

ESG Performance

Company Name : CHIANGMAI FROZEN FOODS PUBLIC COMPANY LIMITED Symbol : CM

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

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Fuel management,
Renewable/clean energy management, Water resources
and water quality management, Waste management

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Information on compliance with environmental management principles and standards

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2021	2022	2023
Number of cases or incidents of legal violations or negative environmental impact (cases)	N/A	1	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	-

Information on energy management

Energy management plan

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Information on electricity management

Company's electricity consumption ^(*)

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	28,546,705.00	28,073,051.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	N/A	24,997,740.00	24,654,800.00

	2021	2022	2023
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	N/A	3,548,965.00	3,418,251.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	0.00	21,271.76	19,700.39

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2021	2022	2023
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	N/A	N/A

Electricity Expense ^(*)

	2021	2022	2023
Total electricity expense (Baht)	N/A	94,748,772.00	106,384,950.76
Percentage of total electricity expense to total expenses (%) ^(**)	N/A	7.06	8.67
Percentage of total electricity expense to total revenues (%) ^(**)	N/A	7.03	8.38
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	N/A	70,602.66	74,656.11

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2021	2022	2023
Fuel oil (Litres)	N/A	690,447.00	852,476.00

Additional explanation : Not include external fuel consumption

Company's fuel expense^(*)

	2021	2022	2023
Total fuel expense (Baht)	N/A	20,587,701.00	17,863,604.28
Percentage of total fuel expense to total expenses (%) ^(**)	N/A	1.53	1.46
Percentage of total fuel expense to total revenues (%) ^(**)	N/A	1.53	1.41

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	-

Information on water management plan

Water management plan

Information on setting goals for water management

Setting goals for water management

Details of setting goals for water management

Information on performance and outcomes of water management

Performance and outcomes of water management

Information on water management

Water withdrawal by source

	2021	2022	2023
Total water withdrawal (Cubic meters)	N/A	N/A	519,868.00
Water withdrawal by groundwater (cubic meters)	N/A	N/A	519,868.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	N/A	N/A	364.82

	2021	2022	2023
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	N/A	N/A	0.41

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2021	2022	2023
Total wastewater discharge (cubic meters)	N/A	N/A	483,554.00
Wastewater discharged to surface water (cubic meters)	N/A	N/A	483,554.00

Water consumption

	2021	2022	2023
Total water consumption (Cubic meters)	N/A	N/A	36,314.00

Recycled water consumption

	2021	2022	2023
Total recycled water for consumption (Cubic meters)	N/A	N/A	21,850.00

Water Consumption Intensity

	2021	2022	2023
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	N/A	N/A	0.02860199

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2021	2022	2023
Total water withdrawal expense (Baht)	N/A	N/A	545,861.00
Total water withdrawal expense from other sources (Baht)	N/A	N/A	545,861.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	N/A	N/A	0.04
Percentage of total water withdrawal expense to total revenues (%) ^(*)	N/A	N/A	0.04
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	N/A	N/A	383.06

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	: Company
Total number of disclosure boundaries	: -
Actual number of disclosure boundaries	: -
Data disclosure coverage (%)	: -

Information on waste management plan

Waste management plan

Information on setting goals for waste management

Setting goals for waste management

Details of setting goals for waste management

Information on performance and outcomes of waste management

Performance and outcomes of waste management

Information on waste management

Waste Generation^(*)

	2021	2022	2023
Total waste generated (Kilograms)	0.00	0.00	25,933,920.00
Total non-hazardous waste (kilograms)	N/A	N/A	25,931,000.00
Total hazardous waste (kilograms)	N/A	N/A	2,920.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	20.43

	2021	2022	2023
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	N/A	20.42
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	N/A	0.00

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 expenses from consolidated financial statement

Waste reuse and recycling

	2021	2022	2023
Total reused/recycled waste (Kilograms)	0.00	0.00	25,826,000.00
Reused/Recycled non-hazardous waste (Kilograms)	N/A	N/A	25,826,000.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	N/A	99.58
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	N/A	99.60

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	-

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Information on greenhouse gas management

The company's greenhouse gas emissions

	2021	2022	2023
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	2021	2022	2023
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	15,558.59	17,742.20
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	3,293.95	6,910.93
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	N/A	12,264.64	10,831.27

Greenhouse Gas Emissions Intensity

	2021	2022	2023
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000000	0.011546	0.013974
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	11.59	12.45

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2021	2022	2023
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2021	2022	2023
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

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Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

- Social and human rights policy and guidelines : Yes
- Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Community and environmental rights, Safety and occupational health at work, Non-discrimination

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2021	2022	2023
Total number of cases or incidents of significant legal or social and human rights violations (cases)	N/A	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	N/A	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type : Company

