



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THAI OPTICAL GROUP 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 : THAI OPTICAL GROUP PUBLIC COMPANY LIMITED

Symbol : TOG

Address : 15/5 MOO 6 BANGBUATHONG-SUPHANBURI ROAD, TAMBOL LAHARN,
AMPHOE BANG BUA THONG

Province : Nonthaburi

Postcode : 11110

Business : Thai Optical Group Public Company Limited (the Company) or TOG was first established under the name “Thai Polymer Lens Company Limited” on March 8, 1991 by the Prachartam family to produce organic lens, to complement the existing production line of Thai Optical Company Limited (the Subsidiary Company) or TOC, manufacturing mineral lenses for more than 52 years.

Registration Number : 0107547000044

Telephone : 021941145

Fax (if applicable) : 021941151

Website : <http://www.thaiopticalgroup.com>

Email : companysecretary@thaiopticalgroup.com

Total Shares Sold (shares)

Common Stock : 474,318,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	1,821,489.00	2,358,360.00	2,891,111.00
Standard Organic Lenses (Thousand baht)	472,432.00	667,220.00	819,767.00
Value-added Lenses (Thousand baht)	568,045.00	798,940.00	805,924.00
Rx/Prescription Lenses (Thousand baht)	644,299.00	727,588.00	1,016,148.00
Mineral Lenses & Other Products and Services (Thousand baht)	136,713.00	164,612.00	249,272.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Standard Organic Lenses (%)	25.94	28.29	28.35
Value-added Lenses (%)	31.19	33.88	27.88
Rx/Prescription Lenses (%)	35.37	30.85	35.15
Mineral Lenses & Other Products and Services (%)	7.51	6.98	8.62

By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	1,821,489.00	2,358,360.00	2,891,111.00
Domestic (Thousand baht)	113,780.00	106,668.00	116,298.00
International (Thousand baht)	1,707,709.00	2,251,692.00	2,774,813.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	6.25	4.52	4.02

International (%)	93.75	95.48	95.98
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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	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)

Risk related to Obsolete Inventories

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Product obsolescence

Risk related to Fluctuation of Foreign Currency Exchange Rates

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk Related to Credit Line Guarantees between Related Parties

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Employee Health & Safety Protection Against COVID-19 Variants

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment

Impact of the epidemic on the supply chain

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain

Cyber Security & Personal Data Protection Acts

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk to Securities Holder (2.2.2)

Risk related to the Company Having a Majority Shareholder with More Than 25%.

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risks related to Uncertain Share Prices and Returns on Investment for Shareholders

Risk Management Measures: Yes

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

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.thaiopticalgroup.com/uploads/ckeditor/files/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7>

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
Diesel (Litre)	21,434.33	23,553.03	40,240.25
Gasoline (Litre)	27,885.43	22,975.24	20,389.39
LPG (Kilogram)	155.70	316.70	529.00

- **Electricity consumption**

	2020	2021	2022
Amount of electricity purchased (kWh)	30,341,194.00	37,086,197.00	42,177,000.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	281,049.00	312,999.00	263,273.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	715,856.00	725,375.00	1,251,741.00
Hazardous waste (kg)	186,935.00	303,276.00	304,238.00
Total (kg)	902,791.00	1,028,651.00	1,555,979.00

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)	961.00	1,430.00	2,787.00
Scope 2 (Tons of carbon dioxide equivalents)	15,167.00	18,539.00	21,085.00
Scope 3 (Tons of carbon dioxide equivalents)	658.00	9,243.00	10,266.00
Total (Tons of carbon dioxide equivalents)	16,786.00	29,212.00	34,138.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : ECEE Company Limited

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.thaiopticalgroup.com/uploads/ckeditor/files/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%>

Company human right guideline : Employee 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)	344	336	351
Number of female employees (persons)	685	628	623
Total (persons)	1,029	964	974

- **Employee remuneration**

	2020	2021	2022
Employee remuneration (baht)	336,218,103.00	364,984,100.00	379,868,777.00

- **Employee development and training**

	2020	2021	2022
Average training hours of employees (hour / person / year)	11	4	7
Employee development and training expenses (baht)	162,424.04	271,941.19	556,244.43

- **Health, safety and work environment**

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	2	6	3

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	32.26	11.83	12.53

• **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.thaiopticalgroup.com/uploads/ckeditor/files/Corporate%20Governance%20Code%20TH%20\(14-06-2022\).pdf](https://www.thaiopticalgroup.com/uploads/ckeditor/files/Corporate%20Governance%20Code%20TH%20(14-06-2022).pdf)

