



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THAI REINSURANCE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : THAI REINSURANCE PUBLIC COMPANY LIMITED

Symbol : THRE

Address : 48/22-24 Soi Rajchadapisek 20, Rajchadapisek Road,
Samsennok, Huaykwang

Province : Bangkok

Postcode : 10310

Business : The Company is a professional reinsurer which offers reinsurance coverage in all major property and casualty business lines, with particular expertise in property, casualty, engineering, and marine. Its customers are mostly local non-life insurers and a selected number of customers in foreign markets.

Registration Number : 0107536001729

Telephone : 0-2660-6111, 0-2666-8088

Fax (if applicable) : 0-2660-6100, 0-2666-8080

Website : www.thaire.co.th

Email : mailbox@thaire.co.th

Total Shares Sold (shares)

Common Stock : 4,214,993,832

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

| | 2020 | 2021 | 2022 |
|------------------------------|--------------|--------------|--------------|
| Total (Thousand baht) | 4,432,313.00 | 4,651,553.00 | 4,458,346.00 |
| Reinsurance (Thousand baht) | 3,749,863.00 | 4,051,320.00 | 3,888,902.00 |
| Other income (Thousand baht) | 682,450.00 | 600,233.00 | 569,444.00 |

| | 2020 | 2021 | 2022 |
|------------------|--------|--------|--------|
| Total (%) | 100.00 | 100.00 | 100.00 |
| Reinsurance (%) | 84.60 | 87.10 | 87.23 |
| Other income (%) | 15.40 | 12.90 | 12.77 |

By Geographical Area or Market*

| | 2020 | 2021 | 2022 |
|-------------------------------|--------------|--------------|--------------|
| Total (Thousand baht) | 4,432,313.00 | 4,651,553.00 | 4,458,346.00 |
| Domestic (Thousand baht) | 4,394,352.00 | 4,594,983.00 | 4,382,527.00 |
| International (Thousand baht) | 37,961.00 | 56,570.00 | 75,819.00 |

| | 2020 | 2021 | 2022 |
|-------------------|--------|--------|--------|
| Total (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%) | 99.14 | 98.78 | 98.30 |
| International (%) | 0.86 | 1.22 | 1.70 |

*Excluding the profit margins in the associated companies

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

| (Unit : Thousand baht) | 2020 | 2021 | 2022 |
|----------------------------------|------|------|------|
| R&D expenses in the past 3 years | N/A | N/A | N/A |

Risk Management

Risk Management

Risk Factors (2.2)

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

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Operational Risk

- Delays in the development of future projects
- Business operations that have no commercial results
- Climate change and disasters
- Impact on the environment
- Impact from population structure

Compliance Risk

- Laws and regulations is not favorable for doing business
- Corporate Governance

Financial Risk

- Insufficient sources of funding
- Fluctuation in return on assets or investment

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies
- Damage to company image and reputation

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Safety, occupational health, and working environment
- Corruption

Compliance Risk

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

- Violations of laws and regulations
- Corporate Governance

Insurance Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

Operational Risk

- Climate change and disasters
- Corruption

Compliance Risk

- Change in laws and regulations

Financial Risk

- Insufficient sources of funding

Market Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Policies or international agreements related to business operations

Financial Risk

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

Liquidity Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Climate change and disasters

Financial Risk

- Insufficient sources of funding

Credit Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Operational Risk

- Loss or damage from non-compliance of partners or counterparties
- Climate change and disasters

Financial Risk

- Default on payment or exchange of goods
- Unhedged loan and borrowing in a foreign currency

Emerging Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack
- Climate change and disasters
- Impact on the environment
- Impact from population structure

Risk to Securities Holder (2.2.2)

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Operation Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Insurance Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Market Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Liquidity Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Credit Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Emerging Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://investor.thaire.co.th/storage/content/corporate-governance/20230104-thre-sustainability-policy-th.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://investor.thaire.co.th/storage/content/corporate-governance/20230104-thre-business-ethics-th.pdf>