Information on employees and labor management plan

Employees and labor management plan

Information on setting employee and labor management goals

Setting employee and labor management goals

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Information on employment

Employment

	2021	2022	2023
Total Employment (Person)	N/A	1,342	1,425
Percentage of employees to total employment (%)	N/A	100.00	100.00
Total employees (persons)	1257	1342	1425
Male employees (persons)	378	424	439
Percentage of male employees (%)	30.07	31.59	30.81

	2021	2022	2023
Female employees (persons)	879	918	986
Percentage of female employees (%)	69.93	68.41	69.19

Number of employees categorized by age

	2021	2022	2023
Total number of employees under 30 years old (Persons)	N/A	276	329
Percentage of employees under 30 years old (%)	N/A	20.57	23.09
Total number of employees 30-50 years old (Persons)	N/A	668	741
Percentage of employees 30-50 years old (%)	N/A	49.78	52.00
Total number of employees over 50 years old (Persons)	N/A	398	355
Percentage of employees over 50 years old (%)	N/A	29.66	24.91

Number of male employees categorized by age

	2021	2022	2023
Total number of male employees under 30 years old (Persons)	N/A	115	121
Percentage of male employees under 30 years old (%)	N/A	27.12	27.56
Total number of male employees 30-50 years old (Persons)	N/A	217	239
Percentage of male employees 30-50 years old (%)	N/A	51.18	54.44
Total number of male employees over 50 years old (Persons)	N/A	92	79

	2021	2022	2023
Percentage of male employees over 50 years old (%)	N/A	21.70	18.00

Number of female employees categorized by age

	2021	2022	2023
Total number of female employees under 30 years old (Persons)	N/A	161	208
Percentage of female employees under 30 years old (%)	N/A	17.54	21.10
Total number of female employees 30-50 years old (Persons)	N/A	451	502
Percentage of female employees 30-50 years old (%)	N/A	49.13	50.91
Total number of female employees over 50 years old (Persons)	N/A	306	276
Percentage of female employees over 50 years old (%)	N/A	33.33	27.99

Number of employees categorized by position

	2021	2022	2023
Total number of employees in operational level (Persons)	N/A	1,160	1,242
Percentage of employees in operational level (%)	N/A	86.44	87.16
Total number of employees in management level (Persons)	N/A	173	160
Percentage of employees in management level (%)	N/A	12.89	11.23

	2021	2022	2023
Total number of employees in executive level (Persons)	N/A	9	23
Percentage of employees in executive level (%)	N/A	0.67	1.61

Number of male employees categorized by position

	2021	2022	2023
Total number of male employees in operational level (Persons)	N/A	318	336
Percentage of male employees in operational level (%)	N/A	75.00	76.54
Total number of male employees in management level (Persons)	N/A	103	89
Percentage of male employees in management level (%)	N/A	24.29	20.27
Total number of male employees in executive level (Persons)	N/A	3	14
Percentage of male employees in executive level (%)	N/A	0.71	3.19

Number of female employees categorized by position

	2021	2022	2023
Total number of female employees in operational level (Persons)	N/A	842	906
Percentage of female employees in operational level (%)	N/A	91.72	91.89
Total number of female employees in management level (Persons)	N/A	70	71
Percentage of female employees in management level (%)	N/A	7.63	7.20

	2021	2022	2023
Total number of female employees in executive level (Persons)	N/A	6	9
Percentage of female employees in executive level (%)	N/A	0.65	0.91

Significant changes in the number of employees

Employment of workers with disabilities

	2021	2022	2023
Total employment of workers with disabilities (persons)	16	16	15
Percentage of disabled workers to total employment (%)	N/A	1.19	1.05
Total number of employees with disabilities (Persons)	16	16	15
Percentage of disabled employees to total employees (%)	1.27	1.19	1.05

Information on compensation of employees

Employee remuneration by gender

	2021	2022	2023
Total employee remuneration (baht)	0.00	0.00	226,239,668.02
Average of remuneration of employees (Baht/persons)	0.00	0.00	158,764.68

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2021	2022	2023
Number of employees eligible to participate in PVD (persons)	N/A	N/A	185
Number of employees joining in PVD (persons)	157	160	151
Number of PVD members / Total employees (%)	12.49	11.92	10.60
Number of PVD members / Total eligible employees (%)	N/A	N/A	81.62

Amount of provident fund

	2021	2022	2023
Total amount of provident fund contributed by employer (baht)	1,801,253.73	1,811,233.80	1,831,108.34
Total amount of provident fund contributed by employee (baht)	N/A	N/A	4,884,235.85

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
CHIANGMAI FROZEN FOODS PUBLIC COMPANY LIMITED	Yes	1,425	185	151	10.60	81.62

