



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

TAOKAENOI FOOD & MARKETING 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 : TAOKAENOI FOOD & MARKETING PUBLIC COMPANY LIMITED

Symbol : TKN

Address : No. 337, Bond Street, Bang Phut Sub-District, Pak Kret District

Province : Nonthaburi

Postcode : 11120

Business : The Company engages in the business of manufacturing and distributing snack products category both domestically and internationally under brand "Tao Kae Noi", including other snack and healthy product.

Registration Number : 0107556000337

Telephone : 0-2984-0666

Fax (if applicable) : 0-2984-0118

Website : www.taokaenoi.co.th

Email : ir@taokaenoi.co.th

Total Shares Sold (shares)

Common Stock : 1,380,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	3,983,113.69	3,610,932.72	4,366,643.55
Other (Thousand baht)	15,863.43	25,528.42	30,378.61
Other income (Thousand baht)	3,967,250.26	3,585,404.30	4,336,264.94
	2020	2021	2022
Total (%)	100.00	100.00	100.00
Other (%)	0.40	0.71	0.70
Other income (%)	99.60	99.29	99.30

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	3,983,113.69	3,610,932.72	4,366,643.55
Domestic (Thousand baht)	1,203,375.21	1,442,683.13	1,661,586.97
International (Thousand baht)	2,779,738.48	2,168,249.59	2,705,056.58
China (Thousand baht)	1,513,775.34	987,841.56	1,109,967.68
Other countries (Thousand baht)	1,265,963.14	1,180,408.03	1,595,088.90
	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	30.21	39.95	38.05
International (%)	69.79	60.05	61.95
China (%)	54.46	45.56	41.03

Other countries (%)	45.54	54.44	58.97
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*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	3,100.00	3,900.00	5,900.00

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)

1. Strategic Risk 2. Operational Risk 3. Financial Risk 4. Compliance Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- 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

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Information security and cyber-attack
- Impact on the environment

Compliance Risk

- Change in laws and regulations

Financial Risk

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

Risk to Securities Holder (2.2.2)

Risk from that fact that the Company's major shareholders is more than 50%

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)

Risk from investment 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://investor-th.taokaenoi.co.th/cg_principle.html

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity 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)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	14,028,737.00	13,446,564.00	14,068,404.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	113,683.00	116,113.00	105,996.50

Waste management

• Waste from operations

	2020	2021	2022
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Non-hazardous waste (kg)	288.13	213.92	207.14
Total (kg)	288.13	213.92	207.14

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)	0.00	1,814.10	2,234.83
Scope 2 (Tons of carbon dioxide equivalents)	0.00	5,960.34	5,400.22
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	0.00	7,774.44	7,635.05

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : SGS (Thailand) Co., Ltd.

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

Company human right guideline : Employee Rights, 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)	1,199	1,139	1,313
Number of female employees (persons)	1,512	1,355	1,422
Total (persons)	2,711	2,494	2,735

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	12	13	14
Employee development and training expenses (baht)	3.75	1.59	3.19

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	14	11	9

• Employee retention

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	5.09	5.61	4.72

• 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-th.taokaenoi.co.th/cg_principle.html

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	5	55.56
Number of female directors	4	44.44
Number of executive directors	4	44.44
Number of non-executive directors	5	55.56
Number of independent directors	4	44.44

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. YUTH VORACHATTARN Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	24 Mar 2011	Food & Beverage, Marketing, Governance/ Compliance, Economics, Risk Management, Strategic Management, Sustainability, Accounting, Finance

2.	Mr. ITTHIPAT PEERADECHAPAN Gender: Male Age: 38 years old Highest level of education: Honorary degree Major: Entrepreneurship Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	21 Sep 2004	Food & Beverage, Accounting, Finance, Marketing, Governance/ Compliance, Economics, Risk Management, Strategic Management, Sustainability
3.	Ms. ORRAPAT PEERADECHAPAN Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	21 Sep 2004	Food & Beverage, Accounting, Finance, Law, Marketing, Governance/ Compliance, Risk Management, Strategic Management, Sustainability
4.	Ms. PORNTERRA RONGKASIRIPHAN Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	3 Jan 2012	Food & Beverage, Accounting, Finance, Governance/ Compliance, Economics, Risk Management, Strategic Management, Sustainability
5.	Mr. CHAIYONG RATANACHROENSIRI Gender: Male Age: 67 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: Re-elected as director	24 Mar 2011	Engineering, Accounting, Finance, Governance/ Compliance, Economics, Strategic Management

