



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

BETAGRO PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	8
Corporate Governance	
Corporate Governance Policy	13
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	14
Performance Report on Corporate Governance	26

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : BETAGRO PUBLIC COMPANY LIMITED

Symbol : BTG

Address : 323 Moo 6, Thung Song Hong, Lak Si

Province : Bangkok

Postcode : 10210

Business : An integrated agro-industrial and food business

Registration Number : 0107539000022

Telephone : 0-2833-8000

Website : www.betagro.com

Email : ir@betagro.com

Total Shares Sold (shares)

Common Stock : 1,934,800,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	80,102.10	85,424.00	112,625.60
AGRO BUSINESS (Thousand baht)	21,794.30	24,795.10	28,403.10
FOOD and PROTEIN BUSINESS (Thousand baht)	53,418.00	54,171.40	75,758.50
INTERNATIONAL BUSINESS (Thousand baht)	3,636.10	4,881.30	6,235.80
PET BUSINESS (Thousand baht)	1,150.30	1,491.30	2,211.00
OTHERS (Thousand baht)	103.40	84.90	17.20

	2020	2021	2022
Total (%)	100.00	100.00	100.00
AGRO BUSINESS (%)	27.21	29.03	25.22
FOOD and PROTEIN BUSINESS (%)	66.69	63.41	67.27
INTERNATIONAL BUSINESS (%)	4.54	5.71	5.54
PET BUSINESS (%)	1.44	1.75	1.96
OTHERS (%)	0.13	0.10	0.02

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	80,102.10	85,424.00	112,625.60
Domestic (Thousand baht)	66,272.30	70,951.60	92,358.60
International (Thousand baht)	13,829.80	14,472.40	20,267.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	82.73	83.06	82.00
International (%)	17.27	16.94	18.00

*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	278.50	265.20	289.30

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)

1. Risk from Changes in Consumer Behavior

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

2. Risk from Expectation of Higher Product Standards

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

3. Risk from Climate Change

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

4. Risk from Personnel to Support Future Business Growth

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

5. Product Quality and Safety Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

6. Risk from Meat Product and Live Animal Price Fluctuations

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

7. Risk from Fluctuating Prices of Raw Materials Used in Animal Feed Production

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

8. Risk from Pandemic in Humans (COVID-19)

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment

9. Risk from Disease Outbreaks in Animals

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

10. Corporate Image and Reputation Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

11. Cyber Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

12. Risk from Exchange Rate Fluctuations

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

13. Investment Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in return on assets or investment

14. Risk from Changes in Laws and Government's Policy

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

15. Legal and Trade Barrier Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations

Risk to Securities Holder (2.2.2)

Risk Factors for Securities Holders' Investment

Risk Management Measures: No

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://www.betagro.com/storage/content/sustainability/sustainability-management-policy/sustainability-management-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://www.betagro.com/storage/content/corporate-governance/corporate-policy/environmental-policy-and-guidelines-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
Diesel (Litre)	N/A	N/A	1,080,204.48
Gasoline (Litre)	N/A	N/A	57,625.45
Fuel oil (liters)	N/A	N/A	490,210.94
LPG (Kilogram)	N/A	N/A	14,189,851.27
Coal (tonnes)	N/A	N/A	58,201.01

• **Electricity consumption**

	2020	2021	2022
Amount of electricity purchased (kWh)	N/A	N/A	442,403,425.81

Water management

• **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	N/A	N/A	938,556.44

Waste management

• **Waste from operations**

	2020	2021	2022
Non-hazardous waste (kg)	N/A	N/A	130,274,141.65
Hazardous waste (kg)	N/A	N/A	2,940,245.64
Total (kg)	N/A	N/A	133,214,387.29

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	241,014.06
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	222,659.68
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	N/A	N/A	463,673.74

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

Third-party verification : Yes

Name of verifying organization : Verified Carbon Footprint Organization (CFO) for 6 organizations (as published in One report) by ECEE Co., Ltd.

