



# **Annual Registration Statement / Annual Report**

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

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

**INTER PHARMA 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 : INTER PHARMA PUBLIC COMPANY LIMITED

Symbol : IP

Address : 140/9 ITF Tower, 9th Floor, Silom Road, Suriyawong Sub-District, Bang Rak District

Province : Bangkok

Postcode : 10500

Business : Research & development and distribution of healthcare products and aesthetic innovation products for human including health products for pets and livestock animals

Registration Number : 0107562000203

Telephone : 0-2634-0225

Fax (if applicable) : 0-2634-0135

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

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

#### Total Shares Sold (shares)

Common Stock : 372,520,524

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

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

	2020	2021	2022
Total (Thousand baht)	446,939.00	920,985.00	1,534,447.00
Human Healthcare (Thousand baht)	245,502.00	572,420.00	1,165,333.00
Animal Healthcare (Thousand baht)	196,599.00	336,212.00	357,995.00
Other income (Thousand baht)	4,838.00	12,353.00	11,119.00

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Human Healthcare (%)	54.93	62.15	75.94
Animal Healthcare (%)	43.99	36.51	23.33
Other income (%)	1.08	1.34	0.72

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	446,939.00	920,985.00	1,534,447.00
Domestic (Thousand baht)	446,939.00	920,985.00	1,534,447.00
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 : Yes

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	0.00	0.00	0.00

# Risk Management

# Risk Management

## Risk Factors (2.2)

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

### Risks of Compliance with Laws, Regulations, and Rules related to the Business

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Reliance on employees in key positions

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)

### Risks of having Major Shareholders who has the Authorization of Setting Management Policies

**Risk Management Measures:** Yes

#### Related Risk Topics

- Other





# 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.interpharma.co.th/storage/downloads/corporate-governance/20230323-ip-sustainable-business-development-policy-th.pdf>

### Environmental Aspect (3.3)

#### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

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)

##### Energy management

###### • Fuel consumption

	2020	2021	2022
Diesel (Litre)	N/A	N/A	9,274.20
Gasoline (Litre)	N/A	N/A	45,954.00
LPG (Kilogram)	N/A	N/A	110,820.00

###### • Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	N/A	N/A	5,270,260.00

## Water management

### • Water consumption

	2020	2021	2022
Water consumption (cubic meters)	N/A	N/A	24,156.00

## Waste management

### • Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	N/A	N/A	32,390.00
Hazardous waste (kg)	N/A	N/A	9,834.00
<b>Total (kg)</b>	N/A	N/A	42,224.00

## Greenhouse gas management

### • Greenhouse gas emissions

	2020	2021	2022
GHG emission target	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	567.88
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	2,630.27
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	53.12
<b>Total (Tons of carbon dioxide equivalents)</b>	0.00	0.00	3,251.27

### • 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	: <a href="https://investor.interpharma.co.th/storage/downloads/corporate-governance/20230323-ip-human-rights-policy-th.pdf">https://investor.interpharma.co.th/storage/downloads/corporate-governance/20230323-ip-human-rights-policy-th.pdf</a>
Company human right guideline	: Employee 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)	58	85	95
Number of female employees (persons)	136	197	226
<b>Total (persons)</b>	<b>194</b>	<b>282</b>	<b>321</b>

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	0	1	1
Employee development and training expenses (baht)	0.00	0.00	0.00

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

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

##### • Significant labor dispute

	2020	2021	2022
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Significant labor dispute	No	No	No
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# 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.interpharma.co.th/storage/downloads/corporate-governance/20220328-ip-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	10	100.00
Number of male directors	6	60.00
Number of female directors	4	40.00
Number of executive directors	4	40.00
Number of non-executive directors	6	60.00
Number of independent directors	4	40.00

#### 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. UDOM KACHINTORN Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	17 Dec 2019	Health Care Services, Corporate Social Responsibility, Sustainability, Governance/ Compliance, Strategic Management