Information on employee development

Employee training and development

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	5.16	7.85	10.36
Total amount spent on employee training and development (Baht)	214,862.00	449,944.38	901,080.21
Percentage of training and development expenses to total expenses (%) ^(*)	0.000189	0.000335	0.000734
Percentage of training and development expenses to total revenue (%) ^(*)	0.000202	0.000334	0.000710

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2021	2022	2023
Total number of hours worked by employees (Hours)	N/A	N/A	2,556,450.00

Statistic of accident and injuries of employees from work

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	N/A	7	7
Total number of employees that lost time injuries for 1 day or more (Persons)	N/A	7	7
Percentage of employees that lost time injuries for 1 day or more (%)	N/A	0.52	0.49
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0

	2021	2022	2023
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	N/A	N/A	2.74
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	N/A	N/A	0.55

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

Information on promoting employee relations and participation

Employee engagement

	2021	2022	2023
Total number of employee turnover leaving the company voluntarily (persons)	0	0	470
Total number of male employee turnover leaving the company voluntarily (persons)	0	0	169
Total number of female employee turnover leaving the company voluntarily (persons)	0	0	301
Proportion of voluntary resignations (%)	N/A	0.00	32.98
Percentage of male employee turnover leaving the Company voluntarily (%)	0.00	0.00	35.96
Percentage of female employee turnover leaving the Company voluntarily (%)	0.00	0.00	64.04

	2021	2022	2023
Evaluation result of employee engagement	-	-	No

Employee internal groups

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Responsible sales and marketing policy and guidelines

Policy and guidelines on communicating the impact of products and services to customers / consumers

Information on customer management plan

Customer management plan

Information on setting customer management goals

Setting customer management goals

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Customer satisfaction

	2021	2022	2023
Evaluation results of customer satisfaction	-	Yes	Yes

Channels for receiving complaints from customers/consumers

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Information on community and social management plan

Community and social management plan

Information on setting of community and social management goals

Setting of community and social management goals

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Benefit from implementing social development project

Financial benefits

Non-financial benefits

Expenses from social and environmental development project

	2021	2022	2023
Total financial contribution to community/social development projects or activities (Bath)	N/A	50,000.00	50,000.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	N/A	0.003725	0.004073

	2021	2022	2023
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	N/A	0.003711	0.003938

Additional explanation : () Total revenues and total expenses from total financial statement*

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ESG Performance

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

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Policy and guidelines related to the board of directors

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

Determination of director remuneration

Independence of the board of directors from the management

Director development

Board performance evaluation

Corporate governance of subsidiaries and associated companies

Policy and guidelines related to shareholders and stakeholders

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information

Prevention of Conflicts of Interest

Anti-corruption

Whistleblowing and Protection of Whistleblowers

Prevention of Misuse of Inside Information

Promotion of compliance with the business code of conduct

Participation in anti-corruption networks

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors charter

Implementation of the CG Code for listed companies

Other corporate governance performance and outcomes

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2021		2022		2023	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	8		8		10	
	7	1	7	1	9	1
Executive directors	0		3		4	
	0	0	3	0	4	0
Non-executive directors	4		5		6	
	3	1	4	1	5	1
Independent directors	4		4		4	
	3	1	3	1	3	1
Non-executive directors who have no position in independent directors	0		1		2	
	0	0	1	0	2	0

	2021		2022		2023	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	87.50	12.50	87.50	12.50	90.00	10.00
Executive directors	0.00		37.50		40.00	
	0.00	0.00	37.50	0.00	40.00	0.00
Non-executive directors	50.00		62.50		60.00	
	37.50	12.50	50.00	12.50	50.00	10.00
Independent directors	50.00		50.00		40.00	
	37.50	12.50	37.50	12.50	30.00	10.00
Non-executive directors who have no position in independent directors	0.00		12.50		20.00	
	0.00	0.00	12.50	0.00	20.00	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2021		2022		2023	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	0		65		63	
	0	0	67	53	64	54

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. PRAYOON PHOLPIPATTANAPHONG Gender: Male Age : 89 years Highest level of education : Honorary degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years ^(*) : - DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 306,517 Shares (0.080420 %) 	<p>Chairman of the board of directors (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : -</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>31 Dec 1993</p>	<p>Agribusiness, Food & Beverage</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. LAN MU-CHIOU Gender: Male Age : 95 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : - Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : - Legal offenses in the past 5 years ^(*) : - DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : -</p> <p>Type of director : Existing director</p>	<p>31 Dec 1993</p>	<p>Agribusiness</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. Prapas Pholpipattanaphong Gender: Male Age : 74 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : high school Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years ^(*) : - DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 9,102,800 Shares (2.388273 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the company's certificate of registration : -</p> <p>Type of director : Existing director</p>	<p>31 Dec 1993</p>	<p>Agribusiness, Food & Beverage</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. AMNUAY YOSSUCK Gender: Male Age : 86 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years ^(*) : - DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 667,920 Shares (0.175240 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : -</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 Feb 1994	Economics, Agribusiness, Audit, Internal Control

