ESG Performance

Company Name: SAHA PATHANAPIBUL PUBLIC COMPANY LIMITED Symbol: SPC

Market: SET Industry Group: Services Sector: Commerce

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:	มิติสิ่งแวดล้อม.pdf

1.2 Environmental Practices

Corporate environmental practices:	x Greenhouse Gas and Climate Change Management x Electricity Management x Fuel Management x Renewable/Clean Energy Management x Water Management x Waste Management

2 Energy Management

2.1 Disclosure Boundary in Energy Management

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

2.2 Electricity Consumption(*)

Detail	Unit	Year		
		2020	2021	2022
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	-	625,000.00	667,000.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	824,000.00	625,000.00	667,000.00
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	-	389.65	428.66

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		
		2020	2021	2022
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m^2	-	2,951.00	3,052.00

2.4 Electricity Expense(*)

Detail	Unit	Year		
		2020	2021	2022
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		
		2020	2021	2022
Jet fuel	Litres	-	-	-
Diesel	Litres	-	4,051,764.00	4,196,379.00
Gasoline	Litres	-	222,208.00	222,538.00
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		
		2020	2021	2022
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		
		2020	2021	2022
Total energy consumption within the organization	Megawatt-Hours	-	-	-

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
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:

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

3 Water Management

3.1 Disclosure Boundary in Water Management

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

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2020	2021	2022
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	-	12,813.00	12,367.00
Total water withdrawal by third-party water	Cubic meters	13,135.00	12,813.00	12,367.00
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(*)	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target(*)	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	-	7.99	7.95
Intensity ratio of total water withdrawal to total revenues(**)	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

(*) 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.

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

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2020	2021	2022
Total water discharge	Cubic meters	-	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		
		2020	2021	2022
Total water consumption	Cubic meters	-	12,813.00	12,367.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total water consumption to total revenues(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m^2	-	-	-

Additional explanation:

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

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2020	2021	2022
Total water withdrawal expense	Baht	-	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(*)	%	-	-	-
Percentage of total water withdrawal expense to total revenues(*)	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	-	0.00	0.00

Additional explanation:

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

4 Waste Management

4.1 Disclosure Boundary in Waste Management

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

4.2 Waste Generation(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	-	4,939.00	19,940.00
Non-hazardous waste	Kilograms	-	4,939.00	19,940.00
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		
		2020	2021	2022
Total reused/recycled waste	Kilograms	-	4,939.00	19,940.00

Reused/Recycled non-hazardous waste	Kilograms	-	4,939.00	19,940.00
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	100.00	100.00
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	100.00	100.00
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
Boundary type	Company
Total number of disclosure boundaries	-
Actual number of disclosure boundaries	-

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan: -

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		
		2020	2021	2022
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	-	11,981.49	12,403.59
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	11,617.68	12,015.33

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	479.65	363.81	388.26
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	19.58	-	-
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		
		2020	2021	2022
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	-	7.47	7.97
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
Verification of greenhouse gas emissions	No
Name of verifying company (Thai)	-
Name of verifying company (English)	-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	2,918.67
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	4,092.75	34,427.00
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

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Approved and published on 25/05/2023

ESG Performance

Company Name: SAHA PATHANAPIBUL PUBLIC COMPANY LIMITED Symbol: SPC

Market: SET Industry Group: Services Sector: Commerce

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:	การจัดการด้านสิทธิมนุษยชน.pdf

1.2 Human Rights Practices

Corporate human rights practices:	x Employee Rights x Safety and Occupational Health at Work x Non-discrimination x Community and Environment Rights x Child Labor x Migrant Workers x Consumer Rights

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

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

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employees	Persons	-	1,604	1,556
Total number of male employees	Persons	1,051	1,043	1,011
Percentage of male employees	%	-	65.02	64.97
Total number of female employees	Persons	567	561	545

Percentage of female employees	%	-	34.98	35.03

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	-	-	-
Percentage of employees under 30 years old	%	-	-	-
Total number of employees 30-50 years old	Persons	-	-	-
Percentage of employees 30-50 years old	%	-	-	-
Total number of employees over 50 years old	Persons	-	-	-
Percentage of employees over 50 years old	%	-	-	-

