



# **Annual Registration Statement / Annual Report**

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

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

**TQM ALPHA 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 : TQM ALPHA PUBLIC COMPANY LIMITED

Symbol : TQM

Address : 123 Lad Plakao Road, Chorakhe Bua, Latphrao

Province : Bangkok

Postcode : 10230

Business : The company operates by holding shares in other companies (Holding Company) with businesses as follows:

1. Insurance broker business, which is a core business, divided into Non-life insurance broker businesses: TQM Insurance Brokers Co., Ltd., TJN Insurance Brokers Co., Ltd., and True Extra Brokers Co., Ltd. Life insurance broker businesses: TQM Life Insurance Broker Co., Ltd. and True Life Brokers Co., Ltd., and Reinsurance broker business: TQR Public Company Limited. The supporting business includes TO 2020 Co., Ltd. (overseas investment), CASMATT Co., Ltd. (IT and software services), and TQC Co., Ltd. (health insurance/accident claims management services).
2. Financial business, consisting of Personal loan business: Easy Lending Co., Ltd. and Secured loan business: Cashnow Plus Company Limited.
3. Technology platform business, including Insurance platform: SureKrub.com Co., Ltd. and TQD Co., Ltd. and Construction platform: BULK ONE GROUP Co., Ltd.

Registration Number : 0107561000307

Telephone : 0-2119-8888

Fax (if applicable) : 0-2119-9000

Website : [www.tqmalpha.com](http://www.tqmalpha.com)

Email : [ir@tqm.co.th](mailto:ir@tqm.co.th)

Total Shares Sold (shares)

Common Stock : 600,000,000

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

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

	2020	2021	2022
Total (Thousand baht)	3,136,077.48	3,683,377.85	3,726,927.15
Revenue from non-life insurance broker business (Thousand baht)	2,998,741.97	3,367,648.91	3,396,897.18
Revenue from life insurance broker business (Thousand baht)	83,766.62	130,585.46	192,824.15
Other (Thousand baht)	53,568.89	185,143.48	137,205.82

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from non-life insurance broker business (%)	95.62	91.43	91.14
Revenue from life insurance broker business (%)	2.67	3.55	5.17
Other (%)	1.71	5.03	3.68

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	3,136,077.48	3,683,377.85	3,726,927.15
Domestic (Thousand baht)	3,136,077.48	3,683,377.85	3,726,927.15
International (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

\*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	N/A	N/A	N/A

# Risk Management

# Risk Management

## Risk Factors (2.2)

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

### Risks regarding ESG or Environmental, Social and Governance

**Risk Management Measures:** Yes

#### Related Risk Topics

##### Strategic Risk

- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation

##### Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Information security and cyber-attack

##### Compliance Risk

- Change in laws and regulations
- Other

##### Financial Risk

- Other

## Risk to Securities Holder (2.2.2)



#### **Risks to investment of shareholders**

**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)**

**Currently, the company does not have a policy to invest in overseas 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.tqmcorp.co.th/backoffice/file\\_pdf/%E0%B8%A3%E0%B8%B2%E0%B8%A2%E0%B8%87%E0%B8%B2%E0%B8%99%E0%B8%84%E0](https://www.tqmcorp.co.th/backoffice/file_pdf/%E0%B8%A3%E0%B8%B2%E0%B8%A2%E0%B8%87%E0%B8%B2%E0%B8%99%E0%B8%84%E0)

### 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.tqmcorp.co.th/backoffice/file\\_pdf/corporate-governance/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%A9%E0%B8%B1%](https://www.tqmcorp.co.th/backoffice/file_pdf/corporate-governance/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%A9%E0%B8%B1%)

Company environmental guideline : Electricity 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)	4,000,000.00	3,563,000.00	3,328,000.00

## Water management

- **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	183,644.00	168,303.00	126,625.00

## Waste management

### • Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	N/A	1,430.57	1,720.08
Hazardous waste (kg)	N/A	0.37	0.40
<b>Total (kg)</b>	N/A	1,430.94	1,720.48