Company environmental guideline : Electricity Management, Water Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

| | 2020 | 2021 | 2022 |
|------------------|----------|----------|----------|
| Diesel (Litre) | 459.69 | 101.79 | 254.02 |
| Gasoline (Litre) | 4,425.27 | 3,910.63 | 4,677.52 |

• Electricity consumption

| | 2020 | 2021 | 2022 |
|---------------------------------------|------------|------------|------------|
| Amount of electricity purchased (kWh) | 236,351.00 | 160,597.00 | 180,641.00 |

Water management

• Water consumption

| | 2020 | 2021 | 2022 |
|----------------------------------|----------|----------|----------|
| Water consumption (cubic meters) | 2,233.00 | 1,073.00 | 1,312.00 |

Greenhouse gas management

• Greenhouse gas emissions

| | 2020 | 2021 | 2022 |
|---|------|------|------|
| GHG emission target | N/A | N/A | N/A |
| Scope 1 (Tons of carbon dioxide equivalents) | N/A | N/A | N/A |
| Scope 2 (Tons of carbon dioxide equivalents) | N/A | N/A | N/A |
| Scope 3 (Tons of carbon dioxide equivalents) | N/A | N/A | N/A |
| Total (Tons of carbon dioxide equivalents) | N/A | N/A | N/A |

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://investor.thaire.co.th/storage/content/corporate-governance/20230104-thre-policy-human-right-th.pdf>

Company human right guideline : Employee Rights, Child Labor, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

| | 2020 | 2021 | 2022 |
|--------------------------------------|------------|------------|------------|
| Number of male employees (persons) | 36 | 33 | 37 |
| Number of female employees (persons) | 96 | 92 | 84 |
| Total (persons) | 132 | 125 | 121 |

• Employee remuneration

| | 2020 | 2021 | 2022 |
|------------------------------|----------------|----------------|----------------|
| Employee remuneration (baht) | 168,896,909.00 | 190,745,058.51 | 176,181,204.35 |

• Employee development and training

| | 2020 | 2021 | 2022 |
|--|--------------|--------------|--------------|
| Average training hours of employees (hour / person / year) | 10 | 6 | 8 |
| Employee development and training expenses (baht) | 5,369,618.00 | 3,000,000.00 | 3,000,000.00 |

• Health, safety and work environment

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

• **Employee retention**

| | 2020 | 2021 | 2022 |
|--|------|-------|-------|
| Percentage of employees who voluntarily resigned (%) | 5.30 | 17.60 | 14.88 |

• **Significant labor dispute**

| | 2020 | 2021 | 2022 |
|---------------------------|------|------|------|
| Significant labor dispute | No | No | No |

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://investor.thaire.co.th/storage/content/corporate-governance/20230104-thre-policy-cg-th.pdf>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

| | Number of persons | Percentage (%) |
|-----------------------------------|-------------------|----------------|
| Total number of directors | 10 | 100.00 |
| Number of male directors | 7 | 70.00 |
| Number of female directors | 3 | 30.00 |
| Number of executive directors | 1 | 10.00 |
| Number of non-executive directors | 9 | 90.00 |
| Number of independent directors | 4 | 40.00 |

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

| General information | Position | Date position was assumed | Experience and expertise |
|---|---|---------------------------|--|
| 1. Mr. JIRAPHANT ASVATANAKUL Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive) Director type: Re-elected as director | 1 Jan 1992 | Insurance, Accounting, Finance, Governance/ Compliance, Corporate Management, Finance & Securities |

| | | | | |
|----|--|---|-------------|--|
| 2. | <p>Mr. CHANDRAN RATNASWAMI</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p> | <p>Vice Chairman</p> <p>(Non-executive)</p> <p>Director type: Original director</p> | 28 Feb 2012 | Insurance, Accounting, Finance, Governance/ Compliance, Corporate Management, Finance & Securities |
| 3. | <p>Ms. POTJANEE THANAVARANIT</p> <p>Gender: Female</p> <p>Age: 76 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p> | 11 Apr 2007 | Accounting, Finance, Corporate Management, Governance/ Compliance, Risk Management, Audit, Insurance, Finance & Securities |
| 4. | <p>Mr. GOBINATH ARVIND ATHAPPAN</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p> | <p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p> | 25 Apr 2012 | Corporate Management, Governance/ Compliance, Finance & Securities, Insurance |
| 5. | <p>Mr. ORAN VONGSURAPHICHET</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: International Business</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p> | 1 Oct 2012 | Corporate Management, Governance/ Compliance, Risk Management, Finance & Securities, Insurance |

