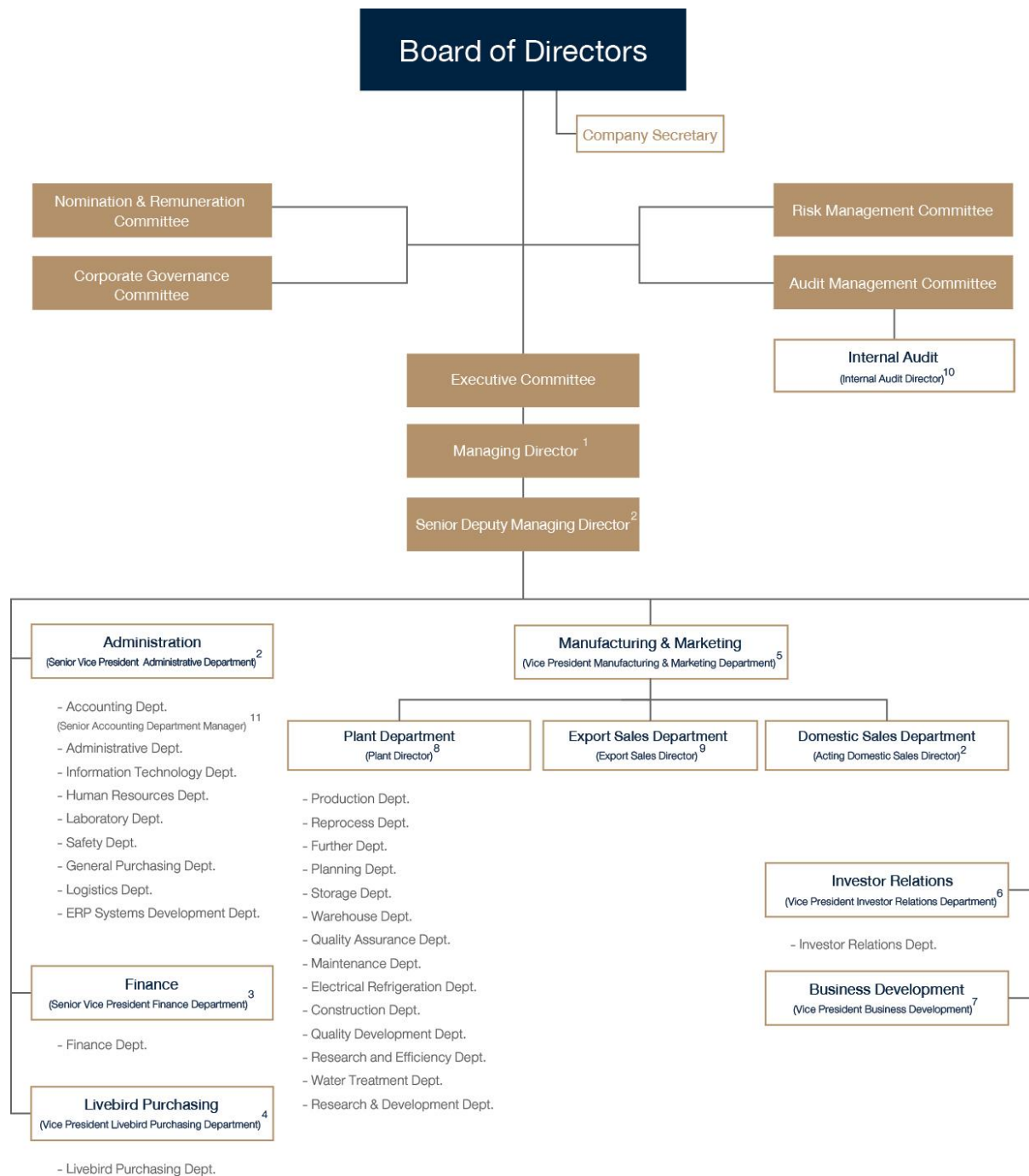
The dividend payment policy of subsidiaries and joint ventures is to pay from net profit after deduct legal reserves requirement, and subject to the Company's cash flow, liquidity, future investment plans of each company, without designated dividend payout ratio.

As of December 31, 2015, the Company received the dividend from a joint-venture company in amount of THB 29.40 million.



8. Management Organization

Organization Chart (as of 31 December 2015)



Note: ¹⁻⁷ are the executives as the definition of the Security and Exchange Act

⁸⁻¹¹ are the executives as the Company's criteria



Management

In 2015, the management structure of GFPT Public Company Limited composes of 1) the Board of Directors 2) 5 sub-Committees (the Audit Committee, the Nomination and Remuneration Committee, the Corporate Governance Committee, the Risk Management Committee and the Executive Committee) 3) The Executives

8.1 Board of Directors and Sub-Committees

Board of Directors

As of 31 December 2015, the Board of Directors of GFPT Public Company Limited comprised of 9 directors as follows:

Name - Surname		Title
1. Mr. Prasit	Sirimongkolkasem ⁽¹⁾	Chairman
2. Mr. Virach	Sirimongkolkasem ⁽¹⁾	Vice Chairman
		Member of Executive Committee
		Managing Director
3. Dr. Anan	Sirimongkolkasem ⁽¹⁾	Director
		Chairman of Executive Committee
		Member of Nomination and Remuneration Committee
		Member of Corporate Governance Committee
		Member of Risk Management Committee
		Senior Deputy Managing Director Senior
		Vice President, Administration Department
4. Dr. Sathit	Karanes	Independent Director
		Chairman of Audit Committee
		Chairman of Nomination and Remuneration Committee
		Chairman of Corporate Governance Committee
5. Mr. Paramet	Hetrakul	Independent Director
		Chairman of Risk Management Committee
		Member of Audit Committee
		Member of Nomination and Remuneration Committee
6. Mr. Thanathip	Pichedvanichok	Independent Director
		Member of Audit Committee
		Member of Nomination and Remuneration Committee
7. Mrs. Somsiri	Ingpochai	Director
		Member of Risk Management Committee
		Member of Executive Committee
8. Ms. Wannee	Sirimongkolkasem	Director
		Member of Risk Management Committee



Name - Surname		Title
9. Mr. Sujin	Sirimongkolkasem	Director
		Member of Nomination and Remuneration Committee
		Member of Corporate Governance Committee
		Member of Risk Management Committee
		Member of Executive Committee
		Vice President, Live-Chicken Purchasing Department

Note: - Ms. Jutamas Ingpochai is a Secretary of the Board of Directors.

- ⁽¹⁾ Being authorized directors of the Company. The Company requires at least 2 out of 3 directors are authorized to sign on behalf of the Company with the Company's seal.
- Information of Directors and Authority Persons of the Company and the subsidiaries are shown in the Attachment 1 and information of the subsidiary's directors are shown in the Attachment 2

Sub-Committees

Audit Committee (AC)

As of 31 December 2015, the Audit Committee comprised of 3 directors as follows;

Name - Surname		Title
1. Dr. Sathit	Karanes	Chairman of Audit Committee
2. Mr. Paramet	Hetrakul ⁽¹⁾	Member of Audit Committee
3. Mr. Thanathip	Pichedvanichok ⁽²⁾	Member of Audit Committee

Note : - Mr.Chatchai Ratanawalai is a Secretary of the Audit Committee

- ⁽¹⁾ Audit committee who has extensive knowledge and experiences in reviewing financial statement.
- ⁽²⁾ Audit committee who has extensive knowledge and experiences in legal aspect

Nomination and Remuneration Committee (NRC)

As of 31 December 2015, the Nomination and Remuneration Committee comprised of 5 directors as follows;

Name - Surname		Title
1. Dr. Sathit	Karanes	Chairman of Nomination and Remuneration Committee
2. Mr. Paramet	Hetrakul	Member of Nomination and Remuneration Committee
3. Mr. Thanathip	Pichedvanichok	Member of Nomination and Remuneration Committee
4. Dr. Anan	Sirimongkolkasem	Member of Nomination and Remuneration Committee
5. Mr. Sujin	Sirimongkolkasem	Member of Nomination and Remuneration Committee

Note : Mr.Chatchai Ratanawalai is a Secretary of the Nomination and Remuneration Committee

**Corporate Governance Committee (CGC)**

As of 31 December 2015, the Corporate Governance Committee comprised of 7 directors as follows;

Name - Surname		Title
1. Dr. Sathit	Karanes	Chairman of Corporate Governance Committee
2. Dr. Anan	Sirimongkolkasem	Member of Corporate Governance Committee
3. Mr. Sujin	Sirimongkolkasem	Member of Corporate Governance Committee
4. Ms. Jutamas	Ingpochai	Member of Corporate Governance Committee
5. Mr. Thiti	Wanachate	Member of Corporate Governance Committee
6. Mr. Theerasak	Piamsuphakphong	Member of Corporate Governance Committee
7. Mr. Noparat	Srichan*	Member of Corporate Governance Committee

Note: Mr. Noparat Srichan is a Secretary of the Corporate Governance Committee

Risk Management Committee (RMC)

As of 31 December 2015, the Risk Management Committee comprised of 5 directors as follows;

Name - Surname		Title
1. Mr. Paramet	Hetrakul	Chairman of Risk Management Committee
2. Dr. Anan	Sirimongkolkasem	Member of Risk Management Committee
3. Mrs. Somsiri	Ingpochai	Member of Risk Management Committee
4. Ms. Wannee	Sirimongkolkasem	Member of Risk Management Committee
5. Mr. Sujin	Sirimongkolkasem	Member of Risk Management Committee

Note : Risk Management Committee was appointed by the resolution of the Board of Directors' Meeting

No. 5/2015, held on 9th July 2015

Mr. Theerasak Piamsuphakphong is a Secretary of the Risk Management Committee

Executive Committee (EC)

As of 31 December 2015, the Executive Committee comprised of 7 directors as follows;

Name - Surname		Title
1. Dr. Anan	Sirimongkolkasem	Chairman of Executive Committee
2. Mr. Virach	Sirimongkolkasem	Member of Executive Committee
3. Mrs. Somsiri	Ingpochai	Member of Executive Committee
4. Mrs. Pranee	Parksook	Member of Executive Committee
5. Mr. Jedsada	Sirimongkolkasem	Member of Executive Committee
6. Mr. Sujin	Sirimongkolkasem	Member of Executive Committee
7. Mr. Wongsakorn	Sirimongkolkasem	Member of Executive Committee



8.2 The Executives

As of 31 December 2015, GFPT has 11 executives* as follows:

Name - Surname		Title
1. Mr. Virach	Sirimongkolkasem	Vice Chairman and Managing Director
2. Dr. Anan	Sirimongkolkasem	Chairman of Executive Committee Senior Deputy Managing Director Senior Vice President, Administration Department and Acting Domestic Sales Director
3. Mrs. Pranee	Parksook	Senior Vice President, Finance Department
4. Mr. Sujin	Sirimongkolkasem	Vice President, Live-Chicken Purchasing Department
5. Mr. Kittichai	Sirimongkolkasem	Vice President, Manufacturing and Marketing Department
6. Ms. Jutamas	Ingpochai	Vice President, Investor Relations Department and Company Secretary
7. Ms. Wipawadee**	Sirimongkolkasem	Vice President, Business Development Department
8. Mr. Thiti	Wanachate	Plant Director
9. Mr. Artorn	Uapopol	Export Sales Director
10. Mr. Theerasak	Piamsuphakphong	Internal Audit Director
11. Ms. Ratchaneegorn	Pavitrpok	Senior Accounting Department Manager

Note: * Definition of Executives is according to the Security and Exchange Act with the Company's criteria

** Ms. Wipawadee Sirimongkolkasem was appointed to be the Vice President, Business Development Department since 23rd February 2015 onwards.

*** Mr. Danai Booncharoensukpisarn resigned from the Domestic Sales Director of the Company since 1st October 2015 onwards



Securities Holding Report of Directors and Executives as of 30 December 2015

Name – Surname		Amount (Shares)					
		As of 30 December 2014		As of 30 December 2015		Increase / Decrease	% Shareholding
		Direct	Indirect	Direct	Indirect		
1. Mr. Prasit	Sirimongkolkasem	220,000,000	-	33,000,000	-	-187,000,000	2.63%
2. Mr. Virach	Sirimongkolkasem	180,000,000	-	30,349,500	-	-149,650,500	2.42%
3. Dr. Anan	Sirimongkolkasem	4,134,080	-	4,134,080	-	-	0.33%
4. Dr. Sathit	Karanes	-	-	-	-	-	0.00%
5. Mr. Paramet	Hetrakul	50,000	-	50,000	-	-	0.004%
6. Mr. Thanathip	Pichedvanichok	-	-	-	-	-	0.00%
7. Mrs. Somsiri	Ingpochai	2,500,000	-	2,500,000	-	-	0.20%
8. Ms. Wannee	Sirimongkolkasem	10,100,000	-	10,100,000	-	-	0.81%
9. Mr. Sujin	Sirimongkolkasem	132,236,280	-	59,501,080	5,000,000	-67,735,200	5.14%
10. Mrs. Pranee	Parksook	1,191,930	-	1,191,930	-	-	0.10%
11. Mr. Kittichai	Sirimongkolkasem	-	-	37,400,000	-	37,400,000	2.98%
12. Ms. Wipawadee	Sirimongkolkasem	-	-	37,400,000	-	37,400,000	2.98%
13. Ms. Jutamas	Ingpochai	5,000,000	-	5,000,000	-	-	0.40%
14. Mr. Thiti	Wanachate	-	-	-	-	-	0.00%
15. Mr. Artorn	Uapopol	1,000	-	1,000	-	-	0.0001%
16. Mr. Theerasak	Piamsuphakphong	1,000	-	1,000	-	-	0.0001%
17. Ms. Ratchaneegorn	Pavitrpok	-	-	-	-	-	0.00%
Total		555,214,290	-	220,628,590	5,000,000	-329,585,700	18.00%

Note: Indirect means number of share hold by the spouse and minor children of directors and executives



8.3 The Company Secretary

The Board of Directors has appointed Ms. Jutamas Ingpochai as the Company Secretary on 16 October 2008, under Section 89/15 of the Act. Securities and Exchange Commission Securities and Exchange Act B.E. 2535 amended by Act No. 4 in B.E. 2551. The information of the Company Secretary is in the Attachment 1

The details of management structure, qualification, duties, responsibilities, meeting attendance and the remuneration of Board of Director, Sub-Committees, Executive Committee and Company Secretary are shown in the Good Corporate Governance Report, Chapter 5 Responsibilities of the Board of Directors.

8.4 Remuneration of the Board of Directors and Executives

8.4.1 Monetary Remuneration

Monetary Remuneration of directors and executives is shown in the Good Corporate Governance Report, Chapter 5 Responsibilities of the Board of Directors.

8.4.2 Non-Monetary Remuneration

-None-

8.5 Personnel

In 2015, the Company employs a total of 4,703 persons with a total benefits in amount of THB 1,140.11 million. The benefits paid to employees were salary, overtime payment, cost of living subvention, bonuses, special subvention, social security payment etc. Furthermore, the subsidiaries paid similar benefits as the Company in amount to THB 1,145.82 million. The details of personnel and benefit are shown in the following table:

Year 2015	GFPT (Chicken Evisceration, Processed Chicken Food Products)	The subsidiaries				
		KT (Feed Mill and Parent Chicken Farm)	GP (Grandparent Chicken Farm)	FKT (Parent Chicken Farm)	MKS (Broiler Farm)	GFF (Processed Food)
Staff in Line Operation / Service (Persons)	4,613	1,105	216	1,229	2,284	354
Staff in Management level (Persons)	13	102	6	14	36	25
Staff in Headquarter Office (Persons)	77	329	3	16	26	132
Total (Persons)	4,703	1,536	225	1,259	2,346	511
The Benefits (million THB)	1,140.11	495.01	44.39	141.17	345.84	119.41



In the past 3 years, the Company has no labor legal dispute and there is no significant change in staff number. The HR policy for training and development is shown in the Corporate Social Responsibility Report; Human Resources Training and Development Policy.



9. Good Corporate Governance

Good Corporate Governance Policy

GFPT Public Company Limited (the “Company”) realizes the importance of good corporate governance and believes that a good management system, a Board of Directors and executives with vision and responsibility, a control mechanism, a balance of power for transparency and accountability, the equitable treatment of shareholders, and respect for the interests of all stakeholders are key factors in adding value and maximizing returns to shareholders of the Company in the long run.

The Company has constructed the Good Corporate Governance policy under the criteria of the Stock Exchange of Thailand¹ and the regulations of the Organization for Economic Co-Operation and Development (OECD)² as a guidance in conducting business for directors, executives, and employees of the Company. The Company will review and revise the principles of Good Corporate Governance policy annually so as to be appropriate with any changes that may occur from the operation, environment, situation, or laws.

The Board of Directors regularly monitors compliance with Good Corporate Governance. The Company's Corporate Governance policy is announced to all employees through the Company's intranet system and also to public through the Company's website (www.gfpt.co.th) under the “Corporate Governance” section.