6.	Mrs. WANEE THASANAMONTIEN Gender: Female Age: 68 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	13 Nov 2014	Food & Beverage, Accounting, Finance, Law, Governance/ Compliance, Economics, Risk Management, Strategic Management, Sustainability
7.	Mr. JIRAPONG SUNTIPIROMKUL Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	1 Sep 2018	Food & Beverage, Accounting, Finance, Governance/ Compliance, Economics, Risk Management, Strategic Management, Sustainability
8.	Mr. SOMJIN SORNPAISARN Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Additional and newly-appointed directors	20 Apr 2022	Economics, Finance, Accounting, Engineering, Risk Management, Strategic Management
9.	Ms. MOOKDA PAIRATCHAVET Gender: Female Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	20 Apr 2022	Risk Management, Food & Beverage, Governance/ Compliance

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

General information	Position	Tenure	Replacement Director
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1.	Mr. SOMBOON PRASITJUTRAKUL	Director	Date position was	Ms. MOOKDA PAIRATCHAVET
	Gender: Male	(Executive)	assumed:	Date position was assumed:
	Age: 55 years old		8 Nov 2013	20 Apr 2022
	Highest level of education:		Date directorship	
	Master's degree		ended:	
	Major: Business Administration		20 Apr 2022	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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.	Mrs. WANEE THASANAMONTIEN [1] Gender: Female Age: 68 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	13 Nov 2014	Food & Beverage, Accounting, Finance, Law, Governance/ Compliance, Economics, Risk Management, Strategic Management, Sustainability
2.	Mr. YUTH VORACHATTARN Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	24 Mar 2011	Food & Beverage, Marketing, Governance/ Compliance, Economics, Risk Management, Strategic Management, Sustainability, Accounting, Finance
3.	Mr. CHAIYONG RATANACHROENSIRI Gender: Male Age: 67 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: Re-elected as director	24 Mar 2011	Engineering, Accounting, Finance, Governance/ Compliance, Economics, Strategic Management

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

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. SOMJIN SORNPAISARN	Chairman
	Ms. ORRAPAT PEERADECHAPAN	Member
	Mr. JIRAPONG SUNTIPIROMKUL	Member
	Ms. PORNTERRA RONGKASIRIPHAN	Member
Nomination and Remuneration Committee	Mr. CHAIYONG RATANACHROENSIRI	Chairman
	Mr. YUTH VORACHATTARN	Member
	Mrs. WANEE THASANAMONTIEN	Member
Corporate Governance Committee	Mr. YUTH VORACHATTARN	Chairman
	Mrs. WANEE THASANAMONTIEN	Member
	Mr. CHAIYONG RATANACHROENSIRI	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 Committee

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. ITTHIPAT PEERADECHAPAN Gender: Male Age: 38 years old Highest level of education: Honorary degree Major: Entrepreneurship	CHIEF EXECUTIVE OFFICER	21 Sep 2004	Food & Beverage, Accounting, Finance, Marketing, Governance/ Compliance, Economics, Risk Management, Strategic Management, Sustainability
2. Ms. ORRAPAT PEERADECHAPAN Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Political Science	Managing Director (International Trade and Management)	21 Sep 2004	Food & Beverage, Accounting, Finance, Law, Marketing, Governance/ Compliance, Risk Management, Strategic Management, Sustainability
3. Mr. JIRAPONG SUNTIPIROMKUL Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Accounting	Deputy Managing Director	1 Sep 2018	Food & Beverage, Accounting, Finance, Governance/ Compliance, Economics, Risk Management, Strategic Management, Sustainability
4. Mrs. Tipnapa Jitjang [1] Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Officer	1 May 2021	Accounting, Finance, Economics, Data Analysis
5. Mr. Atipong Chatchawan Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer	15 Jun 2022	Engineering, Industrial Materials & Machinery, Agribusiness

6.	Mr. Pisan Taraphat Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Management	Chief Revenue Managemet Officer	30 Jun 2021	Food & Beverage, Marketing, Digital Marketing, Brand Management, Negotiation
7.	Mr. Wachira Yarnthasanakij Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Management	Chief International Officer	11 Feb 2022	Food & Beverage, Marketing, Digital Marketing, Brand Management, Negotiation
8.	Mr. Prin Pitchayavijit Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Political Science	Chief People Officer	1 Jan 2020	Human Resource Management, Corporate Social Responsibility, Sustainability
9.	Mr. Nutchatpong Peeradechapan Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Education	Managing Director (Business Support)	21 Sep 2004	Food & Beverage, Information & Communication Technology, Human Resource Management, IT Management, Data 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)	36,324,936.00	33,081,396.00	44,630,000.00

