



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**HARN ENGINEERING SOLUTIONS 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 : HARN ENGINEERING SOLUTIONS PUBLIC COMPANY LIMITED

Symbol : HARN

Address : 559 Soi Soonvijai 4, Rama 9 Road, Bangkapi, Huaykwang

Province : Bangkok

Postcode : 10310

Business : import and distribution of products, fire suppression system, air-conditioning system and sanitary system, refrigeration system, digital printing system, provide development IoT Products and Solutions, including the provision of consulting, designing services in projects and provision of engineering solutions complete

Registration Number : 0107557000217

Telephone : 0-2318-9744

Fax (if applicable) : 0-2318-9744 ต่อ 4000

Website : [www.harn.co.th](http://www.harn.co.th)

Email : [wasukan.b@harn.co.th](mailto:wasukan.b@harn.co.th)

Total Shares Sold (shares)

Common Stock : 584,500,000

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	1,169,426.48	1,046,132.47	1,242,289.73
• Fire suppression products and firefighting system installation services (Thousand baht)	534,181.93	423,937.53	559,739.74
Air-conditioning and sanitary products (Thousand baht)	63,815.89	47,847.92	55,702.99
Refrigeration products (Thousand baht)	202,828.41	197,351.89	230,334.00
Digital printing products (Thousand baht)	349,064.80	351,900.71	366,650.00
Internet of Think products (Thousand baht)	2,434.55	4,944.48	7,234.38
Other income (Thousand baht)	17,100.90	20,149.94	22,628.62

	2020	2021	2022
Total (%)	100.00	100.00	100.00
• Fire suppression products and firefighting system installation services (%)	45.68	40.52	45.06
Air-conditioning and sanitary products (%)	5.46	4.57	4.48
Refrigeration products (%)	17.34	18.86	18.54
Digital printing products (%)	29.85	33.64	29.51
Internet of Think products (%)	0.21	0.47	0.58
Other income (%)	1.46	1.93	1.82

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	1,169,426.48	1,046,132.47	1,242,289.73
Domestic (Thousand baht)	1,136,678.35	1,028,933.54	1,231,076.29

International (Thousand baht)	32,748.13	17,198.93	11,213.44
Vietnam (Thousand baht)	27,238.94	9,691.46	6,077.47
Other countries (Thousand baht)	5,509.19	7,507.47	5,135.97

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	97.20	98.36	99.10
International (%)	2.80	1.64	0.90
Vietnam (%)	83.18	56.35	54.20
Other countries (%)	16.82	43.65	45.80

\*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	1,379,852.50	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)**

### (Strategic 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
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors

##### Operational Risk

- Reliance on employees in key positions
- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Product obsolescence
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- Safety, occupational health, and working environment



- Climate change and disasters

- Corruption

#### Compliance Risk

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

#### Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

### Risk to Securities Holder (2.2.2)

#### Investment Risks for Shareholders

**Risk Management Measures:** No

#### 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)

#### Risks Facing Investing in Foreign Securities

**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

URL of corporate sustainability policy : <https://www.harn.co.th/corporate-governance/corporate-governance-policy/>

### 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.harn.co.th/corporate-governance/corporate-governance-policy/>

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
Diesel (Litre)	N/A	112,482.22	195,805.16
Gasoline (Litre)	N/A	45,083.79	94,547.64

###### • Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	N/A	491,000.00	417,000.00

## Water management

### • Water consumption

	2020	2021	2022
Water consumption (cubic meters)	N/A	8,561.00	9,440.00

## Waste management

### • Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	N/A	60,687.00	59,343.00
Hazardous waste (kg)	N/A	2,860.00	N/A
<b>Total (kg)</b>	N/A	63,547.00	59,343.00

## 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	184,387.00	802,891.17
Scope 2 (Tons of carbon dioxide equivalents)	N/A	347,442.00	257,520.49
Scope 3 (Tons of carbon dioxide equivalents)	N/A	253,178.00	N/A
<b>Total (Tons of carbon dioxide equivalents)</b>	N/A	785,007.00	1,060,411.66