To abide by the Company's CG policy, the Company received the rating of “Very Good” level for Corporate Governance Report of Thai Listed Companies (CGR) in 2015, organized by the Thai Institute of Directors Association (IOD), the Stock Exchange of Thailand (SET), and the Securities and Exchange Commission (SEC). The Company has maintained the “Very Good” level for Corporate Governance Report since 2006.

Compliance with the Good Corporate Governance Policies in the year 2015

Chapter 1 Rights of Shareholders

1.1 Shareholders' rights protection policy

The Board of Directors values the rights of shareholders and encourages shareholders to exercise their rights including basic rights of the shareholders by law namely the right to sell, buy, or transfer shares; the right to receive the dividend equally; the right to receive sufficient information; the right to attend shareholders' meetings; the right to propose an agenda; the right to vote at shareholders' meeting to appoint or dismiss directors; determine the remuneration of directors; appointment of auditor and determine the audit fee; and

¹ The Principles of Good Corporate Governance for Listed Companies 2012, Corporate Governance Center, the Stock Exchange of Thailand

² The Principles of Corporate Governance of The Organization for Economic Co-Operation and Development (OECD) 2004



determine issues that fundamentally affects the Company, which may include any changes to the articles of association, memorandum of associations and the decrease or increase share capital and the approval of any special items.

The Board of Directors also set the best practice to look after the interest of shareholders beyond their basic legal rights by providing the right to get any significant Company information on a timely and sufficient basis such as the results of operations, analysis of its operations, the credit rating, and newsletter to shareholders via the Company's Home Page that is accessible and convenient.

In addition, the Board of Director shall not act in any way which violates or deprives the rights of the shareholders.

1.2 Shareholders' Meeting

The Company has scheduled Annual General Meeting of Shareholders 1 time within 4 months after the fiscal year. If there is an urgent matter that relates to certain conditions, rules or applicable law that needs shareholders' approval, the Company will call an Extraordinary General Meeting of Shareholders.

The Board of Directors has a policy to support and encourage all types of shareholders, including institutional shareholders to attend the shareholders' meeting by requiring the invitation letter of Annual General Meeting of Shareholders to clarify on details about registration procedures and documents used to register for each type of shareholders including 3 types of proxy consisting of Form A, Form B and Form C. Meeting documents can be downloaded through Company's website at least 30 days before the meeting. The Company will facilitate the shareholders to exercise their rights to attend and to vote at the meeting and will not take any action to limit the opportunity to access information of the Company.

The Company has complied with the law and the best practices of the AGM Checklist of the SEC, as well as, considered the rights of shareholders and the equitable treatment of shareholders according to the principles of Good Corporate Governance.

1.2.1 Pre-proceeding of the Meeting

- 1) The Company gives an opportunity to shareholders to propose agenda of the meeting, nominate qualified persons for appointment as a director, and send questions related to the agenda, prior to the Annual General Meeting of Shareholders under the criteria set by the Board of Directors and disclosed to shareholders through SEC's News and the Company's Home Page.



- 2) The Company discloses the resolution of the Board of Directors on the meeting date through SET's news. The resolution includes the date of the Annual General Meeting of Shareholders, the record date, the closing date of the share registration book and dividends payment.
- 3) The Company prepares the Notice of the Annual General Meeting of Shareholders and related documents in both Thai and English languages (for the convenience of foreign shareholders) with complete details, including information about the date, time, and location of the meeting, meeting agenda with a statement indicating the reasons and opinion of the Board of Directors, issues to take into consideration, proxy forms as set by the Ministry of Commerce, rules and procedures in attendance, and the process of voting on each agenda.
- 4) The Company discloses the Notice of Annual General Meeting of Shareholders to shareholders and enclosures through the SET's news and Company's Home Page at least 30 days before the meeting. The Company sends the Notice and enclosures to the shareholders by registered mail at least 21 days before the meeting, which over the time period set by law. The Notice of Annual General Meeting of Shareholders will be advertised in the daily newspapers in the English version and Thai version for 3 consecutive days and 8 days before the meeting.

1.2.2 Proceeding of the Meeting

- 1) The Company sets date, time, and place of the meeting with consideration to the convenience of shareholders. The place of the meeting is adequate and easy access (accessible by public bus).
- 2) The Company allows shareholders to register for the meeting 2 hours before the meeting starts and organizes easy document checking system.
- 3) The Company provides the use of a proxy form by shareholders who are unable to attend the meeting to appoint a person or an independent director to attend the meeting and cast votes on their behalf. Shareholders can use the Proxy Form A., B., or C. (for Custodian) as specified by Department of Business Development or the Proxy forms provided in the Company's website. The Company encourages shareholders to use Proxy Form B., which send together with the Notice of the AGM, the required documents/evidence, and the proxy instruction to shareholders. In addition, shareholders can download proxy forms via the Company's website.
- 4) The Company uses information technology (computer systems and barcode) and the ballot (every agenda) at the meeting for the registration of shareholders, vote counting, and vote result for fast, accurate, and reliable information.



- 5) Chairman, directors, Chief Executive Officer, managing director, Chairman of various committees, and auditors are required to attend the meeting to provide answers to any questions related to their scope of work.
- 6) Volunteers from the meeting (independent parties) act on behalf of the meeting to count or check the votes at the Annual General Meeting of Shareholders or the Extraordinary General Meeting of Shareholders.
- 7) Voting is separated for each matter. For example, for the election of directors, shareholders can vote for each director individually.
- 8) The Company notifies the guideline of the procedure of the meetings, including the procedure of casting vote and the right to vote (which shareholders have 1 vote for 1 share), to shareholders at the beginning of the meeting.
- 9) The Chairman of the meeting allocates sufficient time and provides opportunities for shareholders to independently comment and ask questions on matters related to the agenda or to the Company in the shareholders meeting.
- 10) The Company holds clear and transparent vote counting and discloses voting results in each agenda at the meeting.
- 11) Agenda other than those specified in the Notice must not be raised and no significant changes may be made to the agendas specified without prior notice to shareholders.

1.2.3 Post-proceeding of the Meeting

- 1) The Company publishes the resolutions of the meeting and voting results of each agenda item through the Stock Exchange of Thailand and the Company's Home Page on the date of the Annual General Meeting of Shareholders.
- 2) The Company prepares minutes of shareholders that are accurate and complete for submission to the Stock Exchange of Thailand and publish on the Company's Home Page within 14 days from the date of the meeting.
- 3) The Company publishes record of each agenda in the webcast to ensure transparency and accountability.

Annual General Meeting of Shareholders 2015

The General Meeting of Shareholders for the year 2015, the Company provided an opportunity for shareholders to propose agenda items, nominate candidates for director appointment, and send questions in advance for 3 months before the end of the year during 1 October to 31 December 2014. At the end of such period, there were no shareholders proposing agenda, candidate, or submit question in advance of the meeting.



On 23 February 2015, the Company published the resolution of the Board of Directors regarding the General Meeting of Shareholders via SET's news and the Company's website and scheduled the 2015 Annual General Meeting of Shareholders on 10 April 2015 at 9.30 AM. The Company set the Record Date, on which shareholders have the rights to attend and to cast vote in the 2015 AGM, on 10 March 2015 and collected the names of shareholders pursuant to Section 225 of the SEC Act B.E. 2535 (Amended B.E. 2551) by means of closing the share register book on 11 March 2015 and dividend payment on 28 April 2015.

The Company published the Notice of the 2015 Annual General Meeting together with the meeting's supporting documents in both Thai and English languages via SET's news and the Company's website on 6 March 2015 or 35 days before the meeting. Thailand Securities Depository Company Limited (TSD) was appointed to be registrar to send the Notice of the 2015 Annual General Meeting to shareholders through registered post since 19 March 2015, or 22 days before the meeting.

The Company held the Annual General Meeting of Shareholders for the year 2015 on Friday, 10 April 2015 at 9.30 AM at GFPT Building, No. 312, Rama 2 Road, Kwang Bangmod, Khet Jomthong, Bangkok 10150. There were 249 shareholders attending the Meeting in person and by proxy, accounted for 849,153,732 shares representing 67.73% of the shares sold. The Company published the resolution of the meeting and the voting results of each agenda on 10 April 2015. The minutes of AGM 2015 and the video recording are disclosed through SET's news and the Company's website on 23 April 2015.

For the Annual General Meeting of Shareholders for the year 2015, the Company was assessed the quality of the Annual General Meeting of Shareholders (AGM Assessment) by Thai Investors Association and received 100 full score categorized in the "excellent" level for the 4th consecutive years since 2012.

Chapter 2 Equitable Treatment of Shareholders

The Company realizes the importance of equitable treatment of shareholders both major and minor shareholders. No shareholder shall have any special privileges over other shareholders. The Company undertakes the following actions:

2.1 Measures to prevent the use of inside information

The Company has measures to prevent the use of inside information. The directors, executives, employees and stakeholders are not allowed to the use inside information to benefit themselves or others. The Company has set the privacy policy, inside information policy and securities trading of directors, executive, and employees



in the Company's Code of Conduct that will be granted to directors, executives and employees on the job. It can be summarized as follows:

- Directors, executives and employees at all levels must keep important business information confidential as well as confidential information about the Company and the stakeholders of the Company. The information will not be disclosed to those who are not involved, both inside or outside the Company, or must not be used to seek benefits for themselves and others. This also applies in cases of retirement, resignation or termination of work from the Company, unless the information is already required by law to be disclosed to third party involved.
- The Company's regulations on the security of computer systems and information technology need to be very strict in order to prevent important information from being revealed in the case that directors, executives, and employees of the Company use inside information.
- Third party with an opportunity to get involved or obtain inside information needs to sign an agreement to keep the information confidential (Confidentiality Agreement) to ensure that they will take precautions to maintain the confidentiality of inside information in the same manner of the employees of the Company.
- Disclosure of key business information must be made by authorized personnel of the Company. When unauthorized personnel are asked about the Company's information, they should recommend the enquirer to contact the authorized persons.
- The directors, executives, employees and related persons (spouse and minor children) cannot use inside information including the Company's financial statements or other information that may affect the share price of the Company that is undisclosed to the public or to the Stock Exchange of Thailand for their own personal benefit or for the benefit of related persons.
- The directors, executives, employees and related persons (spouse and minor children) who have inside information are prohibited to trade securities of the Company during the period of 1 month before disclosing information to the public and within 24 hours after disclosure (Blackout Period).
- Any directors, executives or employees who have inside information and breach the Code of Conduct, or behave in a way that will damage the Company, will be punished whether by a warning, cutting wages, suspension without pay or termination.
- Directors, executives (as defined by the SEC and SET) and related persons (spouse and minor children) are required to report holdings of securities of the Company to the SEC under Section 59 of the Securities Exchange Act of B.E. 2535 within 3 days from the date of changing ownership. Also,



the change in ownership will have to be notified to the Company Secretary to record the changes and summarize the securities held by each director and executive individually. The changes will be informed to the Board of Directors in the next meeting and shall be disclosed in the Annual Report and Annual Registration Statement (Form 56-1).

For the year 2015, the Company has no events that directors, executives, employees, and related persons violated rules of the use of inside information or traded securities by using inside information.

In addition, directors and executives have strictly complied with the Company's Code of Conduct in regard to reporting the purchase and sale of securities of the Company at least 1 day before and after the actual trading date and the changes in the holding securities of the Company to the SEC under Section 59 of the Securities Exchange Act of B.E. 2535.

2.2 Governance on the conflict of interest

The Company operates business which may occur a conflict of interest with its directors, executives, managers, and employees. Such conflict of interest may appear in different forms. Therefore for the best interest of the Company, the following guidelines regarding the conflict of interests are stipulated as follows:

2.2.1 Receiving Money or Other Remuneration

The Company's directors, executives, managers, and staff members at all levels shall not personally receive any money or benefits from the Company's customers or business partners, or from any other persons when working on behalf of the Company.

2.2.2 Giving Gifts, Entertainment and Gratuities

The Company has no policy on offering money, incentives or any other special benefits to its business partners, suppliers, customers, creditors or any other people in exchange for business deals, except for providing normal business entertainment, trade discounts or promotional campaigns. Such practices have been applied in setting the anti-corruption policy of the Company as shown in CSR report.

2.2.3 Outside Directorships

Any directors, executives, managers, or employees who participates as a shareholder or the management of the Company's competitors which may cause a conflict of interest, shall notify to the Board of Directors in writing except for a directorship of the non-profit organization. Nevertheless, such directorship must not infringe on any related laws or regulations governing the business of the



Company. In addition, the involved person shall not use his or her position in the Company to promote any outside businesses.

2.2.4 Engaging in Other Business Outside of the Company and the Subsidiary Companies

Directors, executives, managers and staff members at all levels shall not engage in any other businesses that affects their performances, duties and working hours in the Company and are prohibited from participating in any other businesses which are in competition with the companies in the group, regardless of whether they get direct or indirect benefit from that business.

2.2.5 Engaging in Business with Companies within the Group

For connected transactions where directors, executives, managers and employees may have a conflict of interest, such persons shall disclose any conflict of interest to the Company prior to engage in the connected transaction. Directors, managers or employees, who have conflict of interest, may not participate in the consideration or approval of the connected transaction. The authorized persons who act on behalf of the Company shall investigate and review whether the Company's directors, executives, managers, or employees have any relationship and conflicts of interest on such transactions. The definition of relationships shall be in accordance with "the Disclosure of Information and Other Acts of Listed Companies Concerning the Connected Transactions" set by the Stock Exchange of Thailand and the Securities and Exchange Commission.

2.2.6 Related Party Transactions amongst Companies within the Group

The consideration of related party transactions shall be taken under the conditions and procedures of the Notification of the Board of Governors of the Stock Exchange of Thailand and the Securities and Exchange Commission (SEC). The connected transaction shall be dealt on a fair and arm's length basis. The pricing policy is based on normal business operations and taking into account of the Company's best interests. The stakeholders who have conflict of interest must not participate in the approval or consideration the transaction. The related party transactions will be disclosed in the annual report and Annual Registration Statement (Form 56-1)

In 2015, there is no directors, executives, or related persons violate connected transaction regulations.



2.3 Conflict of Interest of Directors

The Company has stipulated that the directors and executives, including their related persons³ must prepare and submit a report on the interests, connected transactions and acquisition or disposal of assets belonging to themselves or their related persons to the Company under the Capital Market Commission's and the Stock Exchange of Thailand's regulations. Then the report will be proposed to the Board of Directors' or shareholders' meeting for approval. The directors will not participate or vote on the agenda related to their own interests. The Company Secretary is responsible for collecting and delivering copies of the report on interests to Chairman of the Board of Directors and Chairman of the Audit and Risk Management Committee within 7 working days from the date of the receiving of the report.

Chapter 3 Roles of Stakeholders

3.1 Policy on Practice to the Stakeholders

The Board of Directors is committed on providing stakeholders with equal rights as stipulated by law or as agreed with the Company such as human rights, environmental management, and etc. by having a policy on practice towards the stakeholders as follows:

- Shareholders :** The Company is committed to creating sustainable growth and returns to shareholders. Taking into account the current and future risks to achieve added value for our shareholders over the long term.
- Employees :** The Company is committed to treating employees fairly, respectfully, equitably, and professionally so that its employees will have a reasonable salary and benefits, personal career development, good quality of life, and safeguard at work and respect of privacy rights of all employees.
- Customers :** The Company is committed to gaining highest customer satisfaction through continued improvements of product and service quality and to ensuring that our customers receive good quality products and services at reasonable prices, as well as to develop and maintain a sustainable relationship. It also provides a system for monitoring the implementation of work that is provided to the customers.

³ Report of Conflict of Interest of Directors



Business	The Company is committed to treating suppliers and partners fairly and equally to
Partners :	establish mutual trust and to provide monitoring systems that will prohibit the disclosure of the business partners' information or any use of its information by illegal means. The Company also has a transparent and fair selection process of suppliers by considering partner's business strategy that comply with the Company's.
Creditors :	The Company intends to strictly comply with the terms of contracts it enters into and any financial obligations including debt repayment, loans, interests that may have especially regarding guarantees and event of default payments.
Competitors :	The Company is committed to complying with international trade rules and to promoting fair competition. The Company shall not perform any illegal or unethical transaction nor shall it allege any defamation towards its competitors without real information.
Communities, Social and Environment:	The Company is committed to conducting business that benefits the economy, society and consciously preserve and protect the environment together with sustainable development of the Company. The Company promotes a spirit of social responsibility of its employees at all levels by supporting its employees to join social activities. The Company welcomes feedback and suggestions from all parts of society to achieve a common approach in the implementation of sustainable business alongside the development of community society and environment.

Referring to the practices of the Company to its stakeholders, the study of relationship between the Company and the various groups of its stakeholders in 2015 is shown in the Company's Sustainability Report on the Company's website (www.gfpt.co.th) under "Corporate Governance" section.