| | | | | |
|----|---|--|-------------|--|
| 6. | <p>Mr. SARA LAMSAM</p> <p>Gender: Male</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 10 Apr 2009 | <p>Finance & Securities, Insurance, Accounting, Finance, Corporate Management, Risk Management, Governance/ Compliance</p> |
| 7. | <p>Mrs. CHAVEEWAN AKSORNSAWADDI</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 7 Jul 2020 | <p>Audit, Accounting, Finance, Governance/ Compliance, Corporate Management</p> |
| 8. | <p>Ms. ADA INGAWANIJ</p> <p>Gender: Female</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: International Banking and Finance Studies</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 7 Jul 2020 | <p>Economics, Accounting, Finance, Corporate Management, Audit, Finance & Securities</p> |
| 9. | <p>Mr. APISIT ANANTANATARAT</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Organization Development and Transformation</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p> | 23 Apr 2021 | <p>Corporate Management, Governance/ Compliance, Insurance</p> |

| | | | |
|-------------------------------|-----------------------|-------------|-----------------------------|
| 10. Mr. SOMPORN SUEBTHAWILKUL | Director | 22 Apr 2022 | Finance & Securities, |
| Gender: Male | (Non-executive) | | Insurance, Law, Accounting, |
| Age: 60 years old | | | Finance, Corporate |
| Highest level of education: | Director type: Newly | | Management, Governance/ |
| Doctoral degree | appointed director to | | Compliance |
| Major: Public Administration | replace ex-director | | |
| Thai nationality: Yes | | | |
| Residing in Thailand: Yes | | | |

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

| General information | Position | Tenure | Replacement Director |
|--------------------------------|-----------------|-------------------|----------------------------|
| 1. Mr. KERATI PANICHEWA | Director | Date position was | Mr. SOMPORN SUEBTHAWILKUL |
| Gender: Male | (Non-executive) | assumed: | Date position was assumed: |
| Age: 63 years old | | 10 Jan 2020 | 22 Apr 2022 |
| Highest level of education: | | Date directorship | |
| Master's degree | | ended: | |
| Major: Business Administration | | 22 Apr 2022 | |
| Thai nationality: Yes | | | |
| Residing in Thailand: Yes | | | |

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda
of the Board of Directors' meetings : No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

| General information | Position | Date position was assumed | Experience and expertise |
|--|---|---------------------------|--|
| 1. Ms. POTJANEE THANAVARANIT [1] Gender: Female Age: 76 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director | 7 Jul 2020 | Accounting, Finance, Corporate Management, Governance/ Compliance, Risk Management, Audit, Insurance, Finance & Securities |
| 2. Mrs. CHAVEEWAN AKSORNSAWADDI [1] Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Original director | 7 Jul 2020 | Audit, Accounting, Finance, Governance/ Compliance, Corporate Management |
| 3. Ms. ADA INGAWANIJ [1] Gender: Female Age: 54 years old Highest level of education: Master's degree Major: International Banking and Finance Studies Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Original director | 7 Jul 2020 | Economics, Accounting, Finance, Corporate Management, Audit, Finance & Securities |

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

| General information | Position | Date position was assumed |
|--|-----------------------------------|---------------------------|
| 1. Mr. ORAN VONGSURAPHICHET Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: International Business Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 1 Oct 2012 |

