



# **Annual Registration Statement / Annual Report**

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

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

**S. KHONKAEN FOODS PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2022



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	7
<b>Corporate Governance</b>	
Corporate Governance Policy	9
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	10
Performance Report on Corporate Governance	23

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : S. KHONKAEN FOODS PUBLIC COMPANY LIMITED

Symbol : SORKON

Address : 259/13 SOI PRIDI BANOMYONG 13, SUKHUMVIT 71 ROAD, WATTHANA

Province : Bangkok

Postcode : 10110

Business : The company is a manufacturer and distributor of food with 4 business units : 1) Processed Food from Pork 2) Precessed Seafood 3) Quick Service Restaurant (QSR) operates under brand “Zaap Classic” and pork leg stew with rice, “Yunnan” and 4) Swine Farm

Registration Number : 0-1075-37001-81-1

Telephone : 0-2391-1010

Fax (if applicable) : 0-2391-1792

Website : <http://www.sorkon.co.th>

Email : IR@SORKON.CO.TH

Total Shares Sold (shares)

Common Stock : 323,400,000

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

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

	2020	2021	2022
Total (Thousand baht)	2,794.00	2,848.00	3,216.00
Processed Foods (Thousand baht)	1,441.00	1,410.00	1,599.00
Processed Seafood (Thousand baht)	963.00	1,021.00	1,100.00
Quick Service Restaurant (Thousand baht)	97.00	52.00	72.00
Swine Farm (Thousand baht)	262.00	283.00	401.00
Other income (Thousand baht)	31.00	82.00	44.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Processed Foods (%)	51.57	49.51	49.72
Processed Seafood (%)	34.47	35.85	34.20
Quick Service Restaurant (%)	3.47	1.83	2.24
Swine Farm (%)	9.38	9.94	12.47
Other income (%)	1.11	2.88	1.37

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	2,794.00	2,848.00	3,216.00
Domestic (Thousand baht)	2,602.00	2,679.00	3,067.00
International (Thousand baht)	192.00	169.00	149.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	93.13	94.07	95.37
International (%)	6.87	5.93	4.63

\*Excluding the profit margins in the associated companies

## Information on Products and Services (1.2.2)

### Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	1,800,000.00	1,600,000.00	1,850,000.00

# Risk Management

# Risk Management

## Risk Factors (2.2)

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

### **Risk of a Pig Pandemic**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Climate change and disasters

### **Risk of Increasing Prices for Raw Materials in the Business of Processed Food from Pork**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

### **Risk from Reliance on Modern Trade**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

### **Risk of Seafood Raw Materials Sourcing and their Prices**

**Risk Management Measures:** Yes

#### **Related Risk Topics**



#### Strategic Risk

- Volatility in the industry in which the company operates

#### Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

#### Risk from the High Competition of the Industry and Imitation

**Risk Management Measures:** Yes

#### Related Risk Topics

#### Strategic Risk

- Business operations of partners in the supply chain

#### Risk of Labor Shortage

**Risk Management Measures:** Yes

#### Related Risk Topics

#### Operational Risk

- Shortage or reliance on skilled workers

#### Risk of Corruption

**Risk Management Measures:** Yes

#### Related Risk Topics

#### Operational Risk

- Corruption

#### Risk of Cyber Security

**Risk Management Measures:** Yes

#### Related Risk Topics

#### Operational Risk

- Information security and cyber-attack

## **Risk to Securities Holder (2.2.2)**

**Risk of the Main Shareholder Controlling the Resolution of the Shareholders' Meeting and Management Power**

**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 : No

### Environmental Aspect (3.3)

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

Environmental Policy and Practice : No

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

##### Greenhouse gas management

###### • Greenhouse gas emissions

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

###### • Verification of greenhouse gas emissions over the past year

Third-party verification : No

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : No

### 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)	435	274	286
Number of female employees (persons)	962	752	746
<b>Total (persons)</b>	<b>1,397</b>	<b>1,026</b>	<b>1,032</b>

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	N/A	N/A

##### • Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	N/A	N/A	N/A

##### • 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.sorkon.co.th/th/corporate-governance/corporate-policies>

#### 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	12	100.00
Number of male directors	10	83.33
Number of female directors	2	16.67
Number of executive directors	5	41.67
Number of non-executive directors	7	58.33
Number of independent directors	7	58.33