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, 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)	14,815	14,446	15,335
Number of female employees (persons)	18,206	17,453	18,317
Total (persons)	33,021	31,899	33,652

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	N/A	N/A	9,095,026,950.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	N/A	5
Employee development and training expenses (baht)	N/A	N/A	36,406,064.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	N/A	N/A	182

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	N/A	N/A	28.42

• **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://www.betagro.com/storage/content/corporate-governance/corporate-governance-policy/20221026-btg-corporate-governance-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, 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	11	100.00
Number of male directors	6	54.55
Number of female directors	5	45.45
Number of executive directors	3	27.27
Number of non-executive directors	8	72.73
Number of independent directors	5	45.45

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. BOONTUCK WUNGCHAROEN Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	19 May 2021	Banking, Finance, Corporate Management

2.	Mr. VANUS TAEPAISITPHONGSE Gender: Male Age: 63 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	15 May 2019	Economics, Corporate Management, Strategic Management, IT Management, Corporate Social Responsibility
3.	Mrs. SIRIWAN INTARAKUMTHORNCHAI Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	30 Apr 2020	Finance & Securities, Accounting, Finance
4.	Mr. VASIT TAEPAISITPHONGSE Gender: Male Age: 60 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	19 May 2021	Corporate Management, Property Development, Strategic Management, Leadership
5.	Mr. THAWEESAK KOANANTAKOOL Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Electrical Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	19 May 2021	Information & Communication Technology, Governance/ Compliance

6.	Ms. THANOMVONG TAEPASITPHONGSE Gender: Female Age: 67 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	19 May 2021	Human Resource Management, Procurement
7.	Ms. PIYAPORN TAEPASITPHONGSE Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Textile and Surface Design Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	19 May 2021	Design, Marketing, Commerce, Food & Beverage
8.	Ms. PREMRATN TAEPASITPHONGSE Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Chemical Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	19 May 2021	Project Management
9.	Mr. WINID SILAMONGKOL Gender: Male Age: 64 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: Re-elected as director	1 Oct 2021	Accounting, Finance, Internal Control, Audit

10.	<p>Mrs. TONGURAI LIMPITI</p> <p>Gender: Female</p> <p>Age: 66 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: Newly appointed director to replace ex-director</p>	1 Feb 2022	Economics, Banking, Finance, Strategic Management, Risk Management
11.	<p>Mr. RAPEE SUCHARITAKUL</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</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>	1 Jul 2022	Law, Finance, Risk Management

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

General information	Position	Tenure	Replacement Director
<p>1. Mr. Jakkirin Taepaisitpong</p> <p>Gender: Male</p> <p>Age: 52 years old</p> <p>Highest level of education: Master'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>Date position was assumed: 15 May 2019</p> <p>Date directorship ended: 1 Jul 2022</p>	<p>Mr. RAPEE SUCHARITAKUL</p> <p>Date position was assumed: 1 Jul 2022</p>
<p>2. Mr. Satit Chanjavanakul</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Textile Technology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p>	<p>Date position was assumed: 19 May 2021</p> <p>Date directorship ended: 1 Feb 2022</p>	<p>Mrs. TONGURAI LIMPITI</p> <p>Date position was assumed: 1 Feb 2022</p>

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 : 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. Mr. WINID SILAMONGKOL [1] Gender: Male Age: 64 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: Re-elected as director	1 Oct 2021	Accounting, Finance, Internal Control, Audit
2. Mr. THAWEESAK KOANANTAKOOL Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Electrical Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	19 May 2021	Information & Communication Technology, Governance/ Compliance
3. Mrs. TONGURAI LIMPITI [1] Gender: Female Age: 66 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: Newly appointed director to replace ex-director	1 Feb 2022	Economics, Banking, Finance, Strategic Management, Risk Management

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

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. RAPEE SUCHARITAKUL	Chairman
	Mrs. TONGURAI LIMPITI	Member
	Ms. THANOMVONG TAEPAISITPHONGSE	Member
Risk Management Committee	Mrs. TONGURAI LIMPITI	Chairman
	Mr. RAPEE SUCHARITAKUL	Member
	Mr. VANUS TAEPAISITPHONGSE	Member
	Mrs. SIRIWAN INTARAKUMTHORNCHAI	Member
Corporate Governance and Sustainable Development Committee	Mr. THAWEESAK KOANANTAKOOL	Chairman
	Mr. WINID SILAMONGKOL	Member
	Mr. VANUS TAEPAISITPHONGSE	Member
	Mr. VASIT TAEPAISITPHONGSE	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: 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	: Corporate Governance and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainable 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. VASIT TAEPAISITPHONGSE Gender: Male Age: 60 years old Highest level of education: Honorary degree Major: Business Administration	CHIEF EXECUTIVE OFFICER AND MANAGING DIRECTOR	1 May 2018	Corporate Management, Property Development, Strategic Management, Leadership
2. Mrs. SIRIWAN INTARAKUMTHORNCHAI [1] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Officer	1 Jun 2021	Finance & Securities, Accounting, Finance
3. Ms. THANOMVONG TAEPAISITPHONGSE Gender: Female Age: 67 years old Highest level of education: Honorary degree Major: Business Administration	Chief Administrative Officer	1 Jan 2021	Human Resource Management, Procurement
4. Mr. Taweekiat Kukiattrat Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer Agro Business	1 Jan 2023	Agribusiness, Commerce, Strategic Management
5. Mr. Trirat Thongplod Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer Protein Business	1 Apr 2022	Agribusiness, Commerce, Marketing, Strategic Management

