



# **Annual Registration Statement / Annual Report**

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

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

**BEC WORLD 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 : BEC WORLD PUBLIC COMPANY LIMITED

Symbol : BEC

Address : MALEENONT TOWER, 3199 RAMA IV ROAD, KLONGTON, KHLONG TOEI

Province : Bangkok

Postcode : 10110

Business : The principal business operations of the the Group are:1)  
Content Business - TV, Digital Platform, Global Content  
Licensing, Program Sourcing Production Distribution2)  
Supporting Business

Registration Number : 010753800673

Telephone : 0-2204-3333, 0-2262-3333

Fax (if applicable) : 0-2204-1384

Website : [www.becworld.com](http://www.becworld.com)

Email : [comsec@becworld.com](mailto:comsec@becworld.com)

Total Shares Sold (shares)

Common Stock : 2,000,000,000

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

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

	2020	2021	2022
Total (Thousand baht)	5,937,325.00	5,718,706.00	5,135,680.00
Advertising Income (Thousand baht)	4,757,747.00	4,833,957.00	4,448,683.00
Income from copyright and other services (Thousand baht)	1,053,371.00	846,053.00	666,022.00
Income from Concerts and Shows (Thousand baht)	9,438.00	0.00	0.00
Income from Sale of Goods (Thousand baht)	40,368.00	0.00	0.00
Other Income (not include financial income) (Thousand baht)	76,401.00	38,696.00	20,975.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Advertising Income (%)	80.13	84.53	86.62
Income from copyright and other services (%)	17.74	14.79	12.97
Income from Concerts and Shows (%)	0.16	0.00	0.00
Income from Sale of Goods (%)	0.68	0.00	0.00
Other Income (not include financial income) (%)	1.29	0.68	0.41

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	5,937,325.00	5,718,706.00	5,135,680.00
Domestic (Thousand baht)	5,570,035.00	5,370,976.00	4,870,913.00
International (Thousand baht)	367,290.00	347,730.00	264,767.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	93.81	93.92	94.84
International (%)	6.19	6.08	5.16

\*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	0.00	0.00	0.00

# 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)**

**- Strategic Risk – Accounting and Financial Risk – Operational Risk –Information and Information Technology Risk –Compliance Risk –Other Risks –Sustainability Development 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
- 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

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Information security and cyber-attack
- Delays in the development of future projects
- Impact on the environment
- Impact on human rights



#### Compliance Risk

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

#### Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods

### Risk to Securities Holder (2.2.2)

#### Investment Risk Imposed on the Securities Holders

**Risk Management Measures:** Yes

#### Related Risk Topics

- Return from investment of securities holder
- Other

### Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

#### Foreign Investment Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

- Investment risk
- 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://www.becworld.com/th/sustainability/sustainability/concepts-and-practices>

### Environmental Aspect (3.3)

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

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.becworld.com/th/sustainability/sustainability/concepts-and-practices>

Company environmental guideline : Electricity Management, Fuel 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)	0.00	0.00	96,046.49
Gasoline (Litre)	0.00	0.00	3,832.17
Fuel oil (liters)	0.00	0.00	0.00
Crude oil (barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00

LPG (Kilogram)	0.00	0.00	0.00
Steam (tonnes)	0.00	0.00	0.00
Coal (tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2020	2021	2022
Amount of electricity purchased (kWh)	0.00	0.00	5,048,000.00

**Water management**

• **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	0.00	0.00	17,835.00

**Waste management**

• **Waste from operations**

	2020	2021	2022
Non-hazardous waste (kg)	0.00	0.00	0.00
Hazardous waste (kg)	0.00	0.00	0.00
<b>Total (kg)</b>	0.00	0.00	0.00

**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)	0.00	0.00	255.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	2,524.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00

<b>Total (Tons of carbon dioxide equivalents)</b>	0.00	0.00	2,779.00
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : ECEE Co., Ltd.