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	-	-	-
Percentage of male employees under 30 years old	%	-	-	-
Total number of male employees 30-50 years old	Persons	-	-	-
Percentage of male employees 30-50 years old	%	-	-	-
Total number of male employees over 50 years old	Persons	-	-	-
Percentage of male employees over 50 years old	%	-	-	-

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	-	-	-
Percentage of female employees under 30 years old	%	-	-	-
Total number of female employees 30-50 years old	Persons	-	-	-
Percentage of female employees 30-50 years old	%	-	-	-
Total number of female employees over 50 years old	Persons	-	-	-
Percentage of female employees over 50 years old	%	-	-	-

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	-	-	-
Percentage of employees in operational level	%	-	-	-
Total number of employees in management level	Persons	-	-	-
Percentage of employees in management level	%	-	-	-
Total number of employees in executive level	Persons	-	-	-
Percentage of employees in executive level	%	-	-	-

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	-	-	-
Percentage of male employees in operational level	%	-	-	-
Total number of male employees in management level	Persons	-	-	-
Percentage of male employees in management level	%	-	-	-
Total number of male employees in executive level	Persons	-	-	-
Percentage of male employees in executive level	%	-	-	-

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	-	-	-
Percentage of female employees in operational level	%	-	-	-
Total number of female employees in management level	Persons	-	-	-

Percentage of female employees in management level	%	-	-	-
Total number of female employees in executive level	Persons	-	-	-
Percentage of female employees in executive level	%	-	-	-

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2020	2021	2022
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		
		2020	2021	2022
Total employee remuneration	Baht	694.34	0.00	0.00
Total male employee remuneration	Baht	-	-	-
Percentage of remuneration in male employees	%	-	-	-
Total female employee remuneration	Baht	-	-	-
Percentage of remuneration in female employees	%	-	-	-
Average remuneration of employees	Baht / Person	-	0.00	0.00
Average remuneration of male employees	Baht / Person	-	-	-
Average remuneration of female employees	Baht / Person	-	-	-
Ratio of average remuneration of female employees to male employees		-	-	-

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	1,617	1,604	1,556
Percentage of total number of employees joining employee provident fund to total number of employees	%	-	100.00	93.00
Total amount of provident fund contributed by the Company	Baht	-	-	-
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	-	-	-

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2020	2021	2022
Average employee training hours	Hours / Person / Year	-	-	16.31

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	-	-	-

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2020	2021	2022
Total number of hours worked by employees	Hours	-	-	-

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2020	2021	2022
Total number of lost time injury incidents by employees	Cases	0.00	0.00	0.00
Total number of employees that lost time injuries for 1 day or more	Persons	-	-	-
Percentage of employees that lost time injuries for 1 day or more	%	-	-	-
Total number of employees that fatalities as a result of work-related injury	Persons	-	-	-
Percentage of employees that fatalities as a result of work-related injury	%	-	-	-

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours(*)	-	-	-
	Persons / 200,000 manhours(**)	-	-	-

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		
		2020	2021	2022
Total number of employee turnover leaving the Company voluntarily	Persons	0	0	0
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	-	-
Total number of male employee turnover leaving the Company voluntarily	Persons	-	-	-
Percentage of male employee turnover leaving the Company voluntarily	%	-	-	-
Total number of female employee turnover leaving the Company voluntarily	Persons	-	-	-
Percentage of female employee turnover leaving the Company voluntarily	%	-	-	-
Significant labor dispute	Yes / No	No	No	No

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Approved and published on 25/05/2023

ESG Performance

Company Name: SAHA PATHANAPIBUL PUBLIC COMPANY LIMITED Symbol: SPC

Market: SET Industry Group: Services Sector: Commerce

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:	https://www.sahapat.co.th/assets/uploads/Investor_relations_governance/20200916105636_1C206F75-47DD-431A-A23C-D9EDF5DD5617.pdf
Uploaded document of corporate governance policy and practices:	SPC_CG Policy และหลักปฏิบัติ.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 Independence of the Board of Directors from the Management x Corporate Governance of Subsidiaries and Associated Companies x Board Performance Evaluation x Director Development

1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://www.sahapat.co.th/assets/uploads/Governance_topic/20200718121154_AD5F09B0-7C59-46FA-9FF1-27AF43612A04.pdf
Uploaded document of Code of Conduct:	SPC_จรรยาบรรณธุรกิจ.pdf