### • 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.harn.co.th/corporate-governance/corporate-governance-policy/>

Company human right guideline : Employee Rights, Child Labor, 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)	152	149	149
Number of female employees (persons)	92	93	97
<b>Total (persons)</b>	<b>244</b>	<b>242</b>	<b>246</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	N/A	146,429,549.62	149,713,720.31

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	4	9	13
Employee development and training expenses (baht)	346,650.00	125,752.00	246,959.00

##### • Health, safety and work environment

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

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	N/A	9.92	13.01

• **Significant labor dispute**

	2020	2021	2022
Significant labor dispute	No	No	Yes

# Corporate Governance Policy

## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://www.harn.co.th/corporate-governance/corporate-governance-policy/>

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

##### Policy and guideline related to the board of directors

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

## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct : Yes

##### Policy and Guideline related to the Code of Conduct

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



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

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

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	8	100.00
Number of male directors	6	75.00
Number of female directors	2	25.00
Number of executive directors	2	25.00
Number of non-executive directors	6	75.00
Number of independent directors	4	50.00

#### 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. THAKOL NUNTHIRAPAKORN Gender: Male Age: 77 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	5 Sep 2012	Finance, Sustainability, Corporate Social Responsibility, Accounting

2.	Mr. PRASERT DEEJONGKIT Gender: Male Age: 56 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: Original director	23 Apr 2021	Law, Finance, Banking, Accounting, Marketing, Corporate Social Responsibility, Sustainability
3.	Mr. TEERACHAI PORNSINSIRIRAK Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	25 Apr 2022	Marketing, IT Management, Risk Management, Human Resource Management, Corporate Social Responsibility, Sustainability
4.	Mrs. VALEERATN CHUERBOONCHAI Gender: Female Age: 68 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	15 May 2022	Human Resource Management, Finance, Accounting
5.	Mr. JAIN CHARNNARONG Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	28 Apr 2017	Information & Communication Technology, IT Management, Sustainability, Corporate Social Responsibility

6.	<p>Mrs. SIRIMA IAMSAKULRAT</p> <p>Gender: Female</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</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	5 Sep 2012	Finance, Sustainability, Accounting, Corporate Social Responsibility
7.	<p>Mr. WIRAT SUKCHAI</p> <p>Gender: Male</p> <p>Age: 57 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>(Executive)</p> <p>Director type: Original director</p>	5 Sep 2012	Marketing, Strategic Management, Corporate Social Responsibility, Engineering, Risk Management, Leadership
8.	<p>Mr. THAMMANOON TRIPETCHR</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	1 Nov 2016	Strategic Management, Risk Management, IT Management, Marketing, Human Resource Management, Corporate Social Responsibility, Sustainability

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

General information	Position	Tenure	Replacement Director
<p>1. Mrs. VALEERATN CHUERBOONCHAI</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p>	<p>Date position was assumed: 5 Sep 2012</p> <p>Date directorship ended: 14 May 2022</p>	No replacement director

2.	Ms. VORANUCH SUPAIBULIPAT Gender: Female Age: 59 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: 5 Sep 2012 Date directorship ended: 25 Apr 2022	Mr. TEERACHAI PORNSINSIRAK Date position was assumed: 25 Apr 2022
3.	Mr. PARKPHUM WONGPAITON Gender: Male Age: 82 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Feb 2021 Date directorship ended: 25 Apr 2022	No replacement director

#### 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. Mr. THAKOL NUNTHIRAPAKORN [1] Gender: Male Age: 77 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	5 Sep 2012	Finance, Sustainability, Corporate Social Responsibility, Accounting
2. Mr. PRASERT DEEJONGKIT Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	23 Apr 2021	Law, Finance, Banking, Accounting, Marketing, Corporate Social Responsibility, Sustainability
3. Mrs. VALEERATN CHUERBOONCHAI Gender: Female Age: 68 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	15 May 2022	Human Resource Management, Finance, Accounting

[1] A director with the accounting expertise needed to review financial statements

