

ESG Performance

Company Name: KHONBURI SUGAR PUBLIC COMPANY LIMITED Symbol: KBS

Market: SET Industry Group: Agro & Food Industry Sector: Food & Beverage

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	-
Uploaded document of environmental policy and practice:	3 การจับเคลื่อนธุรกิจเพื่อความยั่งยืน.docx

1.2 Environmental Practices

Corporate environmental practices: x Water Management x Electricity Management x Waste Management

2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	11,804,091,266.56	14,326,966,790.77	13,512,145,557.70
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	11,804,091,266.56	14,326,966,790.77	13,512,145,557.70
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	-	-

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	11,274,203.69	13,216,759.03	12,419,251.43

Additional explanation:

^(†) Exclude electricity consumption outside of the Company.

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	-	-	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	-	-	-
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	-	-	-

Additional explanation:

^(†) Exclude electricity expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	-
Diesel	Litres	-	-	-
Gasoline	Litres	-	-	-
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	-	-	-
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	-	-	-
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

Detail	Unit	Year		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	-	-	0.00

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	-	-

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	1,692,343.00	1,975,766.97	2,953,084.00
Total water withdrawal by third-party water	Cubic meters	1,692,343.00	1,975,766.97	2,953,084.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ⁽¹⁾	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	1,616.37	1,822.66	2,714.23
Intensity ratio of total water withdrawal to total revenues ⁽²⁾	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

⁽¹⁾ Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

⁽²⁾ Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	0.00	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	1,692,343.00	1,975,766.97	2,953,084.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues ⁽¹⁾	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	-	-

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	0.00	0.00	0.00
Total water withdrawal expense from third-party water	Baht	-	-	-

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	0.00	0.00	0.00

Additional explanation:

⁽⁷⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	0.00	0.00	0.00
Non-hazardous waste	Kilograms	-	-	-
Hazardous waste	Kilograms	-	-	-
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost.

^(**) Total revenues and total expenses from consolidated financial statements.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	0.00	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	-	-
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

Additional explanation: Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost.

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan: No
URL of corporate greenhouse gas management plan: -
Uploaded document of Corporate greenhouse gas management plan: -

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	0.00	0.00	0.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	-	-

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	-	-	-
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(†)	%	-	-	-

Additional explanation:

^(†) Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues ^(†)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	0.00	0.00	0.00
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

^(†) Total revenues and total expenses from consolidated financial statements.

5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	No	No
Name of verifying company (Thai)	-	-
Name of verifying company (English)	-	-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

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ESG Performance

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Market: SET Industry Group: Agro & Food Industry Sector: Food & Beverage

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice:	Yes
URL of Corporate human rights policy and practice:	-
Uploaded document of Corporate human rights policy and practice:	เอกสารแนบ 4 คู่มือหลักการกำกับดูแลกิจการและจรรยาบรรณธุรกิจ (ปรับปรุงแก้ไข พ.ศ. 2563)_แก้คำผิดแล้ว.docx

1.2 Human Rights Practices

Corporate human rights practices:	x Safety and Occupational Health at Work x Employee Rights x Community and Environment Rights
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2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	1,047	1,084	1,088
Total number of male employees	Persons	845	879	868
Percentage of male employees	%	80.71	81.09	79.78
Total number of female employees	Persons	202	205	220

Percentage of female employees	%	19.29	18.91	20.22
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	288	304	336
Percentage of employees under 30 years old	%	27.51	28.04	30.88
Total number of employees 30–50 years old	Persons	568	587	576
Percentage of employees 30–50 years old	%	54.25	54.15	52.94
Total number of employees over 50 years old	Persons	191	193	176
Percentage of employees over 50 years old	%	18.24	17.80	16.18

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	222	234	255
Percentage of male employees under 30 years old	%	26.27	26.62	29.38
Total number of male employees 30–50 years old	Persons	450	472	456
Percentage of male employees 30–50 years old	%	53.25	53.70	52.53
Total number of male employees over 50 years old	Persons	173	173	157
Percentage of male employees over 50 years old	%	20.47	19.68	18.09