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. ANKOON PHOLPATTANAPHONG Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years ^(*) : - DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 4,247,100 Shares (1.114298 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the company's certificate of registration : -</p> <p>Type of director : Existing director</p>	27 Apr 2000	Agribusiness, Leadership, Corporate Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. AMPON RUAYFUPANT Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years^(*) : - DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 71,874 Shares (0.018857 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : -</p> <p>Type of director : Existing director</p>	26 Apr 2006	Agribusiness, Finance, Marketing, Audit

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. PHUSIT WONGLORSAICHON Gender: Male Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years^(*) : - DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : -</p> <p>Type of director : Existing director</p>	30 Apr 2010	Governance/ Compliance, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Ms. CHUTIMA TANGMATITHAM Gender: Female Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years ^(*) : - DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : -</p> <p>Type of director : Existing director</p>	26 Apr 2016	Accounting, Finance, Audit

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. PEERAPAT PHOLPIATTANAPHONG Gender: Male Age : 35 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years^(*) : - DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,855,000 Shares (0.749057 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : -</p> <p>Type of director : Newly appointed director not being replaced the ex-director</p>	26 Apr 2023	Economics, Business Administration, Agribusiness, Fashion

List of directors	Position	First appointment date of director	Skills and expertise
<p>10. Mr. LAN MING-TE Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Marketing&Corporate Strategic Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : - Legal offenses in the past 5 years ^(*) : - DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> Direct shareholding : 19,085,821 Shares (5.007487 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : -</p> <p>Type of director : Newly appointed director not being replaced the ex-director</p>	26 Apr 2023	Marketing

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. PRAYOON PHOLPIPATTANAPHONG	Chairman of the board of directors	✓				
2. Mr. LAN MU-CHIOU	Director		✓		✓	
3. Mr. Prapas Pholpipattanaphong	Director	✓				
4. Mr. AMNUAY YOSSUCK	Director		✓	✓		
5. Mr. ANKOON PHOLPIPATTANAPHONG	Director	✓				
6. Mr. AMPON RUAYFUPANT	Director		✓	✓		
7. Mr. PHUSIT WONGLORSAICHON	Director		✓	✓		
8. Ms. CHUTIMA TANGMATITHAM	Director		✓	✓		
9. Mr. PEERAPAT PHOLPIPATTANAPHONG	Director	✓				
10. Mr. LAN MING-TE	Director		✓		✓	
Total (persons)		4	6	4	2	0

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	20.00
2. Agribusiness	7	70.00
3. Food & Beverage	2	20.00
4. Fashion	1	10.00
5. Marketing	2	20.00
6. Accounting	1	10.00
7. Finance	2	20.00
8. Corporate Management	1	10.00
9. Leadership	1	10.00
10. Risk Management	1	10.00
11. Audit	3	30.00
12. Internal Control	1	10.00
13. Governance/ Compliance	1	10.00
14. Business Administration	1	10.00

Information about the other directors ^{(*)(**)}

	2021	2022	2023
The chairman of the board and the highest-ranking executive are from the same family	Yes	Yes	Yes
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	Yes	No

Additional explanation :

(*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

Information on the roles and duties of the board of directors

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

-

Scope of authorities, role, and duties

-

Reference link for the charter

-

Audit Committee

Role

-

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive Committee

Role

-

Scope of authorities, role, and duties

-

Reference link for the charter

-

Risk Management Committee

Role

-

Scope of authorities, role, and duties

-

Reference link for the charter

-

Nomination and Remuneration Committee

Role

-

Scope of authorities, role, and duties

-

Reference link for the charter

-

Non-Executive Board

Role

-

Scope of authorities, role, and duties

-

Reference link for the charter

-

Corporate Governance and Sustainability committee

Role

-

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. AMNUJAY YOSSUCK^(*) Gender: Male Age : 86 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	15 May 2014	Economics, Agribusiness, Audit, Internal Control
<p>2. Mr. AMPON RUJAYFUPANT^(*) Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	26 Apr 2006	Agribusiness, Finance, Marketing, Audit
<p>3. Ms. CHUTIMA TANGMATITHAM^(*) Gender: Female Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	11 Aug 2016	Accounting, Finance, Audit

Additional explanation :

(*) Directors with expertise in accounting information review

List of audit committee members who resigned / vacated their position during the year