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

Policy and guideline related to the board of directors

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

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

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

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

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

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	12	100.00
Number of male directors	9	75.00
Number of female directors	3	25.00
Number of executive directors	2	16.67
Number of non-executive directors	10	83.33
Number of independent directors	4	33.33

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. SAWANG PRACHARTAM Gender: Male Age: 78 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	8 Apr 2021	Governance/ Compliance, Corporate Management, Engineering, Leadership, Finance

2.	<p>Mr. SINGH TANGTASWAS</p> <p>Gender: Male</p> <p>Age: 80 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: Re-elected as director</p>	7 Apr 2022	<p>Finance, Internal Control, Governance/ Compliance, Banking, Economics, Corporate Management, Audit</p>
3.	<p>Mr. WICHA JIWALAI</p> <p>Gender: Male</p> <p>Age: 78 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</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>	2 Apr 2020	<p>Engineering, Corporate Management, Audit, Budgeting, Governance/ Compliance, Property Development</p>
4.	<p>Mrs. PORNPUN THOTRAKUL</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</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>	7 Apr 2022	<p>Finance, Procurement, Governance/ Compliance, Engineering</p>
5.	<p>Mr. PHAIRUCH MEKARPORN</p> <p>Gender: Male</p> <p>Age: 77 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</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 Apr 2022	<p>Engineering, Corporate Management, Paper & Printing Materials, Audit, Governance/ Compliance, Internal Control</p>

6.	Mr. BANCHONG CHITTCHANG Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	2 Apr 2020	Engineering, Strategic Management, Change Management, Corporate Management, Human Resource Management, Audit, Governance/ Compliance, Food & Beverage
7.	Ms. WICHIT THAVEEPRECHACHAT Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	8 Apr 2021	Banking, Accounting, Finance, Governance/ Compliance, Audit
8.	Mr. DAVID ANDREW CROSS Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Economics Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	2 Apr 2020	Accounting, Economics, Strategic Management, Corporate Management, Finance, Personal Products & Pharmaceuticals, Governance/ Compliance, Commerce
9.	Mr. TORN PRACHARKTAM Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	8 Apr 2021	Governance/ Compliance, Strategic Management, Corporate Management, Engineering, Risk Management, Personal Products & Pharmaceuticals, Petrochemicals & Chemicals

10.	Mr. SAROTE PRACHARKTAM Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	8 Apr 2021	Engineering, Governance/ Compliance, Strategic Management, Personal Products & Pharmaceuticals
11.	Mrs. AMOLRAT PRACHARKTAM Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	7 Apr 2022	Governance/ Compliance, Change Management, Corporate Management, Corporate Social Responsibility, Sustainability, Personal Products & Pharmaceuticals
12.	Mr. PAUL BRYAN FUSSEY Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	2 Apr 2020	Accounting, Strategic Management, Finance, Budgeting, Personal Products & Pharmaceuticals, Corporate Management, Governance/ Compliance

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

General information	Position	Tenure	Replacement Director
1. Mr. SAROTE PRACHARKTAM Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 20 Feb 2004 Date directorship ended: 6 Nov 2022	No replacement director

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 : Yes

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. SINGH TANGTASWAS [1] Gender: Male Age: 80 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	20 Apr 2004	Finance, Internal Control, Governance/ Compliance, Banking, Economics, Corporate Management, Audit
2. Mr. WICHA JIWALAI Gender: Male Age: 78 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	20 Apr 2004	Engineering, Corporate Management, Audit, Budgeting, Governance/ Compliance, Property Development
3. Mr. PHAIRUCH MEKARPORN Gender: Male Age: 77 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	12 Nov 2014	Engineering, Corporate Management, Paper & Printing Materials, Audit, Governance/ Compliance, Internal Control

[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. TORN PRACHARKTAM Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Nov 2010
2. Mrs. AMOLRAT PRACHARKTAM Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	7 Dec 2017