## Social Aspect (3.4)

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

Human Rights Policy : Yes

URL of human rights policy : <https://www.becworld.com/storage/document/cg-policy/2022/human-right-policy-th.pdf>

Company human right guideline : Employee Rights, 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)	671	544	575
Number of female employees (persons)	469	386	399
<b>Total (persons)</b>	<b>1,140</b>	<b>930</b>	<b>974</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	N/A	N/A	661,170,978.00

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	8	8	7
Employee development and training expenses (baht)	0.70	2.70	4,427,302.00

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

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	1

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	N/A	N/A	8.32

• **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

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

##### Policy and guideline related to the board of directors

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

## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct : Yes

##### Policy and Guideline related to the Code of Conduct

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

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

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

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	13	100.00
Number of male directors	8	61.54
Number of female directors	5	38.46
Number of executive directors	4	30.77
Number of non-executive directors	9	69.23
Number of independent directors	5	38.46

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

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SOMCHAI BOONNAMSIRI Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Re-elected as director	7 May 2010	Corporate Management, Fund Management, Audit, Sustainability, Finance & Securities, Internal Control, Banking, Finance, Risk Management, Governance/ Compliance, Insurance, Property Development, Economics

2.	Ms. RATANA MALEENONT Gender: Female Age: 73 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	18 Jul 1996	Human Resource Management, Corporate Management, Finance, Professional Services, Accounting, Leadership, Commerce, Property Development, Sustainability, Tourism & Leisure, Economics
3.	Ms. NIPA MALEENONT Gender: Female Age: 71 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	18 Jul 1996	Accounting, Media & Publishing, Property Development
4.	Ms. AMPHORN MALEENONT Gender: Female Age: 68 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	18 Jul 1996	Accounting, Professional Services, Tourism & Leisure, Commerce, Media & Publishing, Construction Services, Property Development, Marketing, Strategic Management
5.	Mrs. RATCHANEE NIPATAKUSOL Gender: Female Age: 65 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	18 Jul 1996	Corporate Management, Marketing, Governance/ Compliance, Commerce, Media & Publishing, Property Development, Tourism & Leisure

6.	<p>Mr. PRATHAN RANGSIMAPORN</p> <p>Gender: Male</p> <p>Age: 89 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Journalism</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>	18 Jul 1996	Media & Publishing, Audit
7.	<p>Mr. MANIT BOONPRAKOB</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education:</p> <p>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>	21 Dec 1999	Accounting, Audit, Budgeting, Finance, Internal Control, Governance/ Compliance, Industrial Materials & Machinery
8.	<p>Mr. MATTHEW KICHODHAN</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	27 Apr 2007	Risk Management, Budgeting, Marketing, Tourism & Leisure, Energy & Utilities, Commerce, Media & Publishing, Food & Beverage, Home & Office Products, Corporate Management
9.	<p>Mr. CHANSAK FUANGFU</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education:</p> <p>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>	7 May 2010	Risk Management, Budgeting, Finance, Banking, Economics, Finance & Securities, Insurance, Commerce, Accounting, Marketing, Fund Management, Data Management, Data Analysis, Leadership, Strategic Management, Governance/ Compliance

10.	Mr. SOMPRASONG BOONYACHAI Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	18 Jan 2017	Strategic Management, Data Management, Change Management, Corporate Management, Tourism & Leisure, Sustainability, Governance/ Compliance, Risk Management, IT Management, Energy & Utilities, Engineering, Media & Publishing, Information & Communication Technology, Food & Beverage
11.	Ms. TRACY ANN MALEENONT Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	10 Aug 2020	Tourism & Leisure, Finance, Accounting, Data Analysis, Statistics, Media & Publishing
12.	Mr. SURIN KRITTAYAPHONGPHUN Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	10 Aug 2020	Marketing, Commerce, Media & Publishing, Food & Beverage, Economics, Sustainability, Corporate Social Responsibility, Brand Management, Strategic Management, Change Management, Human Resource Management, Corporate Management, Digital Marketing, Data Analysis, Negotiation, Personal Products & Pharmaceuticals, Leadership, Budgeting, Professional Services, Tourism & Leisure, Information & Communication Technology, Finance, IT Management, Data Management, Project Management, Risk Management, Governance/ Compliance

13. Mr. TATCHAPOL POSHYANONDA	Director	13 Nov 2020	Risk Management,
Gender: Male	(Non-executive,		Engineering, Information &
Age: 57 years old	Independent director)		Communication Technology,
Highest level of education:			Media & Publishing,
Doctoral degree	Director type: Original		Leadership, Insurance,
Major: Engineering	director		Professional Services,
Thai nationality: Yes			Audit, Project Management, IT
Residing in Thailand: Yes			Management, Corporate
			Management

