



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

ICHITAN 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 : ICHITAN GROUP PUBLIC COMPANY LIMITED

Symbol : ICHI

Address : No. 8 T-ONE Building, 42nd - 44th Floors, Soi Sukhumvit 40, Phra
Khanong, Khlong Toei

Province : Bangkok

Postcode : 10110

Business : Ichitan Group Public Company Limited operates beverage business, and manufactures and sells ready-to drink green tea beverage, herbal drink, and low-sugar ready-to-drink tea beverage, under the brands of Ichitan Green Tea, Yen Yen by Ichitan and Juice Drinks, Non-Carbonated "Bireley's", respectively. In 2014, the Company entered into a joint venture agreement with PT Atri Pasifik ("AP"), a company incorporated in Indonesia, in order to invest in PT ichi Tan Indonesia, a new joint venture established in Indonesia. The purposes of the joint venture are to produce and sell ready-to-drink beverage branded "Ichitan" in Indonesia. The Company and AP will equally invest in the joint venture (50% of the issued and paid-up share capital of the joint venture)

Registration Number : 0107556000485

Telephone : 0-2023-1111

Fax (if applicable) : 0-2020-3999

Website : www.ichitangroup.com

Email : ir@ichitangroup.com

Total Shares Sold (shares)

Common Stock : 1,300,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	5,107,963.39	5,250,765.27	6,359,600.81
Revenue from sale of goods (Thousand baht)	5,099,295.62	5,228,257.63	6,340,362.88
Other income (Thousand baht)	8,667.77	22,507.64	19,237.93

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from sale of goods (%)	99.83	99.57	99.70
Other income (%)	0.17	0.43	0.30

By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	5,107,963.39	5,250,765.27	6,359,600.81
Domestic (Thousand baht)	4,030,899.00	4,576,364.64	5,746,462.94
International (Thousand baht)	1,077,064.39	674,400.63	613,137.87

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	78.91	87.16	90.36
International (%)	21.09	12.84	9.64

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	3,332,901.24	4,482,308.04	5,665,295.30

Risk Management

Risk Management

Risk Factors (2.2)

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

Risks that affect the Rights or Investments of Securities Holders

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

Management Risk that relies on Executives or Major Shareholders

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Reliance on employees in key positions

Compliance Risk

- Corporate Governance

Intense Competition 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

Risk of new product development

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

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

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

Risk of Dependence on Main Distributors at least 30% of Sales

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

Production and Labor Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Shortage or reliance on skilled workers
- Safety, occupational health, and working environment

Risks related to Environmental Impact

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Damage to company image and reputation

Operational Risk

- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations
- Corporate Governance

Consumption Safety Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Damage to company image and reputation

Human Rights Risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations
- Safety, occupational health, and working environment
- Impact on human rights

Compliance Risk

- Change in laws and regulations

Foreign Exchange Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Price Volatility of Main Raw Materials

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Climate change and disasters

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

Financial Risk

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

Risk of major shareholder over 50 percent

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

Risk of Violating the Personal Data Protection Act (PDPA)

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Information security and cyber-attack

Compliance Risk

- Change in laws and regulations
- Corporate Governance

Risks from Demographic Changes and Consumer Behavior on Health – Conscious

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Impact from population structure

Compliance Risk

- Laws and regulations is not favorable for doing business

Climate Change Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Operational Risk

- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations

Cyber Threat Risk and Information Leakage

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Changes in technologies

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack

Compliance Risk

- Change in laws and regulations

Risk of Emerging Diseases

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Damage to company image and reputation

Operational Risk

- Shortage or reliance on skilled workers
- Human error in business operations

Compliance Risk

- Change in laws and regulations

Risk to Securities Holder (2.2.2)

Return from investment of securities holder

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

Investment risk

Risk Management Measures: No

Related Risk Topics

- Investment risk

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

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2020	2021	2022
Jet fuel (Litre)	0.00	0.00	0.00
Diesel (Litre)	0.00	0.00	0.00
Gasoline (Litre)	0.00	0.00	0.00
Fuel oil (liters)	0.00	0.00	0.00
Crude oil (barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	236,725,565.50	224,665,697.80	256,915,470.00
LPG (Kilogram)	0.00	0.00	0.00
Steam (tonnes)	0.00	0.00	0.00
Coal (tonnes)	0.00	0.00	0.00

