



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THIENSURAT PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
Corporate Governance	
Corporate Governance Policy	10
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	11
Performance Report on Corporate Governance	24

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : THIENSURAT PUBLIC COMPANY LIMITED

Symbol : TSR

Address : 43/9, Moo 7, Soi Chuchat Arnusorn 4, Bang Talad Sub-District,
Pakkred District

Province : Nonthaburi

Postcode : 11120

Business : Produce and distribute water purifiers with direct selling
strategy.

Registration Number : 0107556000213

Telephone : 0-2819-8899

Fax (if applicable) : -

Website : <https://www.tsrplc.com>

Email : jutamas.m@tsrplc.com

Total Shares Sold (shares)

Common Stock : 549,417,133

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	1,942,875.00	1,693,486.00	1,386,732.00
Revenue from sales (Thousand baht)	1,685,542.00	1,411,523.00	1,159,006.00
Other income (Thousand baht)	257,333.00	281,963.00	227,726.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from sales (%)	86.76	83.35	83.58
Other income (%)	13.24	16.65	16.42

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	1,942,875.00	1,693,486.00	1,386,732.00
Domestic (Thousand baht)	1,939,573.00	1,691,407.00	1,385,336.00
International (Thousand baht)	3,302.00	2,079.00	1,396.00
Laos (Thousand baht)	2,908.00	1,529.00	532.00
Cambodia (Thousand baht)	394.00	550.00	864.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	99.83	99.88	99.90
International (%)	0.17	0.12	0.10
Laos (%)	88.07	73.54	38.11

Cambodia (%)	11.93	26.46	61.89
--------------	-------	-------	-------

*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	1,472.00	2,215.00	2,440.00

Risk Management

Risk Management

Risk Factors (2.2)

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

Strategic Risk / Operational Risk / Compliance Risk / New Emerging Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Other

Operational Risk

- Reliance on employees in key positions
- Shortage or fluctuation in pricing of raw materials or productive resources

Compliance Risk

- Change in laws and regulations
- Corporate Governance
- Other

Financial Risk

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

Risk to Securities Holder (2.2.2)

The risk of conducting business as a holding company

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

URL of corporate sustainability policy : <https://www.tsrplc.com/sustainability-reports>

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.tsrplc.com/%e0%b8%99%e0%b9%82%e0%b8%a2%e0%b8%9a%e0%b8%b2%e0%b8%a2-csr>

Company environmental guideline : Electricity Management, Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	226,600.00	122,422.00	188,000.00
Hazardous waste (kg)	0.00	0.00	0.00
Total (kg)	226,600.00	122,422.00	188,000.00

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://www.tsrplc.com/%e0%b8%99%e0%b9%82%e0%b8%a2%e0%b8%9a%e0%b8%b2%e0%b8%a2-csr>

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)	1,753	1,419	1,057
Number of female employees (persons)	1,244	979	667
Total (persons)	2,997	2,398	1,724

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	10	9	5
Employee development and training expenses (baht)	2,261,807.00	284,392.90	342,239.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	9	15	10

• Employee retention

	2020	2021	2022
--	------	------	------

Percentage of employees who voluntarily resigned (%)	213.65	305.63	217.00
--	--------	--------	--------

• 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.tsrplc.com/corporate-governance>

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	11	100.00
Number of male directors	8	72.73
Number of female directors	3	27.27
Number of executive directors	2	18.18
Number of non-executive directors	9	81.82
Number of independent directors	6	54.55

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. Sahas Treetipbut Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	8 Nov 2012	IT Management, Finance, Accounting, Leadership

2.	<p>Mrs. Boonserm Vimuktanandana</p> <p>Gender: Female</p> <p>Age: 74 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: Original director</p>	8 Nov 2012	Audit, Accounting, Finance, Internal Control
3.	<p>Mr. Supree Wongdeeprom</p> <p>Gender: Male</p> <p>Age: 69 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: Re-elected as director</p>	18 Apr 2013	Strategic Management, Risk Management, Corporate Social Responsibility, Sustainability, Internal Control, Governance/ Compliance, Marketing
4.	<p>Mr. Porntep Siriwanarangsun</p> <p>Gender: Male</p> <p>Age: 67 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Medicine</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>	27 Feb 2018	Health Care Services, Accounting, Finance, Budgeting, Risk Management
5.	<p>Mrs. Sumana Vonggapan</p> <p>Gender: Female</p> <p>Age: 72 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	24 Apr 2015	Strategic Management, Human Resource Management, Corporate Management, Insurance, Audit

