



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

WOW FACTOR PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022

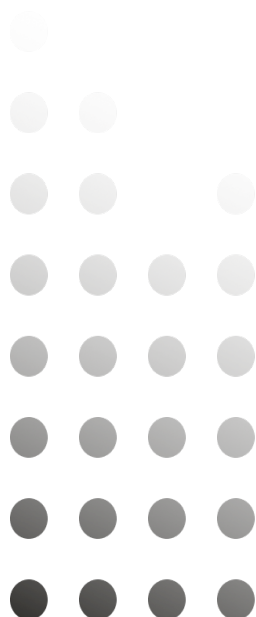


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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : WOW FACTOR PUBLIC COMPANY LIMITED

Symbol : W

Address : 77/1 Soi RuamSiriwit, Chompol, Chatuchak

Province : Bangkok

Postcode : 10900

Business : The company has invested in the Food business

Registration Number : 0107546000041

Telephone : 0-2093-1681-3

Fax (if applicable) : 0-2093-1684

Website : www.wowfactor.co.th

Email : investor@wowfactor.co.th

Total Shares Sold (shares)

Common Stock : 813,913,390

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	419,886.85	426,221.59	604,761.04
Pastry Business (Thousand baht)	41,216.26	44,832.84	45,841.31
Japanese Restaurant Business (Thousand baht)	111,693.47	170,028.92	249,623.61
European Style Restaurant Business (Thousand baht)	31,943.28	39,264.47	67,634.69
Pizza Restaurant Business DOMINO's PIZZA (Thousand baht)	25,132.37	158,415.42	241,661.43
Production and Distribution of Electronics spare parts (Thousand baht)	205,905.26	0.00	0.00
Other income (Thousand baht)	3,996.21	13,679.94	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Pastry Business (%)	9.82	10.52	7.58
Japanese Restaurant Business (%)	26.60	39.89	41.28
European Style Restaurant Business (%)	7.61	9.21	11.18
Pizza Restaurant Business DOMINO's PIZZA (%)	5.99	37.17	39.96
Production and Distribution of Electronics spare parts (%)	49.04	0.00	0.00
Other income (%)	0.95	3.21	0.00

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	419,886.85	426,221.59	604,761.04
Domestic (Thousand baht)	419,886.85	426,221.59	604,761.04

International (Thousand baht)	0.00	0.00	0.00
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	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

*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	N/A	N/A	N/A

Risk Management

Risk Management

Risk Factors (2.2)

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

Economic, political, natural disasters Risks and other.

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Government policy

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Human error in business operations
- Safety, occupational health, and working environment
- Climate change and disasters

Compliance Risk

- Change in laws and regulations

Risk of temporary shop closing by the quality of standard under the license.

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Policies or international agreements related to business operations
- Damage to company image and reputation

Operational Risk

- Shortage or reliance on skilled workers
- Systems or internal control system
- Human error in business operations
- Loss or damage from non-compliance of partners or counterparties
- Safety, occupational health, and working environment

Compliance Risk

- Change in laws and regulations

Risk of cash flow and working capital management.

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Business operations of partners in the supply chain

Financial Risk

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

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
Total (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : No

Company human right guideline : Employee Rights, Safety and Occupational Health at Work

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)	132	203	251
Number of female employees (persons)	235	295	406
Total (persons)	367	498	657

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	62,808,033.00	68,414,770.00	101,850,238.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	0	0	N/A
Employee development and training expenses (baht)	0.00	0.00	7,802.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	3

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	32.97	45.98	42.31

• **Significant labor dispute**

	2020	2021	2022
Significant labor dispute	Yes	No	Yes

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.wowfactor.co.th/th/corporate-governance-policy/>

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, Board Performance Evaluation

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	6	75.00
Number of female directors	2	25.00
Number of executive directors	3	37.50
Number of non-executive directors	5	62.50
Number of independent directors	5	62.50

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. TANAWAT UEASIRIPAN Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Newly appointed director to replace ex-director	16 Dec 2022	Corporate Management, Strategic Management