2.	Mr. TRINNAWAT THANITNITHIPHAN	Director (Executive)	1 Feb 2014	Strategic Management, Risk Management, Corporate Management, Marketing, Personal Products & Pharmaceuticals, Corporate Social Responsibility, Leadership, Health Care Services, Commerce, Human Resource Management, Sustainability, Brand Management, Negotiation, Project Management, Change Management, Budgeting, Governance/ Compliance
	Gender: Male			
	Age: 52 years old			
	Highest level of education:	Director type: Original		
	Doctoral degree	director		
	Major: Organizational Development			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
3.	Ms. NAPAPORN DECHAKARAT	Director (Executive)	14 Jun 2017	Risk Management, Corporate Management, Procurement, Home & Office Products, Personal Products & Pharmaceuticals, Marketing, Corporate Social Responsibility, Negotiation, Strategic Management
	Gender: Female			
	Age: 47 years old			
	Highest level of education:	Director type: Original		
	Bachelor's degree	director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
4.	Mrs. SANSANEE CHAIYAROJ	Director (Non-executive, Independent director)	1 Aug 2020	Risk Management, Audit, Health Care Services, Sustainability, Governance/ Compliance, Corporate Social Responsibility
	Gender: Female			
	Age: 60 years old			
	Highest level of education:	Director type: Re-elected		
	Doctoral degree	as director		
	Major: immunobiology			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
5.	Mr. KAMTORN SILA-ON	Director (Non-executive, Independent director)	8 Feb 2021	Audit, Finance, Sustainability, Governance/ Compliance, Food & Beverage, Transportation & Logistics
	Gender: Male			
	Age: 52 years old			
	Highest level of education:	Director type: Re-elected		
	Master's degree	as director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

6.	<p>Mr. PAO SRIPRASERTSUK</p> <p>Gender: Male</p> <p>Age: 47 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Computer Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	10 Nov 2021	<p>IT Management, Sustainability, Governance/ Compliance, Information &amp; Communication Technology, Banking, Commerce, Corporate Social Responsibility, Data Management, Data Analysis, Audit</p>
7.	<p>Mrs. NATTARIN POLPUECH</p> <p>Gender: Female</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Additional and newly-appointed directors</p>	20 Jul 2022	<p>Commerce, Accounting, Finance, Data Analysis, Budgeting, Corporate Social Responsibility, Risk Management</p>
8.	<p>Mrs. APIMON POSRI</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Bachelor'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: Additional and newly-appointed directors</p>	20 Jul 2022	<p>Information &amp; Communication Technology, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Negotiation, Corporate Management</p>
9.	<p>Mr. NAT ATIVITAVAS</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	10 Aug 2022	<p>Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Engineering</p>

10.	Mr. Yuttana Suwannachot Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	27 Feb 2023	Petrochemicals & Chemicals, Energy & Utilities, Automotive, Strategic Management, Corporate Management
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#### List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Ms. SUPAPORN RERKPITAKPANICH Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 14 Jun 2017 Date directorship ended: 10 Aug 2022	Mr. TERDKIAT PROMMOOL Date position was assumed: 10 Aug 2022
2. Ms. CHOMPUNUCH MEEVANG Gender: Female Age: 50 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 20 Jul 2022 Date directorship ended: 10 Aug 2022	Mr. NAT ATIVITAVAS Date position was assumed: 10 Aug 2022
3. Mr. TERDKIAT PROMMOOL Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 10 Aug 2022 Date directorship ended: 1 Dec 2022	Mr. Yuttana Suwannachot Date position was assumed: 27 Feb 2023

## 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. KAMTORN SILA-ON [1] Gender: Male Age: 52 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: Re-elected as director	24 Feb 2022	Audit, Finance, Sustainability, Governance/ Compliance, Food & Beverage, Transportation & Logistics
2. Mr. PAO SRIPRASERTSUK Gender: Male Age: 47 years old Highest level of education: Doctoral degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	10 Nov 2021	IT Management, Sustainability, Governance/ Compliance, Information & Communication Technology, Banking, Commerce, Corporate Social Responsibility, Data Management, Data Analysis, Audit
3. Mrs. SANSANEE CHAIYAROJ Gender: Female Age: 60 years old Highest level of education: Doctoral degree Major: immunobiology Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Re-elected as director	24 Feb 2022	Risk Management, Audit, Health Care Services, Sustainability, Governance/ Compliance, Corporate Social Responsibility

[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. TRINNAWAT THANITNITHIPHAN Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Organizational Development Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	12 Aug 2021
2. Mrs. NATTARIN POLPUECH Gender: Female 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	9 Aug 2022
3. Ms. NAPAPORN DECHAKARAT Gender: Female Age: 47 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Aug 2022
4. Mrs. APIMON POSRI Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Aug 2022



5.	Mr. Dranun Jamsai Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	9 Aug 2022
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**List of executive committee members who resigned/vacated their position during the year**

General information	Position	Tenure	Replacement Director
1. Ms. SUPAPORN RERKPITAKPANICH Gender: Female 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	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2022	Mrs. NATTARIN POLPUECH Date position was assumed: 9 Aug 2022
2. Mr. Nattawatn Yosyingthum Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Pharmacy Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2022	Mr. Dranun Jamsai Date position was assumed: 9 Aug 2022
3. Ms. Hathaigan Chiraphitakkun Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2022	No replacement director