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Anti-corruption x Prevention of Conflicts of Interest x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information

2.1.1 Composition of the Board of Directors

Detail	Unit	Year	
		2022	
		Male	Female
Directors	Persons	12	3
		15	
	% of total directors	80.00	20.00
		100	
Executive directors	Persons	3	2
		5	
	% of total directors	20.00	13.33
		33.33	
Non-executive directors	Persons	9	1
		10	
	% of total directors	60.00	6.67
		66.67	
- Independent directors	Persons	5	0
		5	
	% of total directors	33.33	0
		33.33	
- Non-executive directors who have no position in independent directors	Persons	4	1
		5	
	% of total directors	26.67	6.67
		33.33	

Average director age	Years	71	62
		69	
The Chairman of the Board is an independent director	Yes / No	No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	Yes	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / 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 บุญชัย โชควัฒนา	First appointment date of director:	9 May 1994
	Name (English):	Mr. BOONCHAI CHOKWATANA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1947	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Honorary 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 Corporate Management x Brand Management x Project Management x Marketing x Finance x Transportation & Logistics x Leadership x Commerce		
	Shares:	2,639,142		
	Paid-up stock:	330,000,000		

	%Shares:	0.799740		
2)	Name (Thai):	นาย บุณยสิทธิ์ โชควัฒนา	First appointment date of director:	9 May 1994
	Name (English):	Mr. BOONSITHI CHOKWATANA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1937	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Honorary degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Strategic Management x Corporate Management x Marketing x Transportation & Logistics x Leadership x Food & Beverage		
	Shares:	2,775,585		
	Paid-up stock:	330,000,000		
	%Shares:	0.841086		
3)	Name (Thai):	นาย บุญฤทธิ์ มหามนตรี	First appointment date of director:	9 May 1994
	Name (English):	Mr. BOONYARITH MAHAMONTRI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1945	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Science	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Leadership x Petrochemicals & Chemicals x Corporate Management		

	Shares:	62,218		
	Paid-up stock:	330,000,000		
	%Shares:	0.018854		
4)	Name (Thai):	นาย บุญปกรณ์ โชควัฒนา	First appointment date of director:	9 May 1994
	Name (English):	Mr. BOONPAKORN CHOKVATHANA	Type of director:	Existing director
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1935	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Economics	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Corporate Management x Marketing x Personal Products & Pharmaceuticals x Leadership x Fashion		
	Shares:	1,378,965		
	Paid-up stock:	330,000,000		
	%Shares:	0.417868		
5)	Name (Thai):	นาย ขจรศักดิ์ วันรัตน์เศรษฐ	First appointment date of director:	22 Apr 1996
	Name (English):	Mr. KHACHORNSAKDI VANARATSEATH	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1947	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Commerce x Audit x Internal Control		

	Shares:	0		
	Paid-up stock:	330,000,000		
	%Shares:	0.000000		
6)	Name (Thai):	นาย วศิน เตยะธิติ	First appointment date of director:	28 Apr 1997
	Name (English):	Mr. WASIN TEYATEETI	Type of director:	Existing 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:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Corporate Management x Commerce x Audit x Internal Control		
	Shares:	0		
	Paid-up stock:	330,000,000		
	%Shares:	0.000000		
7)	Name (Thai):	นาย เวทิต โชควัฒนา	First appointment date of director:	19 Jun 2008
	Name (English):	Mr. VATHIT CHOKWATANA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1964	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master'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 Change Management x Corporate Management x IT Management x Brand Management x Project Management x Marketing x Digital Marketing x Transportation & Logistics x Leadership x Commerce x Engineering		
	Shares:	314,333		
	Paid-up stock:	330,000,000		
	%Shares:	0.095252		
8)	Name (Thai):	นาง ผาสุข รักษาวงศ์	First appointment date of director:	19 Jun 2008
	Name (English):	Mrs. PASOOK RAKSAWONKSE	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1954	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Marketing x Personal Products & Pharmaceuticals x Corporate Social Responsibility x Governance/ Compliance x Leadership		
	Shares:	108,200		
	Paid-up stock:	330,000,000		
	%Shares:	0.032788		
9)	Name (Thai):	นาย เพชร พะเนียงเวทย์	First appointment date of director:	26 Apr 2012
	Name (English):	Mr. PETCH PANIANGVAIT	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1974	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:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Corporate Management x Transportation & Logistics x Food & Beverage		
	Shares:	300,000		
	Paid-up stock:	330,000,000		
	%Shares:	0.090909		
10)	Name (Thai):	นางสาว ศิริลักษณ์ ธนสารศิลป์	First appointment date of director:	17 Dec 2015
	Name (English):	Ms. SIRILAK DHANASARNSILP	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1949	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law		
	Shares:	761,551		
	Paid-up stock:	330,000,000		
	%Shares:	0.230773		
11)	Name (Thai):	นาง ชัยลดา ตันติเวชกุล	First appointment date of director:	17 Dec 2015

