



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

ASIAN SEA CORPORATION 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 : ASIAN SEA CORPORATION PUBLIC COMPANY LIMITED

Symbol : ASIAN

Address : 55/2 MOO 2 RAMA II ROAD, TAMBOL BANGKRAJAO, AMPHOE MUEANG

Province : Samut Sakhon

Postcode : 74000

Business : Engages in distribution and exports of processed frozen
seafood under its own brands and OEM brand

Registration Number : 0107536001061

Telephone : 0-3482-2204-7, 0-3482-2700-6

Fax (if applicable) : 0-3482-2699

Website : www.asiansea.co.th

Email : asian@asiansea.co.th

Total Shares Sold (shares)

Common Stock : 814,087,559

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	8,645,253.00	9,488,186.00	11,163,602.00
Petfood Business (Thousand baht)	3,338,290.00	4,104,805.00	6,048,023.00
Tuna Business (Thousand baht)	1,089,458.00	850,251.00	1,024,017.00
Aquaculture Feed Business (Thousand baht)	1,373,117.00	1,262,960.00	930,673.00
Frozen Business (Thousand baht)	2,830,087.00	3,260,315.00	3,154,842.00
Other income (Thousand baht)	14,301.00	9,855.00	6,047.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Petfood Business (%)	38.61	43.26	54.18
Tuna Business (%)	12.60	8.96	9.17
Aquaculture Feed Business (%)	15.88	13.31	8.34
Frozen Business (%)	32.74	34.36	28.26
Other income (%)	0.17	0.10	0.05

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	8,645,253.00	9,488,186.00	11,163,602.00
Domestic (Thousand baht)	1,980,546.00	1,783,537.00	1,714,275.00
International (Thousand baht)	6,664,707.00	7,704,649.00	9,449,327.00
United States of America (Thousand baht)	3,225,872.00	3,928,282.00	5,266,039.00

Japan (Thousand baht)	777,957.00	760,158.00	799,044.00
Italy (Thousand baht)	583,199.00	928,864.00	932,406.00
United Kingdom (Thousand baht)	796,064.00	914,494.00	1,027,036.00
Other countries (Thousand baht)	1,281,615.00	1,172,851.00	1,424,802.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	22.91	18.80	15.36
International (%)	77.09	81.20	84.64
United States of America (%)	48.40	50.99	55.73
Japan (%)	11.67	9.87	8.46
Italy (%)	8.75	12.06	9.87
United Kingdom (%)	11.94	11.87	10.87
Other countries (%)	19.23	15.22	15.08

*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	34,634,623.14	34,981,393.34	24,423,473.13

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)

The risk of an Economic Downturn

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

The Risk of Dependence on Export Markets concentrated in Certain Regions

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Reliance on large customers or few customers

The Risk of Changing Consumer Behavior

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies

- Business operations of partners in the supply chain

Risk from procurement and price volatility of main raw materials

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

The Risk of Labor

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Safety, occupational health, and working environment
- Impact from population structure
- Impact on human rights

Risk of Unable Customer Billing within the Specified Period

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

Operational Risk

- Human error in business operations

- Loss or damage from non-compliance of partners or counterparties
- Corruption

Risk of Business Interruption

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack

Risk of Information Technology System Disruption or Cyber Threats

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack

Risk of Climate Change

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Risk of Exchange Rate Fluctuations

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Unhedged loan and borrowing in a foreign currency

Risk of Interest Rate Volatility

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Unhedged loan and borrowing in a foreign currency

Risk of Corruption from Purchasing Selling and Contacting the Government Agencies

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Human error in business operations
- Corruption

Compliance Risk

- Corporate Governance

Risks related to the Environmental, Occupational health and safety impacts on Surrounding Communities

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations
- Safety, occupational health, and working environment

Compliance Risk

- Violations of laws and regulations

Risk to Securities Holder (2.2.2)

Risk from the Major Shareholder having control over the Company Management

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder
- Other

Risk from Reliance on the Key Executive Officers

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder
- Other

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.asiansea.co.th/storage/documents/cg-policy/20230215-asian-sustainable-and-csr-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.asiansea.co.th/storage/documents/cg-policy/20230215-asian-sustainable-and-csr-policy-th.pdf>

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2020	2021	2022
Jet fuel (Litre)	0.00	0.00	0.00
Diesel (Litre)	720,986.79	524,133.66	460,127.77
Gasoline (Litre)	10,595.72	9,244.83	6,646.20
Fuel oil (liters)	1,776,000.00	1,596,000.00	1,239,000.00
Crude oil (barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00