2.	Mr. SUPREEDEE NIMITKUL Gender: Male Age: 62 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	11 Aug 2022	Law
3.	Ms. SAOWANEE KHAUBOL Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	25 Apr 2022	Accounting, Finance
4.	Mr. PHORNPRAVEE CHANSUWAN Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	18 Nov 2022	Accounting, Finance
5.	Mr. CHANATIP PUMHIRAN Gender: Male Age: 38 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	18 Nov 2022	Economics, Finance

6.	<p>Mrs. ISSARAPORN THANUPON</p> <p>Gender: Female</p> <p>Age: 50 years old</p> <p>Highest level of education: Doctoral 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>	16 Dec 2022	Accounting
7.	<p>Mr. CHANCHAI KANLUANG</p> <p>Gender: Male</p> <p>Age: 49 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>	16 Dec 2022	Accounting
8.	<p>Mr. Somboon Prasobpi boon</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Management</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>	19 Jan 2023	IT Management, Law, Accounting

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

General information	Position	Tenure	Replacement Director
<p>1. Ms. YAOWAROTE KLINBOON</p> <p>Gender: Female</p> <p>Age: 50 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>Chairman of the board</p> <p>(Non-executive, Independent director)</p>	<p>Date position was assumed: 13 Sep 2019</p> <p>Date directorship ended: 19 Dec 2022</p>	No replacement director

2.	Mr. VEERAYOOTH BODHARAMIK Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director)	Date position was assumed: 10 Aug 2018 Date directorship ended: 27 Jan 2022	No replacement director
3.	Mr. KUSOL SANGKANANTA Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 1 Sep 2016 Date directorship ended: 18 Jul 2022	Mr. SUPREEDEE NIMITKUL Date position was assumed: 11 Aug 2022
4.	Mr. SIRUTT RATANAPAITOON Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 22 Jan 2019 Date directorship ended: 31 Oct 2022	Mr. CHANATIP PUMHIRAN Date position was assumed: 11 Nov 2022
5.	Mr. RUENGRIT MCINTOSH Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 27 Feb 2019 Date directorship ended: 25 Feb 2022	No replacement director
6.	Mr. JENVIT JIVAKULCHAINAN Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 28 Feb 2020 Date directorship ended: 14 Nov 2022	Mr. TANAWAT UEASIRIPAN Date position was assumed: 16 Dec 2022

7.	Ms. VIMOL HANPANISHKITKARN Gender: Female Age: 38 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 7 Jan 2022 Date directorship ended: 27 Dec 2022	Mr. Somboon Prasobpiboon Date position was assumed: 19 Jan 2023
8.	Mr. SITHIPONG NETIPHAT Gender: Male Age: 36 years old Highest level of education: Master's degree Major: Marketing and International Business Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 7 Jan 2022 Date directorship ended: 16 Dec 2022	Mr. CHANCHAI KANLUANG Date position was assumed: 16 Dec 2022
9.	Mr. BOONLERD IEWPORNCHAI Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Feb 2022 Date directorship ended: 30 Nov 2022	Mrs. ISSARAPORN THANUPON Date position was assumed: 16 Dec 2022
10.	Ms. SAOWANEE KHAOUBOL Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Apr 2022 Date directorship ended: 11 Nov 2022	No replacement director
11.	Ms. SARINYA MAHADUMRONGKUL Gender: Female Age: 34 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Apr 2022 Date directorship ended: 31 Oct 2022	Mr. PHORNPRAVEE CHANSUWAN Date position was assumed: 11 Nov 2022

Other Information pertaining to committees

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. CHANATIP PUMHIRAN Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	18 Nov 2022	Economics, Finance
2. Mrs. ISSARAPORN THANUPON [1] Gender: Female Age: 50 years old Highest level of education: Doctoral 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	16 Dec 2022	Accounting
3. Mr. CHANCHAI KANLUANG Gender: Male Age: 49 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	19 Jan 2023	Accounting