Other sub-committees

Sub-committees information

| Name of sub-committees | List of directors | Position |
|---------------------------------------|--|--|
| Investment Committee | Mr. CHANDRAN RATNASWAMI Mr. JIRAPHANT ASVATANAKUL Mr. ORAN VONGSURAPHICHET | Chairman Member Member |
| Nomination and Remuneration Committee | Mr. CHANDRAN RATNASWAMI Mr. JIRAPHANT ASVATANAKUL Ms. ADA INGAWANIJ | Chairman Member Member |
| Enterprise Risk Management Committee | Mr. ORAN VONGSURAPHICHET Mrs. Thitaporn Tarakit Mrs. Nawarat Wongthitirat Mrs. Nantinee Chinwanno Ms. Pojaman Fuangaromya Mr. Chamroen Phusit Mr. Chatchai Payakarintarangkura Mr. Wichai Chaochaichaoenkul Ms. Piyawadee Khovidhunkit | Chairman Member Member Member Member Member Member Member Member |

Roles of Sub-committees

| | |
|---|---|
| Sub-committees responsible for risk management | : Enterprise Risk Management Committee |
| Sub-committees responsible for nomination | : Nomination and Remuneration Committee |
| Sub-committees responsible for remuneration | : Nomination and Remuneration Committee |
| Sub-committees responsible for corporate governance | : None |
| Sub-committees responsible for corporate sustainability development | : None |

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

| General information | Position | Date position was assumed | Experience and expertise |
|--|-------------------------|---------------------------|--|
| 1. Mr. ORAN VONGSURAPHICHET Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: International Business | CHIEF EXECUTIVE OFFICER | 1 Jan 2016 | Corporate Management, Governance/ Compliance, Risk Management, Finance & Securities, Insurance |

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

| | 2020 | 2021 | 2022 |
|-------------------------------------|---------------|---------------|---------------|
| Total executive remuneration (baht) | 43,900,000.00 | 74,000,000.00 | 49,000,000.00 |

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 37

Number of female employees (persons) : 84

Total (persons) : 121

Employee Remuneration

Total employee remuneration : 176,181,204.35

Provident fund

Total number of employees (persons) : 121

Number of employees contributing to the PVD (persons) : 112

Percentage of employees who are members (%) : 92.56

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

• List of continuing directors (full term of directorship and being re-appointed as a director)

| General information | Position | Date position was assumed | Experience and expertise |
|--|--|---|--|
| 1. Mr. JIRAPHANT ASVATANAKUL Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive) Director type: Re-elected as director | Date position was assumed: 1 Jan 1992 | Insurance, Accounting, Finance, Governance/ Compliance, Corporate Management, Finance & Securities |
| 2. Ms. POTJANEE THANAVARANIT Gender: Female Age: 76 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Re-elected as director | Date position was assumed: 11 Apr 2007 | Accounting, Finance, Corporate Management, Governance/ Compliance, Risk Management, Audit, Insurance, Finance & Securities |

• List of newly appointed director to replace the ex-director

| General information | Position | Date position was assumed | Experience and expertise |
|---------------------|----------|---------------------------|--------------------------|
|---------------------|----------|---------------------------|--------------------------|

| | | | | |
|----|------------------------------|-----------------------------|--|---|
| 1. | Mr. SOMPORN SUEBTHAWILKUL | Director (Non-executive) | Date position was assumed: 22 Apr 2022 | Finance & Securities, Insurance, Law, Accounting, Finance, Corporate Management, Governance/ Compliance |
| | Gender: Male | | | |
| | Age: 60 years old | | | |
| | Highest level of education: | Director type: Newly | | |
| | Doctoral degree | appointed director to | | |
| | Major: Public Administration | replace ex-director | | |
| | Thai nationality: Yes | | | |
| | Residing in Thailand: Yes | | | |