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. PHAIRUCH MEKARPORN Mr. BANCHONG CHITTCHANG Mr. WICHA JIWALAI	Chairman Member Member
Business Strategy Committee	Mr. BANCHONG CHITTCHANG Mr. TORN PRACHARKTAM Mr. SAROTE PRACHARKTAM Mr. DAVID ANDREW CROSS Mr. PAUL BRYAN FUSSEY	Chairman Member Member Member Member
Audit Committee	Mr. SINGH TANGTASWAS Mr. PHAIRUCH MEKARPORN Mr. WICHA JIWALAI	Chairman Member Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Audit 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	: 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. Mr. TORN PRACHARKTAM Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	1 Jan 2015	Governance/ Compliance, Strategic Management, Corporate Management, Engineering, Risk Management, Personal Products & Pharmaceuticals, Petrochemicals & Chemicals
2. Mrs. AMOLRAT PRACHARKTAM Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Administrative Officer	11 Feb 2019	Governance/ Compliance, Change Management, Corporate Management, Corporate Social Responsibility, Sustainability, Personal Products & Pharmaceuticals
3. Mr. Chaiwat Chittikun Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Engineering	Chief Operating Officer	1 Mar 2019	Engineering, Petrochemicals & Chemicals, Corporate Management, Change Management, Project Management, Personal Products & Pharmaceuticals, Industrial Materials & Machinery
4. Mr. Lindsay Brown Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Science	Chief Commercial Officer	1 Mar 2019	Commerce, Marketing, Negotiation, Corporate Management, Personal Products & Pharmaceuticals
5. Ms. Jirasuda Sumpaotong [1][2] Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Management	Chief Financial Officer	1 Mar 2019	Accounting, Finance, Governance/ Compliance, Corporate Management, Budgeting, Audit, Agribusiness

[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)	22,749,905.00	28,257,286.00	28,451,967.00

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) : 351

Number of female employees (persons) : 623

Total (persons) : 974

Employee Remuneration

Total employee remuneration : 379,868,777.00

Provident fund

Total number of employees (persons) : 974

Number of employees contributing to the PVD (persons) : 654

Percentage of employees who are members (%) : 67.15

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Jintana Phakhikit	jintana_p@thaiopticalgroup.com	02-194-1145-1150 ต่อ 3511

- Company secretary

General information	Email	Telephone
1. Mrs. Amolrat Prachartam	amolrat@thaiopticalgroup.com	02-194-1145-1150 ต่อ 3104

- Head of internal audit

General information	Email	Telephone
1. Ms. Nuchjarin Boonsermsuk	b_nuch@thaiopticalgroup.com	02-194-1145-1150 ต่อ 3504

- Head of compliance unit

General information	Email	Telephone
1. Mrs. Amolrat Prachacktam	amolrat@thaiopticalgroup.com	02-194-1145-1150 ต่อ 3104

• Head of investor relations

General information	Email	Telephone
1. Ms. Jirawan Namnart	jirawan_n@thaiopticalgroup.com	02-194-1145-1150

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Mrs. Sarinda Hirunprasurtwutti Email: sarinda.hirunprasurtwutti@th.ey.com Telephone: 02-264-9090</p> <p>2. Ms. Kamontip Lertwitworatep Email: kamontip.lertwitworatep@th.ey.com Telephone: -</p> <p>3. Ms. Patcharawan Koonarangsri Email: patcharawan.koonarangsri@th.ey.com Telephone: -</p>	2,300,000.00	-

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. SAWANG PRACHARKTAM Gender: Male Age: 78 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 8 Apr 2021	Governance/ Compliance, Corporate Management, Engineering, Leadership, Finance
2. Mr. SINGH TANGTASWAS Gender: Male Age: 80 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: Re-elected as director	Date position was assumed: 7 Apr 2022	Finance, Internal Control, Governance/ Compliance, Banking, Economics, Corporate Management, Audit
3. Mr. WICHA JIWALAI Gender: Male Age: 78 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 2 Apr 2020	Engineering, Corporate Management, Audit, Budgeting, Governance/ Compliance, Property Development

4.	<p>Mrs. PORNPUN THOTRAKUL</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed: 7 Apr 2022</p>	<p>Finance, Procurement, Governance/ Compliance, Engineering</p>
5.	<p>Mr. PHAIRUCH MEKARPORN</p> <p>Gender: Male</p> <p>Age: 77 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed: 7 Apr 2022</p>	<p>Engineering, Corporate Management, Paper & Printing Materials, Audit, Governance/ Compliance, Internal Control</p>
6.	<p>Mr. BANCHONG CHITTCHANG</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed: 2 Apr 2020</p>	<p>Engineering, Strategic Management, Change Management, Corporate Management, Human Resource Management, Audit, Governance/ Compliance, Food & Beverage</p>
7.	<p>Ms. WICHIT THAVEEPRECHACHAT</p> <p>Gender: Female</p> <p>Age: 62 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed: 8 Apr 2021</p>	<p>Banking, Accounting, Finance, Governance/ Compliance, Audit</p>
8.	<p>Mr. DAVID ANDREW CROSS</p> <p>Gender: Male</p> <p>Age: 67 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed: 2 Apr 2020</p>	<p>Accounting, Economics, Strategic Management, Corporate Management, Finance, Personal Products & Pharmaceuticals, Governance/ Compliance, Commerce</p>