#### 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. SOMCHAI BOONNAMSIRI Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	14 Nov 2017	Corporate Management, Fund Management, Audit, Sustainability, Finance & Securities, Internal Control, Banking, Finance, Risk Management, Governance/ Compliance, Insurance, Property Development, Economics
2.	Mr. PRATHAN RANGSIMAPORN Gender: Male Age: 89 years old Highest level of education: Master's degree Major: Journalism Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	21 Dec 1999	Media & Publishing, Audit
3.	Mr. MANIT BOONPRAKOB [1] Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	21 Dec 1999	Accounting, Audit, Budgeting, Finance, Internal Control, Governance/ Compliance, Industrial Materials & Machinery

[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. Ms. RATANA MALEENONT Gender: Female Age: 73 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	18 Jul 1996
2. Ms. AMPHORN MALEENONT Gender: Female Age: 68 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	18 Jul 1996
3. Mrs. RATCHANEE NIPATAKUSOL Gender: Female Age: 65 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	18 Jul 1996
4. Mr. SURIN KRITTAYAPHONGPHUN Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Aug 2020

### Other sub-committees

## Sub-committees information

Name of sub-committees	List of directors	Position
Audit and Risk Committee	Mr. SOMCHAI BOONNAMSIRI	Chairman
	Mr. PRATHAN RANGSIMAPORN	Member
	Mr. MANIT BOONPRAKOB	Member
Nomination and Remuneration Committee	Mr. PRATHAN RANGSIMAPORN	Chairman
	Mr. MANIT BOONPRAKOB	Member
	Ms. RATANA MALEENONT	Member
Corporate Governance Committee	Mr. SOMPRASONG BOONYACHAI	Member
	Mrs. RATCHANEE NIPATAKUSOL	Member
	Ms. TRACY ANN MALEENONT	Member
Sustainability Development Committee	Mr. SURIN KRITTAYAPHONGPHUN	Chairman
	Mr. CHARKRIT DIREKWATTANACHAI	Member
	Ms. CHANANYA JAISIN	Member
	Mr. PIRIYADIT CHOOPHUNGART	Member
	Mr. SUBANDIT SUWANNOP	Member
	Mr. AKARAPHOL WEERAWONG	Member
	Mr. APICHA HONGHIRUNRUANG	Member
	Ms. SARINTHIP JARUNSATHIANCHAI	Member
	Mr. SOMRAK NARONGWICHAI	Member
	Mr. AKIRAKORN I-KITISIRI	Member
Risk Management Committee	Mr. SURIN KRITTAYAPHONGPHUN	Chairman
	Mr. CHARKRIT DIREKWATTANACHAI	Member
	Mr. PIRIYADIT CHOOPHUNGART	Member
	Ms. SARINTHIP JARUNSATHIANCHAI	Member
	Ms. CHANANYA JAISIN	Member
	Mr. SOMRAK NARONGWICHAI	Member
	Mr. SUBANDIT SUWANNOP	Member
	Mr. AKARAPHOL WEERAWONG	Member
	Mr. APICHA HONGHIRUNRUANG	Member
	Mr. AKIRAKORN I-KITISIRI	Member

## Roles of Sub-committees

Sub-committees responsible for risk management : Audit and Risk 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 : Corporate Governance Committee

Sub-committees responsible for corporate sustainability development : Sustainability Development Committee

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. NOPPHADOL KHEMAYOTIN Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Finance	EVP-Investment	1 May 2017	Finance, Data Analysis, Fund Management, Media & Publishing, Commerce, Accounting, Strategic Management, Budgeting
2. Mr. CHARKRIT DIREKWATTANACHAI Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration	EVP-Corporate Affairs & Communications	1 Oct 2017	Corporate Management, Marketing, Corporate Social Responsibility, Sustainability, Media & Publishing, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Change Management, Project Management, Brand Management, Digital Marketing, Negotiation, Data Management, IT Management, Accounting, Commerce, Law
3. Mr. SOMRAK NARONGWICHAJ Gender: Male Age: 72 years old Highest level of education: Bachelor's degree Major: Art	EVP - Production	20 Oct 2017	Media & Publishing, Tourism & Leisure, Data Management, Corporate Management, Leadership