6.	<p>Mr. Surat Wongrattanapassorn</p> <p>Gender: Male</p> <p>Age: 56 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: Original director</p>	27 Apr 2018	Risk Management, IT Management, Transportation & Logistics
7.	<p>Mr. Chookiat Rujanapornpaje</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Finance Banking and Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	12 Jan 2023	Corporate Management, Finance
8.	<p>Mr. Waranon Kongpatimakorn</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Sep 2022	Human Resource Management, Data Management, Corporate Management, Strategic Management
9.	<p>Mr. Kittipol Thanasit</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance and Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Sep 2022	Accounting, Finance

10.	Ms. Tachanun Kangwantrakool Gender: Female Age: 54 years old Highest level of education: Doctoral degree Major: Software Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	1 Sep 2022	Risk Management, Audit, IT Management
11.	Mr. Ekarat Changyoo Gender: Male Age: 38 years old Highest level of education: Master's degree Major: International Business Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	8 Nov 2012	Strategic Management, Risk Management, Marketing, Data Analysis, Home & Office Products, Governance/ Compliance

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

General information	Position	Tenure	Replacement Director
1. Ms. Savita Changyoo Gender: Female Age: 41 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 22 Jan 2009 Date directorship ended: 31 Aug 2022	Mr. Waranon Kongpatimakorn Date position was assumed: 1 Sep 2022
2. Mr. Viruch Wongnirund Gender: Male Age: 70 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: 9 Apr 2013 Date directorship ended: 6 Jul 2022	Ms. Tachanun Kangwantrakool Date position was assumed: 1 Sep 2022

3.	Ms. Theinvanee Changyoo Gender: Female Age: 42 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: 26 Jan 2017 Date directorship ended: 31 Aug 2022	Mr. Kittipol Thanasit Date position was assumed: 1 Sep 2022
4.	Mr. Siam Uralwong Gender: Male Age: 54 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: 17 May 2022 Date directorship ended: 31 Aug 2022	Mr. Chookiat Rujanapornpaje Date position was assumed: 12 Jan 2023

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 : No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. Boonserm Vimuktanandana [1] Gender: Female Age: 74 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	8 Nov 2012	Audit, Accounting, Finance, Internal Control
2. Mr. Porntep Siriwanarangsun [1] Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	27 Feb 2018	Health Care Services, Accounting, Finance, Budgeting, Risk Management
3. Mr. Supree Wongdeeprom [1] Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	15 May 2018	Strategic Management, Risk Management, Corporate Social Responsibility, Sustainability, Internal Control, Governance/ Compliance, Marketing

[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. Chookiat Rujanapornpaje Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Finance Banking and Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	12 Jan 2023
2. Mr. Waranon Kongpatimakorn Gender: Male Age: 49 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 Sep 2022
3. Mr. Ekarat Changyoo Gender: Male Age: 38 years old Highest level of education: Master's degree Major: International Business Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Jan 2022
4. Mr. Kittipol Thanasit Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Finance and Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Jan 2023

5.	Mr. Phornwit Laithuamtaweekun	Member of the executive committee	1 Sep 2022
	Gender: Male		
	Age: 44 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mrs. Sumana Vonggapap	Chairman
	Mr. Porntep Siriwanarangsun	Member
	Ms. Tachanun Kangwantrakool	Member
The Corporate Governance and Corporate Social Responsibility Committee	Mr. Supree Wongdeeprom	Member
	Mr. Ekarat Changyoo	Member
Risk Management Committee	Mr. Supree Wongdeeprom	Chairman
	Mr. Surat Wongrattanapassorn	Member
	Mr. Ekarat Changyoo	Member
	Mr. Waranon Kongpatimakorn	Member
	Mr. Kittipol Thanasit	Member
	Mr. Phornwit Laithuamtaweekun	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: The Corporate Governance and Corporate Social Responsibility Committee
Sub-committees responsible for corporate sustainability development	: The Corporate Governance and Corporate Social Responsibility 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. Waranon Kongpatimakorn Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Executive Officer	1 Sep 2022	Human Resource Management, Data Management, Corporate Management, Strategic Management
2. Mr. Kittipol Thanasit [1] Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Finance and Accounting	Chief Financial Officer	1 Sep 2022	Accounting, Finance
3. Mr. Krissana Tantecharat Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Marketing	Chief Executive Officer (Sales)	1 Oct 2022	Marketing
4. Mr. Panupan Visuttiwitakul Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Marketing	Chief Product & Production Officer	1 Oct 2022	Marketing, Engineering
5. Mr. Pornchai Sanchaichana Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Communication Arts	Vice President	1 Nov 2022	Marketing, Brand Management, Design

