



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

OSOTSPA 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 : OSOTSPA PUBLIC COMPANY LIMITED

Symbol : OSP

Address : 348 Ramkhamhaeng Road Hua Mak, Bang Kapi

Province : Bangkok

Postcode : 10240

Business : Produces, markets and distributes consumer products with a focus on core products such as beverages, personal care, and other businesses, including healthcare, confectionery, providing product and packaging manufacturing (OEM) and vending machines

Registration Number : 0107561000081

Telephone : 0-2351-1000

Fax (if applicable) : 0-2351-1125

Website : www.osotspa.com

Email : talktous@osotspa.com

Total Shares Sold (shares)

Common Stock : 3,003,750,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	25,583,166.82	26,762,282.38	27,265,681.88
Beverage (Thousand baht)	21,546,733.62	22,708,621.86	22,020,056.98
Personal Care (Thousand baht)	2,500,787.35	2,102,085.49	2,451,497.75
Others (Thousand baht)	1,535,645.85	1,951,575.02	2,794,127.15
Other income (Thousand baht)	0.00	0.01	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Beverage (%)	84.22	84.85	80.76
Personal Care (%)	9.78	7.85	8.99
Others (%)	6.00	7.29	10.25
Other income (%)	0.00	0.00	0.00

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	25,583,166.82	26,762,282.38	27,265,681.88
Domestic (Thousand baht)	21,781,908.59	22,255,079.29	22,633,661.38
International (Thousand baht)	3,801,258.23	4,507,203.09	4,632,020.50

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	85.14	83.16	83.01

International (%)	14.86	16.84	16.99
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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	0.00	110,310.00	83,700.00

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)

Consumer trends and preferences from market development and the transition into an aging society

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

New and foreign investment

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Policies or international agreements related to business operations
- Business operations of partners in the supply chain

Operational Risk

- Delays in the development of future projects

Economic dynamics and uncertainties

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Financial Risk

- Insufficient sources of funding

Product quality and food safety

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain

Operational Risk

- Safety, occupational health, and working environment

Commodity price volatility

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- 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

Digital security threats

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Systems or internal control system

- Information security and cyber-attack

Management of human resources and abilities for future growth

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

COVID-19 pandemic

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment

Exchange rate fluctuations

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Regulatory and tax changes

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Compliance with laws and regulations

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations
- Corporate Governance

ESG towards sustainability and responsibility

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations
- Corporate Governance

Climate change

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

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.osotspa.com/new/th/sustainability/pdf/Sustainability-Policy.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.osotspa.com/new/th/sustainability/pdf/SHE-Policy.pdf>

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)	110.00	983.00	773.00
Fuel oil (liters)	1,705.00	579.00	322.00
Natural gas (Standard cubic feet)	62,244.00	61,911.00	60,060.00

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	157,828,880.00	169,648,761.00	187,322,782.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	1,718,581.00	1,341,835.00	1,357,614.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	12,870,000.00	10,652,000.00	10,536,919.86
Hazardous waste (kg)	558,000.00	589,000.00	1,089,814.85
Total (kg)	13,428,000.00	11,241,000.00	11,626,734.71

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)	151,458.80	156,548.54	141,035.03
Scope 2 (Tons of carbon dioxide equivalents)	90,725.17	84,807.42	95,038.14
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	242,183.97	241,355.96	236,073.17

• 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

URL of human rights policy : <https://investor.osotspa.com/storage/document/code-of-conduct/code-of-conduct-th.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)	1,600	1,550	1,514
Number of female employees (persons)	2,204	2,071	2,028
Total (persons)	3,804	3,621	3,542

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	11	13	19

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	9	9	7

• 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.osotspa.com/storage/document/cg/20230228-osp-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	17	100.00
Number of male directors	12	70.59
Number of female directors	5	29.41
Number of executive directors	6	35.29
Number of non-executive directors	11	64.71
Number of independent directors	6	35.29

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. SOMPRASONG BOONYACHAI Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	22 Mar 2018	Data Management, IT Management, Governance/ Compliance, Leadership, Engineering, Information & Communication Technology, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Energy & Utilities