3.2 Whistle-Blowing Service

The Board of Directors has set out processes and provided channels for receiving and dealing with complaints of stakeholders through various means as follows:

Contact Independent Directors

Email : independentdirectors@gfpt.co.th

Facsimile : 0 2473 8398

Mail : Independent Directors
GFPT Public Company Limited
GFPT Tower, 18th Floor
No. 312 Rama 2 Road, Bangmod,
Jomthong, Bangkok 10150

Contact Board of Directors

Email : bod@gfpt.co.th

Facsimile : 0 2473 8398

Mail : Directors
GFPT Public Company Limited
GFPT Tower, 18th Floor
No. 312 Rama 2 Road, Bangmod,
Jomthong, Bangkok 10150

Contact Corporate Governance Committee

Email : cg@gfpt.co.th

Facsimile : 0 2473 8398

Mail : Corporate Governance committee
GFPT Public Company Limited
GFPT Tower, 18th Floor
No. 312 Rama 2 Road, Bangmod,
Jomthong, Bangkok 10150



When Independent Directors, directors, Corporate Governance Committee, or any other related persons receive complaint from stakeholders, the Company will primarily consider the matter of the complaint. If the complaint relates to corporate governance or code of conduct, the complaint will be reported to the Corporate Governance Committee to consider and investigate. If the complaint is about fraud or corruption, the complaint will be forwarded to the internal audit department to investigate and further report to the Audit Committee.

The Company has a process in place for dealing with complaints from employees by considering whether the complaint concerns a wrongful act and how serious the offense is in order to impose a fair and accurate penalty to build confidence in protection measure and the confidentiality of the complainant. The employees can report complaints or feedback directly through various channels such as comment box, internal online system (intranet), the Company's e-mail, or send a letter to related departments of the Company such as Human Resource Department, and/or Internal Audit Department as described in the Code of Conduct of the Company. All employees are informed and acknowledge about the complaint process and the Code of Conduct during their orientation.

The Company discloses the process and channels on its Home Page and annual reports to provide confidence for the person who report complaints, the Company strictly keeps all complaints confidential and establishes a process of receiving a complaint and an investigation procedure where the complaints will be only be disclosed to the relevant people.

In 2015, the Company had no complaint in relation to fraud or ethical misconduct or any incident that may cause negative reputation to the Company as the result from the administration of the Board of Directors. Non-executive directors of the Company did not resign due to any CG misconduct. There is no legal dispute on labor issue, consumer right, or business trading activity.



Chapter 4 Disclosure and Transparency

4.1 Disclosure Policy

The Board of Directors discloses all important information including both financial and non-financial information⁴ correctly, timely, and accurately in accordance with regulations of the “Securities and Exchange Commission” (SEC), the “Stock Exchange of Thailand” (SET) re: Rules, Conditions and Procedures Governing the Disclosure of Information and Other Acts of a Listed Company and the Guidelines on Disclosure of Information of Listed Companies and other state agencies.

In the year 2015, the Company has complied with the principles of Good Corporate Governance. There is no record of delayed report submission under section 56 for both Form 56-1 and Form 56-2, including quarterly and yearly financial statements.

4.2 Channel Disclosure

The Company provides a wide variety of channels for users to access fairly. The information is published both in Thai and English languages through the following channels:

- 1) SET's news
- 2) Annual Report and Annual Registration Statement (Form 56-1)
- 3) Company's website (www.gfpt.co.th) in 2015, the Company has provided communication channel “Subscribe to our news” through the Company's website for our shareholders and investors to regularly update news and information of the Company.

4.3 Information Disclosure Policy or Interview with the Press or Public

The Company has policy to provide information, media advertisement, or public release in a clear and correct manner without misinterpretation. The disclosure information is intended to create better understanding about the Company to all stakeholders based on the aspects of completely, timely, and fairly communication.

4.4 Investor Relations Department

The Company has established an IR Department (Investor Relations) to be responsible for the disclosure of information and any activities of the Company to its shareholders, investors, analysts and the general public. The channels include the Company's Home Page, quarterly performance meeting, analysts meeting, conference call, road show in Thailand and abroad, etc. The Company also prepares the Management Discussion and Analysis (MD&A) on a quarterly basis and IR Newsletter, which published on SET's website and

⁴ Minimum data specified in the principles of good corporate governance for listed companies in B.E. 2555, Section 4, Clause 2,



the Company's website, to provide investors and general public for better understanding of the Company's performance. Unauthorized persons are not allow to provide information to the media or the public in any way which may affect the reputation and business operations of the Company.

Investors may contact the Investor Relations Department at 02 473 8000 or www.gfpt.co.th or email ir@gfpt.co.th.

In 2015, the Company had investor relations activities to disclose the Company's information to investors continuously throughout the year. The Company evaluated the effectiveness of the information disclosure, which has been assessed by analysts attended the Company's analyst meetings. The results of the information disclosure from the Company's analyst meeting were satisfactory. In addition, investor relations activities of the Company in 2015 are summarized as follows:

Investor Relations Activities in the Year 2015	No. of time
Analyst Meeting	4
Plant / Company Visit	1
Roadshow	4
Local Roadshow	2
One on One Meeting	45

Chapter 5 Responsibilities of the Board of Directors

The Board of Directors plays a major role in Corporate Governance to create the highest benefit to the Company.

The Company has established the following guidelines:

5.1 Structure of the Board of Directors

5.1.1 Component of the Board of Directors

- 1) The Board of Directors shall consist of at least 5 people but not more than 12 people.
- 2) At least one half of the Board of Directors shall be Thai nationals.
- 3) The Board of Directors shall consist of at least 3 independent directors, and the independent directors' proportion shall be at least one-third of the entire Board of Directors (according to the rules set forth in the Notice No. TorJor. 4/2552).
- 4) The Board of Directors shall have various skills, experience, knowledge and capability that benefit the Company regardless of gender, race, religion, age or other specific qualifications. The Board of Directors shall consists of at least 3 experts in the Company's business, at least 1 expert in law,



at least 1 expert in account-ing and finance, and at least 1 independent director expert in the Company's industry.

- 5) The Chairman shall not be a President or members of sub-committees or the Managing Director.

As of 31 December 2015, there are 9 directors consisted of:

- 3 Non-Executive Directors (representing 33.33% of Board of Directors)
- 3 Executive Committees (representing 33.33% of Board of Directors)
- 3 Independent Directors (representing 33.33% of Board of Directors)

5.1.2 The Qualifications of Director and The Criteria for Director Selection

- 1) The director shall have qualifications and shall not have qualifications as defined by the Section 68 of Public Limited Company Act B.E. 2535, the Section 89/3 of Securities and Exchange Act B.E. 2535 amended by Securities and Exchange Act (No.4) B.E. 2551, the Notification of the Securities and Exchange No. KorJor. 8/2553 concerning stipulation on distrustful characters of company's director, and the Company's Article of Association.
- 2) The director shall have knowledge, skills and understanding of the nature of the Company's business and industry as well as good reputation, ethics, honesty and moral.
- 3) The director shall not take a position of director in more than 3 Thai listed companies.
- 4) If the directors are appointed as directors or executives in other companies that are not subsidiaries or joint ventures, they shall report to the Company.

5.1.3 The Qualifications of Independent Directors

The qualifications of Independent Directors of the Company shall be as defined in the Notification of the Capital Market Supervisory Board and other future amendments (stricter than the SEC's definition of independent directors).

- 1) Hold share in total not more than 0.5 percent of the total voting share of the Group, GFPT, its subsidiaries, associated companies, or related companies which may have any conflict of interest. The shares held by related persons are also included.
- 2) Not an executive director or an employee or staff or an advisor receiving salary or have control over GFPT, its subsidiaries, associated companies, or related companies that may have conflict of interest at present and prior to being nominated for at least 2 years.



- 3) Not a related person by blood or legal registration, such as father, mother, spouse, sibling, child, spouse of children of the executives, major shareholders, top manager or any nominator to be executive or top manager of GFPT or its subsidiaries.
- 4) Do not have any business relationship with GFPT, its subsidiaries, associated companies, related companies or major shareholders who may have conflicts of interest, in the manner that may interfere with his/her independent judgment. Not a major shareholder or an executive officer that has business relationship with GFPT, its subsidiaries, associated companies, related companies at present and prior to being nominated for at least 2 years. The “business relationship” aforementioned includes any normal business transaction, rental or lease of immovable property, transaction related to assets or services, or grant or receipt of financial assistance in the amount of 3 percent or more of the net tangible assets of the Company or more than 20 million Baht. The transaction amount shall be calculated according to the calculation method for transaction value of connected transactions under the Notification of the Capital Market Advisory Board concerning the Connected Transaction. The transaction amount includes any amount incurred during 1 year prior to the date on which the business relationship with the person commences.
- 5) Not an auditor of GFPT, its subsidiaries, associated companies, or any juristic person who may have conflicts of interest, a major shareholder (hold more than 10% of total shares including related persons), executive director, top manager or partner of an audit firm which employs auditors of GFPT, its subsidiaries, its associated companies or a juristic person who may have conflicts of interest unless the foregoing relationship has ended for at least 2 years.
- 6) Not any professional advisor including legal advisor, financial advisor, or asset appraiser who receives an annual service fee exceeding 2 million Baht from GFPT, its subsidiaries, associated companies. Not a major shareholder, executive director, top management or partner of the professional advisor unless the foregoing relationship has ended for at least 2 years.
- 7) Must not be nominated to be a representative of a director, a major shareholder, or a shareholder who is related to a major shareholder of the Company.
- 8) Must not participate in a company operating in the same business and being a competitor of GFPT or its subsidiaries. Not a partner or executive director or employee or staff member or advisor who receives salary or hold share more than 1% of total voting share of the company operating in the same business and being a competitor of GFPT or its subsidiaries.



- 9) Must not have any characteristics that make him or her incapable of expressing independent opinions about GFPT's business.

After being nominated, he or she may be assigned by the Board of Director to take part in the business decision of GFPT, its subsidiaries, its associated companies, same-level subsidiaries, major shareholder, and top manager on the condition of a collective decision.

5.1.4 The Qualification of the Chairman

The Chairman should have the following qualifications:

- 1) Be the senior member
- 2) Be knowledgeable and having a good understanding of the Company's business
- 3) Be accepted by the other directors

5.1.5 Term and Election of Director

One-third of the Board of Directors who has been in office the longest must be retired by rotation at every annual ordinary general meeting of shareholders. If the number of directors to be retired is not a multiple of three, the number of directors closest to one-third shall be retired. However, any retired director may be re-elected to continue his/her office.

For the appointment of Directors, anyone who has been proposed to be the directors must pass the process of nomination by the Nomination and Remuneration Committee, consisting of 3 independent directors out of 5 Nomination and Remuneration Committee. The Nomination and Remuneration Committee will propose a list of qualified candidates to the Board of Directors in amount of not less than the amount of retired directors by rotation. The Board of Directors will propose to the Annual General Meeting for the appointment which shareholders can vote to appoint the Board of Directors individually. Anyone who receives the highest number of votes will be appointed as the Board of Directors. The amount of the nominated directors is equal to the number of directors to be elected at that time. In the case of anyone who receives the votes equally which exceed the number of directors to be elected at that time, The Chairman of the Meeting will receive additional vote as the decisive vote.

In case of the Board of Directors' seat is vacant for reasons other than retirement by rotation, the Board of Directors shall elect a person who is qualified and not prohibited by law to be a director unless the available term is less than 2 months. The term of the newly appointed directors will be equal to the remaining term of the former director. The appointment must be approved by a majority vote of at least three-fourth of the remaining directors.



5.1.6 Separation of Duties and Responsibilities between the Board of Directors and Executives.

The Company has divided responsibilities between the board and executives clearly as follows:

- 1) The Board is responsible for setting policy and overseeing the operations of the executive in accordance to the policies.
- 2) Executives are responsible for managing the Company in various fields. The Managing Director will lead the team to manage business in accordance with the policies that cover the following areas:
 - Manage and control the operations related to the general management of the Company in order to meet objectives, policies, rules and regulations of the Company.
 - Consider investment plan and present it to the Executive and the Board of Directors for approval.
 - Have authority to act for the Company in accordance with “the authorized approval” in the Company’s policy and procedure.
 - Perform any tasks assigned by the Board of Directors and / or the resolution of the shareholders meeting of the Company.

Delegation of authority and responsibility to the Managing Director shall not authorize or mandate the Managing Director or attorney of the Managing Director to approve connected transactions or any transactions that may incur conflict of interest to the Company’s and its subsidiaries unless the approval is in accordance with the policies and regulations of the Board of Directors. The connected transactions will be submitted to the Board of Directors and/or the meeting of shareholders for approval as set out by the Stock Exchange of Thailand’s or Office of the Securities and Exchanges Commission’s regulations or other related laws.

5.1.7 Separation of Duties and Responsibilities between the Chairman and Managing Director

The Company clearly separates the duties of Chairman and Managing Director as follows:

- 1) Chairman is responsible for the followings:
 - Be a leader of the Board of Directors to set out the Company’s policies and director for business operations as well as monitor the management of sub-committees and executives to perform their duties in accordance with the Company’s plan and policies.
 - Act as Chairman of the Board of Directors’ meeting and a Chairman of shareholders’ meeting of the Company.



- Cast a decisive vote in the event that the votes in the Board of Directors' meeting are equally divided (no majority vote).

2) Managing Director is responsible to implementing the Board of Directors' policies.

Therefore, Chairman and Managing Director must not be the same person. These 2 positions must be appointed by the Board of Directors.

5.2 Roles, Duties and Responsibilities of the Board of Directors

Roles, duties and responsibilities of the Board shall cover the following:

- 1) Perform duties in compliance with the relevant laws, objectives and regulations of the Company, and the resolutions of the shareholders' meeting with loyalty, care, accountability and ethic. Protect the Company's best interests based on the Principle of Good Corporate Governance, and protect all shareholders' interest equally.
- 2) Consider and approve matters relating to the operations of the Company, such as vision, mission, strategies, goals, business plans, financial plans, funding, risks, plans, budgets, etc. including to set up its subsequent annual review for a revision.
- 3) Set the direction of business operations including funding, capital management, risk management and governance.
- 4) Monitor the management to effectively and efficiently implement plans and policies.
- 5) Consider and approve important matters such as approving the credit line from the financial institutions, borrowing, pledging, new investment project, sale and purchase of assets, connected transactions, and any transactions that may create conflicts of interest between the Company and the subsidiary companies. These matters shall comply with the regulations of the Office of the Securities and Exchange Commission (SEC), and the Stock Exchange of Thailand (SET), other relevant laws, and the regulations of the Company.
- 6) Approve financial statements prior to a submission to the Stock Exchange of Thailand.
- 7) Set up a reliable accounting system and financial reports.
- 8) Set up adequate and effective internal control system and risk management, both operational and financial reporting, that can be assessed, monitored and managed.
- 9) Supervise the disclosure of financial reporting in a correct, timely and transparent manner. Set up a channel of communication properly for each group of shareholders and stakeholders of the Company.



- 10) Consider and appoint sub-committee such as the Audit Committee, the Nomination and Remuneration Committee, Corporate Governance Committee, Executive Committee, management. Define duties and responsibilities of other sub-committees clearly to achieve the Company's objectives. The members of the sub-committee shall mainly consist of independent directors.
- 11) Evaluate the Company's compliance with the Good Corporate Governance policy and consistently review such policy.
- 12) Provide a succession plan and human resource development plan for employee, directors and executives.
- 13) Have authority to define and amend the list of authorized directors.
- 14) Have authority to authorize one or more directors, or any other persons, to take any action on their behalf within the authority approved by the Board of Directors. Such power of attorney must contain a clear scope of authority of the authorized person.

5.3 Sub-Committees

The Company has set up sub-committees to assist in screening relevant issues requiring fair judgment. The Company also defines the authority, duties, and responsibilities of each committee. The majority members of each committee must be independent directors and the Chairman of the committee should be an independent director as well.

GFPT has the following 5 sub-committees:

- 1) Audit Committee
- 2) Nomination and Remuneration Committee
- 3) Corporate Governance Committee
- 4) Risk Management Committee
- 5) Executive Committee

5.3.1 The Audit Committee

Structure and Qualifications

- 1) The Board of Directors has appointed the Audit Committee.
- 2) The Audit Committee consists of 3 independent directors, at least 1 person must be knowledgeable in accounting and finance.
- 3) The Board of Directors will appoint 1 independent director as Chairman of the Audit Committee.
- 4) The Audit Committee can appoint an employee to act as Secretary of the Audit Committee.



Term of office

- 1) Each term of office of the Audit Committee consists of 3 years. The members of the Committee, who retire from office by rotation, may be reappointed by the Board of Directors for another term.
- 2) The Audit Committee shall hold office for a period equal to the tenure of the Company's directors. Therefore the term of office will end at the Annual General Meeting of Shareholders at the same time as the end of the director's term of office.
- 3) If a position in the Audit Committee becomes vacant, the Board of Director shall elect a person who is qualified and not prohibited by law to become a Member of Audit Committee. The term of the newly appointed member of Audit Committee shall be equal to the remaining term of the former director.