Development of directors over the past year

| List of directors | Position | Participated in director development program |
|------------------------------|-----------------------|--|
| Mr. JIRAPHANT ASVATANAKUL | Chairman of the board | Non-participating |
| Mr. CHANDRAN RATNASWAMI | Vice Chairman | Non-participating |
| Ms. POTJANEE THANAVARANIT | Director | Participating |
| Mr. GOBINATH ARVIND ATHAPPAN | Director | Non-participating |
| Mr. ORAN VONGSURAPHICHET | Director | Non-participating |
| Mr. SARA LAMSAM | Director | Participating |
| Mrs. CHAVEEWAN AKSORNSAWADDI | Director | Non-participating |
| Ms. ADA INGAWANIJ | Director | Participating |
| Mr. APISIT ANANTANATARAT | Director | Participating |
| Mr. SOMPORN SUEBTHAWILKUL | Director | Non-participating |
| Mr. KERATI PANICHEWA | Director | Non-participating |

Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 22 Apr 2022

EGM meeting : No

| | List of directors | Termination date | Number of Board Meeting | AGM meetings | EGM meetings |
|-----|--|------------------|-------------------------|-------------------|--------------------------|
| 1. | Mr. JIRAPHANT ASVATANAKUL (Chairman of the board) | - | 4/4 | Participating | Did not hold the meeting |
| 2. | Mr. CHANDRAN RATNASWAMI (Vice Chairman) | - | 4/4 | Non-participating | Did not hold the meeting |
| 3. | Ms. POTJANEE THANAVARANIT (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 4. | Mr. GOBINATH ARVIND ATHAPPAN (Director) | - | 4/4 | Non-participating | Did not hold the meeting |
| 5. | Mr. ORAN VONGSURAPHICHET (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 6. | Mr. SARA LAMSAM (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 7. | Mrs. CHAVEEWAN AKSORNSAWADDI (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 8. | Ms. ADA INGAWANIJ (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 9. | Mr. APISIT ANANTANATARAT (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 10. | Mr. SOMPORN SUEBTHAWILKUL (Director) | - | 3/4 | Non-participating | Did not hold the meeting |
| 11. | Mr. KERATI PANICHEWA (Director) | 22 Apr 2022 | 1/4 | Participating | Did not hold the meeting |

Remuneration for company directors

| List of directors | | Termination date | Meeting allowance (baht) | Other monetary remuneration (baht) | Other non- monetary |
|-------------------|--|------------------|-----------------------------|--|------------------------|
| 1. | Mr. JIRAPHANT ASVATANAKUL (Chairman of the board) | - | 215,000.00 | 360,000.00 | No |
| 2. | Mr. CHANDRAN RATNASWAMI (Vice Chairman) | - | 175,000.00 | 300,000.00 | No |
| 3. | Ms. POTJANEE THANAVARANIT (Director) | - | 300,000.00 | 300,000.00 | No |
| 4. | Mr. GOBINATH ARVIND ATHAPPAN (Director) | - | 100,000.00 | 300,000.00 | No |
| 5. | Mr. ORAN VONGSURAPHICHET (Director) | - | 125,000.00 | 300,000.00 | No |
| 6. | Mr. SARA LAMSAM (Director) | - | 100,000.00 | 300,000.00 | No |
| 7. | Mrs. CHAVEEWAN AKSORNSAWADDI (Director) | - | 240,000.00 | 300,000.00 | No |
| 8. | Ms. ADA INGAWANIJ (Director) | - | 290,000.00 | 300,000.00 | No |
| 9. | Mr. APISIT ANANTANATARAT (Director) | - | 100,000.00 | 300,000.00 | No |
| 10. | Mr. SOMPORN SUEBTHAWILKUL (Director) | - | 75,000.00 | 200,000.00 | No |
| 11. | Mr. KERATI PANICHEWA (Director) | 22 Apr 2022 | 25,000.00 | 100,000.00 | No |

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

| List of directors | | Termination date | Number of the audit committee meeting |
|-------------------|--|------------------|---------------------------------------|
| 1. | Ms. POTJANEE THANAVARANIT (Chairman of the audit committee) | - | 4/4 |
| 2. | Mrs. CHAVEEWAN AKSORNSAWADDI (Audit committee) | - | 4/4 |
| 3. | Ms. ADA INGAWANIJ (Audit committee) | - | 4/4 |