	Name (English):	Mrs. CHAILADA TANTIVEJAKUL	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1976	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	International Commerce and Policy	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Strategic Management x Risk Management x Data Management x Change Management x Human Resource Management x Corporate Management x Corporate Social Responsibility x Information & Communication Technology		
	Shares:	1,516,739		
	Paid-up stock:	330,000,000		
	%Shares:	0.459618		
12)	Name (Thai):	นาย วิชัย เจริญวงค์	First appointment date of director:	25 Apr 2016
	Name (English):	Mr. VICHAI CHAROENWONGSE	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1946	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:	Medicine	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Health Care Services		

	Shares:	0		
	Paid-up stock:	330,000,000		
	%Shares:	0.000000		
13)	Name (Thai):	นาย ธรรมรัตน์ โชควัฒนา	First appointment date of director:	11 May 2017
	Name (English):	Mr. THAMARAT CHOKWATANA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1969	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Bachelor of Arts	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Change Management x Human Resource Management x Corporate Management x Brand Management x Marketing x Personal Products & Pharmaceuticals x Home & Office Products x Governance/ Compliance x Leadership x Fashion		
	Shares:	232,254		
	Paid-up stock:	330,000,000		
	%Shares:	0.070380		
14)	Name (Thai):	นาย วิชิต ตันติอนุนานนท์	First appointment date of director:	23 Apr 2018
	Name (English):	Mr. VICHIT TANTIANUNANONT	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1946	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:	Commercial	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Commerce x Audit x Internal Control		
	Shares:	18,153		
	Paid-up stock:	330,000,000		
	%Shares:	0.005501		
15)	Name (Thai):	นาย ศิริพล ยอดเมืองเจริญ	First appointment date of director:	16 Dec 2022
	Name (English):	Mr. SIRIPOL YODMUANGCHAROEN	Type of director:	Newly appointed director to replace the ex-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:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Commerce x Marketing x Finance x Project Management x Corporate Management x Risk Management x Leadership		
	Shares:	0		
	Paid-up stock:	330,000,000		
	%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	
1)	Name (Thai):	พล.ต.ต. ภาณุรัตน์ มีเพียร	First appointment date of director:	27 Apr 2009
	Name (English):	POL. MAJ. GEN. PANURAT MEEPIEN	Director termination date:	15 Dec 2022

	Gender:	Male	Director position:	Director
	Year of birth:	1947	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Political Science	DCP course:	No
	Residence in Thailand:	Yes	Name of replacement director (English):	Mr. SIRIPOL YODMUANGCHAROEN
	Skill and expertise:	x Audit x Internal Control	Appointment date of replacement director:	16 Dec 2022
	Shares:	0		
	Paid-up stock:	330,000,000		
	%Shares:	0.000000		

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):	นาย ขจรศักดิ์ วันรัตน์เศรษฐ	Appointment date of audit committee member:	13 May 2022
	Name (English):	Mr. KHACHORNSAKDI VANARATSEATH	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1947	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย วศิน เตยะธิติ	Appointment date of audit committee member:	13 May 2021

	Name (English):	Mr. WASIN TEYATEETI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1948	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นาย วิชิต ตันติอนุนานนท์	Appointment date of audit committee member:	16 Dec 2022
	Name (English):	Mr. VICHIT TANTIANUNANONT	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1946	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Commercial	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	18,153		
	%Shares:	0.005501		

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	
1)	Name (Thai):	พล.ต.ต. ภาณุรัตน์ มีเพียร	Appointment date of audit committee member:	13 May 2021