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. PRAYOON PHOLPIPATTANAPHONG Gender: Male Age : 89 years Highest level of education : Honorary degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes</p>	<p>The chairman of the executive committee</p>	<p>3 Nov 1988</p>
<p>2. Mr. Prapas Pholpipattanaphong Gender: Male Age : 74 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : high school Thai nationality : Yes Residence in Thailand : Yes</p>	<p>The chairman of the executive committee</p>	<p>3 Nov 1988</p>
<p>3. Mr. ANKOON PHOLPIPATTANAPHONG Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>27 Apr 2000</p>

List of executive committee members who resigned / vacated their position during the year

Other Subcommittees

Subcommittee name	Name list	Position
Risk Management Committee	Mr. ANKOON PHOLPIPATTANAPHONG	The chairman of the subcommittee
	Ms. Warisara Kangkanka	Member of the subcommittee
	Mr. Tummarat Charoensanti	Member of the subcommittee
	Ms. Piyalak Chuapoodee	Member of the subcommittee
	Ms. Narak Krissadee	Member of the subcommittee
Nomination and Remuneration Committee	Mr. AMNUAY YOSSUCK	The chairman of the subcommittee
	Mr. AMPON RUAYFUPANT	Member of the subcommittee
	Ms. CHUTIMA TANGMATITHAM	Member of the subcommittee
	Mr. Prapas Pholpipattanaphong	Member of the subcommittee
	Mr. ANKOON PHOLPIPATTANAPHONG	Member of the subcommittee
Non-Executive Board	Mr. AMNUAY YOSSUCK	Member of the subcommittee
	Mr. AMPON RUAYFUPANT	Member of the subcommittee
	Mr. PHUSIT WONGLORSAICHON	Member of the subcommittee
	Ms. CHUTIMA TANGMATITHAM	Member of the subcommittee
	Mr. LAN MU - CHIOU	Member of the subcommittee
Coporate Governance and Sustainability committee	Mr. ANKOON PHOLPIPATTANAPHONG	The chairman of the subcommittee
	Ms. CHUTIMA TANGMATITHAM	Member of the subcommittee
	Ms. Warisara Kangkanka	Member of the subcommittee
	Mr. Tummarat Charoensanti	Member of the subcommittee
	Ms. Piyalak Chuapoodee	Member of the subcommittee
	Ms. Narak Krissadee	Member of the subcommittee

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

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. Prapas Pholpipattanaphong</p> <p>Gender: Male</p> <p>Age : 74 years</p> <p>Highest level of education : Below a bachelor's degree</p> <p>Study field of the highest level of education : high school</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>CHAIRMAN OF EXECUTIVE COMMITTEE</p> <p>(The highest-ranking executive)</p>	1 Jan 2016	Agribusiness, Food & Beverage
<p>2. Mr. ANKOON PHOLPIPATTANAPHONG</p> <p>Gender: Male</p> <p>Age : 43 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>MANAGING DIRECTOR</p> <p>(The highest-ranking executive)</p>	1 Jan 2016	Agribusiness, Leadership, Corporate Management

List of executives	Position	First appointment date	Skills and expertise
3. Mr. PEERAPAT PHOLPIPATTANAPHONG Gender: Male Age : 35 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Director	26 Apr 2023	Economics, Business Administration, Agribusiness, Fashion

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

(***) Appointed after the fiscal year end of the reporting year

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure diagram of the highest-ranking executive and the next four executives from the top executive

Remuneration policy for executive directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2021	2022	2023
Total remuneration of executive directors and executives (baht)	25,552,434.00	25,562,036.00	14,032,675.00

	2021	2022	2023
Total remuneration of executive directors (baht)	N/A	N/A	1,066,666.67
Total remuneration of executives (baht)	N/A	N/A	12,966,008.33

Other remunerations of executive directors and executives

	2021	2022	2023
Companys contribution to provident fund for executive directors and executives (Baht)	N/A	N/A	337,928.80
Employee Stock Ownership Plan (ESOP)	No	-	-
Employee Joint Investment Program (EJIP)	No	-	-

Outstanding remuneration or benefits of executive directors and executives

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Narak Krissadee	narakk@cmfrozen.com	02-634-0061-4

List of the company secretary

General information	Email	Telephone number
1. Ms. Narak Krissadee	narakk@cmfrozen.com	02-634-0061-4

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Weerawat Sakulmeerit	Weerawats@cmfrozen.com	02-634-0061-4

List of the head of the compliance unit

Head of investor relations

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Narak Krissadee	narakk@cmfrozen.com	02-634-0061-4