#### List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Ms. VORANUCH SUPAIBULIPAT Gender: Female Age: 59 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)	Date position was assumed: 10 Oct 2012 Date directorship ended: 25 Apr 2022	Mrs. VALEERATN CHUERBOONCHAI Date position was assumed: 15 May 2022

[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. WIRAT SUKCHAI Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Mar 2018
2. Mr. THAMMANOON TRIPETCHR Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Nov 2016

3.	Mr. JAIN CHARNNARONG Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Mar 2017
4.	Mr. Rattanaphan Mukhariwattananon Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2022
5.	Mr. Wisit Wachiralappaitoon Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Mar 2017
6.	Mrs. Varinkan Teraumranon Gender: Female 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	1 Mar 2017

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
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Risk Management Committee	Mr. TEERACHAI PORNSINSIRIRAK	Chairman
	Mr. WIRAT SUKCHAI	Member
	Mr. THAMMANOON TRIPETCHR	Member
	Mr. Rattanaphan Mukhariwattananon	Member
	Mr. Wisit Wachiralappaitoon	Member
	Mrs. Varinkan Teraumranon	Member
	Mr. Suchat Suwatnodom	Member
	Mr. Kittiphong Kittimathaveenan	Member
	Mr. Vachiravit Akaraseranee	Member
	Mr. Sukij Litikorn	Member
	Mr. Withoon Thamee	Member
Nomination and Remuneration Committee	Mr. PRASERT DEEJONGKIT	Chairman
	Mrs. VALEERATN CHUERBOONCHAI	Member
	Mr. JAIN CHARNNARONG	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 : 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. THAMMANOON TRIPETCHR Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Management	Chief Executive Officer and Chief Marketing Officer: Digital Printing	1 Mar 2022	Strategic Management, Risk Management, IT Management, Marketing, Human Resource Management, Corporate Social Responsibility, Sustainability
2. Mr. WIRAT SUKCHAI Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Chief Marketing Officer: Refrigeration System	1 Mar 2022	Marketing, Strategic Management, Corporate Social Responsibility, Engineering, Risk Management, Leadership
3. Mr. Rattanaphan Mukhariwattananon Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration	Chief Marketing Officer: Fire Protection System Air Conditioning and Sa	1 Mar 2022	Risk Management, Marketing, Engineering, Industrial Materials & Machinery
4. Mr. Wisit Wachiralappaitoon [1] Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Accounting	Chief Financial Officer The person taking the highest responsibility i	16 Mar 2016	Accounting, Finance, Law, Risk Management, Budgeting, Audit
5. Mrs. Varinkan Teraumranon Gender: Female Age: 57 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Operating Officer	10 Oct 2019	Risk Management, Human Resource Management, Internal Control, Accounting, Governance/ Compliance

[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)	11,102,507.20	18,507,732.00	20,575,135.00

### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : Yes

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 149

Number of female employees (persons) : 97

Total (persons) : 246

#### Employee Remuneration

Total employee remuneration : 149,713,720.31

#### Provident fund

Total number of employees (persons) : 246

Number of employees contributing to the PVD (persons) : 238

Percentage of employees who are members (%) : 96.75

## 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. Ananya Proyngoen	ananya.p@harn.co.th	02-318-9744 Ext 4090

- Company secretary

General information	Email	Telephone
1. Ms. Wasukan Boonmee	wasukan.b@harn.co.th	02-318-9744 ext.4011

- Head of internal audit

General information	Email	Telephone
1. Ms. Chonlada Thirapattananon	cholada@ultimataxacc.ocm	02-434-6180
2. Ms. Siriphan Tantipanichphan	siripan@ultimataxacc.ocm	02-689-2454

- Head of compliance unit

General information	Email	Telephone
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1.	Mrs. Varinkan Teraumranon	varinkan.t@harn.co.th	02-318-9744 ต่อ 4003
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• Head of investor relations

General information	Email	Telephone
1. Mr. Wirat Sukchai	wirat.s@harn.co.th	02-318-9744 ต่อ 5001