	Name (English):	POL. MAJ. GEN. PANURAT MEEPIEN	Termination date of audit committee member:	15 Dec 2022
	Gender:	Male	Director position:	Director
	Year of birth:	1947	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Political Science	DCP course:	No
	Residence in Thailand:	Yes	Name of replacement audit committee member (English):	Mr. VICHIT TANTIANUNANONT
	Expertise in accounting information review:	No	Appointment date of replacement audit committee member:	16 Dec 2022
	Shares:	0		
	%Shares:	0.000000		

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 บุญชัย โชควัฒนา	Appointment date of executive committee member:	9 May 1994
	Name (English)	Mr. BOONCHAI CHOKWATANA	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1947		
	Nationality:	x Thailand		
	Highest level of education:	Honorary degree		
	Study field of the highest level of education:	Management		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย เวทิต โชควัฒนา	Appointment date of executive committee member:	19 Jun 2008
	Name (English)	Mr. VATHIT CHOKWATANA	Executive committee position:	Member of the executive committee

	Gender:	Male		
	Year of birth:	1964		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Management		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาง ผาสุข รักษาวงศ์	Appointment date of executive committee member:	19 Jun 2008
	Name (English)	Mrs. PASOOK RAKSAWONKSE	Executive committee position:	Vice-chairman of the executive committee
	Gender:	Female		
	Year of birth:	1954		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาง ชัยลดา ตันติเวชกุล	Appointment date of executive committee member:	17 Mar 2015
	Name (English)	Mrs. CHAILADA TANTIVEJAKUL	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1976		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	International Commerce and Policy		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย เพชร พะเนียงเวทย์	Appointment date of executive committee member:	26 Apr 2012
	Name (English)	Mr. PETCH PANIANGVAIT	Executive committee position:	Member of the executive committee

	Gender:	Male		
	Year of birth:	1974		
	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	
1)	Name (Thai)	นาย ปริญญา สิทธิดำรง	Appointment date of executive committee member:	17 Mar 2015
	Name (English)	Mr. Parinya Sithidamrong	Termination date of executive committee member:	12 May 2022
	Gender:	Male	Executive committee position:	Member of the executive committee
	Year of birth:	1948	Name of replacement executive committee member (English):	No replacement director
	Nationality:	x Thailand	Appointment date of replacement executive committee member:	-
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Audit Committee

No.	Name (Thai)	Name (English)	Position
1	นาย ขจรศักดิ์ วันรัตน์เศรษฐ	Mr. KHACHORNSAKDI VANARATSEATH	Chairman
2	นาย วิชิต ตันติอนุนานนท์	Mr. VICHIT TANTIANUNANONT	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย บุญชัย โชควัฒนา	Mr. BOONCHAI CHOKWATANA	Chairman
2	นาย เวทิต โชควัฒนา	Mr. VATHIT CHOKWATANA	Member
3	นาง ชัยลดา ตันติเวชกุล	Mrs. CHAILADA TANTIVEJAKUL	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาง ชัยลดา ตันติเวชกุล	Mrs. CHAILADA TANTIVEJAKUL	Chairman

4) Name of sub-committees (English) Corporate Governance Committee

No.	Name (Thai)	Name (English)	Position
1	นาง ผาสุข รักษาวงศ์	Mrs. PASOOK RAKSAWONKSE	Chairman

5) Name of sub-committees (English) Executive Board

No.	Name (Thai)	Name (English)	Position
1	นาย บุญชัย โชควัฒนา	Mr. BOONCHAI CHOKWATANA	Chairman
2	นาง ผาสุข รักษาวงศ์	Mrs. PASOOK RAKSAWONKSE	Vice chairman
3	นาย เวทิต โชควัฒนา	Mr. VATHIT CHOKWATANA	Member
4	นาง ชัยลดา ตันติเวชกุล	Mrs. CHAILADA TANTIVEJAKUL	Member
5	นาย เพชร พะเนียงเวทย์	Mr. PETCH PANIANGVAIT	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	Corporate Governance Committee
Corporate sustainability development	Executive Board