The Audit Committee has the following duties and responsibilities:

Financial reporting, disclosure and auditing

- 1) Review the Company's financial reports to be accurate, complete, and reliable. The financial reporting and disclosures should be prepared in accordance with the accounting standards, laws and other relevant standards.
- 2) Consider the disclosure of the Company's information in case of related transactions or the conflict of interest to be accurate, complete, and in accordance with the regulations of the Stock Exchange of Thailand (SET) to ensure that the aforementioned transaction is reasonable towards the Company's interests and correctly maintains accounting records to be complete and transparent.
- 3) Prepare and publish an Audit Committee Report in the Company's Annual Report and provide comments on the following:
 - An opinion on the accuracy, completeness and creditability of the Company's financial report. An opinion on the accuracy, completeness and creditability of the Company's financial report.
 - An opinion on the adequacy of the Company's internal control system and risk management system.
 - An opinion on the suitability of a financial auditor.
 - An opinion about the Company's compliance with the law on securities, the SEC regulations or other laws relating to the Company's business.



- An opinion on transactions which may have potential conflicts of interest and related party transactions.
 - A general opinion or observations of the ARC while carrying out its duties.
 - Comment about other transactions that shareholders and investors should be aware within the scope of duties and responsibilities assigned by the Board of Directors.
- 4) Consider, select and nominate an independent person to serve as the financial auditor of the Company including any proposal for the auditor's dismissal.
 - 5) Consider the remuneration of the financial auditors of the Company.
 - 6) Promote independence and provide comments on the suitability of an auditor.

Internal audit

- 1) Review the Company's internal control system and internal audit to be adequate, appropriate and effective.
- 2) Supervise the internal audit department in both policy and operational level by approving a charter, independence and the scope and audit plan of the internal audit.
- 3) Ensure that a review of the internal control system by an independent assessor outside of the Company's organization (Independent Quality Assessment Review) is conducted at least every 5 years.
- 4) Approve the annual internal audit plan and budget for the internal audit process to ensure efficiency and effectiveness of conducted activities.
- 5) Select the appropriate person to work as the internal auditor including the consideration of a rotation or a dismissal of internal auditors.

Risk Management

- 1) Propose risk management policies and guideline to cover risks that may affect the Company's business to the Board of Directors for its consideration.
- 2) Control, monitor, and evaluate the risk management according to the risk management policy
- 3) Review the adequacy and efficiency of the risk management system and the policy as a whole.

Others

- 1) Review and amend the Charter of the Audit Committee to be up-to-date and appropriate to the environment of the organization and propose to the Board of Directors for approval.



- 2) Review to ensure that the Company's is in compliance with the law on securities and exchange, the regulations of the Stock Exchange, and laws relating to the Company's business.
- 3) Review to ensure that the Company's is in compliance with the Corporate Governance Policy and the Code of Conduct including the whistle blowing as well as the fraud and corruption.
- 4) Perform any other duties as assigned by the Board of Directors from time to time.

Meeting(s): at least 4 times a year

5.3.2 Nomination and Remuneration Committee

Structure and Qualifications

- 1) The Board of Directors appoints the Nomination and Remuneration Committee.
- 2) The Nomination and Remuneration Committee consists of not less than 5 members and at least 3 members must be independent directors.
- 3) The Board of Directors shall appoint 1 independent director as Chairman of the Nomination and Remuneration Committee.
- 4) The Nomination and Remuneration Committee of the Company can appoint an employee to act as the secretary of the Nomination and Remuneration Committee.

Term of office

- 1) Each term of office of the Nomination and Remuneration Committee consists of 3 years. The members of the Nomination and Remuneration Committee, who retire from office by rotation, may be reappointed by the Board of Directors for another term.
- 2) The Nomination and Remuneration Committee shall hold office for a period equal to the tenure of the Company's directors. Therefore the term of office will end at the Annual General Meeting of Shareholders at the same time as the director's term of office.
- 3) If a position in the Nomination and Remuneration Committee becomes vacant, the Board of Director shall elect a person who is qualified and not prohibited by law to become a member of Nomination and Remuneration Committee. The term of the newly appointed member of the Nomination and Remuneration Committee shall be equal to the remaining term of the former director.



The Nomination and Remuneration Committee have the following duties and responsibilities:

Recruitment

- 1) Review the organization structure to be appropriate to the strategic needs of the Company.
- 2) Establish rules and procedures for the recruitment and selection of directors, members of the sub-committees, president, executive and secretary of the Company and to propose such rules and procedure to the Board of Directors or as an agenda at the shareholders meeting for its approval as the case may be.
- 3) Review, Review, select and screen names and profiles of those to be nominated as directors, member of committees, president, executive and secretary of the Company in the event of a position vacancy and to further propose to the Board of Directors for its approval in accordance with the procedures for the recruitment as well as the reliable database such as The Securities and Exchange Commission (SEC)'s website, IOD Chartered Director, and Thai Institute of Directors (IOD)'s website.
- 4) Disclosure policies and details of the recruitment process in the annual report of the Company.
- 5) Provide criteria for the succession of into the position as the Company's executive and to further propose it for the Board of Directors' consideration.
- 6) Prepare an appropriate succession plan and the continuity of the management for the position of Chief Executive Officer, Managing Director, Authorized Management, and high level executives and to further propose it to the Board of Directors for its approval.
- 7) Determine criteria to evaluate and evaluating the performance of the Board of Directors annually and to report the result to the Board of Directors.
- 8) Conduct an annual performance evaluation of the Board of Directors and the Chief Executive Officer and to report the result to Board of Directors.
- 9) Provide an annually self-assessment evaluation of the performance of the Nomination and Remuneration Committee and to report the result to the Board of Directors.
- 10) Any other duties regarding recruitment as assigned by the Board of Directors.

Remuneration

- 1) Set out a clear and transparent criteria and policy of the remuneration for the directors, sub-committees, and the executives and to further propose it to the Board of Directors and/or at the shareholders' meeting for an approval.



- 2) Recommend the appropriate remuneration for the Board of Directors, sub-committees and the executives as compare to their duties and responsibilities.
- 3) Disclose the remuneration policy and the various types of remunerations in the Annual Report of the Company.
- 4) Any other duties regarding selection and remuneration as assigned by the Board of Directors.

Meeting(s): at least 2 times a year

5.3.3 Corporate Governance Committee

Structure and Qualifications

- 1) The Board appoints the Corporate Governance Committee.
- 2) The Corporate Governance Committee consists of 7 members and at least 3 members must be the directors of the Company.
- 3) The Board of Directors will appoint 1 independent director as Chairman of the Corporate Governance Committee.
- 4) The Corporate Governance Committee can appoint an employee to act as the secretary of the Corporate Governance Committee.

Term of Office

- 1) Each term of office of the Corporate Governance Committee consists of 3 years. The members of the Corporate Governance Committee, who retire from office by rotation, may be reappointed by the Board of Directors for another term.
- 2) The Corporate Governance Committee shall hold office for a period equal to the tenure of the Company's directors. Therefore the term of office will end at the Annual General Meeting of Shareholders at the same time as the director's term of office.
- 3) If a position in the Corporate Governance Committee becomes vacant, the Board of Director shall elect a person who is qualified and not prohibited by law to become a member of Corporate Governance Committee. The term of the newly appointed member of the Corporate Governance Committee shall be equal to the remaining term of the former director.



The Corporate Governance Committee has the following duties and responsibilities:

Corporate Governance

- 1) Set the policy and direction of the Corporate Governance of the Company's operation and to propose such policy to the Board of Directors for its approval.
- 2) Regulate, advice, and monitor the Company's compliance towards Corporate Governance Policy, the Code of Conduct, and other related laws.
- 3) Regularly review and update Corporate Governance policies to ensure appropriateness.
- 4) Recommend the requirements of Corporate Governance principles to the Company's directors, management and employees.
- 5) Promote information about Corporate Governance policies and best practices towards the Company's employees.
- 6) Annually issue report on Corporate Governance of the Company.

Business Ethics

- 1) Prepare a Code of Conduct handbook and propose to the Board of Directors for approval.
- 2) Regulate, advice and monitor the Company's compliance towards the Code of Conduct and related laws.
- 3) Regularly review and update Code of Conduct handbook to ensure appropriateness.
- 4) Recommend the requirements under Code of Conduct to the Company's directors, management and employees.
- 5) Handle complaints of any violation of business ethics and to conduct an investigation to clarify facts or doubts in the event of a suspicion of violation.
- 6) Create awareness and train employees to understand business ethics and promote employees to practice and follow the Code of Conduct.
- 7) Annually prepare a report on the Company's business ethics to the Board of Directors for their consideration in the event of significant matters that may affect the Company, including providing an opinion on the Company's practice and to suggest actions to appropriately correct such matter.

Meeting(s): at least 2 times a year



5.3.4 Risk Management Committee

Structure and Qualifications

- 1) The Board of Directors has appointed the Risk Management Committee.
- 2) The Risk Management Committee, there are 5 directors consists of 1 independent director and 4 directors or executives (include Managing Director or Chairman of Executive Committee).
- 3) The Board of Directors will appoint 1 independent director as Chairman of the Risk Management Committee.
- 4) The Risk Management Committee can appoint 1 employee to act as the Secretary of the Risk Management Committee.

Term of Office

- 1) Each term of office of the Risk Management Committee consists of 3 years. The members of the Risk Management Committee, who are retired from office by rotation, may be reappointed by the Board of Directors for another term.
- 2) The Risk Management Committee shall hold office for a period equal to the tenure of the Company's directors. Therefore the term of office will end at the Annual General Meeting of Shareholders at the same time as the end of the director's term of office.
- 3) If a position in the Risk Management Committee becomes vacant, the Board of Directors shall elect a person who is qualified and not prohibited by law to become a member of the Risk Management Committee. The term of the newly appointed member of the Risk Management Committee shall be equal to the remaining term of the former director.

Duties and Responsibilities:

- 1) Consider policy of risk management, risk appetite and risk tolerance, and also conduct risk management manual.
- 2) Communicate risk management policy and manual to all business units as a risk owner, and also provide risk assessment and key risk indicators.
- 3) Control, monitor, and evaluate the risk management of each business unit, and also provide prevention and means to reduce risk.
- 4) Review the adequacy and efficiency of the risk management system and policy then constantly report to the Audit Committee.



- 5) Review and revise the risk management manual annually to be up-to-date and appropriate for the business environment.

Meeting: at least 1 times a year

5.3.5 Executive Committee

Structure and Qualifications

- 1) The Board of Directors has appointed the Executive Committee.
- 2) The Executive Committee consists of Board of Directors, Managing Director, Deputy Managing Director, Company executives, and external qualified persons.

Term of Office

- 1) Each term of office of the Executive Committee consists of 3 years. The members of the Executive Committee, who are retired from office by rotation, may be reappointed by the Board of Directors for another term.

Duties and Responsibilities:

- 1) Specify target and related policy to present to the Board of Directors.
- 2) Consider necessary issues to present to the Board of Directors excluding other unrelated duties of itself.
- 3) Conduct the guideline provided by the Board of Directors including the command, communication, planning, and the Company's operations in accordance with the policies determined by the Board of Directors.
- 4) Have authority to consider operational issues and to appoint or assign other person to perform as executive properly.
- 5) Have authority to adjust plan and budget of any company's projects.
- 6) Have authority to decide practices, rules, and regulations of the Company's operations.
- 7) Have authority to follow up any departments of the Company to achieve goals and plans.
- 8) Suggest, advise, guideline to the Managing Director and working group as assigned.
- 9) Any other duties as assigned by the Board of Directors.

Meeting(s): at least 12 times a year



5.4 Board of Directors' Meeting

5.4.1 Attendance of the Meeting

The Board of Directors shall have regular meetings every month. The meeting schedule is set out in advance since January of each year and designated to be last Thursday of each month (not less than 6 times per year). The Company Secretary shall notify each director of the schedule and agenda in advance. However, the schedule of meetings can be changed based on the significance of the agenda items to be considered.

The Company will submit reports on operational performance to the Board of Directors if no meeting was held in that month. The Board of Director, therefore, can consistently and timely monitor, administer and supervise the operation of the management.



For the year 2015, the directors attended the meetings as follows:

	Name-Surname	Position	Meetings in 2015						
			BOD	AC	NRC	CGC	RMC	EC	AGM
			Total of 9 times	Total of 4 times	Total of 2 times	Total of 2 times	Total of 1 times	Total of 9 times	Total of 1 times
1	Mr. Prasit Sirimongkolkasem	-Chairman	8/9	-	-	-	-	-	1/1
2	Mr. Virach Sirimongkolkasem	-Vice Chairman -Executive Committee	9/9	-	-	-	-	9/9	1/1
3	Dr. Anan Sirimongkolkasem	-Director -Chairman of Executive Committee -Member of Nomination and Remuneration Committee -Member of Corporate Governance Committee -Member of Risk Management Committee	9/9	-	2/2	2/2	1/1	9/9	1/1
4	Dr. Sathit Karanes	-Independent Director -Chairman of Audit Committee -Chairman of Nomination and Remuneration Committee -Chairman of Corporate Governance Committee	9/9	4/4	2/2	2/2	-	-	1/1
5	Mr. Paramet Hetrakul	-Independent Director -Chairman of Risk Management Committee -Member of Audit Committee -Member of Nomination and Remuneration Committee	9/9	4/4	2/2	-	1/1	-	1/1
6	Mr. Thanathip Pichedvanichok	-Independent Director -Member of Audit Committee -Member of Nomination and Remuneration Committee	9/9	4/4	2/2	-	-	-	1/1
7	Mrs. Somsiri Ingpochai	-Director -Member of Risk Management Committee -Executive Committee	9/9	-	-	-	1/1	9/9	1/1
8	Ms.Wannee Sirimongkolkasem	-Director -Member of Risk Management Committee	9/9	-	-	-	1/1	-	1/1
9	Mr. Sujin Sirimongkolkasem	-Director -Member of Nomination and Remuneration Committee -Member of Corporate Governance Committee -Member of Risk Management Committee -Executive Committee	9/9	-	2/2	2/2	1/1	7/7*	1/1

Note: Mr.Sujin Sirimongkolkasem has been appointed to be a member of executive committee since 23 February 2015.



5.4.2 Meeting Agenda

The Chairman, Chairman of executive committee and Managing Director will together determine the agenda to ensure that all significant matters are included. The directors have the opportunity to freely propose agendas at the meeting that will benefit the Company.

5.4.3 Meeting Documents

The Board of Directors assigns the Company Secretary to prepare and send the supporting documents for the meeting to the directors for their consideration at least 5 working days prior to the meeting.

5.4.4 The Meeting

The Chairman will allocate sufficient time to consider the issues in each agenda of the meeting.

5.4.5 Invite management to attend the Meeting

The Board of Directors encourages the invitation of senior management to attend the board's meetings to provide additional insights into the agenda items being discussed because of their personal involvement in these areas and to give the opportunity to meet the Board of Directors for their further consideration of a succession plan.

5.4.6 Access to Information

The Board of Directors will have access to additional necessary information from Managing Director, the Company Secretary and any other assigned executive management within the scope of the policy and, if necessary, independent opinion from external consultants or specialists can be provided at the cost of the Company.

5.4.7 Meeting with Non-Executive Directors

The Board of Directors encourages non-executive directors to independently meet and discuss interested matters among themselves without the management participation. The results of the meeting should be notified to the Managing Director (not less than 3 times per year). In 2015, non-executive directors had 4 meeting without the management participation.



5.5 Remuneration of the Board of Directors and Executives

5.5.1 Remuneration for Directors

The Board of Directors has delegated to the Nomination and Remuneration Committee the matter of considering the appropriateness of the directors' remuneration for each year. The directors' remuneration shall then be proposed to the Board for Directors and at the General Meeting of Shareholders for a final approval.

The Nomination and Remuneration Committee shall determine the fair remuneration of directors according to policies and guidelines to be comparable to the practices of the industry, experience, duties, accountability and responsibilities of the role and to be fair and in accordance with the result of their operations.

The Nomination and Remuneration Committee shall also consider director's remuneration by conducting and considering a remuneration survey to assess a reasonable and competitive remuneration.