[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.	<p>Mr. JENVIT JIVAKULCHAINAN</p> <p>Gender: Male</p> <p>Age: 42 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Public Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p>	<p>Date position was assumed: 28 Feb 2020</p> <p>Date directorship ended: 13 May 2022</p>	No replacement director
2.	<p>Mr. VEERAYOOTH BODHARAMIK</p> <p>Gender: Male</p> <p>Age: 53 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>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p>	<p>Date position was assumed: 6 Mar 2020</p> <p>Date directorship ended: 27 Jan 2022</p>	<p>Mr. BOONLERD IEWPORNCHAI</p> <p>Date position was assumed: 25 Feb 2022</p>
3.	<p>Ms. YAOWAROTE KLINBOON</p> <p>Gender: Female</p> <p>Age: 50 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>Audit committee</p> <p>(Non-executive, Independent director)</p>	<p>Date position was assumed: 13 Sep 2019</p> <p>Date directorship ended: 19 Dec 2022</p>	No replacement director
4.	<p>Mr. BOONLERD IEWPORNCHAI [1]</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>Audit committee</p> <p>(Non-executive, Independent director)</p>	<p>Date position was assumed: 25 Feb 2022</p> <p>Date directorship ended: 30 Nov 2022</p>	<p>Mrs. ISSARAPORN THANUPON</p> <p>Date position was assumed: 16 Dec 2022</p>

5.	Ms. SARINYA MAHADUMRONGKUL	Audit committee (Non-executive, Independent director)	Date position was assumed: 13 May 2022 Date directorship ended: 31 Oct 2022	No replacement director
	Gender: Female			
	Age: 34 years old			
	Highest level of education: Master's degree			
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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. SAOWANEE KHAOUBOL Gender: Female Age: 48 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	11 Nov 2022
2.	Mr. TANAWAT UEASIRIPAN Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Dec 2022
3.	Mr. PHORNPRAVEE CHANSUWAN Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Feb 2023

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

General information	Position	Tenure	Replacement Director
1. Mr. SIRUTT RATANAPAITOON Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	Date position was assumed: 7 Jan 2022 Date directorship ended: 31 Oct 2022	No replacement director
2. Ms. VIMOL HANPANISHKITKARN Gender: Female Age: 38 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 7 Jan 2022 Date directorship ended: 31 Jan 2023	Mr. PHORNPRAVEE CHANSUWAN Date position was assumed: 1 Feb 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mrs. ISSARAPORN THANUPON	Chairman
	Mr. CHANATIP PUMHIRAN	Member
	Mr. CHANCHAI KANLUANG	Member

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

Sub-committees responsible for corporate governance : None

Sub-committees responsible for corporate sustainability development : None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Ms. SAOWANEE KHAOUBOL Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer, Chief Administrative Officer : (Acting)	11 Nov 2022	Accounting, Finance
2. Mr. TANAWAT UEASIRIPAN Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Operating Officer	1 Dec 2022	Corporate Management, Strategic Management
3. Mr. PHORNPRAVEE CHANSUWAN [1] Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Accounting	Chief Financial Officer	1 Feb 2023	Accounting, Finance
4. Ms. Wilawan Lowudomsap Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Accounting	Finance Manager	19 Jan 2023	Accounting, Finance

[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)	6,150,500.00	7,391,000.00	5,661,000.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 251

Number of female employees (persons) : 406

Total (persons) : 657

Employee Remuneration

Total employee remuneration : 101,850,238.00

Provident fund

Total number of employees (persons) : 657

Number of employees contributing to the PVD (persons) : 57

Percentage of employees who are members (%) : 8.68

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. Suwat Hngunsungnoen	suwat@crepesandcodev.com	

- Company secretary

General information	Email	Telephone
1. Ms. Saowanee Khaoubol	saowanee@wowfactor.co.th	