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) : 1,313

Number of female employees (persons) : 1,422

Total (persons) : 2,735

Provident fund

Total number of employees (persons) : 2,735

Number of employees contributing to the PVD (persons) : 384

Percentage of employees who are members (%) : 55.57

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. CHAIYONG RATANACHROENSIRI Gender: Male Age: 67 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: Re-elected as director	Date position was assumed: 24 Mar 2011	Engineering, Accounting, Finance, Governance/ Compliance, Economics, Strategic Management
2. Mr. JIRAPONG SUNTIPIROMKUL Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 1 Sep 2018	Food & Beverage, Accounting, Finance, Governance/ Compliance, Economics, Risk Management, Strategic Management, Sustainability

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

General information	Position	Date position was assumed	Experience and expertise
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1.	Ms. MOOKDA PAIRATCHAVET	Director (Executive)	Date position was assumed: 20 Apr 2022	Risk Management, Food & Beverage, Governance/ Compliance
	Gender: Female			
	Age: 63 years old			
	Highest level of education: Master's degree	Director type: Newly appointed director to replace ex-director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SOMJIN SORNPAISARN	Director	Date position was assumed:	Economics, Finance,
Gender: Male	(Non-executive,	20 Apr 2022	Accounting, Engineering,
Age: 60 years old	Independent director)		Risk Management, Strategic Management
Highest level of education: Doctoral degree	Director type: Additional and newly-appointed directors		
Major: Finance			
Thai nationality: Yes			
Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. YUTH VORACHATTARN	Chairman of the board	Non-participating
Mr. ITTHIPAT PEERADECHAPAN	Director	Non-participating
Ms. ORRAPAT PEERADECHAPAN	Director	Non-participating
Ms. PORNTERRA RONGKASIRIPHAN	Director	Non-participating
Mr. CHAIYONG RATANACHROENSIRI	Director	Non-participating
Mrs. WANEE THASANAMONTIEN	Director	Non-participating
Mr. JIRAPONG SUNTIPIROMKUL	Director	Participating
Mr. SOMJIN SORNPAISARN	Director	Non-participating
Ms. MOOKDA PAIRATCHAVET	Director	Non-participating

Mr. SOMBOON PRASITJUTRAKUL	Director	Non-participating
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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 : 20 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. YUTH VORACHATTARN (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2. Mr. ITTHIPAT PEERADECHAPAN (Director)	-	7/7	Participating	Did not hold the meeting
3. Ms. ORRAPAT PEERADECHAPAN (Director)	-	7/7	Participating	Did not hold the meeting
4. Ms. PORNTERRA RONGKASIRIPHAN (Director)	-	7/7	Participating	Did not hold the meeting
5. Mr. CHAIYONG RATANACHROENSIRI (Director)	-	7/7	Participating	Did not hold the meeting
6. Mrs. WANEE THASANAMONTIEN (Director)	-	7/7	Participating	Did not hold the meeting
7. Mr. JIRAPONG SUNTIPIROMKUL (Director)	-	6/7	Participating	Did not hold the meeting

8.	Mr. SOMJIN SORNPAISARN (Director)	-	4/5	Participating	Did not hold the meeting
9.	Ms. MOOKDA PAIRATCHAVET (Director)	-	5/5	Participating	Did not hold the meeting
10.	Mr. SOMBOON PRASITJUTRAKUL (Director)	20 Apr 2022	N/A	Non-participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. YUTH VORACHATTARN (Chairman of the board)	-	720,000.00	0.00	No
2.	Mr. ITTHIPAT PEERADECHAPAN (Director)	-	0.00	0.00	No
3.	Ms. ORRAPAT PEERADECHAPAN (Director)	-	0.00	0.00	N/A
4.	Ms. PORNTERRA RONGKASIRIPHAN (Director)	-	0.00	0.00	No
5.	Mr. CHAIYONG RATANACHROENSIRI (Director)	-	360,000.00	0.00	No
6.	Mrs. WANEE THASANAMONTIEN (Director)	-	360,000.00	0.00	No
7.	Mr. JIRAPONG SUNTIPIROMKUL (Director)	-	0.00	0.00	No
8.	Mr. SOMJIN SORNPAISARN (Director)	-	270,000.00	0.00	No
9.	Ms. MOOKDA PAIRATCHAVET (Director)	-	720,000.00	0.00	No
10.	Mr. SOMBOON PRASITJUTRAKUL (Director)	20 Apr 2022	320,000.00	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) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mrs. WANEE THASANAMONTIEN (Chairman of the audit committee)	-	4/4
2.	Mr. YUTH VORACHATTARN (Audit committee)	-	4/4
3.	Mr. CHAIYONG RATANACHROENSIRI (Audit committee)	-	4/4