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	38,670,276.00	37,671,382.00	38,100,594.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	1,507,131.00	1,522,072.00	1,567,679.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	2,096,170.00	2,234,860.00	23,608,680.00
Hazardous waste (kg)	3,393.00	2,310.00	21,670.00
Total (kg)	2,099,563.00	2,237,170.00	23,630,350.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	36,256.00	34,394.00	31,308.00
Scope 1 (Tons of carbon dioxide equivalents)	14,872.00	14,559.00	N/A
Scope 2 (Tons of carbon dioxide equivalents)	19,331.00	18,832.00	N/A
Scope 3 (Tons of carbon dioxide equivalents)	79,925.00	83,382.00	N/A
Total (Tons of carbon dioxide equivalents)	114,128.00	116,773.00	N/A

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

Third-party verification : Yes

Name of verifying organization : Thailand Greenhouse Gas Management Organization (Public Organization)

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, 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)	272	260	250
Number of female employees (persons)	126	119	112
Total (persons)	398	379	362

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	224,692,519.99	228,173,595.25	223,760,921.19

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	6	8	6
Employee development and training expenses (baht)	1,825,258.20	551,013.66	692,663.65

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	2

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	13.07	17.94	22.65

• **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 : <http://www.ichitangroup.com/pdf/corporate/governance3.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	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
Number of executive directors	6	66.67
Number of non-executive directors	3	33.33
Number of independent directors	3	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. AVM. NATHAWAT NIMMOLTHANAKHORN Gender: Male Age: 72 years old Highest level of education: Bachelor's degree Major: Education in Secondary Education Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	3 Jul 2013	Risk Management, Audit, Food & Beverage, Corporate Management, Governance/ Compliance

2.	<p>Mrs. ENG PASSAKORNNATEE</p> <p>Gender: Female</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>Vice Chairman (Executive)</p> <p>Director type: Additional and newly-appointed directors</p>	27 Apr 2022	<p>Law, Strategic Management, Risk Management, Human Resource Management, Corporate Management, Budgeting, Marketing, Finance, Sustainability, Governance/ Compliance, Accounting, Food & Beverage, Corporate Social Responsibility, Data Analysis</p>
3.	<p>Mr. TAN PASSAKORNNATEE</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	3 Jul 2013	<p>Strategic Management, Marketing, Food & Beverage, Corporate Management, Finance, Accounting, Governance/ Compliance, Risk Management, Brand Management, Negotiation, Sustainability, Corporate Social Responsibility, Leadership</p>
4.	<p>Mr. THITI JIRANONKAN</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Journalism and Print Media</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	13 Aug 2014	<p>Food & Beverage, Corporate Management, IT Management, Governance/ Compliance</p>
5.	<p>Mr. VIROJ SUPASOON</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	3 Jul 2013	<p>Food & Beverage, Risk Management, Corporate Management, Marketing, Strategic Management, Finance, Accounting, IT Management, Governance/ Compliance</p>

6.	Mr. THANAPAN KONGNANTA Gender: Male 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: Original director	3 Jul 2013	Risk Management, Brand Management, Marketing, Food & Beverage, Corporate Management, Strategic Management, Finance, Accounting, Governance/ Compliance, Data Management, Data Analysis, Negotiation
7.	Ms. ARAYA PANICHAYUNONT Gender: Female Age: 47 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	3 Jul 2013	Finance, Food & Beverage, Corporate Management, Accounting, Governance/ Compliance
8.	Mr. PRASAN LIMPIPATANAKUL Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	17 Jun 2013	Audit, Governance/ Compliance, Food & Beverage, Corporate Management, Finance, Accounting, Risk Management
9.	Mr. ISSARACHAI DECHARIT Gender: Male Age: 63 years old Highest level of education: Barrister Major: Thai bar Association Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	3 Jul 2013	Audit, Governance/ Compliance, Food & Beverage, Corporate Management, Law, Risk Management