LPG (Kilogram)	52,944.00	36,351.00	28,869.00
Steam (tonnes)	0.00	0.00	0.00
Coal (tonnes)	83,575.82	87,583.93	101,265.33

• **Electricity consumption**

	2020	2021	2022
Amount of electricity purchased (kWh)	62,402,588.00	59,530,273.00	56,123,868.00

Water management

• **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	554,915.43	861,783.69	813,914.00

Waste management

• **Waste from operations**

	2020	2021	2022
Non-hazardous waste (kg)	4,979,818.59	5,154,614.50	5,680,919.99
Hazardous waste (kg)	3,208.00	8,567.00	3,346.00
Total (kg)	4,983,026.59	5,163,181.50	5,684,265.99

Greenhouse gas management

• **Greenhouse gas emissions**

	2020	2021	2022
GHG emission target	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	43,162.30	62,205.87	47,514.08
Scope 2 (Tons of carbon dioxide equivalents)	26,837.78	29,634.66	28,006.94
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00

Total (Tons of carbon dioxide equivalents)	70,000.08	91,840.53	75,521.02
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : VGREEN: Centre of Excellence on enVironmental strategy for GREEN business

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://investor.asiansea.co.th/storage/documents/cg-policy/20230303-asain-human-rights-policy-th.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2020	2021	2022
Number of male employees (persons)	2,037	2,263	2,496
Number of female employees (persons)	3,192	3,501	3,952
Total (persons)	5,229	5,764	6,448

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	0.00	0.00	0.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	3	4	3
Employee development and training expenses (baht)	0.00	0.00	0.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	46	65	92

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	28.19	17.14	18.81

• **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.asiansea.co.th/storage/documents/cg-policy/20230215-asian-cg-policy-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	8	100.00
Number of male directors	4	50.00
Number of female directors	4	50.00
Number of executive directors	4	50.00
Number of non-executive directors	4	50.00
Number of independent directors	3	37.50

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. SURIYA PRASATBUNTITYA Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	10 Aug 2021	Economics, Law, Risk Management, Governance/ Compliance

2.	Mr. SOMSAK AMORNATTANACHAIKUL Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	25 Feb 2021	Agribusiness, Marketing, Governance/ Compliance
3.	Mr. SOMCHAI AMORNATTANACHAIKUL Gender: Male Age: 68 years old Highest level of education: Below a bachelor's degree Major: other Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	29 Jun 1994	Marketing, Agribusiness, Governance/ Compliance, Engineering
4.	Mrs. SUREE JANSAWAT Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	16 Nov 2009	Agribusiness, Law, Governance/ Compliance, Risk Management
5.	Ms. PRAPA PURANACHOTE Gender: Female Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	23 Apr 2020	Economics, Marketing, Accounting, Finance, Agribusiness, Governance/ Compliance, Risk Management

6.	<p>Mrs. SUNANTA TIASUWAN</p> <p>Gender: Female</p> <p>Age: 72 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>	27 Mar 2012	Accounting, Finance, Law, Governance/ Compliance
7.	<p>Mrs. YAOWANEE KRUI-ONGARJNUKOL</p> <p>Gender: Female</p> <p>Age: 69 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</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>	15 May 2008	Accounting, Finance, Risk Management, Governance/ Compliance
8.	<p>Mr. KEERIN CHUTUMSTID</p> <p>Gender: Male</p> <p>Age: 58 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: Newly appointed director to replace ex-director</p>	22 Apr 2022	Engineering, Economics, Marketing, Governance/ Compliance, Risk Management

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

General information	Position	Tenure	Replacement Director
<p>1. Mr. SOMBOON PHAOBANCHONG</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Fine and Applied Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p>	<p>Date position was assumed: 25 Oct 2012</p> <p>Date directorship ended: 17 Mar 2022</p>	<p>Mr. KEERIN CHUTUMSTID</p> <p>Date position was assumed: 22 Apr 2022</p>

2.	Mr. WALLOP LOMLIM	Director	Date position was	No replacement director
	Gender: Male	(Non-executive)	assumed:	
	Age: 56 years old		25 Apr 2018	
	Highest level of education:		Date directorship	
	Bachelor's degree		ended:	
	Major: Agro-Industry		1 Jul 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 : Yes

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. Mrs. SUNANTA TIASUWAN [1] Gender: Female Age: 72 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	27 Mar 2012	Accounting, Finance, Law, Governance/ Compliance
2. Mrs. YAOWANEE KRULO-ONGARJNUKOOL [1] Gender: Female Age: 69 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	15 May 2008	Accounting, Finance, Risk Management, Governance/ Compliance
3. Mr. KEERIN CHUTUMSTID [1] Gender: Male Age: 58 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: Newly appointed director to replace ex-director	22 Apr 2022	Engineering, Economics, Marketing, Governance/ Compliance, Risk Management