## Greenhouse gas management

### • Greenhouse gas emissions

	2020	2021	2022
GHG emission target	2,169.00	1,932.00	N/A
Scope 1 (Tons of carbon dioxide equivalents)	2,421.00	3,599.00	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
<b>Total (Tons of carbon dioxide equivalents)</b>	2,421.00	3,599.00	N/A

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

Third-party verification : Yes

Name of verifying organization : Mr.Chanyawut Engsuwan

### Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy :

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)	985	861	1,023
Number of female employees (persons)	2,949	2,712	3,300
<b>Total (persons)</b>	<b>3,934</b>	<b>3,573</b>	<b>4,323</b>

- **Employee remuneration**

	2020	2021	2022
Employee remuneration (baht)	1,303,720,000.00	1,266,740,000.00	1,356,140,000.00

- **Employee development and training**

	2020	2021	2022
Average training hours of employees (hour / person / year)	26	34	39
Employee development and training expenses (baht)	4,703,991.82	1,688,311.15	2,979,841.81

- **Health, safety and work environment**

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	3	0	0

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	13.60	16.32	23.32

• **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://www.tqmcop.co.th/backoffice/file\\_pdf/corporate-governance/TQMalpha%20-%20E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0](https://www.tqmcop.co.th/backoffice/file_pdf/corporate-governance/TQMalpha%20-%20E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0)

### 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	11	100.00
Number of male directors	6	54.55
Number of female directors	5	45.45
Number of executive directors	5	45.45
Number of non-executive directors	6	54.55
Number of independent directors	5	45.45

#### 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. UNCHALIN PUNNIPA Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Doctor of Philosophy in Public Administration, Eastern Asia University Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Original director	14 Jul 2011	Insurance, Governance/ Compliance, Risk Management, Brand Management, Corporate Management, Change Management, Leadership, Strategic Management, Corporate Social Responsibility, Sustainability

2.	<p>Mrs. NAPASSANUN PUNNIPA</p> <p>Gender: Female</p> <p>Age: 50 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Doctor of Philosophy in Public Administration, Eastern Asia University</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	14 Jul 2011	<p>Insurance, Corporate Management, Strategic Management, Governance/ Compliance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Brand Management, Digital Marketing, Project Management, Change Management, Leadership, Budgeting</p>
3.	<p>Mr. AMPON ONIAM</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: -</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	22 Sep 2017	<p>Human Resource Management, Insurance</p>
4.	<p>Ms. RATANA PUNNIPA</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Bachelor of Business Administration in Accounting, Ramkhamhaeng University</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	22 Sep 2017	<p>Risk Management, Internal Control, Insurance, Governance/ Compliance, Accounting, Procurement</p>
5.	<p>Ms. SOMPORN AMPAISUTTHIPONG</p> <p>Gender: Female</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Finance and Marketing, Sriprathum university</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	22 Sep 2017	<p>Accounting, Finance, Finance &amp; Securities, Insurance, Corporate Social Responsibility, Sustainability, Data Analysis, Governance/ Compliance, Budgeting</p>

6.	<p>Mr. MARUT SIMASATHIEN</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Business Administration, Kasetsart University</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 Feb 2018	Accounting, Finance, Audit, Governance/ Compliance, Risk Management, Corporate Social Responsibility, Sustainability
7.	<p>Mr. CHINAPAT VISUTTIPAT</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Laws, Thammasat University</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 Feb 2018	Law, Audit, Governance/ Compliance, Corporate Social Responsibility, Sustainability
8.	<p>Ms. RUTCHANEEPORN POOKAYAPORN</p> <p>Gender: Female</p> <p>Age: 63 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Doctor of Philosophy in Psychology Management, Alliant International University, USA</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 Feb 2018	Audit, Governance/ Compliance, Human Resource Management, Corporate Social Responsibility, Sustainability
9.	<p>Ms. SUVABHA CHAROENYING</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Business Administration in Finance and Marketing, Assumption University</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>	8 May 2018	Finance & Securities, Corporate Social Responsibility, Governance/ Compliance, Economics, Banking, Marketing, Finance, Sustainability