4.	Mr. PIRIYADIT CHOOPHUNGART [1] Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	EVP-Finance & Accounting	19 Jan 2018	Budgeting, Finance, Commerce, Media & Publishing, Professional Services, Tourism & Leisure, Accounting, Sustainability, Data Management, Data Analysis, Project Management, Change Management, Risk Management, Governance/ Compliance
5.	Mr. SUBANDIT SUWANNOP Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Communication Arts	EVP-Programming	1 Jun 2020	Data Analysis, Corporate Management, Data Management, Marketing, Digital Marketing, Tourism & Leisure, Media & Publishing, IT Management, Leadership, Change Management, Strategic Management, Risk Management, Budgeting
6.	Mr. SURIN KRITTAYAPHONGPHUN Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Economics	President of TV Business	10 Aug 2020	Marketing, Commerce, Media & Publishing, Food & Beverage, Economics, Sustainability, Corporate Social Responsibility, Brand Management, Strategic Management, Change Management, Human Resource Management, Corporate Management, Digital Marketing, Data Analysis, Negotiation, Personal Products & Pharmaceuticals, Leadership, Budgeting, Professional Services, Tourism & Leisure, Information & Communication Technology, Finance, IT Management, Data Management, Project Management, Risk Management, Governance/ Compliance

7.	Mr. AKARAPHOL WEERAWONG Gender: Male Age: 42 years old Highest level of education: Doctoral degree Major: Business Administration	EVP-People & Resources Management	1 May 2021	Data Management, Change Management, IT Management, Corporate Social Responsibility, Human Resource Management, Data Analysis, Corporate Management, Budgeting, Governance/ Compliance
8.	Ms. SARINTHIP JARUNSATHIANCHAI Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Accounting	EVP-Internal Audit & Risk	1 Jun 2021	Audit, Accounting, Governance/ Compliance, Internal Control, Risk Management, Data Analysis, Finance
9.	Mr. APICHA HONGHIRUNRUANG Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration	President of BEC Studio	1 Jul 2021	Media & Publishing, IT Management, Information & Communication Technology, Data Analysis, Digital Marketing, Brand Management, Strategic Management, Budgeting, Change Management, Data Management, Professional Services
10.	Ms. CHANANYA JAISIN Gender: Female Age: 38 years old Highest level of education: Master's degree Major: Business Administration	EVP-Marketing	8 Nov 2021	IT Management, Data Analysis, Marketing, Digital Marketing, Insurance, Accounting, Finance, Data Management, Statistics, Budgeting
11.	Mr. AKIRAKORN I-KITISIRI Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Master of Science & Technology	EVP-Digital Solutions & commercial	1 Feb 2023	Information & Communication Technology, Marketing, IT Management, Data Analysis, Digital Marketing, Strategic Management, Commerce, Professional Services, Data Management, Brand Management, Change Management, Leadership

[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)	93,104,233.00	102,282,767.00	145,575,314.00

## 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) : 575

Number of female employees (persons) : 399

Total (persons) : 974

#### Employee Remuneration

Total employee remuneration : 661,170,978.00

#### Provident fund

Total number of employees (persons) : 974

Number of employees contributing to the PVD (persons) : 791

Percentage of employees who are members (%) : 81.21

# 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. SOMCHAI BOONNAMSIRI Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 7 May 2010	Corporate Management, Fund Management, Audit, Sustainability, Finance & Securities, Internal Control, Banking, Finance, Risk Management, Governance/ Compliance, Insurance, Property Development, Economics
2. Mr. MATTHEW KICHODHAN Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 27 Apr 2007	Risk Management, Budgeting, Marketing, Tourism & Leisure, Energy & Utilities, Commerce, Media & Publishing, Food & Beverage, Home & Office Products, Corporate Management
3. Mr. CHANSAK FUANGFU Gender: Male Age: 73 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: 7 May 2010	Risk Management, Budgeting, Finance, Banking, Economics, Finance & Securities, Insurance, Commerce, Accounting, Marketing, Fund Management, Data Management, Data Analysis, Leadership, Strategic Management, Governance/ Compliance



## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SOMCHAI BOONNAMSIRI	Chairman of the board	Participating
Ms. RATANA MALEENONT	Director	Participating
Ms. NIPA MALEENONT	Director	Participating
Ms. AMPHORN MALEENONT	Director	Participating
Mrs. RATCHANEE NIPATAKUSOL	Director	Participating
Mr. PRATHAN RANGSIMAPORN	Director	Participating
Mr. MANIT BOONPRAKOB	Director	Participating
Mr. MATTHEW KICHODHAN	Director	Participating
Mr. CHANSAK FUANGFU	Director	Participating
Mr. SOMPRASONG BOONYACHAI	Director	Participating
Ms. TRACY ANN MALEENONT	Director	Participating
Mr. SURIN KRITTAYAPHONGPHUN	Director	Participating
Mr. TATCHAPOL POSHYANONDA	Director	Participating

## Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

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

### Meeting attendance of the board of directors

Number of board meetings (times) : 14

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. SOMCHAI BOONNAMSIRI (Chairman of the board)	-	14/14	Participating	Did not hold the meeting
2.	Ms. RATANA MALEENONT (Director)	-	14/14	Participating	Did not hold the meeting
3.	Ms. NIPA MALEENONT (Director)	-	13/14	Participating	Did not hold the meeting
4.	Ms. AMPHORN MALEENONT (Director)	-	14/14	Participating	Did not hold the meeting
5.	Mrs. RATCHANEE NIPATAKUSOL (Director)	-	13/14	Participating	Did not hold the meeting
6.	Mr. PRATHAN RANGSIMAPORN (Director)	-	14/14	Participating	Did not hold the meeting
7.	Mr. MANIT BOONPRAKOB (Director)	-	14/14	Participating	Did not hold the meeting
8.	Mr. MATTHEW KICHODHAN (Director)	-	14/14	Participating	Did not hold the meeting
9.	Mr. CHANSAK FUANGFU (Director)	-	11/14	Participating	Did not hold the meeting
10.	Mr. SOMPRASONG BOONYACHAI (Director)	-	13/14	Participating	Did not hold the meeting
11.	Ms. TRACY ANN MALEENONT (Director)	-	14/14	Participating	Did not hold the meeting
12.	Mr. SURIN KRITTAYAPHONGPHUN (Director)	-	14/14	Participating	Did not hold the meeting
13.	Mr. TATCHAPOL POSHYANONDA (Director)	-	13/14	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. SOMCHAI BOONNAMSIRI (Chairman of the board)	-	675,000.00	2,140,000.00	No
2.	Ms. RATANA MALEENONT (Director)	-	320,000.00	1,316,100.00	No
3.	Ms. NIPA MALEENONT (Director)	-	260,000.00	1,316,100.00	No
4.	Ms. AMPHORN MALEENONT (Director)	-	280,000.00	1,316,100.00	No
5.	Mrs. RATCHANEE NIPATAKUSOL (Director)	-	300,000.00	1,316,100.00	No
6.	Mr. PRATHAN RANGSIMAPORN (Director)	-	530,000.00	1,316,100.00	No
7.	Mr. MANIT BOONPRAKOB (Director)	-	520,000.00	1,316,100.00	No
8.	Mr. MATTHEW KICHODHAN (Director)	-	300,000.00	1,316,100.00	No
9.	Mr. CHANSAK FUANGFU (Director)	-	240,000.00	1,316,100.00	No
10.	Mr. SOMPRASONG BOONYACHAI (Director)	-	330,000.00	1,316,100.00	No
11.	Ms. TRACY ANN MALEENONT (Director)	-	340,000.00	1,316,100.00	No
12.	Mr. SURIN KRITTAYAPHONGPHUN (Director)	-	280,000.00	1,316,100.00	No
13.	Mr. TATCHAPOL POSHYANONDA (Director)	-	280,000.00	1,316,100.00	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) : 9

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. SOMCHAI BOONNAMSIRI (Chairman of the audit committee)	-	9/9
2.	Mr. PRATHAN RANGSIMAPORN (Audit committee)	-	9/9
3.	Mr. MANIT BOONPRAKOB (Audit committee)	-	9/9