9.	Mr. TORN PRACHARKTAM Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 8 Apr 2021	Governance/ Compliance, Strategic Management, Corporate Management, Engineering, Risk Management, Personal Products & Pharmaceuticals, Petrochemicals & Chemicals
10.	Mr. SAROTE PRACHARKTAM Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 8 Apr 2021	Engineering, Governance/ Compliance, Strategic Management, Personal Products & Pharmaceuticals
11.	Mrs. AMOLRAT PRACHARKTAM Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 7 Apr 2022	Governance/ Compliance, Change Management, Corporate Management, Corporate Social Responsibility, Sustainability, Personal Products & Pharmaceuticals
12.	Mr. PAUL BRYAN FUSSEY Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 2 Apr 2020	Accounting, Strategic Management, Finance, Budgeting, Personal Products & Pharmaceuticals, Corporate Management, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SAWANG PRACHARKTAM	Chairman of the board	Participating
Mr. SINGH TANGTASWAS	Director	Participating
Mr. WICHA JIWALAI	Director	Participating

Mrs. PORNPUN THOTRAKUL	Director	Participating
Mr. PHAIRUCH MEKARPORN	Director	Participating
Mr. BANCHONG CHITTCHANG	Director	Participating
Ms. WICHIT THAVEEPRECHACHAT	Director	Participating
Mr. DAVID ANDREW CROSS	Director	Participating
Mr. TORN PRACHARKTAM	Director	Participating
Mr. SAROTE PRACHARKTAM	Director	Participating
Mrs. AMOLRAT PRACHARKTAM	Director	Participating
Mr. PAUL BRYAN FUSSEY	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) : 8

Date of AGM meeting : 7 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SAWANG PRACHARKTAM (Chairman of the board)	-	8/8	Participating	Did not hold the meeting
2.	Mr. SINGH TANGTASWAS (Director)	-	8/8	Participating	Did not hold the meeting
3.	Mr. WICHA JIWALAI (Director)	-	8/8	Participating	Did not hold the meeting

4.	Mrs. PORNPUN THOTRAKUL (Director)	-	8/8	Participating	Did not hold the meeting
5.	Mr. PHAIRUCH MEKARPORN (Director)	-	8/8	Participating	Did not hold the meeting
6.	Mr. BANCHONG CHITTCHANG (Director)	-	8/8	Participating	Did not hold the meeting
7.	Ms. WICHIT THAVEEPRECHACHAT (Director)	-	7/8	Participating	Did not hold the meeting
8.	Mr. DAVID ANDREW CROSS (Director)	-	7/8	Participating	Did not hold the meeting
9.	Mr. TORN PRACHARKTAM (Director)	-	7/7	Participating	Did not hold the meeting
10.	Mr. SAROTE PRACHARKTAM (Director)	-	3/8	Non-participating	Did not hold the meeting
11.	Mrs. AMOLRAT PRACHARKTAM (Director)	-	7/7	Participating	Did not hold the meeting
12.	Mr. PAUL BRYAN FUSSEY (Director)	-	5/8	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. SAWANG PRACHARKTAM (Chairman of the board)	-	667,000.00	640,000.00	No
2.	Mr. SINGH TANGTASWAS (Director)	-	638,000.00	790,000.00	No
3.	Mr. WICHA JIWALAI (Director)	-	663,000.00	821,000.00	No
4.	Mrs. PORNPUN THOTRAKUL (Director)	-	294,000.00	364,000.00	No
5.	Mr. PHAIRUCH MEKARPORN (Director)	-	734,000.00	910,000.00	No
6.	Mr. BANCHONG CHITTCHANG (Director)	-	645,000.00	799,000.00	No
7.	Ms. WICHIT THAVEEPRECHACHAT (Director)	-	294,000.00	364,000.00	No
8.	Mr. DAVID ANDREW CROSS (Director)	-	434,000.00	537,000.00	No

9.	Mr. TORN PRACHARKTAM (Director)	-	434,000.00	537,000.00	No
10.	Mr. SAROTE PRACHARKTAM (Director)	-	434,000.00	537,000.00	No
11.	Mrs. AMOLRAT PRACHARKTAM (Director)	-	294,000.00	364,000.00	No
12.	Mr. PAUL BRYAN FUSSEY (Director)	-	434,000.00	537,000.00	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) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. SINGH TANGTASWAS (Chairman of the audit committee)	-	5/5
2.	Mr. WICHA JIWALAI (Audit committee)	-	5/5
3.	Mr. PHAIRUCH MEKARPORN (Audit committee)	-	5/5