2.	Mr. SURIN OSATHANUGRAH Gender: Male Age: 90 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	22 Mar 2018	Food & Beverage
3.	Mrs. KANNIKAR CHALITAPORN Gender: Female Age: 75 years old Highest level of education: Bachelor's degree Major: Business Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Original director	22 Mar 2018	Banking, Data Management, Risk Management, Leadership, Economics, Food & Beverage, Information & Communication Technology, Finance, Accounting, Human Resource Management, Strategic Management, Marketing
4.	Mr. RATCH OSATHANUGRAH Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Master of Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Original director	22 Mar 2018	Marketing, Food & Beverage
5.	GEN. SURAPONG SUWANA-ADTH Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Original director	5 Aug 2021	Strategic Management, Governance/ Compliance, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Risk Management

6.	Mr. THANA CHAIPRASIT Gender: Male Age: 68 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	18 Sep 1984	Corporate Management, Food & Beverage, Information & Communication Technology, Marketing, Human Resource Management
7.	Mr. PRATHARN CHAIPRASIT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Master of Commerce Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	22 Mar 2018	Corporate Management, Food & Beverage, Human Resource Management
8.	Mr. TASHARIN OSATHANUGRAH Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Secondary Ravena High US Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	22 Mar 2018	Food & Beverage, Human Resource Management
9.	Ms. PENCHUN JARIKASEM Gender: Female 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: Original director	22 Mar 2018	Data Management, Audit, Finance, Risk Management, Accounting, Petrochemicals & Chemicals, Energy & Utilities, Economics, Corporate Social Responsibility, Sustainability, Governance/ Compliance

10.	Mr. KRIRK VANIKKUL Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	22 Mar 2018	Law, Banking, Economics, Governance/ Compliance, Risk Management, Finance, Accounting
11.	Mrs. SINEE THIENPRASIDDHI Gender: Female Age: 64 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	22 Mar 2018	Corporate Management, Property Development, Human Resource Management, Sustainability, Corporate Social Responsibility, Accounting, Finance, Governance/ Compliance, Risk Management
12.	Mr. CHARAMPORN JOTIKASTHIRA Gender: Male Age: 65 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	5 Aug 2021	Risk Management, Banking, Data Analysis, Property Development, Engineering, Accounting, Finance, Economics, Information & Communication Technology, Governance/ Compliance
13.	Mr. NITI OSATHANUGRAH Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Economic Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	22 Mar 2018	Law, Corporate Management, Insurance, Food & Beverage, Governance/ Compliance, Economics, Corporate Social Responsibility, Sustainability, Risk Management

14.	Mr. SALIN PINKAYAN Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration, Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	22 Mar 2018	IT Management, Corporate Management, Governance/ Compliance, Engineering, Corporate Social Responsibility, Human Resource Management, Sustainability, Risk Management
15.	Mr. NATEE OSATHANUGRAH Gender: Male Age: 34 years old Highest level of education: Master's degree Major: Master of Science Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	27 Apr 2022	Food & Beverage, Economics, Marketing
16.	Mrs. WANNIPA BHAKDIBUTR Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	13 Dec 2018	Strategic Management, Risk Management, Human Resource Management, Corporate Management, Budgeting, Energy & Utilities, Food & Beverage, Economics, Accounting, Finance, Marketing, Information & Communication Technology, Governance/ Compliance, Sustainability, Corporate Social Responsibility
17.	Mrs. PORNTIDA BOONSA Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Finance and Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	17 Sep 2020	Data Management, Budgeting, Data Analysis, Finance, Accounting, Food & Beverage, Risk Management, Economics, Energy & Utilities, Information & Communication Technology, Governance/ Compliance

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

General information	Position	Tenure	Replacement Director
1. Mr. PETCH OSATHANUGRAH Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive)	Date position was assumed: 22 Jul 2020 Date directorship ended: 27 Apr 2022	Mr. NATEE OSATHANUGRAH Date position was assumed: 27 Apr 2022

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. Ms. PENCHUN JARIKASEM [1] Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	22 Mar 2018	Data Management, Audit, Finance, Risk Management, Accounting, Petrochemicals & Chemicals, Energy & Utilities, Economics, Corporate Social Responsibility, Sustainability, Governance/ Compliance
2. Mr. KRIRK VANIKKUL Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	22 Mar 2018	Law, Banking, Economics, Governance/ Compliance, Risk Management, Finance, Accounting
3. Mrs. SINEE THIENPRASIDDHI Gender: Female Age: 64 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	22 Mar 2018	Corporate Management, Property Development, Human Resource Management, Sustainability, Corporate Social Responsibility, Accounting, Finance, Governance/ Compliance, Risk Management