- Head of investor relations

General information	Email	Telephone
1. Ms. Saowanee Khaoubol	saowanee@wowfactor.co.th	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. BDO AUDIT COMPANY LIMITED	1. Mr. Teerasak Chuasrisakul Email: teerasak.chuasrisakul@bdo.th Telephone: -	5,225,000.00	-
	2. Mr. Narin Churamongkol Email: Narin.churamongkol@bdo.th Telephone: -		
	3. Ms. Supachanya Thongpan Email: supachanya.thongpan@bdo.th Telephone: -		

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. TANAWAT UEASIRIPAN Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 16 Dec 2022	Corporate Management, Strategic Management
2. Mr. SUPREEDEE NIMITKUL Gender: Male Age: 62 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: 11 Aug 2022	Law
3. Ms. SAOWANEE KHAUBOL Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 25 Apr 2022	Accounting, Finance

4.	Mr. PHORNPRAVEE CHANSUWAN Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 18 Nov 2022	Accounting, Finance
5.	Mr. CHANATIP PUMHIRAN Gender: Male Age: 38 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: 18 Nov 2022	Economics, Finance
6.	Mrs. ISSARAPORN THANUPON Gender: Female Age: 50 years old Highest level of education: Doctoral degree Major: Accounting 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: 16 Dec 2022	Accounting
7.	Mr. CHANCHAI KANLUANG Gender: Male Age: 49 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: Newly appointed director to replace ex-director	Date position was assumed: 16 Dec 2022	Accounting
8.	Mr. Somboon Prasobpi boon Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Management 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: 19 Jan 2023	IT Management, Law, Accounting

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. TANAWAT UEASIRIPAN	Vice Chairman	Non-participating
Mr. SUPREEDEE NIMITKUL	Director	Non-participating
Ms. SAOWANEE KHAUBOL	Director	Non-participating
Mr. PHORNPRAVEE CHANSUWAN	Director	Non-participating
Mr. CHANATIP PUMHIRAN	Director	Non-participating
Mrs. ISSARAPORN THANUPON	Director	Non-participating
Mr. CHANCHAI KANLUANG	Director	Non-participating
Mr. Somboon Prasobpiboon	Director	Non-participating
Ms. YAOWAROTE KLINBOON	Chairman of the board	Non-participating
Mr. VEERAYOOTH BODHARAMIK	Vice Chairman	Non-participating
Mr. KUSOL SANGKANANTA	Director	Non-participating
Mr. SIRUTT RATANAPAITOON	Director	Non-participating
Mr. RUENGRIT MCINTOSH	Director	Non-participating
Mr. JENVIT JIVAKULCHAINAN	Director	Non-participating
Ms. VIMOL HANPANISHKITKARN	Director	Non-participating
Mr. SITHIPONG NETIPHAT	Director	Non-participating
Mr. BOONLERD IEWPORNCHAI	Director	Non-participating
Ms. SARINYA MAHADUMRONGKUL	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : 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) : 8

Date of AGM meeting : 25 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. TANAWAT UEASIRIPAN (Vice Chairman)	-	0/0	Non-participating	Did not hold the meeting
2. Mr. SUPREEDEE NIMITKUL (Director)	-	3/4	Non-participating	Did not hold the meeting
3. Ms. SAOWANEE KHAUBOL (Director)	-	6/6	Non-participating	Did not hold the meeting
4. Mr. PHORNPRAVEE CHANSUWAN (Director)	-	1/1	Non-participating	Did not hold the meeting
5. Mr. CHANATIP PUMHIRAN (Director)	-	1/1	Non-participating	Did not hold the meeting
6. Mrs. ISSARAPORN THANUPON (Director)	-	0/0	Non-participating	Did not hold the meeting
7. Mr. CHANCHAI KANLUANG (Director)	-	0/0	Non-participating	Did not hold the meeting
8. Mr. Somboon Prasobpiboon (Director)	-	0/0	Non-participating	Did not hold the meeting
9. Ms. YAOWAROTE KLINBOON (Chairman of the board)	19 Dec 2022	8/8	Participating	Did not hold the meeting
10. Mr. VEERAYOOTH BODHARAMIK (Vice Chairman)	27 Jan 2022	1/1	Non-participating	Did not hold the meeting
11. Mr. KUSOL SANGKANANTA (Director)	18 Jul 2022	2/3	Participating	Did not hold the meeting