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

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. THANONG BIDAYA Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	9 Aug 2018	Economics, Energy & Utilities, Property Development

2.	Mr. CHAROEN RUJIRASOPON Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	12 Nov 2012	Economics, Agribusiness, Food & Beverage, Property Development, Commerce, Law, Marketing
3.	Mr. WORAPON LOPANSRI Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	29 Apr 2014	Insurance, Petrochemicals & Chemicals, Accounting, Finance, Audit, Internal Control, Governance/ Compliance
4.	Mr. PRASARN MARUKPITAK Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	25 May 1994	Governance/ Compliance, Internal Control
5.	Mr. CHUSAK VIJAKKHANA Gender: Male Age: 72 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	23 Nov 2004	Health Care Services, Law, Governance/ Compliance

6.	<p>Mr. CHAROENPHAN PHANTHUMONGKOL</p> <p>Gender: Male</p> <p>Age: 91 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	11 Jan 2000	Accounting, Internal Control, Finance
7.	<p>Ms. PANCHAMA VIPAMAS</p> <p>Gender: Female</p> <p>Age: 71 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>	20 Jul 2017	Food & Beverage, Law, Accounting, Finance, Internal Control
8.	<p>Mr. AKE PATTARATANAKUN</p> <p>Gender: Male</p> <p>Age: 39 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	29 Sep 2022	Economics, Information & Communication Technology, Marketing, Digital Marketing, Brand Management
9.	<p>Mrs. NIRAMON RUJIRASOPON</p> <p>Gender: Female</p> <p>Age: 71 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	25 May 1994	Economics, Food & Beverage, Agribusiness, Banking, Finance & Securities, Property Development, Marketing, Finance, Accounting, Procurement, Data Analysis, Digital Marketing, Brand Management, Negotiation, Budgeting

10.	Mr. JARASPON RUJIRASOPON Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	14 Aug 2008	Agribusiness, Food & Beverage, Packaging, Media & Publishing, Information & Communication Technology, Marketing, Digital Marketing, Brand Management, Budgeting
11.	Mr. JARUNPOJ RUJIRASOPON Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	27 Apr 2015	Economics, Agribusiness, Food & Beverage, Banking, Finance & Securities, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Statistics, Data Analysis, Brand Management, Corporate Management, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
12.	Mr. THANAKRIT RUJIRASOPON Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	29 Apr 2013	Industrial Materials & Machinery, Paper & Printing Materials, Packaging, Steel, Construction Materials, Transportation & Logistics, Project Management, Engineering, Design, Architecture, Budgeting

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

General information	Position	Tenure	Replacement Director
---------------------	----------	--------	----------------------

1.	Mrs. SIRILUCK CHAIVATTANAPRAPA Gender: Female Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 28 Apr 2016 Date directorship ended: 11 Aug 2022	Mr. AKE PATTARATANAKUN Date position was assumed: 11 Aug 2022
----	--	-----------------------------	--	---

### Other Information pertaining to committees

The Chairman is an independent director : Yes

The Chairman and the manager are the same person : No

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

The company appoints at least one independent director to determine the agenda  
of the Board of Directors' meetings : Yes

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. WORAPON LOPANSRI [1] Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	12 May 2014	Insurance, Petrochemicals & Chemicals, Accounting, Finance, Audit, Internal Control, Governance/ Compliance
2. Mr. PRASARN MARUKPITAK Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	24 Feb 2014	Governance/ Compliance, Internal Control
3. Mr. CHUSAK VIJAKKHANA Gender: Male Age: 72 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	24 Feb 2014	Health Care Services, Law, Governance/ Compliance

[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. CHAROEN RUJIRASOPON Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	12 Nov 2012
2. Mrs. NIRAMON RUJIRASOPON Gender: Female Age: 71 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	18 Apr 2022
3. Mr. JARASPON RUJIRASOPON Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	1 Apr 2022
4. Mr. JARUNPOJ RUJIRASOPON Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Apr 2015

