



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CARABAO 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 : CARABAO GROUP PUBLIC COMPANY LIMITED

Symbol : CBG

Address : 393 Silom Building, 393 7th - 10th floor, Silom Road, Bangrak

Province : Bangkok

Postcode : 10500

Business : Engage as a holding company to hold and invest in companies that operate vertically integrated business activities of manufacturing, marketing, selling and managing distribution of energy drinks and other beverages

Registration Number : 0107557000268

Telephone : 0818423219

Fax (if applicable) : 0-2636-7949

Website : www.carabaogroup.com

Email : raewadee.r@carabao.co.th

Total Shares Sold (shares)

Common Stock : 1,000,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	17,231.00	17,364.00	19,215.00
Branded product (Thousand baht)	14,082.00	12,622.00	12,591.00
Other income (Thousand baht)	3,149.00	4,742.00	6,624.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Branded product (%)	81.72	72.69	65.53
Other income (%)	18.28	27.31	34.47

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	17,231.00	17,364.00	19,215.00
Domestic (Thousand baht)	9,133.00	10,433.00	12,332.00
International (Thousand baht)	8,098.00	6,931.00	6,883.00
China (Thousand baht)	385.00	731.00	467.00
United Kingdom (Thousand baht)	95.00	166.00	245.00
Other countries (Thousand baht)	7,618.00	6,034.00	6,171.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	53.00	60.08	64.18
International (%)	47.00	39.92	35.82

China (%)	4.75	10.55	6.78
United Kingdom (%)	1.17	2.40	3.56
Other countries (%)	94.07	87.06	89.66

*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)

Sustainability Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

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

Financial Risk

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

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.carabagroup.com/th/pdf/sustainabilitypolicy.pdf>

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.carabagroup.com/th/pdf/emspolicy.pdf>

Company environmental guideline : Electricity Management, Renewable/Clean Energy
Management, Waste 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)	0.00	0.00	0.00

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)	88,369,649.00	83,273,572.03	80,148,181.00

Water management

• **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	3,167,310,000.00	11,567,940,000.00	56,910,860.47

Waste management

• **Waste from operations**

	2020	2021	2022
Non-hazardous waste (kg)	6,239,411.00	6,835,884.00	8,333,563.34
Hazardous waste (kg)	645,666.00	798,119.00	941,670.60
Total (kg)	6,885,077.00	7,634,003.00	9,275,233.94

Greenhouse gas management

• **Greenhouse gas emissions**

	2020	2021	2022
GHG emission target	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	0.00	15,838.00	0.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	42,761.00	0.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	1,298.00	0.00

Total (Tons of carbon dioxide equivalents)	0.00	59,897.00	0.00
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : LRQA (THAILAND) 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.carabagroup.com/th/pdf/humanresource.pdf>

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)	1,869	2,135	2,210
Number of female employees (persons)	938	1,097	1,115
Total (persons)	2,807	3,232	3,325

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	1,054,543,983.00	1,279,062,803.00	1,302,727,885.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	17	9	16
Employee development and training expenses (baht)	2,692,261.00	1,047,043.00	2,925,675.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	9	10	16

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	41.00	26.98	34.98

• **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://investor.carabaogroup.com/storage/content/corporate-governance/corporate-governance-policy/20220617-cbg-cg-policy-th.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	13	100.00
Number of male directors	9	69.23
Number of female directors	4	30.77
Number of executive directors	5	38.46
Number of non-executive directors	8	61.54
Number of independent directors	6	46.15

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. Ms. NUTCHAMAI THANOMBOONCHAROEN Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	14 May 2022	Food & Beverage, Accounting, Human Resource Management, Commerce, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Finance