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	66	70	81
Percentage of female employees under 30 years old	%	32.67	34.15	36.82
Total number of female employees 30-50 years old	Persons	118	115	120
Percentage of female employees 30-50 years old	%	58.42	56.10	54.55
Total number of female employees over 50 years old	Persons	18	20	19
Percentage of female employees over 50 years old	%	8.91	9.76	8.64

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	978	1,018	1,027
Percentage of employees in operational level	%	93.41	93.91	94.39
Total number of employees in management level	Persons	59	56	49
Percentage of employees in management level	%	5.64	5.17	4.50
Total number of employees in executive level	Persons	10	10	12
Percentage of employees in executive level	%	0.96	0.92	1.10

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	790	828	823
Percentage of male employees in operational level	%	93.49	94.20	94.82
Total number of male employees in management level	Persons	46	42	33
Percentage of male employees in management level	%	5.44	4.78	3.80
Total number of male employees in executive level	Persons	9	9	12
Percentage of male employees in executive level	%	1.07	1.02	1.38

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	188	190	204
Percentage of female employees in operational level	%	93.07	92.68	92.73
Total number of female employees in management level	Persons	13	14	16

Percentage of female employees in management level	%	6.44	6.83	7.27
Total number of female employees in executive level	Persons	1	1	0
Percentage of female employees in executive level	%	0.50	0.49	0.00

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	0	0	0
Total number of employees with disabilities	Persons	-	-	-
Percentage of employees with disabilities	%	-	-	-
Total number of workers who are not employees with disabilities	Persons	-	-	-

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	312,480,355.00	381,828,734.00	382,293,830.00
Total male employee remuneration	Baht	256,550,873.00	318,049,072.00	313,578,103.00
Percentage of remuneration in male employees	%	82.10	83.30	82.03
Total female employee remuneration	Baht	55,929,482.00	63,779,662.00	68,715,727.00
Percentage of remuneration in female employees	%	17.90	16.70	17.97
Average remuneration of employees	Baht / Person	298,453.06	352,240.53	351,373.01
Average remuneration of male employees	Baht / Person	303,610.50	361,830.57	361,265.10
Average remuneration of female employees	Baht / Person	276,878.62	311,120.30	312,344.21
Ratio of average remuneration of female employees to male employees		0.91	0.86	0.86

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	578	616	671
Percentage of total number of employees joining employee provident fund to total number of employees	%	55.21	56.83	61.67
Total amount of provident fund contributed by the Company	Baht	11,281,132.00	11,703,224.00	13,624,826.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	3.61	3.07	3.56

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	10.28	21.36	20.82

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	915,100.00	1,818,300.00	2,198,661.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	2,186,128.00	2,279,111.00	2,532,864.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	7.00	12.00	4.00
Total number of employees that lost time injuries for 1 day or more	Persons	7	12	4
Percentage of employees that lost time injuries for 1 day or more	%	0.67	1.11	0.37
Total number of employees that fatalities as a result of work-related injury	Persons	1	1	0
Percentage of employees that fatalities as a result of work-related injury	%	0.10	0.09	0.00

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	3.20	5.27	1.58
	Persons / 200,000 manhours ^(**)	0.64	1.05	0.32

Additional explanation:

(*) The company with the total number of employees over 100 or more.

(**) The company with the total number of employees less than or equal to 100.

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	122	134	98
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	11.65	12.36	9.01
Total number of male employee turnover leaving the Company voluntarily	Persons	84	89	69
Percentage of male employee turnover leaving the Company voluntarily	%	68.85	66.42	70.41
Total number of female employee turnover leaving the Company voluntarily	Persons	38	45	29
Percentage of female employee turnover leaving the Company voluntarily	%	31.15	33.58	29.59
Significant labor dispute	Yes / No	No	No	No

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Market: SET Industry Group: Agro & Food Industry Sector: Food & Beverage

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	-
Uploaded document of corporate governance policy and practices:	เอกสารแนบ 4 คู่มือหลักการกำกับดูแลกิจการและจรรยาบรรณธุรกิจ (ปรับปรุงแก้ไข พ.ศ. 2563)_แก้คำผิดแล้ว.docx