6.	Mr. Oliver Gottschall Gender: Male Age: 41 years old Highest level of education: Doctoral degree Major: Business and Law	Chief Operating Officer Food Business	26 Apr 2022	Commerce, Marketing, Strategic Management
7.	Mr. Somcharn Suphapitiporn Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer Pet Business	1 Jan 2022	Commerce, Marketing, Strategic Management
8.	Mr. Worrawut Vanitkulbodee Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer International Business	1 Jan 2022	Agribusiness, Commerce, Marketing, Strategic Management
9.	Mr. Tependra Lohumi Gender: Male Age: 39 years old Highest level of education: Bachelor's degree Major: Computer Science & Engineering	Chief Technology Digital Officer	1 Apr 2022	Information & Communication Technology, Strategic Management, IT Management
10.	Mr. Chartchai Leukulwatanachai Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Management	Chief Operational Development Officer	1 Jan 2022	Project Management, Agribusiness, Industrial Materials & Machinery, Corporate 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 : No

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	115,823,465.00	102,344,827.00	144,624,286.00

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) : 15,335

Number of female employees (persons) : 18,317

Total (persons) : 33,652

Employee Remuneration

Total employee remuneration : 9,095,026,950.00

Provident fund

Total number of employees (persons) : 33,652

Number of employees contributing to the PVD (persons) : 13,133

Percentage of employees who are members (%) : 39.03

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Somyos Sakulitsariyaporn	somyos@betagro.com	0632254994

- Company secretary

General information	Email	Telephone
1. Ms. Luxsamee Vongsarakit	luxsameev@betagro.com	0818422512

- Head of internal audit

General information	Email	Telephone
1. Mr. Chaitat Chananonthawat	chaitatc@betagro.com	0898518981

- Head of compliance unit

General information	Email	Telephone
1. Mrs. Pornthip Chusuwan	Pornthipc@betagro.com	083-9077787

• Head of investor relations

General information	Email	Telephone
1. Mr. Vorapoj Hongpinyo	vorapojh@betagro.com	065-5046633

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Ms. Pornthip Rimdusit Email: pornthipr@kpmg.co.th Telephone: 02- 6772370</p> <p>2. Mr. Watchara Pattarapitak Pattarapitak Email: watcharap@kpmg.co.th Telephone: 02-6772304</p> <p>3. Mr. Piyanat Singkhorn Email: piyanat@kpmg.co.th Telephone: 02- 6772667</p>	16,200,000.00	<p>Details: Travel Expenses, overtime and financial statement preparation expenses</p> <p>Total service fee (baht): 1,886,050.00</p>

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. VANUS TAEPAISITPHONGSE Gender: Male Age: 63 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 15 May 2019	Economics, Corporate Management, Strategic Management, IT Management, Corporate Social Responsibility
2. Mrs. SIRIWAN INTARAKUMTHORNCHAI Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 30 Apr 2020	Finance & Securities, Accounting, Finance
3. Mr. WINID SILAMONGKOL Gender: Male Age: 64 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: Re-elected as director	Date position was assumed: 1 Oct 2021	Accounting, Finance, Internal Control, Audit