2.	<p>Mr. YUENYONG OPAKUL</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Thai Popular Music</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	28 Aug 2013	<p>Governance/ Compliance, Leadership, Strategic Management, Corporate Social Responsibility, Food & Beverage</p>
3.	<p>Mrs. SAOWANEE KAMOLBUTR</p> <p>Gender: Female</p> <p>Age: 70 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	18 Mar 2014	<p>Food & Beverage, Finance & Securities, Commerce, Law, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>
4.	<p>Mr. KANIT PATSAMAN</p> <p>Gender: Male</p> <p>Age: 60 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, Independent director)</p> <p>Director type: Original director</p>	1 Oct 2014	<p>Economics, Food & Beverage, Agribusiness, Banking, Health Care Services, Law, Information & Communication Technology, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>

5.	<p>Mr. KAMOLDIST SMUTHKOCHORN</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Computer Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	7 Aug 2015	<p>Food & Beverage, Industrial Materials & Machinery, Commerce, Information & Communication Technology, Transportation & Logistics, Marketing, Corporate Social Responsibility, Sustainability, Human Resource Management, IT Management, Data Management, Data Analysis, Digital Marketing, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance</p>
6.	<p>GEN. SIRIPONG WONGKHUNTI</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	11 Nov 2016	<p>Information & Communication Technology, Law, IT Management, Governance/ Compliance</p>
7.	<p>Mr. ROMTHAM SATHIENTHAM</p> <p>Gender: Male</p> <p>Age: 38 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 (Executive)</p> <p>Director type: Original director</p>	21 Dec 2016	<p>Food & Beverage, Commerce, Marketing, Information & Communication Technology, IT Management, Data Management, Data Analysis, Digital Marketing, Corporate Management, Strategic Management, Risk Management, Governance/ Compliance</p>

8.	<p>Mr. NHA-KRAN LOAHAVILAI</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Computer Science</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>	22 Jun 2020	<p>Food & Beverage, Media & Publishing, Information & Communication Technology, Law, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance</p>
9.	<p>Ms. NUTCHANOK VONGSWAT</p> <p>Gender: Female</p> <p>Age: 34 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)</p> <p>Director type: Original director</p>	22 Jun 2020	<p>Food & Beverage, Finance, Data Analysis, Risk Management, Governance/ Compliance, Strategic Management, Change Management, Corporate Management</p>
10.	<p>Mr. PREDEE DAOCHAI</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Doctoral 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>	22 Apr 2021	<p>Economics, Food & Beverage, Banking, Finance & Securities, Insurance, Property Fund & REITs, Property Development, Law, Finance, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, Data Analysis, Data Management, Corporate Management, Project Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance</p>

11.	Mrs. WONGDAO THANOMBOONCHAROEN Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Journalism Mass communication Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	22 Apr 2021	Food & Beverage, Commerce, Media & Publishing, Transportation & Logistics, Corporate Social Responsibility, Human Resource Management, Procurement, Data Analysis, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance
12.	Mr. SANCHAI JULLAMON Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	12 Nov 2021	Food & Beverage, Law, Governance/ Compliance, Risk Management, Corporate Management
13.	Mr. SATHIEN SATHIENTHAM Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	14 May 2022	Food & Beverage, Governance/ Compliance, Strategic Management, Leadership, Change Management, Corporate Management, Law, Risk Management, Negotiation, Brand Management, Data Management, Data Analysis, Human Resource Management, Corporate Social Responsibility, Transportation & Logistics, Packaging

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. SAOWANEE KAMOLBUTR [1] Gender: Female Age: 70 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	18 Mar 2014	Food & Beverage, Finance & Securities, Commerce, Law, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance

2.	Mr. KANIT PATSAMAN [1] Gender: Male Age: 60 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	11 Nov 2016	Economics, Food & Beverage, Agribusiness, Banking, Health Care Services, Law, Information & Communication Technology, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance
3.	Mr. NHA-KRAN LOAHAVILAI [1] Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	12 Nov 2021	Food & Beverage, Media & Publishing, Information & Communication Technology, Law, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance

[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
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1.	Mr. SATHIEN SATHIENTHAM Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	18 Mar 2014
2.	Mr. ROMTHAM SATHIENTHAM Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Dec 2016
3.	Mrs. WONGDAO THANOMBOONCHAROEN Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Journalism Mass communication Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	22 Apr 2021
4.	Mr. KAMOLDIST SMUTHKOCHORN Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	7 Aug 2015
5.	Mr. Pongsarn Klongwathanakith Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2015

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination and Remuneration Committee	Mr. SATHIEN SATHIENTHAM	Chairman
	Mrs. SAOWANEE KAMOLBUTR	Vice chairman
	Mrs. WONGDAO THANOMBOONCHAROEN	Member
	Mr. KANIT PATSAMAN	Member
The Risk Management Committee	Mr. PREDEE DAOCHAI	Chairman
	Mrs. SAOWANEE KAMOLBUTR	Member
	Mr. KAMOLDIST SMUTHKOCHORN	Member
	Mr. KANIT PATSAMAN	Member
	Mr. Pongsarn Klongwathanakith	Member
	Ms. NUTCHANOK VONGSWAT	Member
	Mr. ROMTHAM SATHIENTHAM	Member
The Sustainability Development Committee	Mr. PREDEE DAOCHAI	Chairman
	Mrs. WONGDAO THANOMBOONCHAROEN	Member
	Mr. KANIT PATSAMAN	Member
	Mr. NHA-KRAN LOAHAVILAI	Member
	Ms. Chonlada Boonserm	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: The Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: The Sustainability Development Committee
Sub-committees responsible for corporate sustainability development	: The Sustainability Development 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. SATHIEN SATHIENTHAM Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Political Science	CHAIRMAN OF EXECUTIVE COMMITTEE	28 Aug 2013	Food & Beverage, Governance/ Compliance, Strategic Management, Leadership, Change Management, Corporate Management, Law, Risk Management, Negotiation, Brand Management, Data Management, Data Analysis, Human Resource Management, Corporate Social Responsibility, Transportation & Logistics, Packaging
2. Mr. ROMTHAM SATHIENTHAM Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Business Administration	Managing Director	15 Dec 2022	Food & Beverage, Commerce, Marketing, Information & Communication Technology, IT Management, Data Management, Data Analysis, Digital Marketing, Corporate Management, Strategic Management, Risk Management, Governance/ Compliance
3. Mr. YUENYONG OPAKUL Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Thai Popular Music	Senior Deputy Managing Director	18 Mar 2014	Governance/ Compliance, Leadership, Strategic Management, Corporate Social Responsibility, Food & Beverage

4.	<p>Mrs. WONGDAO THANOMBOONCHAROEN</p> <p>Gender: Female</p> <p>Age: 60 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Journalism Mass communication</p>	<p>Senior Deputy Managing Director</p>	22 Apr 2021	<p>Food & Beverage, Commerce, Media & Publishing, Transportation & Logistics, Corporate Social Responsibility, Human Resource Management, Procurement, Data Analysis, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance</p>
5.	<p>Mr. KAMOLDIST SMUTHKOCHORN</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Computer Science</p>	<p>Deputy Managing Director</p>	7 Aug 2015	<p>Food & Beverage, Industrial Materials & Machinery, Commerce, Information & Communication Technology, Transportation & Logistics, Marketing, Corporate Social Responsibility, Sustainability, Human Resource Management, IT Management, Data Management, Data Analysis, Digital Marketing, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance</p>
6.	<p>Mr. Pongsarn Klongwathanakith [1]</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p>	<p>Chief Financial Officer</p>	1 Apr 2015	<p>Food & Beverage, Banking, Finance & Securities, Property Fund & REITs, Law, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Fund Management, Data Analysis, Data Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance</p>

[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)	229,052,424.00	207,235,734.00	158,358,832.00