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
Telephone number-	1,250,000.00	-	<p>1. Mr. Pradit Rodloytuk Email: pradit@astmaster.co.th Telephone number: 02-714-8843 , 02-185-0342 License number: -</p> <p>2. Mrs. Nongram Laoha-a-reedilok Email: nongram@astmaster.co.th Telephone number: 02-714-8843 , 02-185-0342 License number: -</p> <p>3. Mrs. Pornthip Lerttanongsak Email: porntip@astmaster.co.th Telephone number: 02-714-8843 , 02-185-0342 License number: -</p> <p>4. Ms. Sunantha Khamsook Email: sunanta@astmaster.co.th Telephone number: 02-714-8843 , 02-185-0342 License number: -</p> <p>5. Ms. Chamaporn Rodloytuk Email: chamaporn@astmaster.co.th Telephone number: 02-714-8843 , 02-185-0342 License number: -</p>

Assigned personnel in case of a foreign company

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past year

Summary of duty performance of the board of directors over the past year

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. PRAYOON PHOLPIATTANAPHONG	Chairman of the board of directors	31 Dec 1993	Agribusiness, Food & Beverage
Mr. AMNUAY YOSSUCK	Director	1 Feb 1994	Economics, Agribusiness, Audit, Internal Control

List of newly appointed director to replace the ex-director

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

List of directors	Position	First appointment date of director	Skills and expertise
Mr. PEERAPAT PHOLPIATTANAPHONG	Director	26 Apr 2023	Economics, Business Administration, Agribusiness, Fashion
Mr. LAN MING-TE	Director	26 Apr 2023	Marketing

Selection of independent directors

Criteria for selecting independent directors

Business or professional relationships of independent directors over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Number of directors from major shareholders

Rights of minority shareholders on director appointment

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. PRAYOON PHOLPIATTANAPHONG (Chairman of the board of directors)		-

List of directors	Participation in training in the past financial year	History of training participation
2. Mr. LAN MU-CHIOU (Director)		-
3. Mr. Prapas Pholpipattanaphong (Director)		-
4. Mr. AMNUAY YOSSUCK (Director, Independent director)		-
5. Mr. ANKOON PHOLPIPATTANAPHONG (Director)		-
6. Mr. AMPON RUAYFUPANT (Director, Independent director)		-
7. Mr. PHUSIT WONGLORSAICHON (Director, Independent director)		-
8. Ms. CHUTIMA TANGMATITHAM (Director, Independent director)		-
9. Mr. PEERAPAT PHOLPIPATTANAPHONG (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)
10. Mr. LAN MING-TE (Director)	Participating	Thai Institute of Directors (IOD) • 2023: Director Accreditation Program (DAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Evaluation of the duty performance of the board of directors over the past year

Performance evaluation criteria for the executives

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the : 9
 past year (times)
 Date of AGM meeting : 24 Apr 2024
 EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PRAYOON PHOLPIPATTANAPHONG (Chairman of the board of directors)	9	/	9		/			/	
2. Mr. LAN MU-CHIOU (Director)	8	/	9		/			/	
3. Mr. Prapas Pholpipattanaphong (Director)	9	/	9		/			/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
4. Mr. AMNUAY YOSSUCK (Director, Independent director)	9	/	9		/			/	
5. Mr. ANKOON PHOLPIATTANAPHONG (Director)	9	/	9		/			/	
6. Mr. AMPON RUAYFUPANT (Director, Independent director)	8	/	9		/			/	
7. Mr. PHUSIT WONGLORSAICHON (Director, Independent director)	7	/	9		/			/	
8. Ms. CHUTIMA TANGMATITHAM (Director, Independent director)	9	/	9		/			/	
9. Mr. PEERAPAT PHOLPIATTANAPHONG (Director)	6	/	7		/			/	
10. Mr. LAN MING-TE (Director)	6	/	7		/			/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. PRAYOON PHOLPIPATTANAPHONG (Chairman of the board of directors)	9/9 (100.00%)	N/A	N/A
2. Mr. LAN MU-CHIOU (Director)	8/9 (88.89%)	N/A	N/A
3. Mr. Prapas Pholpipattanaphong (Director)	9/9 (100.00%)	N/A	N/A
4. Mr. AMNUJAY YOSSUCK (Director)	9/9 (100.00%)	N/A	N/A
5. Mr. ANKOON PHOLPIPATTANAPHONG (Director)	9/9 (100.00%)	N/A	N/A
6. Mr. AMPON RUAYFUPANT (Director)	8/9 (88.89%)	N/A	N/A
7. Mr. PHUSIT WONGLORSAICHON (Director)	7/9 (77.78%)	N/A	N/A
8. Ms. CHUTIMA TANGMATITHAM (Director)	9/9 (100.00%)	N/A	N/A
9. Mr. PEERAPAT PHOLPIPATTANAPHONG (Director)	6/7 (85.71%)	N/A	N/A
10. Mr. LAN MING-TE (Director)	6/7 (85.71%)	N/A	N/A
Average meeting attendance rate	92.70%	N/A	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Remuneration of the board of directors