[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. Mrs. KANNIKAR CHALITAPORN Gender: Female Age: 75 years old Highest level of education: Bachelor's degree Major: Business Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	22 Mar 2018
2. Mr. THANA CHAIPRASIT Gender: Male Age: 68 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	22 Mar 2018
3. Mr. PRATHARN CHAIPRASIT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Master of Commerce Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	22 Mar 2018
4. Mr. TASHARIN OSATHANUGRAH Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Secondary Ravana High US Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	22 Mar 2018

5.	Mr. NITI OSATHANUGRAH Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Economic Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	22 Mar 2018
6.	Mr. SALIN PINKAYAN Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration, Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	15 Sep 2021
7.	Mrs. WANNIPA BHAKDIBUTR Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	22 Mar 2018
8.	Mrs. PORNTIDA BOONSA Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Finance and Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	22 Mar 2018

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination, Remuneration, Corporate Governance and Sustainable Development Committee	Mr. SOMPRASONG BOONYACHAI GEN. SURAPONG SUWANA-ADTH Mr. NITI OSATHANUGRAH	Chairman Member Member

The Risk Management Committee	Mr. CHARAMPORN JOTIKASTHIRA	Chairman
	Mr. SALIN PINKAYAN	Member
	Mr. NITI OSATHANUGRAH	Member
	Mrs. WANNIPA BHAKDIBUTR	Member
	Mrs. PORNTIDA BOONSA	Member
	Mr. Nukit Chonlacoop	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Nomination, Remuneration, Corporate Governance and Sustainable Development
Sub-committees responsible for remuneration	: The Nomination, Remuneration, Corporate Governance and Sustainable Development
Sub-committees responsible for corporate governance	: The Nomination, Remuneration, Corporate Governance and Sustainable Development
Sub-committees responsible for corporate sustainability development	: The Nomination, Remuneration, Corporate Governance and Sustainable Development

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. Mrs. KANNIKAR CHALITAPORN Gender: Female Age: 75 years old Highest level of education: Bachelor's degree Major: Business	CHAIRMAN OF THE EXECUTIVE COMMITTEE	22 Jul 2020	Banking, Data Management, Risk Management, Leadership, Economics, Food & Beverage, Information & Communication Technology, Finance, Accounting, Human Resource Management, Strategic Management, Marketing
2. Mr. THANA CHAIPRASIT Gender: Male Age: 68 years old Highest level of education: Honorary degree Major: Management	SENIOR VICE CHAIRMAN OF THE EXECUTIVE COMMITTEE	22 Mar 2018	Corporate Management, Food & Beverage, Information & Communication Technology, Marketing, Human Resource Management
3. Mr. PRATHARN CHAIPRASIT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Master of Commerce	SENIOR VICE CHAIRMAN OF THE EXECUTIVE COMMITTEE	22 Mar 2018	Corporate Management, Food & Beverage, Human Resource Management
4. Mr. TASHARIN OSATHANUGRAH Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Secondary Ravena High US	VICE CHAIRMAN OF THE EXECUTIVE COMMITTEE	22 Mar 2018	Food & Beverage, Human Resource Management

5.	Mrs. WANNIPA BHAKDIBUTR Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	22 Jul 2021	Strategic Management, Risk Management, Human Resource Management, Corporate Management, Budgeting, Energy & Utilities, Food & Beverage, Economics, Accounting, Finance, Marketing, Information & Communication Technology, Governance/ Compliance, Sustainability, Corporate Social Responsibility
6.	Mrs. PORNTIDA BOONSA [1] Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Finance and Accounting	CHIEF OPERATING OFFICER AND GROUP CHIEF FINANCIAL OFFICER	22 Jul 2021	Data Management, Budgeting, Data Analysis, Finance, Accounting, Food & Beverage, Risk Management, Economics, Energy & Utilities, Information & Communication Technology, 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)	204,527,575.00	120,204,406.00	112,597,766.00

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) : 1,514

Number of female employees (persons) : 2,028

Total (persons) : 3,542

Provident fund

Total number of employees (persons) : 3,542

Number of employees contributing to the PVD (persons) : 2,341

Percentage of employees who are members (%) : 79.00

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Anucha Chawakitkosol Chawakitkosol	Anucha.Cha@osotspa.com	0632060139