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) : 2,210

Number of female employees (persons) : 1,115

Total (persons) : 3,325

Employee Remuneration

Total employee remuneration : 1,302,727,885.00

Provident fund

Total number of employees (persons) : 3,325

Number of employees contributing to the PVD (persons) : 2,328

Percentage of employees who are members (%) : 70.02

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)

Development of directors over the past year

List of directors	Position	Participated in director development program
Ms. NUTCHAMAI THANOMBOONCHAROEN	Chairman of the board	Participating
Mr. YUENYONG OPAKUL	Director	N/A
Mrs. SAOWANEE KAMOLBUTR	Director	N/A
Mr. KANIT PATSAMAN	Director	N/A
Mr. KAMOLDIST SMUTHKOCHORN	Director	Participating
GEN. SIRIPONG WONGKHUNTI	Director	N/A
Mr. ROMTHAM SATHIENTHAM	Director	N/A
Mr. NHA-KRAN LOAHAVILAI	Director	N/A
Ms. NUTCHANOK VONGSWAT	Director	N/A
Mr. PREDEE DAOCHAI	Director	Participating
Mrs. WONGDAO THANOMBOONCHAROEN	Director	N/A
Mr. SANCHAI JULLAMON	Director	N/A
Mr. SATHIEN SATHIENTHAM	Director	N/A

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 : 25 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Ms. NUTCHAMAI THANOMBOONCHAROEN (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Mr. YUENYONG OPAKUL (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mrs. SAOWANEE KAMOLBUTR (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. KANIT PATSAMAN (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. KAMOLDIST SMUTHKOCHORN (Director)	-	5/6	Participating	Did not hold the meeting
6.	GEN. SIRIPONG WONGKHUNTI (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. ROMTHAM SATHIENTHAM (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. NHA-KRAN LOAHAVILAI (Director)	-	6/6	Participating	Did not hold the meeting
9.	Ms. NUTCHANOK VONGSWAT (Director)	-	6/6	Participating	Did not hold the meeting
10.	Mr. PREDEE DAOCHAI (Director)	-	5/6	Participating	Did not hold the meeting
11.	Mrs. WONGDAO THANOMBOONCHAROEN (Director)	-	5/6	Participating	Did not hold the meeting

12.	Mr. SANCHAI JULLAMON (Director)	-	6/6	Participating	Did not hold the meeting
13.	Mr. SATHIEN SATHIENTHAM (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.	Ms. NUTCHAMAI THANOMBOONCHAROEN (Chairman of the board)	-	N/A	N/A	No
2.	Mr. YUENYONG OPAKUL (Director)	-	N/A	N/A	No
3.	Mrs. SAOWANEE KAMOLBUTR (Director)	-	1,050,000.00	350,000.00	No
4.	Mr. KANIT PATSAMAN (Director)	-	990,000.00	300,000.00	No
5.	Mr. KAMOLDIST SMUTHKOCHORN (Director)	-	N/A	N/A	No
6.	GEN. SIRIPONG WONGKHUNTI (Director)	-	570,000.00	150,000.00	No
7.	Mr. ROMTHAM SATHIENTHAM (Director)	-	N/A	N/A	No
8.	Mr. NHA-KRAN LOAHAVILAI (Director)	-	810,000.00	180,000.00	No
9.	Ms. NUTCHANOK VONGSWAT (Director)	-	690,000.00	200,000.00	No
10.	Mr. PREDEE DAOCHAI (Director)	-	930,000.00	200,000.00	No
11.	Mrs. WONGDAO THANOMBOONCHAROEN (Director)	-	N/A	N/A	No
12.	Mr. SANCHAI JULLAMON (Director)	-	570,000.00	100,000.00	No
13.	Mr. SATHIEN SATHIENTHAM (Director)	-	N/A	N/A	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.	Mrs. SAOWANEE KAMOLBUTR (Chairman of the audit committee)	-	5/5
2.	Mr. KANIT PATSAMAN (Audit committee)	-	5/5
3.	Mr. NHA-KRAN LOAHAVILAI (Audit committee)	-	5/5