6.	Ms. Chanadda Ruangchai Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Vice President	1 Dec 2022	Data Analysis, Strategic Management, Risk Management
7.	Mr. Tongthai Puntian Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Sociology	Vice President	16 Dec 2022	Marketing
8.	Mr. Kiratat Jirachit Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Industrial Engineer	Vice President	1 Jan 2023	Information & Communication Technology
9.	Mr. Kwanchai Anothainart Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Engineering	Vice President	1 Jan 2023	Engineering
10.	Mr. Pongsak Ravanghet Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Business Administration	Vice President	4 Jan 2023	Marketing
11.	Mr. NARIN SUWANAPHAN [2] Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	Finance and Accounting Director	25 Mar 2019	Accounting, Finance, Budgeting

[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)	3,852,000.00	4,352,000.00	3,312,000.00

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) : 1,057

Number of female employees (persons) : 667

Total (persons) : 1,724

Provident fund

Total number of employees (persons) : 1,724

Number of employees contributing to the PVD (persons) : 242

Percentage of employees who are members (%) : 0.00

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. Narin Suwanaphan	narin.s@tsrplc.com	028198899 ต่อ 1581

- Company secretary

General information	Email	Telephone
1. Ms. Jutamas Malai	jutamas.m@tsrplc.com	028198899 ต่อ 1536

- Head of internal audit

General information	Email	Telephone
1. Ms. Pichayaporn Kongsomnam	pichayaporn.k@tsrplc.com	028198899 ต่อ 5236

- Head of compliance unit

General information	Email	Telephone
1. Ms. JUTAMAS MALAI	jutamas.m@tsrplc.com	028198899 ต่อ 1536

• Head of investor relations

General information	Email	Telephone
1. Ms. Jutamas Malai	jutamas.m@tsrplc.com	028198899 ต่อ 1536

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Ms. Thanyalux Keadkeaw Email: thanyalux@kpmg.co.th Telephone: 026772000 ต่อ 2055</p> <p>2. Ms. Sophi Prompol Email: sophit@kpmg.co.th Telephone: 026772000 ต่อ 2055</p> <p>3. Ms. Dussanee Yimsuwan Email: dussanee@kpmg.co.th Telephone: 026772000 ต่อ 2055</p>	2,250,000.00	-

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. Supree Wongdeeprom Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 18 Apr 2013	Strategic Management, Risk Management, Corporate Social Responsibility, Sustainability, Internal Control, Governance/ Compliance, Marketing
2. Mr. Porntep Siriwanarangsun Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 27 Feb 2018	Health Care Services, Accounting, Finance, Budgeting, Risk Management

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

General information	Position	Date position was assumed	Experience and expertise
---------------------	----------	---------------------------	--------------------------

1.	Mr. Chookiat Rujanapornpaje Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Finance Banking and Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 12 Jan 2023	Corporate Management, Finance
2.	Mr. Waranon Kongpatimakorn Gender: Male Age: 49 years old Highest level of education: Bachelor'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: 1 Sep 2022	Human Resource Management, Data Management, Corporate Management, Strategic Management
3.	Mr. Kittipol Thanasit Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Finance and Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Sep 2022	Accounting, Finance
4.	Ms. Tachanun Kangwantrakool Gender: Female Age: 54 years old Highest level of education: Doctoral degree Major: Software Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Sep 2022	Risk Management, Audit, IT Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. Sahas Treetipbut	Chairman of the board	Non-participating
Mrs. Boonserm Vimuktanandana	Director	Non-participating