10.	Mr. THANA THIENACHARIYA Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Master of Business Administration Washington State University, USA Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	24 Dec 2020	Economics, Banking, Finance & Securities, Audit, Governance/ Compliance
11.	Mr. NATTAVUDH PUNGCHAROENPONG Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Master of Engineering in Industrial Engineering, School of Advanced Technologies, (AIT) (Asian Institute of Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Additional and newly-appointed directors	18 Aug 2022	IT Management, Engineering, Governance/ Compliance

#### 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	: Yes
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.	<p>Mr. MARUT SIMASATHIEN [1]</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Business Administration, Kasetsart University</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	22 Feb 2018	Accounting, Finance, Audit, Governance/ Compliance, Risk Management, Corporate Social Responsibility, Sustainability
2.	<p>Mr. CHINAPAT VISUTTIPAT</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Laws, Thammasat University</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	22 Feb 2018	Law, Audit, Governance/ Compliance, Corporate Social Responsibility, Sustainability

3.	<p>Ms. RUTCHANEEPORN POOKAYAPORN</p> <p>Gender: Female</p> <p>Age: 63 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Doctor of Philosophy in Psychology Management, Alliant International University, USA</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee (Non-executive, Independent director)</p> <p>Director type: Original director</p>	22 Feb 2018	<p>Audit, Governance/ Compliance, Human Resource Management, Corporate Social Responsibility, Sustainability</p>
4.	<p>Mr. THANA THIENACHARIYA</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Business Administration Washington State University, USA</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee (Non-executive, Independent director)</p> <p>Director type: Original director</p>	22 Feb 2021	<p>Economics, Banking, Finance &amp; Securities, Audit, Governance/ Compliance</p>

[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
<p>1. Mrs. NAPASSANUN PUNNIPA</p> <p>Gender: Female</p> <p>Age: 50 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Doctor of Philosophy in Public Administration, Eastern Asia University</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the executive committee</p>	28 Feb 2018

2.	<p>Ms. SOMPORN AMPAISUTTHIPONG</p> <p>Gender: Female</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Finance and Marketing, Sriprathum university</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	28 Feb 2018
3.	<p>Ms. RATANA PUNNIPA</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Bachelor of Business Administration in Accounting, Ramkhamhaeng University</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	28 Feb 2018
4.	<p>Mr. AMPON ONIAM</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: -</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	28 Feb 2018

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Ms. RUTCHANEEPORN POOKAYAPORN	Chairman
	Mr. MARUT SIMASATHIEN	Member
	Mr. CHINAPAT VISUTTIPAT	Member
	Mrs. NAPASSANUN PUNNIPA	Member
	Ms. RATANA PUNNIPA	Member
Risk Management Committee	Mr. UNCHALIN PUNNIPA	Chairman
	Mr. MARUT SIMASATHIEN	Member
	Mr. CHINAPAT VISUTTIPAT	Member



Corporate Governance Committee	Ms. SUVABHA CHAROENYING	Chairman
	Mr. MARUT SIMASATHIEN	Member
	Ms. RUTCHANEEPORN POOKAYAPORN	Member
	Mr. CHINAPAT VISUTTIPAT	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	: Corporate Governance 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. UNCHALIN PUNNIPA Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Doctor of Philosophy in Public Administration, Eastern Asia University	PRESIDENT	14 Jul 2011	Insurance, Governance/ Compliance, Risk Management, Brand Management, Corporate Management, Change Management, Leadership, Strategic Management, Corporate Social Responsibility, Sustainability
2. Mrs. NAPASSANUN PUNNIPA Gender: Female Age: 50 years old Highest level of education: Doctoral degree Major: Doctor of Philosophy in Public Administration, Eastern Asia University	CHIEF EXECUTIVE OFFICER	14 Jul 2011	Insurance, Corporate Management, Strategic Management, Governance/ Compliance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Brand Management, Digital Marketing, Project Management, Change Management, Leadership, Budgeting
3. Ms. SOMPORN AMPAISUTTHIPONG [1] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Master of Finance and Marketing, Sriprathum university	Chief Financial Officer	15 Jun 2016	Accounting, Finance, Finance & Securities, Insurance, Corporate Social Responsibility, Sustainability, Data Analysis, Governance/ Compliance, Budgeting