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	x Nomination of Directors x Determination of Director Remuneration x Board Performance Evaluation x Independence of the Board of Directors from the Management x Corporate Governance of Subsidiaries and Associated Companies
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	-
Uploaded document of Code of Conduct:	เอกสารแนบ 4 คู่มือหลักการกำกับดูแลกิจการและจรรยาบรรณธุรกิจ (ปรับปรุงแก้ไข พ.ศ. 2563)_แก้คำผิดแล้ว.docx

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Anti-corruption x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information
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2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	8	1	8	1
		9		9	
	% of total directors	88.89	11.11	88.89	11.11
		100		100	
Executive directors	Persons	3	0	4	0
		3		4	
	% of total directors	33.33	0	44.44	0
		33.33		44.44	
Non-executive directors	Persons	5	1	4	1
		6		5	
	% of total directors	55.56	11.11	44.44	11.11
		66.67		55.56	
- Independent directors	Persons	4	1	4	1
		5		5	
	% of total directors	44.44	11.11	44.44	11.11
		55.56		55.56	
- Non-executive directors who have no position in independent directors	Persons	1	0	0	0
		1		0	
	% of total directors	11.11	0	0	0
		11.11		0	

Average director age	Years	60	70	61	71
		61		62	
The Chairman of the Board is an independent director	Yes / No	-		-	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	-		-	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	No		No	

Additional explanation:

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย ทก ทวีวัฒน์ทรัพย์	First appointment date of director:	1 Feb 1991
	Name (English):	Mr. TAKON TAWINTERMSUP	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1954	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Below a bachelor's degree	DAP course:	No
	Study field of the highest level of education:	none	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Leadership x Food & Beverage x Agribusiness x Strategic Management x Change Management x Risk Management x Corporate Management x Brand Management x Project Management x Audit x Data Analysis x Negotiation x Corporate Social Responsibility		
	Shares:	4,131,250		

	Paid-up stock:	600,000,000		
	%Shares:	0.688542		
2)	Name (Thai):	นาย สมเกียรติ ทวีลเติมทรัพย์	First appointment date of director:	1 Feb 1991
	Name (English):	Mr. SOMKIAT TWILTERMSUP	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1962	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing x Data Analysis x Finance x Food & Beverage x Strategic Management x Data Management x Risk Management x Corporate Management x Brand Management x Project Management x Budgeting x Audit x Corporate Social Responsibility x Internal Control x Agribusiness x Accounting x Leadership x Commerce		
	Shares:	31,520,700		
	Paid-up stock:	600,000,000		
	%Shares:	5.253450		
3)	Name (Thai):	นาย อีสสระ ทวีลเติมทรัพย์	First appointment date of director:	4 Jan 2007
	Name (English):	Mr. ISSARA TWILTERMSUP	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1978	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-

	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Management	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Data Management x Corporate Management x Brand Management x Data Analysis x Negotiation x Agribusiness x Food & Beverage		
	Shares:	14,045,000		
	Paid-up stock:	600,000,000		
	%Shares:	2.340833		
4)	Name (Thai):	นาย สุเทพ วงศ์วรสารชญ์	First appointment date of director:	19 Feb 2007
	Name (English):	Mr. SUTHEP WONGVORAZATHE	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1948	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Data Management x Change Management x Corporate Management x Brand Management x Audit x Marketing x Data Analysis x Finance x Corporate Social Responsibility x Governance/ Compliance x Leadership x Food & Beverage x Economics		
	Shares:	0		
	Paid-up stock:	600,000,000		

	%Shares:	0.000000		
5)	Name (Thai):	นาย อำนาจ ร่ำเพยพงศ์	First appointment date of director:	5 Jun 2008
	Name (English):	Mr. AMNART RUMPOEYPONG	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1976	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Data Management x Corporate Management x Brand Management x Project Management x Marketing x Data Analysis x Procurement x Agribusiness x Food & Beverage		
	Shares:	250,000		
	Paid-up stock:	600,000,000		
	%Shares:	0.041667		
6)	Name (Thai):	นาย ศรีณย์ สมุทรโคจร	First appointment date of director:	13 Oct 2010
	Name (English):	Mr. SRAN SMUTKOCHORN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1965	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Economics	DCP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Strategic Management x Data Management x Risk Management x Brand Management x Project Management x Budgeting x Audit x Marketing x Data Analysis x Design x Finance x Negotiation x Corporate Social Responsibility x Agribusiness x Packaging x Leadership x Commerce x Food & Beverage x Information & Communication Technology x Economics		
	Shares:	0		
	Paid-up stock:	600,000,000		
	%Shares:	0.000000		
7)	Name (Thai):	นาง สุวิมล ทศยาเกียรติ	First appointment date of director:	13 Oct 2010
	Name (English):	Mrs. SUVIMOL CHRITYAKIERNE	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1952	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Data Management x Change Management x Corporate Management x Project Management x Budgeting x Audit x Data Analysis x Finance x Negotiation x Sustainability x Corporate Social Responsibility x Internal Control x Agribusiness x Governance/ Compliance x Accounting x Leadership x Commerce x Food & Beverage		