5.	Mr. THANAKRIT RUJIRASOPON	Member of the executive committee	29 Apr 2013
	Gender: Male		
	Age: 57 years old		
	Highest level of education: Bachelor's degree		
	Major: Engineering		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Recruitment and Compensation on Remuneration Committee	Mr. CHAROENPHAN PHANTHUMONGKOL	Chairman
	Mr. CHUSAK VIJAKKHANA	Member
	Mr. CHAROEN RUJIRASOPON	Member
Risk Management Committee	Mr. JARUNPOJ RUJIRASOPON	Chairman
	Mr. JARASPON RUJIRASOPON	Member
	Mr. CHUSAK VIJAKKHANA	Member
	Mr. Sakda Kanajaroen	Member
	Ms. Keanapa Jittiruangvichai	Member
	Mr. Kati Kosanuntachai	Member
	Mr. Vorapod Gitsinthopchai	Member
Audit and Corporate Governance Committee	Mr. Sarun Yansopananan	Member
	Mr. WORAPON LOPANSRI	Chairman
	Mr. PRASARN MARUKPITAK	Member
	Mr. CHUSAK VIJAKKHANA	Member

### Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Recruitment and Compensation on Remuneration Committee
Sub-committees responsible for remuneration	: Recruitment and Compensation on Remuneration Committee
Sub-committees responsible for corporate governance	: Audit and Corporate Governance Committee



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. CHAROEN RUJIRASOPON Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration	Chairman of the Executive Committee	12 Nov 2012	Economics, Agribusiness, Food & Beverage, Property Development, Commerce, Law, Marketing
2. Mrs. NIRAMON RUJIRASOPON Gender: Female Age: 71 years old Highest level of education: Bachelor's degree Major: Economics	Vice Chairman of the Executive Committee - General Affairs	18 Apr 2022	Economics, Food & Beverage, Agribusiness, Banking, Finance & Securities, Property Development, Marketing, Finance, Accounting, Procurement, Data Analysis, Digital Marketing, Brand Management, Negotiation, Budgeting
3. Mr. JARUNPOJ RUJIRASOPON Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Executive Officer - Domestic Business	24 Feb 2020	Economics, Agribusiness, Food & Beverage, Banking, Finance & Securities, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Statistics, Data Analysis, Brand Management, Corporate Management, Strategic Management, Risk Management, Budgeting, Governance/ Compliance

4.	Mr. JARASPON RUJIRASOPON Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer - International Business	24 Feb 2020	Agribusiness, Food & Beverage, Packaging, Media & Publishing, Information & Communication Technology, Marketing, Digital Marketing, Brand Management, Budgeting
5.	Mr. Anuchit Sooktoneang [1] Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Accounting	Acting Chief Financial Officer	1 Sep 2022	Economics, Banking, Finance & Securities, Accounting, Finance, Data Management, Statistics, Data Analysis, Audit, Internal Control, Budgeting, Governance/ Compliance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Remuneration policy for executives (7.4.2 – 7.4.3)

### Remuneration policy for executives

Remuneration policy for executives : No

### Remuneration

	2020	2021	2022
Total executive remuneration (baht)	45,384,876.00	41,767,685.00	53,669,981.00

### 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)	: 286
Number of female employees (persons)	: 746
Total (persons)	: 1,032

#### Provident fund

Total number of employees (persons)	: 1,032
Number of employees contributing to the PVD (persons)	: 664
Percentage of employees who are members (%)	: 64.34

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Nareerat Chatkunakorn	Nareerat_ch@sorkon.co.th	

- Company secretary

General information	Email	Telephone
1. Ms. Kalvarat Vithitamaya	kavarat_vi@sorkon.co.th	

- Head of internal audit

General information	Email	Telephone
1. Mr. Sompark Kiratipongwut	sompark_ki@sorkon.co.th	

- Head of compliance unit

General information	Email	Telephone
1. Mr. Sompark Kiratipongwut	sompark_ki@sorkon.co.th	

• Head of investor relations

General information	Email	Telephone
1. Mr. Komnsit Ratanavachirin	komnsit_ra@sorkon.co.th	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Ms. Pimjai Manitkajohnkit Email: pimjai.manitkajohnkit@th.ey.com Telephone: -</p> <p>2. Ms. Rosaporn Decharkom Email: rosaporn.decharkom@th.ey.com Telephone: -</p> <p>3. Ms. Sumana Punpongsanon Email: nummon.kerdmongkhonchai@th.ey.com Telephone: -</p> <p>4. Ms. Orawan Techawatanasirikul Email: wilaiporn.chaowiwatkul@th.ey.com Telephone: -</p>	3,910,000.00	-