Other Information pertaining to committees

The Chairman is an independent director : Yes

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : 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. AVM. NATHAWAT NIMMOLTHANAKHORN [1] Gender: Male Age: 72 years old Highest level of education: Bachelor's degree Major: Education in Secondary Education Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	12 Feb 2013	Risk Management, Audit, Food & Beverage, Corporate Management, Governance/ Compliance
2. Mr. PRASAN LIMPIPATANAKUL [1] Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	12 Feb 2013	Audit, Governance/ Compliance, Food & Beverage, Corporate Management, Finance, Accounting, Risk Management

3.	Mr. ISSARACHAI DECHARIT [1] Gender: Male Age: 63 years old Highest level of education: Barrister Major: Thai bar Association Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	12 Feb 2013	Audit, Governance/ Compliance, Food & Beverage, Corporate Management, Law, Risk Management
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[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. TAN PASSAKORNNATEE Gender: Male Age: 63 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	17 Jun 2013
2.	Mrs. ENG PASSAKORNNATEE Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Nov 2021
3.	Mr. THITI JIRANONKAN Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Journalism and Print Media Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 Jun 2013

4.	Mr. VIROJ SUPASOON Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 Jun 2013
5.	Mr. THANAPAN KONGNANTA Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 Jun 2013
6.	Mr. Preecha Augcharanonda Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 Jun 2013
7.	Mr. Apichart Sukachirawat Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	23 Feb 2022

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

General information	Position	Tenure	Replacement Director
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1.	Mr. Preecha Augcharanonda	Member of the executive committee	Date position was assumed: 17 Jun 2013	No replacement director
	Gender: Male			
	Age: 60 years old			
	Highest level of education:		Date directorship ended:	
	Master's degree			
	Major: Accounting		31 Dec 2022	
	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	Mr. ISSARACHAI DECHARIT	Chairman
	Mr. PRASAN LIMPIPATANAKUL	Member
	Mrs. ENG PASSAKORNNATEE	Member
Risk Management Committee	Mrs. ENG PASSAKORNNATEE	Chairman
	AVM. NATHAWAT NIMMOLTHANAKHORN	Member
	Mr. VIROJ SUPASOON	Member
	Mr. THANAPAN KONGNANTA	Member
Corporate Governance and Sustainability Committee	Mr. PRASAN LIMPIPATANAKUL	Chairman
	Mr. ISSARACHAI DECHARIT	Member
	Mrs. ENG PASSAKORNNATEE	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and 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. TAN PASSAKORNNATEE Gender: Male Age: 63 years old Highest level of education: Honorary degree Major: Business Administration	Chief Executive Officer	3 Sep 2010	Strategic Management, Marketing, Food & Beverage, Corporate Management, Finance, Accounting, Governance/ Compliance, Risk Management, Brand Management, Negotiation, Sustainability, Corporate Social Responsibility, Leadership
2. Mrs. ENG PASSAKORNNATEE Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President	10 Nov 2021	Law, Strategic Management, Risk Management, Human Resource Management, Corporate Management, Budgeting, Marketing, Finance, Sustainability, Governance/ Compliance, Accounting, Food & Beverage, Corporate Social Responsibility, Data Analysis
3. Mr. VIROJ SUPASOON Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Science	Executive Vice President, Factory Departmentt	30 Jan 2013	Food & Beverage, Risk Management, Corporate Management, Marketing, Strategic Management, Finance, Accounting, IT Management, Governance/ Compliance

4.	Mr. THANAPAN KONGNANTA Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President, Beverage Business	12 Feb 2013	Risk Management, Brand Management, Marketing, Food & Beverage, Corporate Management, Strategic Management, Finance, Accounting, Governance/ Compliance, Data Management, Data Analysis, Negotiation
5.	Mr. Apichart Sukachirawat [1] Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Accounting	Executive Vice President, Accounting and Finance	23 Feb 2022	Food & Beverage, Banking, Finance & Securities, Insurance, Accounting, Finance, Human Resource Management, Data Management, Data Analysis, Risk Management, Budgeting, Economics, Procurement, Statistics, Corporate Management

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	35,808,300.00	33,536,700.00	43,072,310.00