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 เวทิต โชควัฒนา	The highest-ranking executive position:	Yes
	Name (English):	Mr. VATHIT CHOKWATANA	Executive position (Thai):	กรรมการผู้อำนวยการ
	Gender:	Male	Executive position (English):	PRESIDENT
	Year of birth:	1964	Appointment date of executive:	11 May 2017
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Management		
	Skill and expertise:	x Strategic Management x Data Management x Change Management x Corporate Management x IT Management x Brand Management x Project Management x Marketing x Digital Marketing x Transportation & Logistics x Leadership x Commerce x Engineering		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาง ชัยลดา ตันติเวชกุล	The highest-ranking executive position:	No
	Name (English):	Mrs. CHAILADA TANTIVEJAKUL	Executive position (Thai):	รองกรรมการผู้อำนวยการ
	Gender:	Female	Executive position (English):	Vice President

	Year of birth:	1976	Appointment date of executive:	17 Dec 2015
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	International Commerce and Policy		
	Skill and expertise:	x Economics x Strategic Management x Risk Management x Data Management x Change Management x Human Resource Management x Corporate Management x Corporate Social Responsibility x Information & Communication Technology		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย เพชร พะเนียงเวทย์	The highest-ranking executive position:	No
	Name (English):	Mr. PETCH PANIANGVAIT	Executive position (Thai):	ผู้อำนวยการฝ่ายการตลาด 2
	Gender:	Male	Executive position (English):	Marketing Director 2
	Year of birth:	1974	Appointment date of executive:	10 May 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 Corporate Management x Transportation & Logistics x Food & Beverage		
	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. Jamnong Sriampornkul	jamnong.s@sahapat.co.th	0-2318-0062 ต่อ 1204
Company secretary	Mrs. Siriwan Wongariyakavee	siriwan.w@sahapat.co.th	0-2318-0062 ต่อ 1255
Head of the internal audit or the outsourced internal auditor	Ms. Sunanta Mongkolkittaveepol	sunanta.m@sahapat.co.th	0-2318-0062 ต่อ 1440
Head of the compliance unit	Mrs. Siriwan Wongariyakavee	siriwan.w@sahapat.co.th	0-2318-0062 ต่อ 1255
Head of the investor relation	Mrs. Siriwan Wongariyakavee	siriwan.w@sahapat.co.th	0-2318-0062 ต่อ 1255

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)
D I A INTERNATIONAL AUDITING COMPANY LIMITED	1. Ms. Somjintana Polhilunrat Email: Somjintana.p@dia.co.th Telephone: -	3,160,000.00	-

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 บุญชัย โชควัฒนา	First appointment date of director:	9 May 1994
	Name (English):	Mr. BOONCHAI CHOKWATANA	Director position:	Chairman of the board
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1947	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Honorary degree	DCP course:	Yes
	Study field of the highest level of education:	Management		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Corporate Management x Brand Management x Project Management x Marketing x Finance x Transportation & Logistics x Leadership x Commerce		
	Shares:	2,639,142		
	Paid-up stock:	330,000,000		
	%Shares:	0.799740		
2)	Name (Thai):	นาย บุณยสิทธิ์ โชควัฒนา	First appointment date of director:	9 May 1994
	Name (English):	Mr. BOONSITHI CHOKWATANA	Director position:	Chairman of the board
	Gender:	Male	Executive director position:	No
	Year of birth:	1937	Independent director position:	No
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Honorary degree	DCP course:	Yes

	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Strategic Management x Corporate Management x Marketing x Transportation & Logistics x Leadership x Food & Beverage		
	Shares:	2,775,585		
	Paid-up stock:	330,000,000		
	%Shares:	0.841086		
3)	Name (Thai):	นางสาว ศิริลักษณ์ ธนสารศิลป์	First appointment date of director:	17 Dec 2015
	Name (English):	Ms. SIRILAK DHANASARNSILP	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1949	Independent director position:	No
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Law		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law		
	Shares:	761,551		
	Paid-up stock:	330,000,000		
	%Shares:	0.230773		
4)	Name (Thai):	นาย วิชัย เจริญวงค์	First appointment date of director:	25 Apr 2016
	Name (English):	Mr. VICHAI CHAROENWONGSE	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1946	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No

	Study field of the highest level of education:	Medicine		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Health Care Services		
	Shares:	0		
	Paid-up stock:	330,000,000		
	%Shares:	0.000000		
5)	Name (Thai):	นาย ธรรมรัตน์ โชควัฒนา	First appointment date of director:	11 May 2017
	Name (English):	Mr. THAMARAT CHOKWATANA	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1969	Independent director position:	No
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	Yes
	Study field of the highest level of education:	Bachelor of Arts		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Change Management x Human Resource Management x Corporate Management x Brand Management x Marketing x Personal Products & Pharmaceuticals x Home & Office Products x Governance/ Compliance x Leadership x Fashion		
	Shares:	232,254		
	Paid-up stock:	330,000,000		
	%Shares:	0.070380		