In 2015, total remuneration for 9 directors was THB 5,395,000 being monthly remuneration and bonus in compliance with the approval of the shareholder's meeting. In addition, some directors received remuneration from subsidiaries of the Company in total amount of THB 610,000. The details of monetary remuneration of each director are shown as follows:

(Unit: Baht)

No.	Name-Surname	Remuneration		
		Director and Independent Director of GFPT	Director of Subsidiaries	Total
1.	Mr. Prasit Sirimongkolkasem	650,000	130,000	780,000
2.	Mr. Virach Sirimongkolkasem	585,000	130,000	715,000
3.	Dr. Anan Sirimongkolkasem	585,000	130,000	715,000
4.	Dr. Sathit Karanes	650,000	-	650,000
5.	Mr. Paramet Hetrakul	585,000	-	585,000
6.	Mr. Thanathip Pichedvanichok	585,000	-	585,000
7.	Mrs. Somsiri Ingpochai	585,000	130,000	715,000
8.	Ms. Wannee Sirimongkolkasem	585,000	-	585,000
9.	Mr. Sujin Sirimongkolkasem	585,000	90,000	675,000



5.5.2 Remuneration for Executives

The Board of Directors has delegated the Nomination and Remuneration Committee to be responsible for considering the appropriateness of executive remuneration as compared to their experience, roles and responsibilities of the scope of work each year, and to subsequently propose to the Board of Directors for their consideration and approval under transparent criteria. The remuneration for executives should be consistent with the results of operations of the Company, individual performance and comparable to normal standards in the agricultural and food industry and leading companies in Thailand by using the result of the survey conducted by the Nomination and Remuneration Committee.

In 2015, the Company made a remuneration of THB 39,257,072.90 to 10 executives for their salary, bonus, and other remunerations (excluding senior accounting department manager).

5.6 Performance Evaluation of the Board of Directors, Sub-Committee and the Chairman of Executive Committee

The Nomination and Remuneration Committee set up evaluation of the Board of Directors, Sub-Committee and Chief Executive Officer at least once a year and disclose criteria, procedures, and result of the evaluation in the annual report.

5.6.1 Performance Evaluation of the Board of Directors

Criteria

The Nomination and Remuneration Committee shall set up an annual performance evaluation of the Board of Directors at least once a year based on the self-assessment guideline provided by the Stock Exchange of Thailand⁵ and to adapt it to fit the Company's structure. The self-assessment serves as a framework to monitor the performance of the duties of the Board of Directors, promote collaborative analysis of the operational results and problems which occurred in the operation of business, create good corporate governance and to subsequently disclose the criteria, procedures, and the evaluation result in the annual report.

Criteria in the performance evaluation of the Board of Directors (Group) are as follows:

- 1) Structure and qualifications of the Board
- 2) Roles and responsibilities of the Board
- 3) Meeting of the Board
- 4) Act of duties of directors

⁵ Self-evaluation committee, Corporate Governance Development for Capital Markets, February B.E.2558. (Attachment 1 & Attachment 4)



- 5) Relationship with the management
- 6) Self-development of directors and development of executives
- 7) Thai Institute of Directors' assessment of the Corporate Governance of listed companies

Performance evaluation criteria for individual director (self-assessment) are as follows;

- 1) Structure and qualifications of the Board of Directors
- 2) Meeting of the Board of Directors
- 3) Roles and responsibilities of the Board of Directors

Procedures

The Company shall arrange the performance evaluation of the Board of Directors annually to evaluate the previous year operation. The Company Secretary will distribute the evaluation form to each director as a group and individual (self-assessment) and propose to the Nomination and Remuneration Committee and to propose it to the Board of Directors for its consideration. The Company shall also use any recommendations on the performance evaluation to improve effectiveness of the Board's operation and maximize the benefits of corporate governance.

5.6.2 Performance Evaluation of the Sub-Committee

Criteria

The Board of Directors shall evaluate the performance of each sub-committee at least 1 time per year based on the board self-assessment guidance by the Stock Exchange of Thailand⁶ including the structure and qualifications of each sub-committee, the meeting of sub-committee, roles, duties, and responsibilities of each sub-committee to consider, review, and perform appropriately.

Procedures

The Company has evaluated the performance of each of the committees annually to analyze the previous year operation. The Company Secretary will distribute the evaluation form to the Chief Executive Officer to evaluate the performance of each sub-committee and present it to the Board of Directors for its consideration.

⁶ Self-evaluation committee, Corporate Governance Development for Capital Markets, February B.E.2558. (Attachment 3)



5.6.3 Performance evaluation of the Chief Executive Officer

Criteria

The Board of Directors shall evaluate the performance of the Chief Executive Officer at least once a year on their leadership, set up and implementation of strategy, planning and financial performance, relationship with the Board of Directors, outsiders, and employees, operational management and relationship with other personnel, succession plan, knowledge on product and service, risk management and internal control, corporate governance and business ethics, personal characteristics based on the assessment guideline provided by the Stock Exchange of Thailand.⁷

Procedures

The Company has evaluated the performance of Chief Executive Officer annually to analyze the previous year operation. The Company Secretary will distribute the evaluation form to independent directors or non-executive directors or Nomination and Remuneration Committee to evaluate the performance and to subsequently present it to the Board of Directors for its consideration.

For 2015, the Company performed the annual performance evaluation of the Board of Directors (as a group and individual) including sub-committees, and the CEO. The results of performance evaluations derives higher than 90% which reflected the satisfaction in overall performance in 2015. The results were reviewed and discussed in the Board of Directors' meeting (No.1/2016) held on 28 January 2016 to improve the effectiveness of the Board's operation.

5.7 Development of Directors and Executives

5.7.1 Orientation

The orientation will be held every time a new director is being appointed⁸ with each new director presented with a Director's Handbook and other useful information in being a director, such as the nature of the Company's business and the direction of the business operation. The Company has assigned the Company Secretary to be in charge of the orientation for new directors.

The orientation will also include presentations by senior management on the Company's information and business.

⁷ Evaluation form of the CEO, Corporate Governance Center, B.E.2554

⁸ Board Orientation Guideline B.E. 2556, The Stock Exchange of Thailand.



5.7.2 Succession Plan and Knowledge Development

- 1) The Board of Directors has determined that management is responsible for the development of a succession plan for the Company's uninterrupted operation in case an executive cannot work assume his/her role.
- 2) Chief Executive Officer is responsible to regularly report to the Board of Directors on the succession plan to ensure that the Company has a good human resource management for any level of management.
- 3) The Board of Directors has encouraged the training and provision of knowledge for Directors, Audit Committee members, Company Secretary, and senior executives about corporate governance principle, duties, and knowledge development to allow on-going improvement of performance of duties and enhance efficiency.

In 2015, directors and company secretary attended Thailand CG Forum on topic "Governance as a driving force for business sustainability" and Directors Forum 2/2015 on the topic "Building Better Board through Effective Independent Director".

5.8 Internal Audit Department

The Board of Directors established the internal audit department that directly reports to the Audit Committee. The internal audit activities include administrative and operational activities of the business. The internal audit department and the auditor will convene in at least 4 meetings per year with the Audit Committee to report on the review of internal control system, related transactions of the Company, consideration of the nomination and appointment of the auditors, review financial reports, oversee compliance with regulations and policies, and conclusion / opinion of the Audit Committee towards various operations to the Board of Directors.

The Audit Committee has appointed Mr. Theerasak Piamsuphakphong to be a director of internal audit department. The duties and responsibilities are as follows:

- 1) Report on the review of internal control system and related transactions of the Company.
- 2) Consider the nomination and appointment of the independent auditors qualified in accordance to SEC's rules.
- 3) Review financial reports.
- 4) Oversee compliance with regulations and company policies.



- 5) Prepare both short-term and long-term internal audit plan.
- 6) Control internal audit to ensure compliance with the audit plans and standards.
- 7) Review the internal audit plan.
- 8) Prepare and review the annual budget of the internal audit.
- 9) Training and Development Agency audit.
- 10) Perform other tasks as assigned.

Note: Information of Internal Audit Director is shown in the Attachment 3 of Form 56-1 for the year 2015

5.9 Company Secretary

The Board of Directors has appointed Ms. Jutamas Ingpochai as Company Secretary on 16 October 2008, under Section 89/15 of the Act of Securities and Exchange Commission Securities and Exchange Act B.E. 2535 amended by Act No. 4 in B.E. 2551. Ms. Jutamas Ingpochai graduated with a doctoral degree in business management and participated in training courses regarding Company Secretary Role such as Company Secretary Program and Fundamental Practice for Company Secretary. The roles and responsibility include:

- 1) Provide basic advice to the directors on the Company's memorandum of association, laws and rules and regulations of the relevant authorities.
- 2) Manage and coordinate the Board of Directors' meeting, sub-committees' meeting and the shareholders' meeting in accordance with the objective, memorandum of association, board's resolution, shareholders' resolution and other rules and regulations.
- 3) Prepare minutes of the shareholders' meeting and the Board of Directors' meeting and monitor the implementation of the resolutions.
- 4) Prepare and file documents, including the directors register, notice of the meeting and minute of the Board of Directors / shareholders and the Annual Report of the Company.
- 5) Retain any report on conflict of interest that prepared by the directors and executives and to report to the Chairman and Chairman of the Audit and Risk Management Committee within 7 days from the receipt date.
- 6) Ensure that the disclosure and reporting information to the regulatory agencies complies with the relevant laws and regulations.



- 7) Provide training and necessary information to the newly appointed directors.
- 8) Provide advice and coordinate with the secretary of the various committees.
- 9) Perform other duties as assigned by the Capital Market Supervisory Board or the Board of Directors.

Note: Information of Company Secretary is shown in the Attachment 1 of Form 56-1 for the year 2015



Fee of the auditor

Mr. Ampol Chamnongwat, the authorized auditor No. 4663 from SAM NAK-NGAN A.M.C. Co., Ltd. was the auditor of the Company and its subsidiaries for the accounting period of the year 2015.

The Company and its subsidiaries paid the audit fee to SAM NAK-NGAN A.M.C. Co., Ltd. for the accounting period of the year 2015. The detail is shown as follows:

1. Audit fee

The Company and its subsidiaries paid the audit fee for the accounting period of the year 2015 in amount of 2,630,000.00 Baht, as shown in the following detail:

The audit fee of the Company	in amount of	840,000.00 Baht
The audit fee of 5 subsidiaries	in amount of	1,790,000.00 Baht

2. Non-audited fee

The Company and its subsidiaries did not have any non-audit fee in accounting period of the year 2015.



10. Corporate Social Responsibility Report

Following the incorporation of the Corporate Social Responsibility Report (CSR Report) as part of the Annual Report since the year 2014, the Company has now started producing a separate Sustainability Report which is prepared in accordance to the Global Initiatives Guideline (GRI) Version 4 pursuant to the GRI Content Index, as disclosed at the end of this report, to convey information about GFPT Public Company Limited's operations and our responsibility towards economics, social, and environmental factors, including the interests of all stakeholders, which follows the organization's business policy of being a leader in the industry of a fully integrated production and processing of animal and agricultural products emphasizing on the safety and traceability of our products as well as being responsible towards the environment and the society. The procedure for sustainability for the year 2015 are as follows:

Procedure for Sustainability

1. Production

GFPT's core business is to produce chicken meat products; therefore, we believe that delivering good quality products, meeting international standards, and satisfying the customers' needs are the core values and the fundamental factors in achieving the Company's sustainable growth. Over the past 30 years, the Company has improved its chicken meat production process in multiple aspects including: expanding backward integration to become a fully vertical integrated chicken producer, utilizing modern machinery in the production process to increase production efficiency, using nutritious feed in order to obtain nutritious chicken meat, improving feed formula and having effective chicken farming system in order to lower production costs, setting the quality measurement and audit system in every step of production, and having a traceability system in place in order to be able to retrace from the origin of raw materials to the end product sold to customers so that the customers can have greater confidence in the quality of our chicken meat products. The Company's past improvements has been focused on creating greater confidence for customers and consumers that GFPT's chicken meat products are good quality, safe for consumption, and also environmentally friendly.

Responsibility towards Customers

As a leading integrated chicken producer, GFPT proactively emphasizes on "food safety and food quality" throughout our food chain as it is essential to our business operations. We demonstrate our commitment to food quality and safety through various dimensions including: knowledge and capable personnel, and rigorous quality assurance measures at every step of the food chain starting from feed materials to finished products. We also communicate with responsibility in order to promote healthy diet and proper nutrition as follows:



Food Quality and Safety throughout our Food Chain

GFPT emphasizes on quality and safety of our feed ingredients and finished products. We implement rigorous feed-to-food quality system in our integrated chicken production starting from feed mill, chicken farm, and chicken processing. We set stringent quality measures on both physical and biological at every steps including sourcing feed materials, feed production, chicken raising, chicken processing, further processing, transportation, and distribution, in order to assure that our chicken meat products are safe. The quality control measures of the key operations are as follow:

Feed Mill

The origin of our food quality and safety starts at the feed mill. We set up “**Feed Laboratory**” in both locations of our feed mill facilities to test and certify the quality of feed materials, feed productions, and feed products. The feed laboratories endorse the quality standard of the feed products, test feed nutrition, and identify chemicals or residues in feed ingredients in accordance to law and regulations. Our feed laboratories have passed ISO 17025 (the general requirements for the competence of testing and calibration laboratories) by the Department of Science Service, Ministry of Public Health.



Chicken Farm

Chicken farm is a key process of our integrated chicken production as chicken is the most important assets. Our chicken receives healthy and high nutritious feed, sufficient water, be treated with decent animal welfare, be reared in good environment (Environmental Enrichment), and free of diseases. In addition, we set up “**Chicken Veterinarian and Technical Team**” to monitor animal welfare practice, set measures to control disease prevention, and regulate the use of drugs and vaccines, in accordance with the laws and international standards. Our Chicken Veterinarian and Technical Team pass ISO 9001:2008. The team is responsible in making chicken health check planning, sharing knowledge about animal health and disease preventive protocol to chicken raising operators.

Environmental Enrichment in rearing chicken is the promotion of animal welfare to chicken by providing a good environment and the necessary tools to promote chickens to act and show their natural instincts such as providing fodder or grass for the chicken to walk or sleep on or to clinch onto the fodder. Such activities will promote the chicken to be stronger, healthier, less stressful and cause less fear towards the chickens.



Chicken Processing Plant

The chicken processing plant is the most importance as it is the last stage of the production before the products end up with customers and consumers. Therefore food safety and the quality of the chicken meat are strictly controlled in all stages of production before delivering to customers and consumers. In addition to the international standards of food quality inspection systems such as GMP, HACCP, etc., the Company also set up laboratory facilities including a “**Chemical Laboratory**” to test for pesticide residues, nutrition, and various chemicals; and a “**Microbiological Laboratory**” to test microbes, pathogens, and residues of antibiotics in order to reassure the food quality and safety of its products.

Our laboratories are accredited with ISO / IEC 17025, which is the international standard certifying the competence of testing and calibration laboratories, being first accredited in 2004. In continually expanding our operations, further accreditation were gained and recently in November 2014, the Company's laboratories were accredited for 64 tests and calibration focusing on the testing method with fast results in order to reduce storage time. In addition, testing methods which uses fewer chemicals have been developed to minimize handling of chemicals and environmental damage but at the same time maintaining the quality of the test and its accuracy.

Moreover, the Company's laboratories have been registered as competent facilities under the ISO / IEC 17025 issued by the National Bureau of Agricultural Commodity and Food Standards (ACFS). The laboratories have also been registered as approved laboratories for the analysis of livestock products for the Department of Livestock Development, Ministry of Agriculture and Cooperatives, which allows the Company to utilize analysis of the Company's products conducted by its laboratories as approved supporting documents for the application for a Health Certificate from the Department of Livestock Development. Furthermore the Company has also received certification and awards such as:

- Certificate of Excellence for laboratory quality for medical and public health for the year 2011 “Silver” level from the Department of Medical Sciences, Ministry of Public Health
- Certificate of Excellence for laboratory quality for medical and public health for the year 2013 “Gold” level from the Department of Medical Sciences, Ministry of Public Health
- Certificate for medical and health cooperation laboratory year 2013 from the Department of Medical Sciences, Ministry of Public Health
- Commemorative plaque for the Analysis Laboratory of Agricultural Products and Food of the Year 2013 from the National Bureau of Agricultural Commodity and Food Standards (ACFS).



These awards reflect the Company's development and the maintenance of standards and has continually built our customer's and consumer's trusts.

Standards for Quality Management

Each year, our chicken processing plant has been certified by internal audit, customer audit, and third party audit to assure customers' confidence that the quality of our products including feed, live chicken, chicken meat, and fully cooked chicken products meet international quality standards. The Company has certified the following quality system certification:

- GMP (Good Manufacturing Practice)
- HACCP (Hazard Analysis Critical Control Point)
- BRC Global Food Safety Standard
- ISO 9001 (Quality Management System)
- ISO 14001 (Environmental Management System)
- ISO 17025 (Competence of Testing and Calibration Laboratories)
- ACP (Assure Chicken Production)
- HALAL (Food Permitted under the Islamic Law)
- SQMS (McDonald's Supplier Quality Management System)

Traceability from Feed to Food

Traceability system is the essential mechanism to meet the expectation of customer and consumer and to ensure that our products are safe and meet quality standard. Our products can be traced back to every stage of production with the linkage of production information from feed production, farm operation, and food processing. Thus, we can trace back our products to all stages of production as well as its origin of raw materials.