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

List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. SOMBOON PHAOBANCHONG Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 25 Oct 2012 Date directorship ended: 17 Mar 2022	Mr. KEERIN CHUTUMSTID Date position was assumed: 22 Apr 2022

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

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. SOMSAK AMORNATTANACHAIKUL Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	27 Sep 1993
2. Mr. SOMCHAI AMORNATTANACHAIKUL Gender: Male Age: 68 years old Highest level of education: Below a bachelor's degree Major: other Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Sep 1993

3.	<p>Mr. SURIYA PRASATBUNTITYA</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	11 May 2016
4.	<p>Mr. Somchai Kuvijitsuwan</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	17 May 2018
5.	<p>Ms. PRAPA PURANACHOTE</p> <p>Gender: Female</p> <p>Age: 68 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>Member of the executive committee</p>	23 Apr 2020
6.	<p>Mr. Hendrikus Van Westendorp</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	24 May 2021
7.	<p>Mr. Akamon Prasoppolsujarit</p> <p>Gender: Male</p> <p>Age: 55 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>Member of the executive committee</p>	17 Aug 2020

8.	<p>Mr. Aekarat Punnasung</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>Member of the executive committee</p>	<p>1 Apr 2018</p>
9.	<p>Mrs. SUREE JANSAWAT</p> <p>Gender: Female</p> <p>Age: 60 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>16 Nov 2009</p>
10.	<p>Mr. Nattharath Puangsuda</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>7 Oct 2023</p>
11.	<p>Ms. Sirirat Wongmathawee</p> <p>Gender: Female</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>Member of the executive committee</p>	<p>12 Oct 2021</p>
12.	<p>Mrs. Somporn Sanguanngoen</p> <p>Gender: Female</p> <p>Age: 58 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>Member of the executive committee</p>	<p>12 Oct 2021</p>

List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. WALLOP LOMLIM Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Agro-Industry Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 25 Apr 2018 Date directorship ended: 1 Jul 2022	No replacement director

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination and Remuneration Committee	Ms. PRAPA PURANACHOTE Mr. SURIYA PRASATBUNTITYA Mr. KEERIN CHUTUMSTID	Chairman Member Member
The Risk Management Committee	Mr. SURIYA PRASATBUNTITYA Mr. KEERIN CHUTUMSTID Mr. Somchai Kuvijitsuwan Mr. Akamon Prasoppolsujarit Mr. Somsak Sthidthumrong Mr. Nattharath Puangsuda Ms. Sirirat Wongmathawee Mr. Bandit Pichetpongsa Ms. Varanratch Assanupong Mr. Pallop Chewpradikul	Chairman Member Member Member Member Member Member Member Member Member
The Credit Committee	Mr. SURIYA PRASATBUNTITYA Mr. Akamon Prasoppolsujarit Mr. Aekarat Punnasung Mrs. SUREE JANSAWAT Mr. Nattharath Puangsuda Mr. Suthep Putippayawongsa	Chairman Member Member Member Member Member

The Corporate Governance and Sustainability Management Committee	Mr. SURIYA PRASATBUNTITYA	Chairman
	Mr. Akamon Prasoppolsujarit	Member
	Mr. Aekarat Punnasung	Member
	Mrs. SUREE JANSAWAT	Member
	Mr. Nattharath Puangsuda	Member
	Ms. Varanratch Assanupong	Member
	Mr. Kittit Treeprapaporn	Member
	Ms. Wijitra Thiangtham	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: The Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: The Corporate Governance and Sustainability Management Committee
Sub-committees responsible for corporate sustainability development	: The Corporate Governance and Sustainability Management Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SOMSAK AMORNATTANACHAIKUL Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Political Science	CHIEF EXECUTIVE OFFICER	1 Mar 1999	Agribusiness, Marketing, Governance/ Compliance
2. Mr. SOMCHAI AMORNATTANACHAIKUL Gender: Male Age: 68 years old Highest level of education: Below a bachelor's degree Major: other	Executive Director	27 Sep 1993	Marketing, Agribusiness, Governance/ Compliance, Engineering
3. Mr. SURIYA PRASATBUNTITYA Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Political Science	Executive Vice President	11 May 2016	Economics, Law, Risk Management, Governance/ Compliance
4. Mr. Akamon Prasoppolsujarit [1][2] Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Accounting	Chief Financial Officer	17 Aug 2020	Finance & Securities, Accounting, Finance, Risk Management
5. Mrs. SUREE JANSAWAT Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration	MANAGING DIRECTOR	12 Oct 2021	Agribusiness, Law, Governance/ Compliance, Risk Management