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

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. TONGURAI LIMPITI Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Finance 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: 1 Feb 2022	Economics, Banking, Finance, Strategic Management, Risk Management
2. Mr. RAPEE SUCHARITAKUL Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Law 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: 1 Jul 2022	Law, Finance, Risk Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. BOONTUCK WUNGCHAROEN	Chairman of the board	Non-participating
Mr. VANUS TAEPAISITPHONGSE	Director	Non-participating
Mrs. SIRIWAN INTARAKUMTHORNCHAI	Director	Non-participating
Mr. VASIT TAEPAISITPHONGSE	Director	Non-participating
Mr. THAWEESAK KOANANTAKOOL	Director	Non-participating
Ms. THANOMVONG TAEPAISITPHONGSE	Director	Non-participating
Ms. PIYAPORN TAEPAISITPHONGSE	Director	Non-participating
Ms. PREMRATN TAEPAISITPHONGSE	Director	Non-participating
Mr. WINID SILAMONGKOL	Director	Non-participating

Mrs. TONGURAI LIMPITI	Director	Participating
Mr. RAPEE SUCHARITAKUL	Director	Non-participating
Mr. Jakkirin Taepaisitpong	Director	Non-participating
Mr. Satit Chanjavanakul	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) : 14

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. BOONTUCK WUNGCHAROEN (Chairman of the board)	-	14/14	Participating	Did not hold the meeting
2. Mr. VANUS TAEPAISITPHONGSE (Director)	-	14/14	Participating	Did not hold the meeting
3. Mrs. SIRIWAN INTARAKUMTHORNCHAI (Director)	-	14/14	Participating	Did not hold the meeting
4. Mr. VASIT TAEPAISITPHONGSE (Director)	-	14/14	Participating	Did not hold the meeting
5. Mr. THAWEESAK KOANANTAKOOL (Director)	-	14/14	Participating	Did not hold the meeting
6. Ms. THANOMVONG TAEPAISITPHONGSE (Director)	-	14/14	Participating	Did not hold the meeting

7.	Ms. PIYAPORN TAEPAISITPHONGSE (Director)	-	13/14	Participating	Did not hold the meeting
8.	Ms. PREMRATN TAEPHAISITPHONGSE (Director)	-	14/14	Participating	Did not hold the meeting
9.	Mr. WINID SILAMONGKOL (Director)	-	14/14	Participating	Did not hold the meeting
10.	Mrs. TONGURAI LIMPITI (Director)	-	14/14	Participating	Did not hold the meeting
11.	Mr. RAPEE SUCHARITAKUL (Director)	-	7/7	Non-participating	Did not hold the meeting
12.	Mr. Jakkrit Taepaisitpong (Director)	1 Jul 2022	7/7	Participating	Did not hold the meeting
13.	Mr. Satit Chanjavanakul (Director)	1 Feb 2022	1/1	Non-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. BOONTUCK WUNGCHAROEN (Chairman of the board)	-	900,000.00	1,269,857.00	No
2.	Mr. VANUS TAEPAISITPHONGSE (Director)	-	890,000.00	770,000.00	No
3.	Mrs. SIRIWAN INTARAKUMTHORNCHAI (Director)	-	0.00	870,714.00	No
4.	Mr. VASIT TAEPAISITPHONGSE (Director)	-	0.00	870,714.00	No
5.	Mr. THAWEESAK KOANANTAKOOL (Director)	-	1,110,000.00	1,202,914.00	No
6.	Ms. THANOMVONG TAEPAISITPHONGSE (Director)	-	0.00	870,714.00	No
7.	Ms. PIYAPORN TAEPAISITPHONGSE (Director)	-	0.00	760,714.00	No
8.	Ms. PREMRATN TAEPHAISITPHONGSE (Director)	-	0.00	760,714.00	No
9.	Mr. WINID SILAMONGKOL (Director)	-	1,330,000.00	1,242,357.00	No
10.	Mrs. TONGURAI LIMPITI (Director)	-	1,280,000.00	1,102,200.00	No
11.	Mr. RAPEE SUCHARITAKUL (Director)	-	520,000.00	460,200.00	No

12.	Mr. Jakkrin Taepaisitpong (Director)	1 Jul 2022	0.00	300,000.00	No
13.	Mr. Satit Chanjavanakul (Director)	1 Feb 2022	40,000.00	50,000.00	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) : 8

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. WINID SILAMONGKOL (Chairman of the audit committee)	-	8/8
2.	Mr. THAWEESEK KOANANTAKOOL (Audit committee)	-	7/8
3.	Mrs. TONGURAI LIMPITI (Audit committee)	-	8/8