Meanwhile, the information is linked together from the meat processing plant to transportation, to distribution, and to consumers, thus, we can track product status at any point in the food chain. In case of there is any problem occurred with customers and consumers, we can accurately and timely recall our products. Thus, customers can be assured that our products are 100% safe for consumption.



Animal Welfare

We recognize the importance of animal welfare. Our chicken farms have followed the standard practices for agricultural animals (Good Agriculture Practices: GAP) as well as standard for agricultural products in regards to animal welfare practice.

We have also been certified for the animal welfare practices in accordance to the Red Tractor Assurance (RTA), which is the standard for the meat production for export throughout the chicken supply chain. Under these standards, the Company has taken all steps in regard to the happiness of chickens throughout the raising period.

For example, chicken must be free from hunger and thirst, the system shall provide enough food and water, environment shall be free from discomfort, free from pain, injury or illness (a preventive system and catching chicken with care), free to live naturally, free from fear and anxiety (the raising conditions do not cause any distress, for instance, chickens catching process).

In compliance with regulations and standards of the Department of Livestock Development, of Agriculture and animal welfare standards, GFPT's animal welfare protocol is very strict covering chicken raising farm, feeding system, health management, disease and illness protection, catching live bird, animal welfare, recorded information, and staffs' and workers' training.

The Company is confidence and assurance that the Company's products are high quality, hygienic, antibiotics and residue free and safe for consumption in both domestic and international market.

Bio-Security System

GFPT focuses on the implementation of bio-security system in our key operations in order to use as a preventive measure for animal disease outbreak. Our strict bio-security system covers many steps of operations, for example:

➤ Chicken Feed:

We have nutritionist experts to research and develop high quality feed formula. Our feed mills operate with modern feed production systems and control by computerized system. Our feed products are safe and meet with the dietary requirement of different chicken's aging.



➤ **Chicken Farming:**

Our chicken farm houses are closed evaporative cooling system with ventilation system to prevent any disease carrier. All chicken houses are equipped with mechanical systems to deliver feed and water automatically. The CCTV systems have been set up in the chicken houses to closely monitor the chicken welfare.

➤ **Personnel and Vehicles**

We have set strict regulations for personnel and vehicles entering into the farm area. Only farm workers and farm vehicles are authorized to enter into the farm area. The authorized person must shower, shampoo, disinfect, and change clothes when entering into the farm house. All vehicles must be washed and disinfected to prevent dust, contamination, or any carrier from outside that may cause disease within the farm.

Poultry Compartmentalization

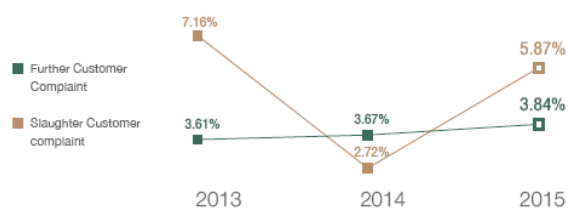
In order to mitigate the risk of avian influenza outbreak, GFPT has implemented the poultry compartmentalization according to guideline of the Department of Livestock Development re: the Compartmentalization in Poultry Industry in Thailand B.E. 2554 as follow:

- Set a biosecurity management principle based on Hazard Analysis and Critical Control Point (HACCP) for avian influenza;
- Set the surveillance protocol for avian influenza at the farm site and buffer zone in a radius of 1 km.;
- Set the controlled protocol for avian influenza at the farm site and buffer zone in a radius of 1 km.;
- Set a traceability system

By being determined and attentive in all stages of production in order to meet international standards, in 2015, the Company received good response from both local and foreign customers which is reflected in the continual growth in its revenues and profits (details as shown under the topic “Management’s Discussion and Analysis”) together with the high satisfaction of the customers and the reduced number of complaints from customers.

Complaint Rate

(number of complaints from customers per 1,000 tonnes of production)



Customer’s Satisfaction Rate





2. Ethical and Fair Business Practice

Policy on Ethical and Fair Business Practice

The Company has established guidelines practice of its stakeholders in the Company's Code of Conduct in regard to the stakeholders' responsibility including shareholders, employees, contractors, customers, suppliers, communities, and the environment. We also promote free competition. The Company shall avoid any activity that relates to conflict of interest, violation of intellectual property, and all kinds of corruption. We promote social responsibility at every step of our production chain. (Details are shown in the Company's Code of Conduct)

Corporate Governance Policy

The Company recognizes the importance of the Good Corporate Governance and believes that good management system, the board of directors and executives with vision and responsibility, the control mechanism and the balance of power for the transparent administration, accountable, respect the equality of shareholders, and responsible to stakeholders shall be an important factor to add value and maximize returns to shareholders of the Company in the long run.

The Company has constructed the Good Corporate Governance policy under the criteria of the Stock Exchange of Thailand and the regulations of the Organization for Economic Co-Operation and Development (OECD) as guidance in conducting business for directors, executives, and employees of the Company. The Company will review and revise the principles and guidelines of its Good Corporate Governance policy annually so as to be appropriate with any changes that may occur from the operation, environment, situation, or laws.

In 2015, the Company's Corporate Governance was evaluated under the Corporate Governance Report of Thai Listed Companies (CGR) program and obtained "Very Good" ranking and received 4 stars from the National CG Committee with a score of 89% from the Thai Institution of Directors (IOD), the Stock Exchange of Thailand, and the Securities and Exchange Commission. It was also evaluated for the quality of the Annual General Meeting for the year 2015 by the Thai Investors Association, the Thai Listed Companies Association, and the SEC with a full score of 100.

In addition, the Company also received SET AWARDS 2015 in the category of Best Investor Relations Awards amongst listed companies having a market value between 10,000-30,000 million Baht as organized by the Stock Exchange of Thailand and the Money and Banking Magazine.



Compliance with Laws, Rules and Regulation Policy

The Company emphasizes on compliance to laws and regulations that follows the international business ethics. The directors, management and employees must perform within the framework of laws, rules and regulations and will not participate in any action that will violate the law, rules or regulations.

In 2015, the Company did not commit any offense or act which violated the provisions of the Public Company Limited Act or the regulations of governing bodies such as the SEC or the Stock Exchange of Thailand.

Business Ethics Policy

The Company follows principle to operate business with honesty, integrity and ethics, including compliance with the laws, rules and regulations by equally taking into account the rights of stakeholders such as the shareholders, employees, customers, suppliers, creditors, competitors, community, society and the environment. The Company defines and encourages business ethics to the directors, management and employees in the Code of Business Ethics as follows:

Management and Maintain Business Ethics

- Directors, management and employees should understand and strictly follow a code of business ethics, if found to have violated or acted upon on the contrary to the Company's business ethics, appropriate process will be considered. In the event that such action is contrary to regulations and Memorandum of Association, the Company will consider appropriate punishment or penalty to the case.
- Directors, management and employees have signed acknowledgment of business ethics once employed and when changes are made.
- Managers and supervisors have to be role model in practicing business ethics and responsible for monitoring and encouraging subordinates to follow the business ethics.
- Corporate Governance and Business Ethics Committee has been appointed by the Board of Directors and is responsible for reviewing the Business Ethics Handbook to be in accordance with the Company's business, laws and regulations. Corporate Governance and Business Ethics Committee must arrange a meeting at least 2 times per year and reports to the Board of Directors.



Report on Non-compliance of Business Ethics

- Directors, management and employees have obligation to report conduct that may violate the Code of Business Ethics. If witness, pressured or forced to act in contrary to the business ethics, report to the supervisor or the executive or Corporate Governance and Business Ethics Committee ethics case.
- The Company has a policy to maintain confidentiality and protect those who report, the whistle blower will not be punished if it is good intention.

Labor Relations Policy

The Company is committed to treat its employees equally, to provide decent working conditions, to offer appropriate benefits, and to provide fair treatment to its employees at all level. Supervisors must be good role model and dependable to its subordinates. The Company also promotes employee engagement activity to establish good relationships.

Workforce Equality and Fairness

GFPT sets employment policy and practice toward equality and fairness to its employees at all level including remuneration, transfer of employee, training, skill development, career advancement, promotion, wellness, health, safety, and labor protection. We set up a Labor Relations unit to responsible for planning, monitoring, and evaluating labor relations activities and also coordinating with other relevant departments.

Human Rights Policy

The Company has a policy to support and respect the protection of the human rights. The business of the Company will not be involved with forced labor or child labor, fair treatment to all stakeholders on the common practical principles by taking into the consideration human dignity, non-discrimination, equal treatment without prejudice regardless of their origin, ethnic, gender, age, color, religion, disability or family status. Promote human rights compliance within the Company and subsidiaries and among its joint venture partners, suppliers and all stakeholders based on international standards. Protect the rights of stakeholders that have been violated by the Company's business operations and compensate at a minimum rate of not less than the rate specified by law.

Social Accountability Policy

The Company accepts and trusts a group of partner companies to proceed on behalf of the Company in acting in compliance with international standards regarding "Ethics of business operators towards employees at the work place having a Social Accountability system" and therein set the Social Accountability Policy as



“acting in principle of human rights pursuant to international standards, law, and ethics of business operators towards employees.”

The Company has set a policy of following the Universal Declaration of Human Rights in carrying out any activities, operating within international standards, laws, ethics of business operators towards employees at the workplace, encouraging the improvement of operation quality, being safe and having responsibility towards society and the environment as much as possible, and organising continuous training, communication, auditing, and evaluation.

In 2015, the Company acted fairly and equally without any bias to its labour and all level of employees and did not receive any complaints regarding a violation of human rights in the course of the business operations of the Company whether from inside or outside of the organization. The Company did not have any legal disputes regarding labor laws, forced labour or slavery, child labour, consumer rights, or the operation of the Company's business.

Employment of Disabilities Policy

The Company recognizes to improve the quality of life of people with disabilities. Encourage disabilities to have the opportunity to earn income, self-reliance and reduce the burden on families and society, as well as, encouraging people with disabilities, especially for the working age group, to be a part in strengthening their own family's financial status and the country's economy. According to the Persons with Disabilities Empowerment Act B.E. 2550 that aims to promote and improve the lives of people with disabilities includes provisions to adopt measures concerning the promotion and protection of the employment of the disabled.

In 2015, the Company employed a total of 48 disabled workers as well as granted concessions, arranged places for products of persons with disabilities, employed sign language interpreters under sub-contracts with other agencies and caregivers in compliance with the Persons with Disabilities Empowerment Act B.E. 2550 section 33 and section 35, which requires a ratio of disabled to normal persons of 1 to 100 pursuant to the law.

The Empowerment of Persons with Disabilities (Persons)





Safeguarding of Assets Policy

Assets of the Company include tangible and intangible assets i.e. movable properties, properties, technology, production formula, rights, patent, copyright and confidential information such as business plan, financial forecast and personnel information.

Directors, management and employees at all levels shall have responsibilities for safeguarding, maintaining and maximizing the use of property and fixed assets that belong to the Company in the best interests of the Company and not for their own or other's benefits.

No director, manager or employee may disclose material inside information to the public or gain benefit from the Company's confidential information.

Intellectual Property or Copyright Policy

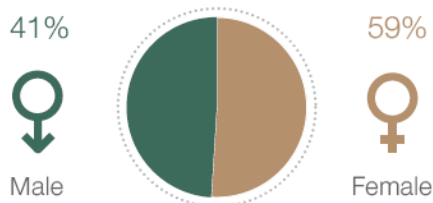
The Company has policy to comply with applicable laws or regulations relating to intellectual property rights, including patent, copyright, trademark, trade secret and other aspects of intellectual property law, such as the use copyright computer software. All computer software must be audited and installed by the Information Technology Department. Encourage employees to review their work or information that will not infringe the intellectual property of others.

Employment

The Company has a policy on equality and diversity employment without any discrimination on gender, race, religion and culture.

In 2015, GFPT employed a total of 4,703 people with a diversity of age, gender, level of education, and work tasks.

Employment by Gender

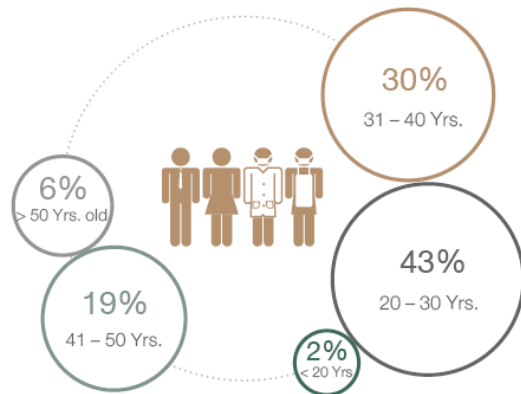


Employment by Nationality

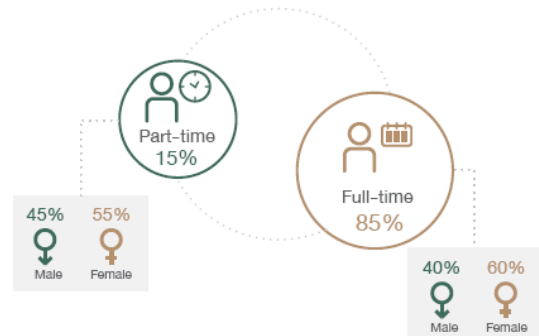




Employment by Age Group



Employment by Gender and Type of Worker



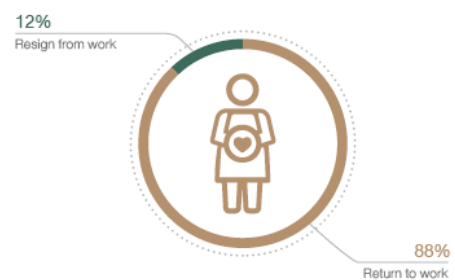
Employment by Year of Services



Rate of Return after Maternity Leave

In 2015, a total number of 103 out of 2,770 female employees had taken maternity leave, of which 91 employees return to work after their maternity leave representing 88% of total female employees who took maternity leave.

Rate of Return after Maternity Leave





3. Human Resources Policy

Safety and Working Environment Policy

The Company sets occupational health and safety policy to encourage employees to work safely and to have good hygiene in the workplace. The Company shall prevent any possible accidents at its full capacity and to build the safety awareness of its employees and encourage employees to have strong health (and not act in harmful to the health of customer) as well as to maintain a safe and hygienic workplace.

Fatal Diseases Prevention

The Company shall prevent illness of employees that arise from working environment. We provide knowledge, consulting advice, expert training, publicity through media and activities to our employees and community. We also implement disease preventive program through encourage employee to get vaccination every year.

Safety Policy

The Company encourages all employees to have awareness of safety in the workplace by providing information, training, encouraging all employees to participate in risk analysis and evaluation of the workplace to create a plan to prevent accidents at work, to identify the root of the cause of accidents to prevent repetitive accidents, and to continually encourage projects which promotes safety awareness.

- **NEAR MISS Project:** To prevent accident from operation based on finding causes to prevent repeat incidents and encouraging all employees to participate in the risk analysis and assessment at workplace.
- **5S Project:** To encourage employee to participate in workplace maintenance and cleanliness.
- **Workplace Safety Week Project:** To organize a safety week event every year to educate employees and encourage awareness about possible accidents in the workplace such as the 15th Workplace Safety Week event held on 20-21 November 2015.
- **Safety Training Project:** To provide a training program on safety regarding how to safely use equipment during work and what to do in an unexpected event such as the training for basic firefighting skills and evacuation, safety committee training program, safety at work training, etc.
- **Safety Journal Project:** To provide a monthly journal to promote knowledge about safety standards and preventive method on the unexpected events. The safety journal is available as hard-copy and online version to all employees.



Safety Training Project



such as safety officer in the workplace training for managerial positions, forklift training, leaked chemical emergency training, and annual fire evacuation drill.

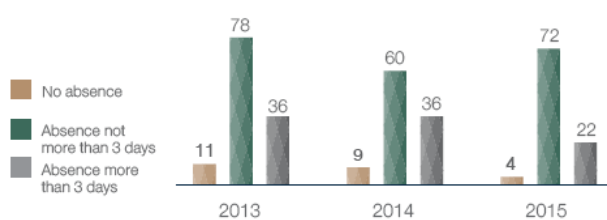
Absence Rate from Injury

As the Company has implemented a preventive policy against workplace accident, the results were reflected in 2015 where the accident rate and the absence from injury rate again dropped consecutively from the previous year.

Accident Rate (times per year)



Absence Rate from Injury (times per year)



Year	No absence			Absence not more than 3 days			Absence more than 3 days		
	M	F	Total	M	F	Total	M	F	Total
2013	7	4	11	53	25	78	26	10	36
2014	5	4	9	35	25	60	19	17	36
2015	2	2	4	46	26	72	14	8	22



Complaint Channel and Procedure

We provide a channel for complaints to our employees. We set the process to perform when receiving a complaint as well as provide protection and confidentiality of the complainants and informants.