4.	Ms. RATANA PUNNIPA Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Bachelor of Business Administration in Accounting, Ramkhamhaeng University	Chief Risk Officer	1 Dec 2017	Risk Management, Internal Control, Insurance, Governance/ Compliance, Accounting, Procurement
5.	Mr. AMPON ONIAM Gender: Male Age: 61 years old Highest level of education: Below a bachelor's degree Major: -	Chief Operations Officer	1 Dec 2017	Human Resource Management, Insurance
6.	Mr. Surath Pralongsil Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Finance	Chief Business Development Officer	7 Jul 2022	Finance & Securities, Engineering
7.	Ms. Chupun Gowanit Gender: Female Age: 61 years old Highest level of education: Doctoral degree Major: Technopreneurship and Innovation Management	Chief Transformation Officer	7 Jul 2022	Finance, IT Management
8.	Mr. Patintasak Tuntichuti [2] Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Finance	Vice President, Accounting	11 Nov 2021	Accounting, Finance

[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)	51,800,000.00	50,800,000.00	62,960,000.00

## 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) : 1,023

Number of female employees (persons) : 3,300

Total (persons) : 4,323

#### Employee Remuneration

Total employee remuneration : 1,356,140,000.00

#### Provident fund

Total number of employees (persons) : 4,323

Number of employees contributing to the PVD (persons) : 2,064

Percentage of employees who are members (%) : 47.74

## 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. Patintasak Tuntichuti	patinyasak.tun@tqm.co.th	021198888

- Company secretary

General information	Email	Telephone
1. Ms. Supichaya Theppitak	cs@tqm.co.th	021198888

- Head of internal audit

General information	Email	Telephone
1. Ms. Kitlada Somngam	kitlada@dir.co.th	

- Head of investor relations

General information	Email	Telephone
1. Ms. Ariya Silakorn	Ariya.Sil@tqm.co.th	021198888

## 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. Chokechai Ngamwutikul Email: Chokechai@kpmg.co.th Telephone: -</p> <p>2. Ms. Orawan Chunhakitpaisan Email: Chokechai@kpmg.co.th Telephone: -</p> <p>3. Mr. Bunyarit Thanormcharoen Email: Chokechai@kpmg.co.th Telephone: -</p>	6,050,000.00	<p>Details: The company paid remuneration to KPMG Phoomchai Audit Ltd. for the fiscal year ending on December 31, 2022, in the amount of 38,842 baht (thirty-eight thousand eight hundred and forty-two baht) for services related to the general IT system control audit, service fee, preparation of documentation, and other related expenses.</p> <p>Total service fee (baht): 38,842.00</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. Mrs. NAPASSANUN PUNNIPA Gender: Female Age: 50 years old Highest level of education: Doctoral degree Major: Doctor of Philosophy in Public Administration, Eastern Asia University Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 14 Jul 2011	Insurance, Corporate Management, Strategic Management, Governance/ Compliance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Brand Management, Digital Marketing, Project Management, Change Management, Leadership, Budgeting
2. Ms. RATANA PUNNIPA Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Bachelor of Business Administration in Accounting, Ramkhamhaeng University Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 22 Sep 2017	Risk Management, Internal Control, Insurance, Governance/ Compliance, Accounting, Procurement