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. DHARMNITI AUDITING COMPANY LIMITED	<p>1. Mr. Thanawut Piboonsawat Email: thanwut.p@daa.co.th Telephone: 02-596-0500</p> <p>2. Ms. Potjanarat Siripipat Email: potjanarat.s@daa.co.th Telephone: 02-596-0500</p> <p>3. Ms. Roongnapha Saengchan Email: roongnapha.s@daa.co.th Telephone: 02-596-0500</p> <p>4. Ms. Techinee Pornpenpob Email: techinee.p@daa.co.th Telephone: 02-596-0500</p>	1,492,000.00	<p>Details: the destruction of product</p> <p>Total service fee (baht): 10,000.00</p>

# 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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. TEERACHAI PORNSINSIRIRAK Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: 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: 25 Apr 2022	Marketing, IT Management, Risk Management, Human Resource Management, Corporate Social Responsibility, Sustainability

##### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. THAKOL NUNTHIRAPAKORN	Chairman of the board	Participating
Mr. PRASERT DEEJONGKIT	Director	Participating
Mr. TEERACHAI PORNSINSIRIRAK	Director	Non-participating
Mrs. VALEERATN CHUERBOONCHAI	Director	Participating
Mr. JAIN CHARNNARONG	Director	Participating
Mrs. SIRIMA IAMSAKULRAT	Director	Non-participating
Mr. WIRAT SUKCHAI	Director	Participating
Mr. THAMMANOON TRIPETCHR	Director	Participating

Ms. VORANUCH SUPAIBULPIPAT	Director	Non-participating
Mr. PARKPHUM WONGPAITON	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) : 6

Date of AGM meeting : 25 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. THAKOL NUNTHIRAPAKORN (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2. Mr. PRASERT DEEJONGKIT (Director)	-	5/6	Participating	Did not hold the meeting
3. Mr. TEERACHAI PORNSINSIRIRAK (Director)	-	4/4	Participating	Did not hold the meeting
4. Mrs. VALEERATN CHUERBOONCHAI (Director)	-	6/6	Participating	Did not hold the meeting
5. Mr. JAIN CHARNNARONG (Director)	-	6/6	Participating	Did not hold the meeting
6. Mrs. SIRIMA IAMSAKULRAT (Director)	-	6/6	Participating	Did not hold the meeting
7. Mr. WIRAT SUKCHAI (Director)	-	6/6	Participating	Did not hold the meeting



8.	Mr. THAMMANOON TRIPETCHR (Director)	-	6/6	Participating	Did not hold the meeting
9.	Ms. VORANUCH SUPAIBULPIPAT (Director)	25 Apr 2022	2/2	Participating	Did not hold the meeting
10.	Mr. PARKPHUM WONGPAITON (Director)	25 Apr 2022	2/2	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. THAKOL NUNTHIRAPAKORN (Chairman of the board)	-	200,000.00	360,000.00	No
2.	Mr. PRASERT DEEJONGKIT (Director)	-	165,000.00	277,500.00	No
3.	Mr. TEERACHAI PORNSINSIRIRAK (Director)	-	90,000.00	201,500.00	No
4.	Mrs. VALEERATN CHUERBOONCHAI (Director)	-	140,000.00	240,000.00	No
5.	Mr. JAIN CHARNNARONG (Director)	-	110,000.00	680,000.00	No
6.	Mrs. SIRIMA IAMSAKULRAT (Director)	-	100,000.00	240,000.00	No
7.	Mr. WIRAT SUKCHAI (Director)	-	0.00	0.00	No
8.	Mr. THAMMANOON TRIPETCHR (Director)	-	0.00	0.00	No
9.	Ms. VORANUCH SUPAIBULPIPAT (Director)	25 Apr 2022	60,000.00	95,833.00	No
10.	Mr. PARKPHUM WONGPAITON (Director)	25 Apr 2022	40,000.00	76,667.00	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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. THAKOL NUNTHIRAPAKORN (Chairman of the audit committee)	-	4/4
2.	Mr. PRASERT DEEJONGKIT (Audit committee)	-	4/4
3.	Mrs. VALEERATN CHUERBOONCHAI (Audit committee)	25 Apr 2023	2/2
4.	Ms. VORANUCH SUPAIBULPIPAT (Audit committee)	25 Apr 2022	1/1