Complaint Channel

The complainant can report a complaint by providing details of the complaint with name and contact information. The complaint can be submitted to the Audit Committee by two channels:

- 1) Complaint box installed at designed location in the factory.
- 2) Intranet site of the Company at GFPT-Intranet-ส่งข้อร้องเรียน in which, this complaint will be sent directly to the Human Resource Manager of the Company for forward to the Audit Committee.

Action after Receive the Complaint

Once received the complaint, the Audit Committee will consider the complaint and inform the relevant parties to investigate facts about the complaint and resolve the complaint appropriately. The Audit Committee will periodically monitor the progress of complaint. The relevant parties will notify the result to the complainant within a reasonable period. The Audit Committee shall report to the Board of Directors.

Protection and Confidentiality of the Complainant

To protect the rights of complainant and relevant informants who acts in good faith, the Company shall keep all information of complainants and informants in confidentiality. Only the persons who are responsible in conducting inspection about the complaints can have access to such information. The assigned persons to handling the complaint are responsible for keeping all information regarding the complaint, relevant documents as confidential and shall not disclose such information to other persons unless the disclosure is required by laws.

Employees' Compensation and Benefit Policy

The Company has a policy of paying fair compensation as well as strengthens the vocational and career advancement opportunities; provide welfare for employees as required by law, such as Social Security and apart from the law, such as the health and accident insurance to employees in the sales, information technology department and employees working in other provinces. Provide other support including uniform for employees, financial aid, such as support for the funeral of staff's parents and education scholarships for employees' children.



Moreover, the Company also places importance on the well-being of employees outside of working hours. The Company has provided 3 accommodation projects near the workplace with a total of 22 buildings and more than 1,750 rooms to provide convenience, safety, and other amenities including providing an approved day nursery which meets regulatory standards to accommodate the employees' children during working hours.

Human Resources Training and Development Policy

The Company has a policy of promoting human resources development by supports staff to develop in various areas including expertise, capabilities, positive attitude, moral values, business ethics and teamwork through training, seminars or study trips. The Company focuses to promote the employees from within the organization and assess their performance regularly. This is considered to be an important factor for strong business expansion.

The Company also emphasizes on organizational development and human resources management by focusing on production efficiency, clear roles and job responsibilities, appropriated employee's remuneration, competitive pay structure, and employees' evaluation. The Company has provided various training programs such as company orientation to new employee, leadership, total production system etc.

Training

The Company has designed and updated its training courses to facilitate its short-term and long-term objective and direction. We focus on the development of employees' skill, competences, experiences, technical know-how, managerial knowledge, and other relevant knowledge for new potential business opportunity. In addition, the Company provides information about human rights including the Labor Protection Act B.E. 2551 (amended) Section 11/1 re: the policy change, as well as labor laws. We also support our employees to join external training and seminar; thus, our employees can share and exchange knowledge and experience with other organizational and applied in the Company.

In 2015, the Company's total number of training hours was 535,131 hours which is an average of 163 hours per employee per year. The curriculum of training included a wide array of skills such as the Executive Development Program, Senior Executive Program, Workplace Safety Training for Management, Defensive Driving, Corporate Social responsibility for sustainable growth, Corporate Governance, Risk Management, Safety, Sanitary, Environmental training and etc.



Number of training hours per years

Average Employee training per employee per year

(hours/person/year)

	2013	2014	2015
Number of training hours	465,041	521,804	535,131



4. Corporate Social Responsibility

Corporate Social Responsibility Policy

The Company sets the Corporate Social Responsibility Policy (CSR) under the ethical principles to be fair for all stakeholders and apply the principle of Good Corporate Governance practices to maintain the stability of the community, society, economy, and environment that led to the development of sustainable business success.

Anti-Corruption

The Company has announced its intention to be a signatory of the Collective Action Coalition: CAC of Thailand's private sector in fighting against corruption. The Company has also conducted risk management in corruption, and set out an anti-corruption policy and proposed to the Directors of the Company for their consideration. In this regard, the Company announces its policy to all employees from their induction as well as set out plans for the development of anti-corruption policies to possible related persons of the Company in the future which presently the Company has proceeded to support its subsidiaries and joint companies in GFPT group to act in compliance with the Company's Anti-Corruption Policy prior to proceeding to engage with our business partners and other stakeholders to jointly act in compliance with the CAC of Thailand's private sector in fighting against corruption.

Anti-Corruption Policy

"No board of directors, executives or employees of the GFPT Public Company Limited and its subsidiaries shall commit or approve of fraud and corruption in all its forms, both directly and indirectly, to gain personal benefits or the benefits of their family, friends, acquaintances, either as recipients or provider, or offer bribes whether with money or non-monetary forms.

This anti-corruption policy applies to all businesses and all sectors whether inside or outside of GFPT Public Company Limited and its subsidiaries. An assessment of employees' conducts in accordance with the policy



shall be conducted on a regular basis, as well as regular reviews of practices and work regulation to be in accordance with any changes in the Company's business and the relevant laws."

Details, definition, practices, and communication channels are published on www.gfpt.co.th

In 2015, the Company has no issue or deficiency in relation to the litigation charges involving anti-competition, discredit, monopoly trading, discrimination, and corruption. The Company has no fine or non-monetary penalty due to the illegal action, not comply with the applicable law, or violation of business ethics.

The Initiative Projects on Youth, Community, and Society (CSR after process)

In 2015, the Company has implemented projects and activities for the community and society as follows:

1. Promoting youth for the quality of society

The Company believes that "youth are the pillars of tomorrow's society". The Company recognizes the importance of children and youth. In addition to supporting its chicken eggs and cooked chicken products, the Company provides scholarships, educational tools and equipment to youth such as the eggs for lunch program for Muenjit School in Chonburi to improve the quality of life of local communities' kindergarten and primary school students and the Scholarship program for GFPT group employee's children to incentivizes and encourage its employees. The Company also encourages social activities for local communities and remote communities by focusing on the knowledge development of youth to be the quality person in the society as well as encouraging the youth to express themselves creatively through various projects with a total of 51 activities such as the National Children's Day at around 25 communities and schools, "Sports Night" program, supporting musical knowledge at Sathit Wat Pra Sri Mahataj School, Ratchapatnakorn University, futsal competition for the Klongplu Subdistrict Administrative Organization, Chonburi, and the support for the National Professional Skill Competition in the faculty of technical architecture at the Chonburi University Technical College.

2. Creating a good society

The Company has a policy of supporting the disadvantaged in the rural and challenged areas and those affected by disasters. The Company also has a policy of improving the quality of life of the surrounding community and also those further away to have a good quality of life, protecting the environment, and therefore the Company has through its own activities, government agencies, charitable organizations, and non-profit organizations, a total of 55 activities such as the Earth Day (Throwing EM Ball to increase oxygen in the communal canal with the village and community in the vicinity of the plant), supporting various projects such as the help for children suffering from AIDS "Mother to Child" project, the Buddhism for life of Thailand



Foundation and Wat Prabart Namphu, Lopburi, the support for victims of cold weather through the Thai army, along with other activities such as the activity to celebrate the birthday of Queen Sirikit of 2015 at Bang Pla, the donation for victims affected by the Nepal earthquake, the yearly employee activity of donating blood through the blood bank, Faculty of Medicine Siriraj Hospital, Mahidol University which received a “helping the sickened” shield of honour from Maha Vajiralongkorn, Crown Prince of Thailand on the 24th September 2015.

3. Promote religion and Thai culture

Religion and culture are important institutions in the society which have strong influence in people’s beliefs, values and behaviors as a way of life of the individual in the society. The Company recognizes that Thai society is influenced by the religion, and therefore, places importance on the support and preservation of Buddhism as well as the continuous support for Thai arts and culture. The Company has organized activities related to promoting religion and Thai culture through government agencies, charities, and non-profit organization with a total number of 67 activities.

Promoting for the quality of society



such as national children’s day activity, the generous senior treating junior event, earth day activity, meeting between operator and the community activity, blanket and cloths donation with royal thai armed forces, mother’s day activity, and religion activity.



5. Environmental Responsibility

Environmental Policy

The Company committed to operate business together with control pollution and protect the environment. The Company's environment policy is as follow:

"Efficiently utilize resources and energy, Prevent
pollution, operates by law, Consistently create awareness"

Resources Utilization Policy

The Company encourages directors, management and employees at all levels in the organization to use resources efficiently and maximize efficiency and effectiveness. The Company communicates, educates, supports, and creates awareness to employees and related parties to fully utilize and manage the resources for the benefit of the Company.

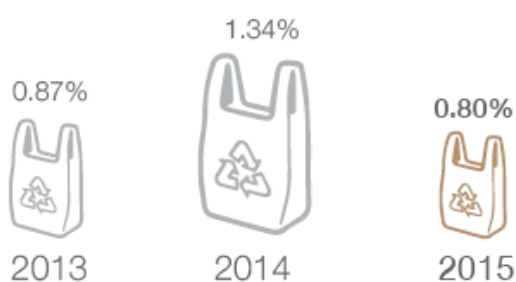
In addition, the Company has established an environmental management structure to effectively support the implementation and also required all departments to perform their activities in accordance with the laws.

The Company has been accredited for the environmental management standard including ISO14001 and OHSAS 18001 by the independent auditor. The Company communicates its activities on the environmental management through various internal and external channels.

Resource and Environmental Management

The Company focuses on the use of resources effectively with maximum benefits as it is a significant cost of the integrated production process. Effective uses of resource also produce less impact on environment and climate change such as the project to reduce plastic bag waste which is a project that encourages employees to be careful and reduce mistakes in operation during packaging to reduce wasteful costs and plastic bags used.

Amount of plastic bag waste bag Amount of product (bag/kg.)





Water Resource

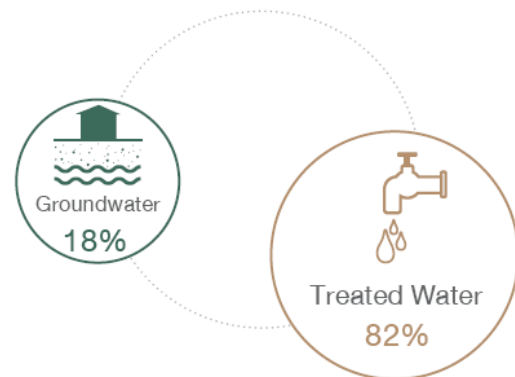
Water resource is an important component in our chicken production. We set appropriate plans and measures for water usage in every production process. We use information system to analyze and control water consumption. We also focus on production improvement, process development, and production technology to reduce water consumption and efficiently use of water resources.

Water used in the production and operation of the Company are both sourced from treated water and ground water. The Company has acquired an approval permit from the Bureau of Groundwater Control, Department of Groundwater Resources, to use groundwater from 2 sources to carry out its industrial operation in total of 2,560 cu.m. In 2015, the Company carried out activities and projects related to environmental management as follows:

Water Consumption (million cubic meter)



The following illustrates various source of water used and the amount of treated water and groundwater used for the year 2015



Energy

The Company continuously focuses on efficient energy consumption and energy conservation by using information system to analyze and control energy consumption in the production process; meanwhile, the machines, equipment, and production process are designed for maximum efficiency with minimal energy consumption.

In addition, the Company promotes energy-saving activities such as using the LED 19,20W lights in the production line replacing the fluorescent light 36W, replaced the evaporative condenser used in refrigeration systems for a higher performance to allow a reduction in the use of electricity of the compressor, the introduction of automatic lighting system in the office building, and VDO Tele-Conference, which will save electricity and electricity expenses as well as reducing the environmental impact which is caused by transportation.

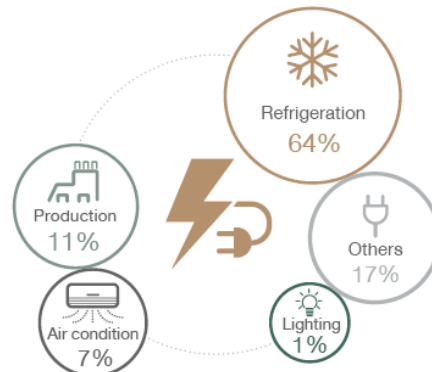


In 2015, the electricity utilization was in amount of 78.15 million kilowatts, decreased 5.35% from last year, being 64% use in cooling system and 11% use in production process.

Electricity Consumption (million Kilowatts-Hr. / Year)



Source of Consumption



Electricity consumption

The energy conservation policy is set as a guideline for the implementation of energy consumption to effectively utilization and maximizes benefit. The Company set the energy conservation policy as part of the operation. We continue to improve the efficiency of energy usage by setting energy conservation measure annually, and communicating to all employees to understand and practice properly. We view energy conservation as the responsibility of executives and all employees who all must set a policy and cooperate in carrying it out as well as following up and reporting to the Energy conservation committee. The Company supports the energy conservation in terms of human resources, budget, training, and others to improve the energy management. The policy and implementation plan of the energy conservation is annually reviewed and updated.

In 2015, the Company set 2 energy conservation policies:

- 1) **Project to reduce pressure refrigerant of the Condenser** which is an energy conservation policy regarding electricity by changing evaporative condenser to be more efficient in cooling the temperature of the ammonia chemical and increasing the operating efficiency of the compressor, the electricity consumption of the Further Refrigeration System used in food production was reduced by 8% per unit per year.
- 2) **Project to improve the heat insulation of the steam pipe into the cooker** which is an energy conservation policy regarding heating by improving 5 units of the pipe's insulation which inputs steam to the cooker or the chicken feather incineration machine, the amount of petrol used was reduced as well as a reduction of heat loss by 78% per year.



Pollution and Waste Management

Air Pollution

The Company uses pollution elimination system before releasing the pollution outside the plants and monitors level of pollution in applicable to the laws. The pollution level is monitored and measured twice a year by the authorized person of the Department of Industrial. In 2015, the level of contaminants in the air such as dust, nitrogen oxides, sulfur dioxide, carbon monoxide, and the opacity of all units, was lower than the standard required by law.

The result of air quality test at various check points.

	Particulate (mg/m ³)	Sulfur Dioxide (ppm)	Oxide of Nitrogen (ppm)	Carbon Monoxide (ppm)	Opacity (%)
Test results	1.860 – 205.786	2.861 – 3.692	<4.410 – 69.130	<0.107 – 0.139	5.5 – 6.1
Standard Measure	320.00	60.00	200.00	690.00	10.00

Water Pollution

The wastewater treatment of the Company complies with the standard defined by law. The Company uses high technology of wastewater treatment technology and closely monitors the level of wastewater before releasing to outside. The level of wastewater release to outside is comply with the law and does not affect the overall ecosystem. In addition, we focus on recycling treated wastewater within the plant.

The wastewater from the production and consumption per day, is at an average of 4,500 cubic meters per day and the capacity of the Company's water treatment plant can treat up to 7,000 cubic meters per day of wastewater with an average volume of 4,020 cubic meters per day of treated water, which passes the regulatory standard, is released and an average of 300-500 cubic meters per day is recycled.



Waste Water (million cubic meter)



Noise Pollution

The Company measured the voice quality in the atmosphere (Ambient noise measurement) to measure the 24 hours a weighted Equivalent Continuous Sound Level and Annoyance noise. The level of noise must be in accordance with the law and shall be assessed by the authorized person from the Department of Industry.

In 2015, the result of the measurement found that the 24-hour average noise level at measurement points is below legal thresholds.

	Average Volume in 24 hours. (Leq)	Standard	Noise Level (dBA)	Standard
Entrance area	70.0	70.0	9.9	10.0
Back area	68.2	70.0	9.0	10.0

Wastes

The Company has classified wastes in accordance with the law and set up the protection system of environmental contamination starting from wastes storage, wastes transportation, and wastes displacement, hazardous wastes management, and wastes segregation. The Company sets up the internal wastes management system to collect the amount of wasted generated in a monthly basis. The wastes data is properly gathered and submitted to the authorized Wastes Management Company registered to the Department of Industrial, Ministry of Industry. The wastes data can be traced back for the whole system as follows:

- **Hazardous wastes** such as used solvent, decadent bulbs, contaminated container, used lubricant, sent to the Wastes Management Company.



- **General waste** (not hazardous wastes) such as plastic bags, paper, steel scrap, stainless steel scrap, sent to the wastes recycling company.

A summary of the total amount of waste, sewage waste which are dangerous and not dangerous for the year 2015 is as follows:

Type	Quantity (Tons)
Flour waste, expired flour	230.53
Metal scrap	64.46
Stainless scrap	11.84
Excess paper objects	180.14
Used plastic bags (for chicken scraps)	315.60
Old vegetable oil	124.01
Waste water scum	6,439.21
Oil lubricant including its container	8.76
Lab Waste	0.47
Contaminated containers	0.273
Dysfunctioning light bulbs	0.25

In 2015, the Company had no legal disputes in regard to emissions and waste or environmental impact from their operations, including not being fined for violating any environmental laws and regulations.