3.	Ms. SOMPORN AMPAISUTTHIPONG	Director (Executive)	Date position was assumed: 22 Sep 2017	Accounting, Finance, Finance & Securities, Insurance, Corporate Social Responsibility, Sustainability, Data Analysis, Governance/ Compliance, Budgeting
	Gender: Female			
	Age: 58 years old			
	Highest level of education: Master's degree	Director type: Re-elected as director		
	Major: Master of Finance and Marketing, Sriprathum university			
	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. NATTAVUDH PUNGCHAROENPONG Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Master of Engineering in Industrial Engineering, School of Advanced Technologies, (AIT) (Asian Institute of Technology) Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Additional and newly-appointed directors	Date position was assumed: 18 Aug 2022	IT Management, Engineering, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. UNCHALIN PUNNIPA	Chairman of the board	Participating
Mrs. NAPASSANUN PUNNIPA	Director	Participating
Mr. AMPON ONIAM	Director	Non-participating
Ms. RATANA PUNNIPA	Director	Non-participating
Ms. SOMPORN AMPAISUTTHIPONG	Director	Participating
Mr. MARUT SIMASATHIEN	Director	Participating

Mr. CHINAPAT VISUTTIPAT	Director	Participating
Ms. RUTCHANEEPORN POOKAYAPORN	Director	Participating
Ms. SUVABHA CHAROENYING	Director	Participating
Mr. THANA THIENACHARIYA	Director	Participating
Mr. NATTAVUDH PUNGCHAROENPONG	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) : 8

Date of AGM meeting : 28 Apr 2022

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. UNCHALIN PUNNIPA (Chairman of the board)	-	8/8	Participating	Participating
2. Mrs. NAPASSANUN PUNNIPA (Director)	-	8/8	Participating	Participating
3. Mr. AMPON ONIAM (Director)	-	8/8	Participating	Participating
4. Ms. RATANA PUNNIPA (Director)	-	8/8	Participating	Participating
5. Ms. SOMPORN AMPAISUTTHIPONG (Director)	-	8/8	Participating	Participating
6. Mr. MARUT SIMASATHIEN (Director)	-	8/8	Participating	Participating
7. Mr. CHINAPAT VISUTTIPAT (Director)	-	8/8	Participating	Participating
8. Ms. RUTCHANEEPORN POOKAYAPORN (Director)	-	8/8	Participating	Participating

9.	Ms. SUVABHA CHAROENYING (Director)	-	8/8	Participating	Non- participating
10.	Mr. THANA THIENACHARIYA (Director)	-	7/8	Participating	Participating
11.	Mr. NATTAVUDH PUNGCHAROENPONG (Director)	-	2/2	Non-participating	Non- participating

## Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. UNCHALIN PUNNIPA (Chairman of the board)	-	520,000.00	N/A	Yes
2.	Mrs. NAPASSANUN PUNNIPA (Director)	-	340,000.00	N/A	Yes
3.	Mr. AMPON ONIAM (Director)	-	240,000.00	N/A	Yes
4.	Ms. RATANA PUNNIPA (Director)	-	340,000.00	N/A	Yes
5.	Ms. SOMPORN AMPAISUTTHIPONG (Director)	-	240,000.00	N/A	Yes
6.	Mr. MARUT SIMASATHIEN (Director)	-	650,000.00	N/A	Yes
7.	Mr. CHINAPAT VISUTTIPAT (Director)	-	600,000.00	N/A	Yes
8.	Ms. RUTCHANEEPORN POOKAYAPORN (Director)	-	570,000.00	N/A	Yes
9.	Ms. SUVABHA CHAROENYING (Director)	-	360,000.00	N/A	Yes
10.	Mr. THANA THIENACHARIYA (Director)	-	310,000.00	N/A	Yes
11.	Mr. NATTAVUDH PUNGCHAROENPONG (Director)	-	60,000.00	N/A	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. MARUT SIMASATHIEN (Chairman of the audit committee)	-	5/5
2.	Mr. CHINAPAT VISUTTIPAT (Audit committee)	-	5/5
3.	Ms. RUTCHANEEPORN POOKAYAPORN (Audit committee)	-	5/5
4.	Mr. THANA THIENACHARIYA (Audit committee)	-	5/5