- Company secretary

General information	Email	Telephone
1. Ms. Palica Mokkhavesa	Palica.Mok@osotspa.com	0899107244

- Head of internal audit

General information	Email	Telephone
1. Mrs. Kanrawee Sangnikornkiat	Kanrawee.San@osotspa.com	

- Head of compliance unit

General information	Email	Telephone
1. Ms. Chidapa Amralikit	Chidapa.Amr@osotspa.com	

• Head of investor relations

General information	Email	Telephone
1. Ms. Naruporn Ananpongsak	Naruporn.Ana@osotspa.com	023511152

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Mr. Thanit Osathalert Email: thanit@kpmg.co.th Telephone: -</p> <p>2. Mr. Banthit Tangpakorn Email: banthit@kpmg.co.th Telephone: -</p> <p>3. Ms. Vilaivan Pholprasert Email: vilaivan@kpmg.co.th Telephone: -</p> <p>4. Mr. Udomsak Busaraniphan Email: udomsak@kpmg.co.th Telephone: -</p>	14,000,000.00	<p>Details: This included preparation of transfer pricing document, auditing compliance with the conditions of the BOI Promotion Certificate, observation on stock destruction, tax consultancy, and consultation for registration of dissolution of overseas subsidiaries.</p> <p>Total service fee (baht): 4,800,000.00</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 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. TASHARIN OSATHANUGRAH Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Secondary Ravena High US Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 22 Mar 2018	Food & Beverage, Human Resource Management
2. Mr. KRIRK VANIKKUL Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 22 Mar 2018	Law, Banking, Economics, Governance/ Compliance, Risk Management, Finance, Accounting
3. Mr. NITI OSATHANUGRAH Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Economic Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 22 Mar 2018	Law, Corporate Management, Insurance, Food & Beverage, Governance/ Compliance, Economics, Corporate Social Responsibility, Sustainability, Risk Management

4.	Mr. SALIN PINKAYAN Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration, Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 22 Mar 2018	IT Management, Corporate Management, Governance/ Compliance, Engineering, Corporate Social Responsibility, Human Resource Management, Sustainability, Risk Management
5.	Mrs. WANNIPA BHAKDIBUTR Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 13 Dec 2018	Strategic Management, Risk Management, Human Resource Management, Corporate Management, Budgeting, Energy & Utilities, Food & Beverage, Economics, Accounting, Finance, Marketing, Information & Communication Technology, Governance/ Compliance, Sustainability, Corporate Social Responsibility

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. NATEE OSATHANUGRAH Gender: Male Age: 34 years old Highest level of education: Master's degree Major: Master of Science Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 27 Apr 2022	Food & Beverage, Economics, Marketing

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SOMPRASONG BOONYACHAI	Chairman of the board	Participating
Mr. SURIN OSATHANUGRAH	Director	Participating

Mrs. KANNIKAR CHALITAPORN	Vice Chairman	Participating
Mr. RATCH OSATHANUGRAH	Vice Chairman	Participating
GEN. SURAPONG SUWANA-ADTH	Vice Chairman	Participating
Mr. THANA CHAIPRASIT	Director	Participating
Mr. PRATHARN CHAIPRASIT	Director	Participating
Mr. TASHARIN OSATHANUGRAH	Director	Participating
Ms. PENCHUN JARIKASEM	Director	Participating
Mr. KRIRK VANIKKUL	Director	Participating
Mrs. SINEE THIENPRASIDDHI	Director	Participating
Mr. CHARAMPORN JOTIKASTHIRA	Director	Participating
Mr. NITI OSATHANUGRAH	Director	Participating
Mr. SALIN PINKAYAN	Director	Participating
Mr. NATEE OSATHANUGRAH	Director	Participating
Mrs. WANNIPA BHAKDIBUTR	Director	Participating
Mrs. PORNTIDA BOONSA	Director	Participating
Mr. PETCH OSATHANUGRAH	Vice Chairman	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) : 13