4 Rs Project

The Company has established guidelines for the waste management within the plant by using the concept of 4Rs (**Reduce/ Reuse/ Recycle/ Repair**) to apply in the chicken production process. The Reduce, Reuse, Recycle, and Repair (Total Productive Management: TPM) can be applied to minimize the impact on the environment and efficient utilization of resources. GFPT's Plant has operated the 4 Rs Project as follows:

- **Reduce:** to reduce the use of wood pallet by reusing with regular monitor the quality
- **Reuse:** to reuse one-sided used paper
- **Recycle:** to use the water from wastewater treatment for cleaning roads and washing the machines outside the production line
- **Repair:** to perform machine maintenance program annually



11. Internal Control and Risk Management

Board of Directors and executives of the Company emphasize on having effective internal control system and risk management in order to mitigate business risks and prevent possible damage. The Company has set measurable goals and action plans as guidance for operations. The organization structure is set up to support and encourage the management to operate efficiently and effectively in accordance with the regulations and policies. The organization structure is divided into divisions where the Managing Director is responsible for overseeing the operations. Written policies and procedures are maintained. Training courses are provided to employees to improve skills and understanding. The Company also provides employee handbooks and code of conduct to employees in order to work efficiently.

The Company also authorize the Audit Committee to oversee appropriateness of internal control system and risk management of the Company and its subsidiaries. The Audit Committee and the Risk Management Committee regularly review work of internal audit, and risk management functions; monitors the operation of the Company and its subsidiaries in order to prevent conflicts of interests as well as related transactions to safe guard the Company's assets; reviews the effectiveness of operational control of the Company in various aspects. The Company sets up an independent internal audit department to evaluate operational efficiency and adequacy of the internal control system and risk management based on COSO (The Committee of Sponsoring Organizations of the Treadway Commission) framework and enterprise risk management framework.

Summary of the Company's internal control system and risk management:

1. The Company gave importance on risk management whereby the management will analyze and assess risk and inform the purpose of risk management policies to each department. Each department can use as a guideline for risk assessment such as identifying type of risk, measuring risk, controlling risk, reducing risk, monitoring and evaluating risk. Thus, the Company can manage risks more efficiently. The operational result can achieve to the goals and objectives. And, the Company's resources are effectively utilized.
2. The Company has defined the duties and authority of the executives and employees in written policy. The separation of duties and line of authorities among workers and supervisors as well as evaluation process can promote check and balance system, enhance business transparency, and prevent fraud. The Company defines operational procedures by considering the benefit of the Company.



3. The Company recognizes the importance of developing an information system that provides update, correct, and sufficient information to the executives and Board of Directors to make decisions.
4. The Company reviews its actual operational performance to the target in a quarterly basis. In case that the actual is significantly below target, the management will assign the internal audit team to investigate for possible causes, provide suggestions, and report to the Board.

Audit Committee and Risk Management Committee

The key activities of the Audit Committee and the Risk Management Committee during the year 2015 under the duties and responsibilities assigned by the Board of Directors are summarized as follows:

Audit Committee

1. Review the quarterly financial statements and audited financial statements for the accounting period which covers the review of the compliance of accounting standards, the selection of accounting policies and disclosures in the financial statements.
2. Review the transactions and disclosures on related transactions between the Company and the related parties that may have conflict of interest during the year 2015.
3. Review the independence of the internal audit department and result of the internal audit that carried out during the year including reviewed the adequacy and appropriateness of internal controls and risk management.
4. Review legal compliance with the rules and regulations related to Securities and Exchange, regulations of the Stock Exchange and other laws related to the business of the Company.
5. Review appropriateness of the transactions and disclosures on related transactions between the Company and the related parties that may have conflict of interest during the year 2015. The transactions had to be justified and adhere to guidelines published by the Capital Market Supervisory Board.
6. Review policies and practices of the Company to ensure compliance with Good Corporate Governance of the Company as guideline given by the Stock Exchange of Thailand.
7. Review independence, result and opinion of the auditor. Also, propose an appointment of the auditor of the Company and related audit fees to the Board of Directors to propose to the shareholders' meeting for consideration.



8. Meeting with the auditors without any executives of the Company to enable the auditor to report freely on events and information about the Company. This includes opinion on the internal control system and risk management.
9. Review internal audit charter to be consistent with the practices and laws once a year.

Risk Management Committee

1. Consider policy of risk management, risk appetite and risk tolerance, and also conduct risk management manual.
2. Communicate risk management policy and manual to all business units as a risk owner, and also provide risk assessment and key risk indicators.
3. Control, monitor, and evaluate the risk management of each business unit, and also provide prevention and means to reduce risk.
4. Review the adequacy and efficiency of the risk management system and policy then constantly report to the Audit Committee.
5. Review and revise the risk management manual annually to be up-to-date and appropriate for the business environment.

For enterprise risk management, the Company categorized the risks that may affect the business directly into 5 areas:

1. Strategic Risk

Strategic risk is the risk arising from strategy and policy of the Company, which result from inappropriate strategic plan and inappropriate implementation of strategy. This also includes inconsistencies between policy, goals, strategies, organizational structures, competitive environment, resources, implementation of plan and environment. The Company consistently monitors significant strategy and policies that may affect the business operation in order to achieve the strategic goals.

2. Operational Risk

Operational risk is the risk arising from operation, covering every step of the factors related to process, equipment, information technology and personnel that may affect the performance of the organization. The Company has set clear procedure and measures to oversee the operation of each department that may cause damage to the organization to ensure that the work is correct and appropriate.

3. Financial Risk

Financial risk is the risk arising from insufficient budget, financial problems, including the risks that affect the operating results and financial position of the organization. The Company has to take into account



that the source of fund must sufficient and obtainable on a timely basis in order to minimize the risks that may affect the Company's investments. For foreign exchange rates risks, the Company has financial transactions in both local and foreign currency. The Company has financial plans for several situations to prevent the risk that may occur. The Company also uses financial instruments to hedge such risks i.e. forward contract and others.

4. Compliance Risk

Compliance risk is the risk arising from not following the rules, regulations or related laws that may obstruct the business operations. The Company strictly complies with rules (both inside and outside of the Company) and related laws by constantly monitoring and reviewing the operations.

5. Hazard Risk

Hazard risk is the risk that may affect the safety of the employees and assets of the Company. This can be caused by both internal and external factors which the Company has a policy and strict security measures to prevent such risk that may damage the Company.

After reviewing the risks discussed above, the Audit Committee and Risk Management Committee have an opinion that the Company and its subsidiaries maintained appropriate and effective internal control system and risk management. Therefore, the Audit Committee and Risk Management Committee reasonably believes that the financial statements of the Company are reliable and presented fairly. The related transactions that may have conflicts of interest were reasonably executed. The related transactions that are considered being normal business or supporting normal business with general commercial conditions were performed in accordance with the principles approved by the Board of Directors. The related transactions that are considered not being normal business or not supporting normal business were executed under the regulations and guidelines of the Securities and Exchange Commission. The information of the related transactions is disclosed in the notes to the financial statements of the interim and annual financial statements. For compliance with various laws, there was no material breach or non-compliance. The Audit Committee and Risk Management Committee can perform their duties independently.



Internal Control System of the Company covers the following areas:

- **A controlled environment** - the Company had set up a good internal control environment by defining clear organizational structure, business goals, and Key Performance Indicators (KPI) to evaluate the efficiency of operational performance to be in line with the Company's goals. The Company had written working manual as guideline for the business operations. In addition, the Company encourages management, employees, and its affiliates to recognize the importance of Good Corporate Governance by having business ethics for directors, executives and employees. The Company also encourages training to educate employees on an annual basis. As a result, the operation will be fair and transparent to all stakeholders.
- **Risk assessment** - The Company's risk management policies are determined by the Risk Management Committee. The Risk Management Committee oversees the implementation of risk assessment to identify and analyze risk factors according to the target level and acceptable level of the Company. The risk factors include strategic, operational, financial, compliance and hazard. The result of the assessment is reported regularly to the Risk Management Committee and the risk factors are reviewed annually.
- **Control Activities** - The Company clearly separates duties and responsibilities of each position. The Company also had operational guideline that suits its operational structure and current practices. The operational performance is regularly reviewed in compliance with the rules, regulations, article of associations and authorization and working manual. This is to ensure that the performance had adequate internal control system and operational efficiency.
- **Information Technology (IT) and communication system** - The Company realizes the importance of the IT and communication system and continuously encouraged the improvement of the system to ensure that all information is accurate and up-to-date. An efficient and modern IT system is adopted to guarantee the safety of the information. Therefore, the information will be used to make business decisions properly and accurately. Intranet function is initiated as a communication channel within the organization to broadcast policy, regulations and working manual and other bulletins.
- **Tracking system and evaluation** - The Board of Directors conducts an internal system that covers all fields such as accounting and finance, operation, compliance with laws and regulations and safe guard of assets. The internal audit department was assigned to be in charge of this duty.



- **Internal audit of the Company** – The Company monitors and evaluates the effectiveness of the internal control process of each department. Each department is appraised by consultant and the results of each department will be officially reported to the management for improvement and monitoring.

From above internal control system areas, the Audit Committee proposed to the Board of Directors meeting No.1/2016 on 28 January 2016 to consider the Company's internal control system. The Board of Directors has evaluated the internal control system and a review of the management with the same opinion as the Audit Committee that the internal control and risk management system of the Company and its subsidiaries is sufficient and appropriate with the Company's operation. The Company has provided adequate personnel to implement the system effectively and effective to minimize business risk and prevent Company's assets from misuse of executives as well as any transactions with persons who may have conflicts of interest and related persons sufficiently. The sufficiency of internal control and risk management system is evaluated annually and compliance with the regulations of the Securities and Exchange Commission. In addition, the internal control department reviews and monitors the operations of each department within the Company to ensure compliance with the internal control and risk management practices. In case that the significant error is found, the internal control department will report to the Executive Committee and the Audit Committee and Risk Management Committee for resolutions.

In addition, SAM NAK-NGAN A.M.C. Co., Ltd., the Company's auditor audited the quarterly and annual financial statements of the Company and its subsidiaries for year 2015 and had an opinion that no material deficiency found to be impact on the results of the Company.

For investment in various projects of the Company and its subsidiaries, the Audit Committee and Risk Management Committee evaluates the risks prior to obtain the approval from the Board of Directors in order to mitigate the investment risks. However, the Company still continues to monitor the risk management on a regular basis. This is to minimize the risk level to an acceptable level and review risks to be in accordance with the situation every year.

The Board of Directors has appointed Mr.Theerasak Piamsuphakpong to be Director of Internal Audit Department of the Company since January 1, 2011 because he has extensive experience in performing the internal audit and attended training courses related to the internal control practices. He has good understanding in Company's business and operations. He also passed the selection process by the Audit Committee. Therefore, the Company considered it to be appropriate to appoint him to perform such duties.



However, the Company appreciates the recommendations and comments from the auditor, the Audit Committee and Risk Management Committee to improve the internal controls system and operational risk management to be more efficient and effective.

In addition, the Audit Committee and Risk Management Committee had commented that from the hard work of executives and employees of the Company, the Company will grow satisfactorily, which will allow all stakeholders to receive high and sustainable returns.



12. Connected Transactions

Inter-Transactions of the Company and Its Subsidiaries

The Company and its subsidiary companies had the inter-transactions within the group which are normal business transactions of the Company and subsidiary companies in accordance with the general trading condition.

Procedure for Approval of Inter-Transactions

The Board of Directors considers the potential conflict of interest or related transactions properly under the ethical framework which moderated by the Audit Committee in order to comply with the requirements of the Securities and Exchange Commission, The Stock Exchange of Thailand, and the accounting standards set by the Federation of Accounting Professions. The Board of Directors also considers the disclosure of the transaction that may have a conflict of interest to the public with accuracy and completeness. The management can execute such transactions, as a general trading. The transactions are undertaken without the influence of their status as being directors, executives, or related persons. The transactions are carried out as normal business transaction with fair and proper price as if they are undertaken with other third party.

Reason for Inter-Transactions

In the approval process of the inter-transaction, the Company shall execute the inter-transaction similarly to other normal business transaction which allows the authorized persons to approve within the credit limit. Moreover, the Audit Committee is responsible for reviewing the inter-transactions of the Company, its subsidiaries and related persons quarterly to eliminate conflicts of interest for the best interest of the Company. For the inter-transactions that occurred in 2015, the term and condition of the inter-transactions were fair and reasonable which were approved by the management or the Board of Directors before the transaction occurred. For the year ended December 31, 2015 and 2014, the Company and its subsidiaries had the inter-transactions which were disclosed in the notes to audited financial statements by the Company's auditor. As reviewed by the Audit Committee which had opinion that all transactions was carried out as normal business transaction with normal terms and conditions.

Inter-Transactions in the Future

In the future, the inter-transactions of the Company shall be carried out as normal business transactions in compliance with the regulations of the Stock Exchange of Thailand or other related organizations strictly. The inter-transactions shall be considered under the reasonableness and commercial appropriateness to treat



shareholders and stakeholders equally according to the “Good Corporate Governance Policy”. However, the inter-transactions, that may be carried out in the future, shall be executed according to the approval process as mentioned above.

Inter-Transactions in the Current Year and the Previous Year

For the year 2015 and 2014, the Company and its subsidiaries had the inter-transactions disclosed in the notes to audited financial statements, note. 5.2. Inter-transactions with related companies' details are as follows:



Related Companies/ Relationship among the Companies	Type of transactions	Value of Inter-Transactions for the year ended Dec. 31, 2015 (MB)		Value of Inter-Transactions for the year ended Dec. 31, 2014 (MB)		Reasons and Necessity of the Transactions / Pricing Condition
		Separated	Consolidated	Separated	Consolidated	
		FS.	FS.	FS.	FS.	
1. P. Charoen Phan Feedmill Co., Ltd. / Common Management	1. Sales	-	636.25	-	631.54	- Providing rental office building / Pricing by Independent Appraiser. - Selling broiler / Pricing by Contract Price based on Market Price
	2. Purchases	-	795.53	-	844.57	
	3. Other Income	0.33	16.00	0.30	20.76	
	4. Rental Income	7.46	16.40	7.05	15.30	
	5. Expenses	2.68	75.94	2.62	86.22	
2. P. Charoen Phan Produce Co., Ltd. / Common Management	1. Rental Income	1.07	2.57	1.07	2.57	Providing rental farms / Pricing by Contract Price
3. P.Vet. Co., Ltd. / Common Management	1. Sales	-	-	-	0.11	Selling animal drug / Pricing by Market Price
	2. Other Income	-	-	-	0.05	
4. P. Charoen Phan G.P.Farm Co., Ltd. / Common Management	1. Rental Income	-	0.48	-	0.48	Providing land lease for broiler farms / Pricing by Contract Price
5. Krunghthai Aqua- Culture Co., Ltd. / Common Management	1. Purchases	-	1,608.26	-	2,040.00	Expertise in corn supply for feed production / Pricing by Market Price
	2. Other Income	-	0.02	-	-	
6. M.K.S.Condotown Co., Ltd. / Common Management	1. Other Income	2.45	2.45	2.23	2.23	Providing rental accommodations / Pricing by Market Price
	2. Rental Income	0.35	0.35	0.35	0.35	
	3. Expenses	-	-	0.37	0.37	
7. Nichirei Foods Inc. / Major Shareholder of joint venture	1. Sales	600.11	600.11	977.29	977.29	Purchasing Chicken Processing Products / Pricing by Market Price
	2. Other Income	0.15	0.15	1.35	1.35	



Related Companies/ Relationship among the Companies	Type of transactions	Value of Inter-Transactions for the year ended Dec. 31, 2015 (MB)		Value of Inter-Transactions for the year ended Dec. 31, 2014 (MB)		Reasons and Necessity of the Transactions / Pricing Condition
		Separated FS.	Consolidated FS.	Separated FS.	Consolidated FS.	
8. KEYSTONE FOODS (AP) LTD. / Shareholding by Keystone Foods Inc.	1. Sales	946.66	946.66	186.37	186.37	Purchasing Chicken Processing Products / Pricing by Market Price
9. Surapon Foods Public Co., Ltd. / Related to the Associated Company by Shareholding of Surapon Nichirei Foods Co., Ltd.	1. Sales	3.40	3.40	5.10	5.10	Purchasing Chicken Meat Products / Pricing by Market Price
10. Surapon Nichirei Foods Co., Ltd / Shareholding by Nichirei Foods Inc.	1. Sales	-	-	19.18	19.18	Purchasing Chicken Meat Products / Pricing by Market Price
	2. Other Income	-	-	0.05	0.05	
11. Related Persons / Directors and Shareholders and Related Persons with Directors and Shareholders	1. Interest Expenses	35.90	99.62	38.03	110.53	According to the Minutes of Extraordinary General Meeting No.1/2013 dated December 12, 2013, the Company and its subsidiaries were approved to receive financial assistance from related persons to help the Company's liquidity. The amount of credit line was not exceeding Baht 2,000 million with annual interest rate of not over 5.50%, maturity at January 2024.