Mr. Supree Wongdeeprom	Director	Non-participating
Mr. Porntep Siriwanarangsun	Director	Non-participating
Mrs. Sumana Vonggapan	Director	Non-participating
Mr. Surat Wongrattanapassorn	Director	Non-participating
Mr. Chookiat Rujanapornpaje	Director	Non-participating
Mr. Waranon Kongpatimakorn	Director	Participating
Mr. Kittipol Thanasit	Director	Participating
Ms. Tachanun Kangwantrakool	Director	Non-participating
Mr. Ekarat Changyoo	Director	Non-participating
Ms. Savita Changyoo	Director	Non-participating
Mr. Viruch Wongnirund	Director	Non-participating
Ms. Theinvanee Changyoo	Director	Non-participating
Mr. Siam Uralwong	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 11

Date of AGM meeting : 27 Apr 2022

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. Sahas Treetipbut (Chairman of the board)	-	11/11	Participating	Participating
2. Mrs. Boonserm Vimuktanandana (Director)	-	11/11	Participating	Participating
3. Mr. Supree Wongdeeprom (Director)	-	11/11	Participating	Participating
4. Mr. Porntep Siriwanarangsun (Director)	-	11/11	Participating	Participating
5. Mrs. Sumana Vonggapan (Director)	-	11/11	Participating	Participating
6. Mr. Surat Wongrattanapassorn (Director)	-	11/11	Participating	Participating
7. Mr. Chookiat Rujanapornpaje (Director)	-	0/0	Non-participating	Non-participating
8. Mr. Waranon Kongpatimakorn (Director)	-	5/5	Non-participating	Participating
9. Mr. Kittipol Thanasit (Director)	-	5/5	Non-participating	Participating
10. Ms. Tachanun Kangwantrakool (Director)	-	5/5	Non-participating	Participating
11. Mr. Ekarat Changyoo (Director)	-	11/11	Participating	Participating
12. Ms. Savita Changyoo (Director)	31 Aug 2022	4/5	Participating	Non-participating
13. Mr. Viruch Wongnirund (Director)	6 Jul 2022	0/4	Non-participating	Non-participating
14. Ms. Theinvanee Changyoo (Director)	31 Aug 2022	4/5	Participating	Non-participating
15. Mr. Siam Uralwong (Director)	31 Aug 2022	1/1	Non-participating	Non-participating

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. Sahas Treetipbut (Chairman of the board)	-	378,200.00	275,000.00	No
2. Mrs. Boonserm Vimuktanandana (Director)	-	490,500.00	150,000.00	No
3. Mr. Supree Wongdeeprom (Director)	-	519,400.00	150,000.00	No
4. Mr. Porntep Siriwanarangsun (Director)	-	548,200.00	150,000.00	No
5. Mrs. Sumana Vonggapan (Director)	-	426,000.00	150,000.00	No

6.	Mr. Surat Wongrattanapassorn (Director)	-	363,000.00	150,000.00	No
7.	Mr. Chookiat Rujanapornpaje (Director)	-	0.00	0.00	No
8.	Mr. Waranon Kongpatimakorn (Director)	-	85,000.00	75,000.00	No
9.	Mr. Kittipol Thanasit (Director)	-	55,000.00	75,000.00	No
10.	Ms. Tachanun Kangwantrakool (Director)	-	142,000.00	75,000.00	No
11.	Mr. Ekarat Changyoo (Director)	-	571,500.00	150,000.00	No
12.	Ms. Savita Changyoo (Director)	31 Aug 2022	399,800.00	100,000.00	No
13.	Mr. Viruch Wongnirund (Director)	6 Jul 2022	51,000.00	0.00	No
14.	Ms. Theinvannee Changyoo (Director)	31 Aug 2022	347,000.00	100,000.00	No
15.	Mr. Siam Uralwong (Director)	31 Aug 2022	30,000.00	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) : 8

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. Boonserm Vimuktanandana (Chairman of the audit committee)	-	8/8
2.	Mr. Porntep Siriwanarangsun (Audit committee)	-	8/8
3.	Mr. Supree Wongdeeprom (Audit committee)	-	8/8