	Shares:	0		
	Paid-up stock:	600,000,000		
	%Shares:	0.000000		
8)	Name (Thai):	นาย ศักดา พันธุ์กล้า	First appointment date of director:	30 Apr 2018
	Name (English):	Mr. SUKDA PUNKLA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1956	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Data Management x Change Management x Risk Management x Corporate Management x Project Management x Budgeting x Audit x Data Analysis x Design x Negotiation x Corporate Social Responsibility x Internal Control x Energy & Utilities x Construction Materials x Industrial Materials & Machinery x Engineering x Architecture x Food & Beverage		
	Shares:	0		
	Paid-up stock:	600,000,000		
	%Shares:	0.000000		
9)	Name (Thai):	นาย วินิต สัมฤทธิ์ปรีชา	First appointment date of director:	22 Feb 2021
	Name (English):	Mr. VINIT SAMRITPRICHA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director

	Year of birth:	1951	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Property Fund & REITs x Strategic Management x Fund Management x Data Management x Change Management x Risk Management x Corporate Management x Audit x Data Analysis x Finance x Negotiation x Sustainability x Corporate Social Responsibility x Internal Control x Banking x Governance/ Compliance x Accounting x Food & Beverage x Finance & Securities		
	Shares:	0		
	Paid-up stock:	600,000,000		
	%Shares:	0.000000		

2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

	General Information of Directors	Information on Director Tenure
No data		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาง สุวิมล กฤตยาเกียรติ์	Appointment date of audit committee member:	1 Dec 2013
	Name (English):	Mrs. SUVIMOL CHRITYAKIERNE	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1952	Independent director position:	Yes

	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย ศักดา พันธุ์กล้า	Appointment date of audit committee member:	15 May 2018
	Name (English):	Mr. SUKDA PUNKLA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1956	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นาย วินิต สัมฤทธิ์ปรีชา	Appointment date of audit committee member:	22 Feb 2021
	Name (English):	Mr. VINIT SAMRITPRICHA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1951	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes

	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		

2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)

General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
No data			

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

General Information of Executive Committee Members		Information on Tenure of Executive Committee Member		
1)	Name (Thai)	นาย ทก ทวีลติเมททรัพย์	Appointment date of executive committee member:	5 Aug 2013
	Name (English)	Mr. TAKON TAWINTERMSUP	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1954		
	Nationality:	x Thailand		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	none		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย สมเกียรติ ทวีลติเมททรัพย์	Appointment date of executive committee member:	30 Nov 2010
	Name (English)	Mr. SOMKIAT TWILTERMSUP	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1962		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		

	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย อีสระ: ทวีลาเต็มทรัพย์	Appointment date of executive committee member:	30 Nov 2010
	Name (English)	Mr. ISSARA TWILTERMSUP	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1978		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Management		
	Residence in Thailand:	Yes		

2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

	General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
No data		

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	นาย ศรีณย์ สมุทรโคจร	Mr. SRAN SMUTKOCHORN	Chairman
2	นาย ทกท ทวีลาเต็มทรัพย์	Mr. TAKON TAWINTERMSUP	Member
3	นาย สมเกียรติ ทวีลาเต็มทรัพย์	Mr. SOMKIAT TWILTERMSUP	Member

2) Name of sub-committees (English) Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	นาย วินิต สัมฤทธิ์ปรีชา	Mr. VINIT SAMRITPRICHA	Chairman