Date of AGM meeting : 27 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SOMPRASONG BOONYACHAI (Chairman of the board)	-	13/13	Participating	Did not hold the meeting
2.	Mr. SURIN OSATHANUGRAH (Director)	-	10/13	Participating	Did not hold the meeting
3.	Mrs. KANNIKAR CHALITAPORN (Vice Chairman)	-	12/13	Participating	Did not hold the meeting
4.	Mr. RATCH OSATHANUGRAH (Vice Chairman)	-	12/13	Non-participating	Did not hold the meeting
5.	GEN. SURAPONG SUWANA-ADTH (Vice Chairman)	-	13/13	Participating	Did not hold the meeting
6.	Mr. THANA CHAIPRASIT (Director)	-	12/13	Participating	Did not hold the meeting
7.	Mr. PRATHARN CHAIPRASIT (Director)	-	12/13	Participating	Did not hold the meeting
8.	Mr. TASHARIN OSATHANUGRAH (Director)	-	12/13	Participating	Did not hold the meeting
9.	Ms. PENCHUN JARIKASEM (Director)	-	13/13	Participating	Did not hold the meeting
10.	Mr. KRIRK VANIKKUL (Director)	-	12/13	Participating	Did not hold the meeting
11.	Mrs. SINEE THIENPRASIDDHI (Director)	-	13/13	Participating	Did not hold the meeting
12.	Mr. CHARAMPORN JOTIKASTHIRA (Director)	-	12/13	Participating	Did not hold the meeting
13.	Mr. NITI OSATHANUGRAH (Director)	-	13/13	Participating	Did not hold the meeting
14.	Mr. SALIN PINKAYAN (Director)	-	13/13	Participating	Did not hold the meeting

15.	Mr. NATEE OSATHANUGRAH (Director)	-	7/9	Non-participating	Did not hold the meeting
16.	Mrs. WANNIPA BHAKDIBUTR (Director)	-	13/13	Participating	Did not hold the meeting
17.	Mrs. PORNTIDA BOONSA (Director)	-	13/13	Participating	Did not hold the meeting
18.	Mr. PETCH OSATHANUGRAH (Vice Chairman)	27 Apr 2022	2/4	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. SOMPRASONG BOONYACHAI (Chairman of the board)	-	1,000,000.00	1,228,570.00	Yes
2.	Mr. SURIN OSATHANUGRAH (Director)	-	0.00	240,000.00	Yes
3.	Mrs. KANNIKAR CHALITAPORN (Vice Chairman)	-	0.00	0.00	No
4.	Mr. RATCH OSATHANUGRAH (Vice Chairman)	-	650,000.00	868,570.00	Yes
5.	GEN. SURAPONG SUWANA-ADTH (Vice Chairman)	-	1,000,000.00	540,000.00	Yes
6.	Mr. THANA CHAIPRASIT (Director)	-	0.00	0.00	No
7.	Mr. PRATHARN CHAIPRASIT (Director)	-	0.00	0.00	No
8.	Mr. TASHARIN OSATHANUGRAH (Director)	-	0.00	0.00	No
9.	Ms. PENCHUN JARIKASEM (Director)	-	1,200,000.00	1,048,570.00	Yes
10.	Mr. KRIRK VANIKKUL (Director)	-	1,100,000.00	988,570.00	Yes
11.	Mrs. SINEE THIENPRASIDDHI (Director)	-	1,200,000.00	988,570.00	Yes
12.	Mr. CHARAMPORN JOTIKASTHIRA (Director)	-	1,190,000.00	480,000.00	Yes
13.	Mr. NITI OSATHANUGRAH (Director)	-	0.00	180,000.00	Yes
14.	Mr. SALIN PINKAYAN (Director)	-	1,750,000.00	808,570.00	Yes
15.	Mr. NATEE OSATHANUGRAH (Director)	-	0.00	0.00	No

16.	Mrs. WANNIPA BHAKDIBUTR (Director)	-	0.00	0.00	No
17.	Mrs. PORNTIDA BOONSA (Director)	-	0.00	0.00	No
18.	Mr. PETCH OSATHANUGRAH (Vice Chairman)	27 Apr 2022	100,000.00	708,570.00	Yes

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 8

	List of directors	Termination date	Number of the audit committee meeting
1.	Ms. PENCHUN JARIKASEM (Chairman of the audit committee)	-	8/8
2.	Mr. KRIRK VANIKKUL (Audit committee)	-	7/8
3.	Mrs. SINEE THIENPRASIDDHI (Audit committee)	-	8/8