



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SIS DISTRIBUTION (THAILAND) 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 : SIS DISTRIBUTION (THAILAND) PUBLIC COMPANY LIMITED

Symbol : SIS

Address : 9 Pakin Building, 9th Floor, Room No.901, Ratchadaphisek Road,
Din Daeng

Province : Bangkok

Postcode : 10400

Business : Trading in Computer, Software, Peripherals, Smartphone and
office automation equipment in Thailand. The Company is the
distributor of leading IT product manufacturers such as Asus,
Acer, Brother, Dell, Fortinet, Hewlett Packard Enterprise, HP
Inc, Lenovo, Samsung, Xiaomi, etc.

Registration Number : 0107547000052

Telephone : 0-2020-3000

Website : www.sisthai.com

Email : suwathip@sisthai.com

Total Shares Sold (shares)

Common Stock : 350,198,655

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	24,019,033.00	32,425,354.00	29,073,327.00
Commercial (Thousand baht)	5,718,741.00	6,289,087.00	7,259,844.00
Consumer (Thousand baht)	7,997,814.00	10,510,721.00	9,265,500.00
Value Added (Thousand baht)	3,178,761.00	3,852,989.00	4,025,086.00
Phone (Thousand baht)	5,574,658.00	9,927,185.00	6,436,227.00
Others (Thousand baht)	1,328,407.00	1,716,119.00	2,055,412.00
Other income (Thousand baht)	220,652.00	129,253.00	31,258.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Commercial (%)	23.81	19.40	24.97
Consumer (%)	33.30	32.42	31.87
Value Added (%)	13.23	11.88	13.84
Phone (%)	23.21	30.62	22.14
Others (%)	5.53	5.29	7.07
Other income (%)	0.92	0.40	0.11

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	24,019,033.00	32,425,354.00	29,073,327.00
Domestic (Thousand baht)	24,019,033.00	32,425,354.00	29,073,327.00

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 : 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)

Risk from changing in business model of vendors

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

Operational Risk

- Reliance on employees in key positions
- Product obsolescence
- Other

Compliance Risk

- Change in laws and regulations

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- 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://drive.google.com/file/d/1-Nmn_kk_rYYiaXleRZZu5GCfejWT-7Lg/view?usp=sharing

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://drive.google.com/file/d/1IPTooNDXYdfwXmQpd-8HNNeBB1XawzL3/view?usp=sharing>

Company environmental guideline : Electricity Management, Water Management, Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	1,207,375.00	1,059,240.00	1,091,999.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	3,690.00	4,341.00	5,240.00

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 : Yes

URL of human rights policy : https://drive.google.com/file/d/1U08IQM5_eBEJ-LhgsOfsoYIBbhjSVttK/view?usp=sharing

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)	299	329	368
Number of female employees (persons)	352	389	416
Total (persons)	651	718	784

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	506,275,759.64	586,432,265.16	627,435,013.16

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	24	33	34
Employee development and training expenses (baht)	632,296.78	468,770.32	1,009,157.85

• Health, safety and work environment

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

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	11.37	14.35	19.52

• **Significant labor dispute**

	2020	2021	2022
Significant labor dispute	No	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://drive.google.com/file/d/1MfqNPbEBIlvZfyEnQhVoG7o2OUfW_Fu1/view?usp=sharing

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	6	75.00
Number of female directors	2	25.00
Number of executive directors	1	12.50
Number of non-executive directors	7	87.50
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
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1.	Mr. LIM KIAH MENG Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Original director	15 Dec 2017	Data Management, Strategic Management, Change Management, Human Resource Management, IT Management, Risk Management, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Leadership, Statistics, Information & Communication Technology, Electronic Components, Procurement, Economics, Property Development, Commerce, Finance, Accounting, Sustainability, Digital Marketing, Brand Management, Project Management, Budgeting, Governance/ Compliance
2.	Mr. SOMCHAI SITTICHAISRICHART Gender: Male Age: 62 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	9 Feb 2004	Strategic Management, Corporate Management, IT Management, Human Resource Management, Marketing, Digital Marketing, Data Analysis, Finance, Negotiation, Electronic Components, Leadership, Engineering, Data Management, Change Management, Risk Management, Budgeting, Corporate Social Responsibility, Sustainability, Procurement, Governance/ Compliance, Statistics, Accounting, Information & Communication Technology, Economics, Transportation & Logistics, Law, Brand Management, Project Management