2	นาย ศรีณย์ สมุทรโคจร	Mr. SRAN SMUTKOCHORN	Member
3	นาย สมเกียรติ ทวีลเทศร์พ์	Mr. SOMKIAT TWILTERMSUP	Member
4	นาย อิสสระ ทวีลเทศร์พ์	Mr. ISSARA TWILTERMSUP	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Risk Management Committee
Nomination	Nomination and Remuneration Committee
Remuneration	Nomination and Remuneration Committee
Corporate governance	No
Corporate sustainability development	No

2.1.6 The highest-ranking executive and the next four executives

2.1.6.1 List of the highest-ranking executive and the next four executives

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย ทก ทวีลเทศร์พ์	The highest-ranking executive position:	Yes
	Name (English):	Mr. TAKON TAWINTERMSUP	Executive position (Thai):	กรรมการผู้จัดการ (รักษาการ)
	Gender:	Male	Executive position (English):	MANAGING DIRECTOR (ACTING)
	Year of birth:	1954	Appointment date of executive:	30 Nov 2018
	Nationality:	x Thailand		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	none		

	Skill and expertise:	x Leadership x Food & Beverage x Agribusiness x Strategic Management x Change Management x Risk Management x Corporate Management x Brand Management x Project Management x Audit x Data Analysis x Negotiation x Corporate Social Responsibility		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย อีสระะ ทวีลติมทรัพย์	The highest-ranking executive position:	No
	Name (English):	Mr. ISSARA TWILTERMSUP	Executive position (Thai):	ผู้ช่วยกรรมการผู้จัดการสายงานองค์กรสัมพันธ์
	Gender:	Male	Executive position (English):	Assistant Managing Director of Corporate Affairs
	Year of birth:	1978	Appointment date of executive:	16 Oct 2012
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Management		
	Skill and expertise:	x Strategic Management x Data Management x Corporate Management x Brand Management x Data Analysis x Negotiation x Agribusiness x Food & Beverage		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย สมเกียรติ ทวีลติมทรัพย์	The highest-ranking executive position:	No
	Name (English):	Mr. SOMKIAT TWILTERMSUP	Executive position (Thai):	รองกรรมการผู้จัดการสายงานการตลาด
	Gender:	Male	Executive position (English):	Deputy Managing Director of Marketing
	Year of birth:	1962	Appointment date of executive:	1 Mar 2015
	Nationality:	x Thailand		

	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Finance		
	Skill and expertise:	x Marketing x Data Analysis x Finance x Food & Beverage x Strategic Management x Data Management x Risk Management x Corporate Management x Brand Management x Project Management x Budgeting x Audit x Corporate Social Responsibility x Internal Control x Agribusiness x Accounting x Leadership x Commerce		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย รัฐวุฒิ แซ่ตั้ง	The highest-ranking executive position:	No
	Name (English):	Mr. Rathavudh Saetang	Executive position (Thai):	ผู้ช่วยกรรมการผู้จัดการ สายงานการตลาด
	Gender:	Male	Executive position (English):	Assistant Managing Director of Marketing
	Year of birth:	1959	Appointment date of executive:	1 Apr 2018
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Agribusiness x Food & Beverage x Packaging x Commerce x Transportation & Logistics x Marketing x Data Management x Data Analysis x Statistics x Digital Marketing x Brand Management x Negotiation x Leadership x Budgeting		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย ชลชาสน์ วรวิจิตร	The highest-ranking executive position:	No

	Name (English):	Mr. Cholachart Worawuthichongsathit	Executive position (Thai):	ผู้อำนวยการการเงิน
	Gender:	Male	Executive position (English):	Chief Financial Officer
	Year of birth:	1981	Appointment date of executive:	1 Aug 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Skill and expertise:	x Economics x Agribusiness x Food & Beverage x Banking x Finance & Securities x Energy & Utilities x Commerce x Accounting x Finance x Sustainability x Corporate Social Responsibility x Data Management x Data Analysis x Statistics x Negotiation x Project Management x Corporate Management x Leadership x Risk Management x Audit x Strategic Management x Internal Control x Budgeting x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
6)	Name (Thai):	นาย รังสรรค์ ทวีลติเมททรัพย์	The highest-ranking executive position:	No
	Name (English):	Mr. Rangsan Tawintermsup	Executive position (Thai):	ผู้ช่วยกรรมการผู้จัดการ สายงาน ผลิต
	Gender:	Male	Executive position (English):	Assistant Managing Director of Production
	Year of birth:	1985	Appointment date of executive:	1 Jan 2011
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Management		