4.	Ms. Chutima Assavapayukkul Gender: Female Age: 35 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2023	No replacement director
5.	Mrs. Piyanuch Suttachitto Gender: Female Age: 62 years old Highest level of education: Bachelor's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2022	No replacement director
6.	Mr. Adthaphon Nimrotham Gender: Male Age: 37 years old Highest level of education: Bachelor's degree Major: Animal Sciences Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 12 Aug 2021 Date directorship ended: 9 Aug 2022	No replacement director

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. KAMTORN SILA-ON	Chairman
	Mr. PAO SRIPRASERTSUK	Member
	Mr. TRINNAWAT THANITNITHIPHAN	Member
Corporate Governance and Sustainable Development Committee	Mr. UDOM KACHINTORN	Chairman
	Mrs. SANSANEE CHAIYAROJ	Member
	Mr. KAMTORN SILA-ON	Member
	Mr. PAO SRIPRASERTSUK	Member

Risk Management Committee	Mrs. SANSANEE CHAIYAROJ	Chairman
	Mr. TRINNAWAT THANITNITHIPHAN	Member
	Mrs. NATTARIN POLPUECH	Member
	Ms. NAPAPORN DECHAKARAT	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 and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainable Development Committee

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. TRINNAWAT THANITNITHIPHAN Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Organizational Development	CHIEF EXECUTIVE OFFICER	1 Feb 2014	Strategic Management, Risk Management, Corporate Management, Marketing, Personal Products & Pharmaceuticals, Corporate Social Responsibility, Leadership, Health Care Services, Commerce, Human Resource Management, Sustainability, Brand Management, Negotiation, Project Management, Change Management, Budgeting, Governance/ Compliance
2. Mrs. NATTARIN POLPUECH [1] Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Accounting	Chief Finance Officer	1 Jul 2022	Commerce, Accounting, Finance, Data Analysis, Budgeting, Corporate Social Responsibility, Risk Management
3. Mrs. APIMON POSRI Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Business Administration	Human Resources Director	1 Jul 2020	Information & Communication Technology, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Negotiation, Corporate Management

4.	Ms. NAPAPORN DECHAKARAT Gender: Female Age: 47 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Operating Officer	14 Jun 2017	Risk Management, Corporate Management, Procurement, Home & Office Products, Personal Products & Pharmaceuticals, Marketing, Corporate Social Responsibility, Negotiation, Strategic Management
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[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)	14,350,000.00	16,960,000.00	19,340,000.00

### 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)	: 95
Number of female employees (persons)	: 226
Total (persons)	: 321

#### Provident fund

Total number of employees (persons)	: 321
Number of employees contributing to the PVD (persons)	: 160
Percentage of employees who are members (%)	: 49.85

## 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. Nattaya Nounklay	nattaya@interpharma.co.th	02-634-0225

- Company secretary

General information	Email	Telephone
1. Ms. Chompunuch Meevang	chompunuch@interpharma.co.th	02-634-0225

- Head of internal audit

General information	Email	Telephone
1. Mr. Supoj Pannoi	pannoi_ten@amtaudit.com	02-184-1846

- Head of compliance unit

General information	Email	Telephone
1. Ms. Chompunuch Meevang	chompunuch@interpharma.co.th	02-634-0225

## Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Ms. Siriwan Nitdamrong Email: Siriwan.Nitdamrong@th.ey.com Telephone: 0 - 2264 - 9090</p> <p>2. Ms. Kamontip Lertwitworatep Email: Kamontip.Lertwitworatep@th.ey.com Telephone: 0 - 2264 - 9090</p> <p>3. Ms. Satida Ratananurak Email: Satida.Ratananurak@th.ey.com Telephone: 0 - 2264 - 9090</p> <p>4. Mrs. Sarinda Hirunprasurtwutti Email: Sarinda.Hirunprasurtwutti@th.ey.com Telephone: 0 - 2264 - 9090</p>	4,530,000.00	<p>Details: 1. Goodwill review fee in the amount of 300,000 baht</p> <p>2. Fee for reviewing the transfer of data from setting up a new accounting system 130,000 baht</p> <p>3. Fee for reviewing adjustments according to the large set of accounting standards of subsidiaries 100,000 baht</p> <p>4. Fees for auditing the balance brought forward by a subsidiary 150,000 baht</p> <p>Total service fee (baht): 680,000.00</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. Mrs. SANSANEE CHAIYAROJ Gender: Female Age: 60 years old Highest level of education: Doctoral degree Major: immunobiology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 1 Aug 2020	Risk Management, Audit, Health Care Services, Sustainability, Governance/ Compliance, Corporate Social Responsibility
2. Mr. KAMTORN SILA-ON Gender: Male Age: 52 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: 8 Feb 2021	Audit, Finance, Sustainability, Governance/ Compliance, Food & Beverage, Transportation & Logistics