3.	<p>Mr. HWEE HAI LIM</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	9 Feb 2004	<p>Economics, Banking, Information & Communication Technology, Electronic Components, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, Human Resource Management, Procurement, Data Management, Data Analysis, Statistics, IT Management, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>
4.	<p>Mr. KIA HONG LIM</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	9 Feb 2004	<p>Economics, Electronic Components, Information & Communication Technology, Commerce, Property Development, Marketing, Finance, Corporate Social Responsibility, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>

5.	Assoc.Prof.Dr. ROJANASAK CHOMVILAILUK Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	9 Feb 2004	Strategic Management, Data Management, Change Management, Risk Management, Human Resource Management, Brand Management, Project Management, Budgeting, Audit, Marketing, Data Analysis, Negotiation, Sustainability, Corporate Social Responsibility, Leadership, Governance/ Compliance, Internal Control
6.	Mrs. LIM HWEE NOI Gender: Female Age: 72 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Original director	15 Dec 2017	Data Management, Change Management, Risk Management, Human Resource Management, Corporate Management, IT Management, Audit, Budgeting, Marketing, Finance, Sustainability, Electronic Components, Internal Control, Governance/ Compliance, Accounting, Leadership, Commerce, Statistics
7.	Mr. PANUWAT CHALONGKUAMDEE Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	21 Feb 2018	Law, Strategic Management, Data Management, Change Management, Human Resource Management, Corporate Management, Risk Management, Budgeting, Corporate Social Responsibility, Sustainability, Leadership, Information & Communication Technology, Data Analysis, Negotiation, Governance/ Compliance, Audit, Internal Control

8.	Ms. SUDAPORN TAWAPEE	Director	12 Nov 2018	Strategic Management, Risk Management, Human Resource Management, Corporate Management, Audit, Budgeting, Data Analysis, Finance, Internal Control, Accounting, Leadership, Statistics, Information & Communication Technology, Governance/ Compliance, Negotiation, Data Management, Change Management
	Gender: Female	(Non-executive,		
	Age: 52 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Re-elected		
	Major: Accounting	as director		
	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	: 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.	Assoc.Prof.Dr. ROJANASAK CHOMVILAILUK Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	13 Feb 2009	Strategic Management, Data Management, Change Management, Risk Management, Human Resource Management, Brand Management, Project Management, Budgeting, Audit, Marketing, Data Analysis, Negotiation, Sustainability, Corporate Social Responsibility, Leadership, Governance/ Compliance, Internal Control
2.	Mr. PANUWAT CHALONGKUAMDEE Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	21 Feb 2018	Law, Strategic Management, Data Management, Change Management, Human Resource Management, Corporate Management, Risk Management, Budgeting, Corporate Social Responsibility, Sustainability, Leadership, Information & Communication Technology, Data Analysis, Negotiation, Governance/ Compliance, Audit, Internal Control

3.	Ms. SUDAPORN TAWAPEE	Audit committee	12 Nov 2018	Strategic Management, Risk Management, Human Resource Management, Corporate Management, Audit, Budgeting, Data Analysis, Finance, Internal Control, Accounting, Leadership, Statistics, Information & Communication Technology, Governance/ Compliance, Negotiation, Data Management, Change Management
	Gender: Female	(Non-executive,		
	Age: 52 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Re-elected		
	Major: Accounting	as director		
	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. Mr. SOMCHAI SITTICHAISRICHAART Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Mar 2005

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit Committee	Assoc.Prof.Dr. ROJANASAK CHOMVILAILUK	Chairman
	Mr. PANUWAT CHALONGKUAMDEE	Member
	Ms. SUDAPORN TAWAPEE	Member