# Performance Report on Corporate Governance

## Performance Report on Corporate Governance

### Summary of Director Performance (8.1)

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

##### List of new directors appointed in the past year

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. THANONG BIDAYA Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 9 Aug 2018	Economics, Energy & Utilities, Property Development
2. Mr. AKE PATTARATANAKUN Gender: Male Age: 39 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 29 Sep 2022	Economics, Information & Communication Technology, Marketing, Digital Marketing, Brand Management

##### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. THANONG BIDAYA	Chairman of the board	N/A
Mr. CHAROEN RUJIRASOPON	Director	N/A
Mr. WORAPON LOPANSRI	Director	N/A

Mr. PRASARN MARUKPITAK	Director	N/A
Mr. CHUSAK VIJAKKHANA	Director	N/A
Mr. CHAROENPHAN PHANTHUMONGKOL	Director	N/A
Ms. PANCHAMA VIPAMAS	Director	N/A
Mr. AKE PATTARATANAKUN	Director	N/A
Mrs. NIRAMON RUJIRASOPON	Director	N/A
Mr. JARASPON RUJIRASOPON	Director	N/A
Mr. JARUNPOJ RUJIRASOPON	Director	N/A
Mr. THANAKRIT RUJIRASOPON	Director	N/A
Mrs. SIRILUCK CHAIVATTANAPRAPA	Director	N/A

#### Directors' performance assessment

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

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

##### Meeting attendance of the board of directors

Number of board meetings (times) : 7

Date of AGM meeting : 28 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. THANONG BIDAYA (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Mr. CHAROEN RUJIRASOPON (Director)	-	7/7	Participating	Did not hold the meeting



3.	Mr. WORAPON LOPANSRI (Director)	-	7/7	Participating	Did not hold the meeting
4.	Mr. PRASARN MARUKPITAK (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. CHUSAK VIJAKKHANA (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. CHAROENPHAN PHANTHUMONGKOL (Director)	-	7/7	Participating	Did not hold the meeting
7.	Ms. PANCHAMA VIPAMAS (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. AKE PATTARATANAKUN (Director)	-	4/4	Non-participating	Did not hold the meeting
9.	Mrs. NIRAMON RUJIRASOPON (Director)	-	7/7	Participating	Did not hold the meeting
10.	Mr. JARASPON RUJIRASOPON (Director)	-	7/7	Participating	Did not hold the meeting
11.	Mr. JARUNPOJ RUJIRASOPON (Director)	-	7/7	Participating	Did not hold the meeting
12.	Mr. THANAKRIT RUJIRASOPON (Director)	-	7/7	Participating	Did not hold the meeting
13.	Mrs. SIRILUCK CHAIVATTANAPRAPA (Director)	11 Aug 2022	3/3	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. THANONG BIDAYA (Chairman of the board)	-	210,000.00	126,500.00	N/A
2.	Mr. CHAROEN RUJIRASOPON (Director)	-	0.00	77,000.00	N/A
3.	Mr. WORAPON LOPANSRI (Director)	-	185,000.00	115,000.00	N/A
4.	Mr. PRASARN MARUKPITAK (Director)	-	165,000.00	104,500.00	N/A
5.	Mr. CHUSAK VIJAKKHANA (Director)	-	210,000.00	104,500.00	N/A

6.	Mr. CHAROENPHAN PHANTHUMONGKOL (Director)	-	145,000.00	104,500.00	N/A
7.	Ms. PANCHAMA VIPAMAS (Director)	-	105,000.00	104,500.00	N/A
8.	Mr. AKE PATTARATANAKUN (Director)	-	0.00	60,000.00	N/A
9.	Mrs. NIRAMON RUJIRASOPON (Director)	-	0.00	77,000.00	N/A
10.	Mr. JARASPON RUJIRASOPON (Director)	-	0.00	71,500.00	N/A
11.	Mr. JARUNPOJ RUJIRASOPON (Director)	-	0.00	71,500.00	N/A
12.	Mr. THANAKRIT RUJIRASOPON (Director)	-	0.00	71,500.00	N/A
13.	Mrs. SIRILUCK CHAIVATTANAPRAPA (Director)	11 Aug 2022	0.00	71,500.00	N/A

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

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

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. WORAPON LOPANSRI (Chairman of the audit committee)	-	4/4
2.	Mr. PRASARN MARUKPITAK (Audit committee)	-	4/4
3.	Mr. CHUSAK VIJAKKHANA (Audit committee)	-	4/4