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) : 250

Number of female employees (persons) : 112

Total (persons) : 362

Employee Remuneration

Total employee remuneration : 223,760,921.19

Provident fund

Total number of employees (persons) : 362

Number of employees contributing to the PVD (persons) : 273

Percentage of employees who are members (%) : 75.41

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. TAN PASSAKORNNATEE Gender: Male Age: 63 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 3 Jul 2013	Strategic Management, Marketing, Food & Beverage, Corporate Management, Finance, Accounting, Governance/ Compliance, Risk Management, Brand Management, Negotiation, Sustainability, Corporate Social Responsibility, Leadership
2. Mr. THITI JIRANONKAN Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Journalism and Print Media Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 13 Aug 2014	Food & Beverage, Corporate Management, IT Management, Governance/ Compliance
3. Ms. ARAYA PANICHAYUNONT Gender: Female Age: 47 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 3 Jul 2013	Finance, Food & Beverage, Corporate Management, Accounting, Governance/ Compliance

• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. ENG PASSAKORNNATEE Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Additional and newly-appointed directors	Date position was assumed: 27 Apr 2022	Law, Strategic Management, Risk Management, Human Resource Management, Corporate Management, Budgeting, Marketing, Finance, Sustainability, Governance/ Compliance, Accounting, Food & Beverage, Corporate Social Responsibility, Data Analysis

Development of directors over the past year

List of directors	Position	Participated in director development program
AVM. NATHAWAT NIMMOLTHANAKHORN	Chairman of the board	Participating
Mrs. ENG PASSAKORNNATEE	Vice Chairman	Participating
Mr. TAN PASSAKORNNATEE	Director	Participating
Mr. THITI JIRANONKAN	Director	Participating
Mr. VIROJ SUPASOON	Director	Participating
Mr. THANAPAN KONGNANTA	Director	Participating
Ms. ARAYA PANICHAYUNONT	Director	Participating
Mr. PRASAN LIMPIPATANAKUL	Director	Participating
Mr. ISSARACHAI DECHARIT	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) : 7

Date of AGM meeting : 27 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	AVM. NATHAWAT NIMMOLTHANAKHORN (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Mrs. ENG PASSAKORNNATEE (Vice Chairman)	-	4/4	Non-participating	Did not hold the meeting
3.	Mr. TAN PASSAKORNNATEE (Director)	-	7/7	Participating	Did not hold the meeting
4.	Mr. THITI JIRANONKAN (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. VIROJ SUPASOON (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. THANAPAN KONGNANTA (Director)	-	7/7	Participating	Did not hold the meeting
7.	Ms. ARAYA PANICHAYUNONT (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. PRASAN LIMPIPATANAKUL (Director)	-	7/7	Participating	Did not hold the meeting
9.	Mr. ISSARACHAI DECHARIT (Director)	-	7/7	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.	AVM. NATHAWAT NIMMOLTHANAKHORN (Chairman of the board)	-	600,000.00	1,017,543.00	No
2.	Mrs. ENG PASSAKORNNATEE (Vice Chairman)	-	0.00	0.00	No
3.	Mr. TAN PASSAKORNNATEE (Director)	-	0.00	1,399,122.00	No
4.	Mr. THITI JIRANONKAN (Director)	-	0.00	508,772.00	No
5.	Mr. VIROJ SUPASOON (Director)	-	0.00	763,157.00	No
6.	Mr. THANAPAN KONGNANTA (Director)	-	0.00	763,157.00	No
7.	Ms. ARAYA PANICHAYUNONT (Director)	-	0.00	254,386.00	No
8.	Mr. PRASAN LIMPIPATANAKUL (Director)	-	510,000.00	1,144,736.00	No
9.	Mr. ISSARACHAI DECHARIT (Director)	-	510,000.00	1,144,736.00	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

List of directors		Termination date	Number of the audit committee meeting
1.	AVM. NATHAWAT NIMMOLTHANAKHORN (Chairman of the audit committee)	-	4/4
2.	Mr. PRASAN LIMPIPATANAKUL (Audit committee)	-	4/4
3.	Mr. ISSARACHAI DECHARIT (Audit committee)	-	4/4