Skill and expertise:	x Business Administration x Economics x Agribusiness x Food & Beverage x Banking x Finance & Securities x Energy & Utilities x Transportation & Logistics x Marketing x Accounting x Finance x Human Resource Management x Procurement x IT Management x Data Management x Data Analysis x Statistics x Project Management x Corporate Management x Leadership x Strategic Management x Risk Management x Budgeting x Audit		
Highest responsibility in corporate accounting and finance:	No		
Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Thippawan Ard-narong	thippawan.a@kbs.co.th	-
Company secretary	Ms. Nannapat Borwornsirikiat	nannapat.b@kbs.co.th	0631532365
Head of the internal audit or the outsourced internal auditor	Mr. Manawin Kongto	manawin.k@kbs.co.th	-
Head of the compliance unit	-	-	-
Head of the investor relation	-	-	-

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
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EY OFFICE LIMITED	<p>1. Mr. Chayapol Suppasertanon Email: Chayapol@ey.com Telephone: -</p> <p>2. Ms. Pimjai Manitkajohnkit Email: Pimjai@ey.com Telephone: -</p> <p>3. Ms. Orawan Techawatanasirikul Email: Orawan@ey.com Telephone: -</p> <p>4. Ms. Rosaporn Decharkorm Email: Rosaporn@ey.com Telephone: -</p> <p>5. Ms. Sumana Punpongsanon Email: Sumana@ey.com Telephone: -</p> <p>6. Ms. Kirdsiri Kanjanaprasit Email: Kirdsiri@ey.com Telephone: -</p>	2,470,000.00	-
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3 Performance Report on Corporate Governance

3.1 Summary of Duty Performance of the Board of Directors over the Past Year

3.1.1 Newly Appointed Directors over the Past Year

3.1.1.1 List of continuing directors (full term of directorship and being re-appointed as a director)

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย สมเกียรติ ทวีลาเต็มทรัพย์	First appointment date of director:	1 Feb 1991
	Name (English):	Mr. SOMKIAT TWILTERMSUP	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1962	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing x Data Analysis x Finance x Food & Beverage x Strategic Management x Data Management x Risk Management x Corporate Management x Brand Management x Project Management x Budgeting x Audit x Corporate Social Responsibility x Internal Control x Agribusiness x Accounting x Leadership x Commerce		
	Shares:	31,520,700		
	Paid-up stock:	600,000,000		
	%Shares:	5.253450		
2)	Name (Thai):	นาย สุเทพ วงศ์วรเศรษฐ์	First appointment date of director:	19 Feb 2007
	Name (English):	Mr. SUTHEP WONGVORAZATHE	Director position:	Director
	Gender:	Male	Executive director position:	No

	Year of birth:	1948	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DGP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Data Management x Change Management x Corporate Management x Brand Management x Audit x Marketing x Data Analysis x Finance x Corporate Social Responsibility x Governance/ Compliance x Leadership x Food & Beverage x Economics		
	Shares:	0		
	Paid-up stock:	600,000,000		
	%Shares:	0.000000		
3)	Name (Thai):	นาย วิณิต สัมฤทธิ์ปรีชา	First appointment date of director:	22 Feb 2021
	Name (English):	Mr. VINIT SAMRITPRICHA	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1951	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DGP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		

Skill and expertise:	x Property Fund & REITs x Strategic Management x Fund Management x Data Management x Change Management x Risk Management x Corporate Management x Audit x Data Analysis x Finance x Negotiation x Sustainability x Corporate Social Responsibility x Internal Control x Banking x Governance/ Compliance x Accounting x Food & Beverage x Finance & Securities		
Shares:	0		
Paid-up stock:	600,000,000		
%Shares:	0.000000		