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	9,463,125.00	17,315,000.00	22,655,761.00

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) : 2,496

Number of female employees (persons) : 3,952

Total (persons) : 6,448

Employee Remuneration

Total employee remuneration : 0.00

Provident fund

Total number of employees (persons) : 6,448

Number of employees contributing to the PVD (persons) : 848

Percentage of employees who are members (%) : 70.20

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. Mrs. SUREE JANSAWAT Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 16 Nov 2009	Agribusiness, Law, Governance/ Compliance, Risk Management
2. Mrs. SUNANTA TIASUWAN Gender: Female Age: 72 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: 27 Mar 2012	Accounting, Finance, Law, Governance/ Compliance

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

General information	Position	Date position was assumed	Experience and expertise
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1.	Mr. KEERIN CHUTUMSTID	Director	Date position was assumed:	Engineering, Economics, Marketing, Governance/ Compliance, Risk Management
	Gender: Male	(Non-executive, Independent director)	22 Apr 2022	
	Age: 58 years old			
	Highest level of education:			
	Master's degree	Director type: Newly appointed director to replace ex-director		
	Major: Accounting			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SURIYA PRASATBUNTITYA	Chairman of the board	Participating
Mr. SOMSAK AMORNATTANACHAIKUL	Director	Participating
Mr. SOMCHAI AMORNATTANACHAIKUL	Director	Non-participating
Mrs. SUREE JANSAWAT	Director	Participating
Ms. PRAPA PURANACHOTE	Director	Non-participating
Mrs. SUNANTA TIASUWAN	Director	Non-participating
Mrs. YAOWANEE KRUE-ONGARJNUKOL	Director	Non-participating
Mr. KEERIN CHUTUMSTID	Director	Participating
Mr. SOMBOON PHAOBANHONG	Director	Non-participating
Mr. WALLOP LOMLIM	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) : 7

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. SURIYA PRASATBUNTITYA (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Mr. SOMSAK AMORNATTANACHAIKUL (Director)	-	7/7	Participating	Did not hold the meeting
3.	Mr. SOMCHAI AMORNATTANACHAIKUL (Director)	-	7/7	Participating	Did not hold the meeting
4.	Mrs. SUREE JANSAWAT (Director)	-	7/7	Participating	Did not hold the meeting
5.	Ms. PRAPA PURANACHOTE (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mrs. SUNANTA TIASUWAN (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mrs. YAOWANEE KRUE-ONGARJNUKOL (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. KEERIN CHUTUMSTID (Director)	-	5/5	Non-participating	Did not hold the meeting
9.	Mr. SOMBOON PHAOBANHONG (Director)	17 Mar 2022	1/1	Non-participating	Did not hold the meeting
10.	Mr. WALLOP LOMLIM (Director)	1 Jul 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. SURIYA PRASATBUNTITYA (Chairman of the board)	-	0.00	0.00	No
2.	Mr. SOMSAK AMORNRRATTANACHAIKUL (Director)	-	0.00	0.00	No
3.	Mr. SOMCHAI AMORNRRATTANACHAIKUL (Director)	-	0.00	0.00	Yes
4.	Mrs. SUREE JANSAWAT (Director)	-	0.00	0.00	Yes
5.	Ms. PRAPA PURANACHOTE (Director)	-	0.00	0.00	No
6.	Mrs. SUNANTA TIASUWAN (Director)	-	245,000.00	360,000.00	Yes
7.	Mrs. YAOWANEE KRUE-ONGARJNUKOOOL (Director)	-	195,000.00	240,000.00	Yes
8.	Mr. KEERIN CHUTUMSTID (Director)	-	210,000.00	200,000.00	Yes
9.	Mr. SOMBOON PHAOBANCHONG (Director)	17 Mar 2022	75,000.00	30,000.00	No
10.	Mr. WALLOP LOMLIM (Director)	1 Jul 2022	0.00	0.00	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.	Mrs. SUNANTA TIASUWAN (Chairman of the audit committee)	-	4/4
2.	Mrs. YAOWANEE KRUE-ONGARJNUKOL (Audit committee)	-	4/4
3.	Mr. KEERIN CHUTUMSTID (Audit committee)	-	3/3
4.	Mr. SOMBOON PHAOBANHONG (Audit committee)	17 Mar 2022	1/1