Risk Management Committee	Mr. HWEE HAI LIM	Chairman
	Mr. SOMCHAI SITTICHAISRICHART	Member
	Mr. KIA HONG LIM	Member
Remuneration and Nomination Committee	Ms. SUDAPORN TAWAPEE	Chairman
	Assoc.Prof.Dr. ROJANASAK CHOMVILAILUK	Member
	Mr. HWEE HAI LIM	Member
	Mr. SOMCHAI SITTICHAISRICHART	Member
Corporate Governance and Sustainability Committee	Mr. PANUWAT CHALONGKUAMDEE	Chairman
	Assoc.Prof.Dr. ROJANASAK CHOMVILAILUK	Member
	Ms. SUDAPORN TAWAPEE	Member
	Mr. HWEE HAI LIM	Member
	Mr. SOMCHAI SITTICHAISRICHART	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Remuneration and Nomination Committee
Sub-committees responsible for remuneration	: Remuneration and Nomination Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainability 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. SOMCHAI SITTICHAIRICHART Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	9 Feb 2004	Strategic Management, Corporate Management, IT Management, Human Resource Management, Marketing, Digital Marketing, Data Analysis, Finance, Negotiation, Electronic Components, Leadership, Engineering, Data Management, Change Management, Risk Management, Budgeting, Corporate Social Responsibility, Sustainability, Procurement, Governance/ Compliance, Statistics, Accounting, Information & Communication Technology, Economics, Transportation & Logistics, Law, Brand Management, Project Management

2.	<p>Ms. Ploy Sittichaisrichart</p> <p>Gender: Female</p> <p>Age: 35 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Management</p>	<p>Assistant Managing Director</p>	1 Feb 2017	<p>Economics, Information & Communication Technology, Marketing, Finance, Data Management, IT Management, Strategic Management, Risk Management, Leadership, Change Management, Budgeting, Governance/ Compliance, Corporate Management, Negotiation, Data Analysis, Statistics, Electronic Components, Corporate Social Responsibility, Sustainability, Procurement, Digital Marketing, Project Management, Brand Management</p>
3.	<p>Mrs. Wareeporn Sittichaisrichart</p> <p>Gender: Female</p> <p>Age: 62 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Computer Science</p>	<p>Operation Manager</p>	1 Mar 2005	<p>Transportation & Logistics, Information & Communication Technology, Finance, Human Resource Management, Procurement, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Corporate Management, Leadership, Change Management, Strategic Management, Risk Management, Governance/ Compliance, Budgeting, Electronic Components</p>

4.	<p>Ms. Suwathip Pornsuwannapha [1]</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p>	Financial Controller	1 Mar 2005	<p>Information & Communication Technology, Accounting, Finance, Corporate Social Responsibility, Data Management, Data Analysis, Statistics, Corporate Management, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Project Management, IT Management, Sustainability, Electronic Components</p>
5.	<p>Mr. Monton Mungkornkarn</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p>	General Manager	3 Jul 2017	<p>Information & Communication Technology, Marketing, Procurement, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Electronic Components</p>

6.	<p>Mr. Taweesak Sinpipatmongkol</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Computer Science</p>	General Manager	2 Dec 2019	<p>Information & Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Electronic Components</p>
7.	<p>Mr. Teekayu Dusiyamee</p> <p>Gender: Male</p> <p>Age: 50 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p>	General Manager	10 Jan 2022	<p>Economics, Information & Communication Technology, Electronic Components, Marketing, Finance, Corporate Social Responsibility, Sustainability, Procurement, Data Management, IT Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management</p>

8.	<p>Mr. Nopakoon Visitrattakul</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p>	General Manager	17 Oct 2022	<p>Economics, Information & Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Leadership, Risk Management, Strategic Management, Budgeting, Governance/ Compliance, Electronic Components</p>
9.	<p>Mr. Nantawat Prasongpol</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p>	General Manager	17 Oct 2022	<p>Information & Communication Technology, Corporate Social Responsibility, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Electronic Components</p>

10.	Mr. Sonthiporn Sornsong Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Business Administration	General Manager	5 Jan 2023	Information & Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Governance/ Compliance, Budgeting, Risk Management, Strategic Management, Leadership, Change Management, Electronic Components
11.	Mr. Adisorn Assavanives Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Business Administration	Managing Director	5 Jan 2023	Information & Communication Technology, Electronic Components, Marketing, Corporate Social Responsibility, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Corporate Management, Project Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance

12.	Mr. Thana Thanapase Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Marketing	General Manager	1 Mar 2023	Marketing, Electronic Components, Information & Communication Technology, Corporate Social Responsibility, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
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[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)	71,195,266.00	76,258,386.00	95,897,588.00

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) : 368

Number of female employees (persons) : 416

Total (persons) : 784

Employee Remuneration

Total employee remuneration : 627,435,013.16

Provident fund

Total number of employees (persons) : 784

Number of employees contributing to the PVD (persons) : 719

Percentage of employees who are members (%) : 91.71

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 SITTICHAISRICHAART Gender: Male Age: 62 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: 9 Feb 2004	Strategic Management, Corporate Management, IT Management, Human Resource Management, Marketing, Digital Marketing, Data Analysis, Finance, Negotiation, Electronic Components, Leadership, Engineering, Data Management, Change Management, Risk Management, Budgeting, Corporate Social Responsibility, Sustainability, Procurement, Governance/ Compliance, Statistics, Accounting, Information & Communication Technology, Economics, Transportation & Logistics, Law, Brand Management, Project Management

2.	Mr. KIA HONG LIM Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 9 Feb 2004	Economics, Electronic Components, Information & Communication Technology, Commerce, Property Development, Marketing, Finance, Corporate Social Responsibility, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
3.	Ms. SUDAPORN TAWAPEE Gender: Female Age: 52 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: 12 Nov 2018	Strategic Management, Risk Management, Human Resource Management, Corporate Management, Audit, Budgeting, Data Analysis, Finance, Internal Control, Accounting, Leadership, Statistics, Information & Communication Technology, Governance/ Compliance, Negotiation, Data Management, Change Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. LIM KIAH MENG	Chairman of the board	Participating
Mr. SOMCHAI SITTICHAISRICHA	Director	Participating
Mr. HWEE HAI LIM	Director	Participating
Mr. KIA HONG LIM	Director	Participating

Assoc.Prof.Dr. ROJANASAK CHOMVILAILUK	Director	Participating
Mrs. LIM HWEE NOI	Director	Participating
Mr. PANUWAT CHALONGKUAMDEE	Director	Participating
Ms. SUDAPORN TAWAPEE	Director	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) : 6

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. LIM KIAH MENG (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2. Mr. SOMCHAI SITTICHAISRICHAART (Director)	-	6/6	Participating	Did not hold the meeting
3. Mr. HWEE HAI LIM (Director)	-	6/6	Participating	Did not hold the meeting
4. Mr. KIA HONG LIM (Director)	-	6/6	Participating	Did not hold the meeting
5. Assoc.Prof.Dr. ROJANASAK CHOMVILAILUK (Director)	-	6/6	Participating	Did not hold the meeting
6. Mrs. LIM HWEE NOI (Director)	-	6/6	Participating	Did not hold the meeting

7.	Mr. PANUWAT CHALONGKUAMDEE (Director)	-	6/6	Participating	Did not hold the meeting
8.	Ms. SUDAPORN TAWAPEE (Director)	-	6/6	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. LIM KIAH MENG (Chairman of the board)	-	198,000.00	432,000.00	No
2.	Mr. SOMCHAI SITTICHAISRICHAART (Director)	-	286,000.00	0.00	No
3.	Mr. HWEE HAI LIM (Director)	-	308,000.00	216,000.00	No
4.	Mr. KIA HONG LIM (Director)	-	176,000.00	216,000.00	No
5.	Assoc.Prof.Dr. ROJANASAK CHOMVILAILUK (Director)	-	311,500.00	1,378,185.00	No
6.	Mrs. LIM HWEE NOI (Director)	-	132,000.00	216,000.00	No
7.	Mr. PANUWAT CHALONGKUAMDEE (Director)	-	245,000.00	1,280,685.00	No
8.	Ms. SUDAPORN TAWAPEE (Director)	-	322,000.00	1,280,685.00	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) : 6

List of directors		Termination date	Number of the audit committee meeting
1.	Assoc.Prof.Dr. ROJANASAK CHOMVILAILUK (Chairman of the audit committee)	-	6/6
2.	Mr. PANUWAT CHALONGKUAMDEE (Audit committee)	-	6/6
3.	Ms. SUDAPORN TAWAPEE (Audit committee)	-	6/6