Types of remuneration of the board of directors

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. PRAYOON PHOLPIPATTANAPHONG (Chairman of the board of directors)			400,000.00		N/A
Board of Directors (Chairman of the board of directors)	400,000.00	N/A	400,000.00	No	
Executive Committee (The chairman of the executive committee)	N/A	N/A	N/A	-	
2. Mr. LAN MU-CHIOU (Director)			400,000.00		N/A
Board of Directors (Director)	400,000.00	N/A	400,000.00	-	
3. Mr. Prapas Pholpipattanaphong (Director)			400,000.00		N/A
Board of Directors (Director)	400,000.00	N/A	400,000.00	-	
Executive Committee (The chairman of the executive committee)	N/A	N/A	N/A	-	
Nomination and Remuneration Committee (Member of the subcommittee)	N/A	N/A	N/A	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
4. Mr. AMNUAY YOSSUCK (Director, Independent director)			400,000.00		N/A
Board of Directors (Director)	400,000.00	N/A	400,000.00	-	
Audit Committee (Chairman of the audit committee)	N/A	N/A	N/A	-	
Nomination and Remuneration Committee (The chairman of the subcommittee)	N/A	N/A	N/A	-	
Non-Executive Board (Member of the subcommittee)	N/A	N/A	N/A	-	
5. Mr. ANKOON PHOLPIPATTANAPHONG (Director)			400,000.00		N/A
Board of Directors (Director)	400,000.00	N/A	400,000.00	-	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	-	
Risk Management Committee (The chairman of the subcommittee)	N/A	N/A	N/A	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Coporate Governance and Sustainability committee (The chairman of the subcommittee)	N/A	N/A	N/A	-	
Nomination and Remuneration Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
6. Mr. AMPON RUAYFUPANT (Director, Independent director)			400,000.00		N/A
Board of Directors (Director)	400,000.00	N/A	400,000.00	-	
Audit Committee (Member of the audit committee)	N/A	N/A	N/A	-	
Nomination and Remuneration Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
Non-Executive Board (Member of the subcommittee)	N/A	N/A	N/A	-	
7. Mr. PHUSIT WONGLORSAICHON (Director, Independent director)			400,000.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	400,000.00	N/A	400,000.00	-	
Non-Executive Board (Member of the subcommittee)	N/A	N/A	N/A	-	
8. Ms. CHUTIMA TANGMATTHAM (Director, Independent director)			400,000.00		N/A
Board of Directors (Director)	400,000.00	N/A	400,000.00	-	
Audit Committee (Member of the audit committee)	N/A	N/A	N/A	-	
Corporate Governance and Sustainability committee (Member of the subcommittee)	N/A	N/A	N/A	-	
Nomination and Remuneration Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
Non-Executive Board (Member of the subcommittee)	N/A	N/A	N/A	-	
9. Mr. PEERAPAT PHOLPIPATTANAPHONG (Director)			400,000.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	400,000.00	N/A	400,000.00	-	
10. Mr. LAN MING-TE (Director)			400,000.00		N/A
Board of Directors (Director)	400,000.00	N/A	400,000.00	-	
11. Ms. Warisara Kangkanka (Member of the subcommittee)			N/A		N/A
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
Corporate Governance and Sustainability committee (Member of the subcommittee)	N/A	N/A	N/A	-	
12. Mr. Tummarat Charoensanti (Member of the subcommittee)			N/A		N/A
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
Corporate Governance and Sustainability committee (Member of the subcommittee)	N/A	N/A	N/A	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
13. Ms. Piyalak Chuapoodee (Member of the subcommittee)			N/A		N/A
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
Corporate Governance and Sustainability committee (Member of the subcommittee)	N/A	N/A	N/A	-	
14. Mr. LAN MU - CHIOU (Member of the subcommittee)			N/A		N/A
Non-Executive Board (Member of the subcommittee)	N/A	N/A	N/A	-	
15. Ms. Narak Krissadee (Member of the subcommittee)			N/A		N/A
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
Corporate Governance and Sustainability committee (Member of the subcommittee)	N/A	N/A	N/A	-	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	4,000,000.00	0.00	4,000,000.00
2. Audit Committee	0.00	0.00	0.00
3. Executive Committee	0.00	0.00	0.00
4. Risk Management Committee	0.00	0.00	0.00
5. Nomination and Remuneration Committee	0.00	0.00	0.00
6. Non-Executive Board	0.00	0.00	0.00
7. Corporate Governance and Sustainability committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2021	2022	2023
Meeting allowance (Baht)	0.00	0.00	4,000,000.00
Other monetary remuneration (Baht)	0.00	0.00	0.00
Total (Baht)	0.00	0.00	4,000,000.00