12.	Mr. SIRUTT RATANAPAITOON (Director)	31 Oct 2022	5/5	Participating	Did not hold the meeting
13.	Mr. RUENGRIT MCINTOSH (Director)	25 Feb 2022	0/2	Non-participating	Did not hold the meeting
14.	Mr. JENVIT JIVAKULCHAINAN (Director)	14 Nov 2022	6/6	Participating	Did not hold the meeting
15.	Ms. VIMOL HANPANISHKITKARN (Director)	27 Dec 2022	7/7	Participating	Did not hold the meeting
16.	Mr. SITHIPONG NETIPHAT (Director)	16 Dec 2022	6/6	Participating	Did not hold the meeting
17.	Mr. BOONLERD IEWPORNCHAI (Director)	30 Nov 2022	4/5	Participating	Did not hold the meeting
18.	Ms. SARINYA MAHADUMRONGKUL (Director)	31 Oct 2022	3/3	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. TANAWAT UEASIRIPAN (Vice Chairman)	-	0.00	0.00	No
2.	Mr. SUPREEDEE NIMITKUL (Director)	-	60,000.00	0.00	No
3.	Ms. SAOWANEE KHAOUBOL (Director)	-	80,000.00	0.00	No
4.	Mr. PHORNPRAVEE CHANSUWAN (Director)	-	0.00	0.00	No
5.	Mr. CHANATIP PUMHIRAN (Director)	-	30,000.00	0.00	No
6.	Mrs. ISSARAPORN THANUPON (Director)	-	0.00	0.00	No
7.	Mr. CHANCHAI KANLUANG (Director)	-	0.00	0.00	No
8.	Mr. Somboon Prasobpiboon (Director)	-	0.00	0.00	No
9.	Ms. YAOWAROTE KLINBOON (Chairman of the board)	19 Dec 2022	395,000.00	0.00	No
10.	Mr. VEERAYOOTH BODHARAMIK (Vice Chairman)	27 Jan 2022	30,000.00	0.00	No
11.	Mr. KUSOL SANGKANANTA (Director)	18 Jul 2022	40,000.00	0.00	No

12.	Mr. SIRUTT RATANAPAITOON (Director)	31 Oct 2022	0.00	0.00	No
13.	Mr. RUENGRIT MCINTOSH (Director)	25 Feb 2022	0.00	0.00	No
14.	Mr. JENVIT JIVAKULCHAINAN (Director)	14 Nov 2022	270,000.00	0.00	No
15.	Ms. VIMOL HANPANISHKITKARN (Director)	27 Dec 2022	0.00	0.00	No
16.	Mr. SITHIPONG NETIPHAT (Director)	16 Dec 2022	60,000.00	0.00	No
17.	Mr. BOONLERD IEWPORNCHAI (Director)	30 Nov 2022	130,000.00	0.00	No
18.	Ms. SARINYA MAHADUMRONGKUL (Director)	31 Oct 2022	80,000.00	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.	Mr. CHANATIP PUMHIRAN (Chairman of the audit committee)	-	0/0
2.	Mrs. ISSARAPORN THANUPON (Audit committee)	-	0/0
3.	Mr. CHANCHAI KANLUANG (Audit committee)	-	0/0
4.	Mr. JENVIT JIVAKULCHAINAN (Chairman of the audit committee)	13 May 2022	4/4
5.	Mr. VEERAYOOTH BODHARAMIK (Chairman of the audit committee)	27 Jan 2022	0/0
6.	Ms. YAOWAROTE KLINBOON (Audit committee)	19 Dec 2022	4/4
7.	Mr. BOONLERD IEWPORNCHAI (Audit committee)	30 Nov 2022	2/3
8.	Ms. SARINYA MAHADUMRONGKUL (Audit committee)	31 Oct 2022	1/1