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

	General Information of Directors	Information on Director Tenure
No data		

3.1.1.3 List of newly appointed director not being replaced the ex-director

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 4 times

Date of AGM meeting: 24 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. TAKON TAWINTERMSUP (Director)	-	4/4	100.00	Participating	Did not hold the meeting

2. Mr. SOMKIAT TWILTERMSUP (Director)	-	4/4	100.00	Participating	Did not hold the meeting
3. Mr. ISSARA TWILTERMSUP (Director)	-	4/4	100.00	Participating	Did not hold the meeting
4. Mr. SUTHEP WONGVORAZATHE (Director)	-	4/4	100.00	Participating	Did not hold the meeting
5. Mr. AMNART RUMPOEYPONG (Director)	-	3/4	75.00	Participating	Did not hold the meeting
6. Mr. SRAN SMUTKOCHORN (Director)	-	4/4	100.00	Participating	Did not hold the meeting
7. Mrs. SUVIMOL CHRITYAKIERNE (Director)	-	4/4	100.00	Participating	Did not hold the meeting
8. Mr. SUKDA PUNKLA (Director)	-	4/4	100.00	Participating	Did not hold the meeting
9. Mr. VINIT SAMRITPRICHA (Director)	-	4/4	100.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 4 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mrs. SUVIMOL CHRITYAKIERNE (Chairman of the audit committee)	-	4/4	100.00
2. Mr. SUKDA PUNKLA (Member of the audit committee)	-	4/4	100.00
3. Mr. VINIT SAMRITPRICHA (Member of the audit committee)	-	4/4	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:

Yes

URL of director remuneration policy and criteria:

-

Uploaded document of director remuneration policy and criteria:

เอกสารแนบ 4 คู่มือหลักการกำกับดูแลกิจการและจรรยาบรรณธุรกิจ (ปรับปรุงแก้ไข พ.ศ. 2563)_แก้คำผิดแล้ว.docx

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. TAKON TAWINTERMSUP (Director)	-	495,000.00	633,600.00	No
2. Mr. SOMKIAT TWILTERMSUP (Director)	-	395,000.00	712,800.00	No
3. Mr. ISSARA TWILTERMSUP (Director)	-	395,000.00	554,400.00	No
4. Mr. SUTHEP WONGVORAZATHE (Director)	-	135,000.00	633,600.00	No
5. Mr. AMNART RUMPOEYPONG (Director)	-	70,000.00	237,600.00	No
6. Mr. SRAN SMUTKOCHORN (Director)	-	115,000.00	633,600.00	No
7. Mrs. SUVIMOL CHRITYAKIERNE (Director)	-	230,000.00	475,200.00	No
8. Mr. SUKDA PUNKLA (Director)	-	190,000.00	396,000.00	No
9. Mr. VINIT SAMRITPRICHA (Director)	-	220,000.00	633,600.00	No
Total (Baht)	-	2,245,000.00	4,910,400.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	1,970,000.00	2,245,000.00
Other monetary remuneration	Baht	4,092,000.00	4,910,400.00
Total director remuneration	Baht	6,062,000.00	7,155,400.00

Additional explanation: Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: No
 URL of executive remuneration policy and criteria: -

Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	30,397,014.00	40,638,832.00	35,797,278.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No

Employee Joint Investment Program (EJIP):: No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. TAKON TAWINTERMSUP (Director)	Non-participating	-
2. Mr. SOMKIAT TWILTERMSUP (Director)	Non-participating	-
3. Mr. ISSARA TWILTERMSUP (Director)	Non-participating	-
4. Mr. SUTHEP WONGVORAZATHE (Director)	Non-participating	-
5. Mr. AMNART RUMPOEYPONG (Director)	Non-participating	-
6. Mr. SRAN SMUTKOCHORN (Director)	Non-participating	-
7. Mrs. SUVIMOL CHRITYAKIERNE (Director)	Non-participating	-
8. Mr. SUKDA PUNKLA (Director)	Non-participating	-
9. Mr. VINIT SAMRITPRICHA (Director)	Non-participating	-

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: x Group assessment x Self-assessment

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy: No

URL of corporate sustainability policy: -

Uploaded document of corporate sustainability policy: -

4.2 Sustainability Report

Corporate Sustainability Report: No

URL of corporate sustainability report: -

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines: -

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