Remunerations or benefits pending payment to the board of directors

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Number of cases or issues related to conflict of interest

	2021	2022	2023
Total number of cases or issues related to conflict of interest (cases)		0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Number of cases or issues related to the use of inside information to seek benefits

	2021	2022	2023
Total number of cases or issues related to the use of inside information to seek benefits (cases)		0	0

Anti-corruption action

Operations in anti-corruption in the past year

Number of cases or issues related to corruption

	2021	2022	2023
Total number of cases or issues related to corruption (cases)		0	0

Whistleblowing

Operations related to whistleblowing over the past year

Number of cases or issues related to whistleblowing

	2021	2022	2023
Total number of cases or issues received through whistleblowing channels (cases)		0	0

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. AMNUAY YOSSUCK (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. AMPON RUAYFUPANT (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Ms. CHUTIMA TANGMATITHAM (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. PRAYOON PHOLPIPATTANAPHONG (The chairman of the executive committee)		/		N/A
2 Mr. Prapas Pholpipattanaphong (The chairman of the executive committee)		/		N/A
3 Mr. ANKOON PHOLPIPATTANAPHONG (Member of the executive committee)		/		N/A

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
Average meeting attendance rate				N/A

Meeting attendance of Risk Management Committee

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. ANKOON PHOLPIPATTANAPHONG (The chairman of the subcommittee)		/		N/A
2 Ms. Warisara Kangkanka (Member of the subcommittee)		/		N/A
3 Mr. Tummarat Charoensanti (Member of the subcommittee)		/		N/A
4 Ms. Piyalak Chuapoodee (Member of the subcommittee)		/		N/A
5 Ms. Narak Krissadee (Member of the subcommittee)		/		N/A
Average meeting attendance rate				N/A

Meeting attendance of Nomination and Remuneration Committee

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. AMNUAY YOSSUCK (The chairman of the subcommittee)		/		N/A

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
2 Mr. AMPON RUAYFUPANT (Member of the subcommittee)		/		N/A
3 Ms. CHUTIMA TANGMATITHAM (Member of the subcommittee)		/		N/A
4 Mr. Prapas Pholpipattanaphong (Member of the subcommittee)		/		N/A
5 Mr. ANKOON PHOLPIPATTANAPHONG (Member of the subcommittee)		/		N/A
Average meeting attendance rate				N/A

Meeting attendance of Non-Executive Board

List of Directors	Meeting attendance of Non-Executive Board			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. AMNUAY YOSSUCK (Member of the subcommittee)		/		N/A
2 Mr. AMPON RUAYFUPANT (Member of the subcommittee)		/		N/A
3 Mr. PHUSIT WONGLORSAICHON (Member of the subcommittee)		/		N/A
4 Ms. CHUTIMA TANGMATITHAM (Member of the subcommittee)		/		N/A
5 Mr. LAN MU - CHIOU (Member of the subcommittee)		/		N/A

List of Directors	Meeting attendance of Non-Executive Board			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
Average meeting attendance rate				N/A

Meeting attendance of Coporate Governance and Sustainability committee

List of Directors	Meeting attendance of Coporate Governance and Sustainability committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. ANKOON PHOLPIPATTANAPHONG (The chairman of the subcommittee)		/		N/A
2 Ms. CHUTIMA TANGMATITHAM (Member of the subcommittee)		/		N/A
3 Ms. Warisara Kangkanka (Member of the subcommittee)		/		N/A
4 Mr. Tummarat Charoensanti (Member of the subcommittee)		/		N/A
5 Ms. Piyalak Chuapoodee (Member of the subcommittee)		/		N/A
6 Ms. Narak Krissadee (Member of the subcommittee)		/		N/A
Average meeting attendance rate				N/A

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainability management goals

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Information on impacts on stakeholder management in business value chain

Business value chain

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Information on organization's material sustainability topics

Organization's material sustainability topics

Details of organization's material sustainability topics

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : GRI Standards
standards or guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Information on ESG risk factors management standards

ESG risk factors management standards

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : No
criteria with new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to : No
acknowledge compliance with the supplier code of
conduct?

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development (R&D) expenses over the past 3 years

	2021	2022	2023
Research and development (R&D) expenses over the past 3 years (Million Baht)	N/A	13,377.00	0.93

Additional explanation for research and development (R&D) expenses over the past 3 years

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Non-financial benefits

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