###### • 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.	Mr. NAT ATIVITAVAS Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 10 Aug 2022	Petrochemicals & Chemicals, Energy & Utilities, Engineering
2.	Mr. Yuttana Suwannachot Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 27 Feb 2023	Petrochemicals & Chemicals, Energy & Utilities, Automotive, Strategic Management, Corporate Management

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

General information		Position	Date position was assumed	Experience and expertise
1.	Mrs. NATTARIN POLPUECH Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Additional and newly-appointed directors	Date position was assumed: 20 Jul 2022	Commerce, Accounting, Finance, Data Analysis, Budgeting, Corporate Social Responsibility, Risk Management
2.	Mrs. APIMON POSRI Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Additional and newly-appointed directors	Date position was assumed: 20 Jul 2022	Information & Communication Technology, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Negotiation, Corporate Management

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. UDOM KACHINTORN	Chairman of the board	Non-participating
Mr. TRINNAWAT THANITNITHIPHAN	Director	Participating
Ms. NAPAPORN DECHAKARAT	Director	Non-participating
Mrs. SANSANEE CHAIYAROJ	Director	Non-participating
Mr. KAMTORN SILA-ON	Director	Non-participating
Mr. PAO SRIPRASERTSUK	Director	Participating
Mrs. NATTARIN POLPUECH	Director	Participating
Mrs. APIMON POSRI	Director	Participating
Mr. NAT ATIVITAVAS	Director	Participating
Mr. Yuttana Suwannachot	Director	Non-participating
Ms. SUPAPORN RERKPITAKPANICH	Director	Participating
Ms. CHOMPUNUCH MEEVANG	Director	Non-participating
Mr. TERDKIAT PROMMOOL	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) : 10

Date of AGM meeting : 25 Apr 2022

EGM meeting : Yes

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. UDOM KACHINTORN (Chairman of the board)	-	10/10	Participating	Participating
2.	Mr. TRINNAWAT THANITNITHIPHAN (Director)	-	10/10	Participating	Participating
3.	Ms. NAPAPORN DECHAKARAT (Director)	-	10/10	Participating	Participating
4.	Mrs. SANSANEE CHAIYAROJ (Director)	-	10/10	Participating	Participating
5.	Mr. KAMTORN SILA-ON (Director)	-	10/10	Participating	Participating
6.	Mr. PAO SRIPRASERTSUK (Director)	-	10/10	Participating	Participating
7.	Mrs. NATTARIN POLPUECH (Director)	-	5/5	Participating	Participating
8.	Mrs. APIMON POSRI (Director)	-	5/5	Non-participating	Participating
9.	Mr. NAT ATIVITAVAS (Director)	-	4/4	Non-participating	Non-participating
10.	Mr. Yuttana Suwannachot (Director)	-	0/0	Non-participating	Non-participating
11.	Ms. SUPAPORN RERKPITAKPANICH (Director)	10 Aug 2022	6/6	Participating	Participating
12.	Ms. CHOMPUNUCH MEEVANG (Director)	10 Aug 2022	1/1	Participating	Participating
13.	Mr. TERDKIAT PROMMOOL (Director)	1 Dec 2022	3/3	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. UDOM KACHINTORN (Chairman of the board)	-	230,000.00	360,000.00	No
2.	Mr. TRINNAWAT THANITNITHIPHAN (Director)	-	0.00	0.00	No
3.	Ms. NAPAPORN DECHAKARAT (Director)	-	0.00	0.00	No
4.	Mrs. SANSANEE CHAIYAROJ (Director)	-	245,000.00	240,000.00	No
5.	Mr. KAMTORN SILA-ON (Director)	-	290,000.00	240,000.00	No
6.	Mr. PAO SRIPRASERTSUK (Director)	-	250,000.00	240,000.00	No

7.	Mrs. NATTARIN POLPUECH (Director)	-	0.00	0.00	No
8.	Mrs. APIMON POSRI (Director)	-	0.00	0.00	No
9.	Mr. NAT ATIVITAVAS (Director)	-	60,000.00	94,193.55	No
10.	Mr. Yuttana Suwannachot (Director)	-	0.00	0.00	No
11.	Ms. SUPAPORN RERKPITAKPANICH (Director)	10 Aug 2022	0.00	0.00	No
12.	Ms. CHOMPUNUCH MEEVANG (Director)	10 Aug 2022	0.00	0.00	No
13.	Mr. TERDKIAT PROMMOOL (Director)	1 Dec 2022	45,000.00	74,193.55	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. KAMTORN SILA-ON (Chairman of the audit committee)	-	4/4
2.	Mr. PAO SRIPRASERTSUK (Audit committee)	-	4/4
3.	Mrs. SANSANEE CHAIYAROJ (Audit committee)	-	4/4