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย ศิริพล ยอดเมืองเจริญ	First appointment date of director:	16 Dec 2022
	Name (English):	Mr. SIRIPOL YODMUANGCHAROEN	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:	Doctoral degree	DCP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Commerce x Marketing x Finance x Project Management x Corporate Management x Risk Management x Leadership		
	Shares:	0		
	Paid-up stock:	330,000,000		
	%Shares:	0.000000		

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: 12 times

Date of AGM meeting: 25 Apr 2022

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. BOONCHAI CHOKWATANA (Chairman of the board)	-	12/12	100.00	Participating	Did not hold the meeting
2. Mr. BOONSITHI CHOKWATANA (Chairman of the board)	-	11/12	91.67	Participating	Did not hold the meeting
3. Mr. BOONYARITH MAHAMONTRI (Director)	-	12/12	100.00	Participating	Did not hold the meeting
4. Mr. BOONPAKORN CHOKVATHANA (Vice Chairman)	-	12/12	100.00	Participating	Did not hold the meeting
5. Mr. KHACHORNSAKDI VANARATSEATH (Director)	-	11/12	91.67	Participating	Did not hold the meeting
6. Mr. WASIN TEYATEETI (Director)	-	12/12	100.00	Participating	Did not hold the meeting
7. Mr. VATHIT CHOKWATANA (Director)	-	12/12	100.00	Participating	Did not hold the meeting
8. Mrs. PASOOK RAKSAWONKSE (Director)	-	12/12	100.00	Participating	Did not hold the meeting
9. Mr. PETCH PANIANGVAIT (Director)	-	12/12	100.00	Participating	Did not hold the meeting
10. Ms. SIRILAK DHANASARNSILP (Director)	-	12/12	100.00	Participating	Did not hold the meeting
11. Mrs. CHAILADA TANTIVEJAKUL (Director)	-	12/12	100.00	Participating	Did not hold the meeting
12. Mr. VICHAI CHAROENWONGSE (Director)	-	12/12	100.00	Participating	Did not hold the meeting

13. Mr. THAMARAT CHOKWATANA (Director)	-	12/12	100.00	Participating	Did not hold the meeting
14. Mr. VICHIT TANTIANUNANONT (Director)	-	12/12	100.00	Participating	Did not hold the meeting
15. Mr. SIRIPOL YODMUANGCHAROEN (Director)	-	0/0	0	Non-participating	Did not hold the meeting
16. POL. MAJ. GEN. PANURAT MEEPIEN (Director)	15 Dec 2022	11/11	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: - 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. Mr. KHACHORNSAKDI VANARATSEATH (Chairman of the audit committee)	-	5/5	100.00
2. Mr. WASIN TEYATEETI (Member of the audit committee)	-	5/5	100.00
3. Mr. VICHIT TANTIANUNANONT (Member of the audit committee)	-	0/0	0
4. POL. MAJ. GEN. PANURAT MEEPIEN (Member of the audit committee)	15 Dec 2022	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:	นโยบายค่าตอบแทนกรรมการบริษัท.pdf

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. BOONCHAI CHOKWATANA (Chairman of the board)	-	144,000.00	1,100,000.00	No
2. Mr. BOONSITHI CHOKWATANA (Chairman of the board)	-	132,000.00	1,000,000.00	No

3. Mr. BOONYARITH MAHAMONTRI (Director)	-	110,000.00	500,000.00	No
4. Mr. BOONPAKORN CHOKVATHANA (Vice Chairman)	-	120,000.00	500,000.00	No
5. Mr. KHACHORNSAKDI VANARATSEATH (Director)	-	110,000.00	500,000.00	No
6. Mr. WASIN TEYATEETI (Director)	-	120,000.00	500,000.00	No
7. Mr. VATHIT CHOKWATANA (Director)	-	120,000.00	700,000.00	No
8. Mrs. PASOOK RAKSAWONKSE (Director)	-	120,000.00	700,000.00	No
9. Mr. PETCH PANIANGVAIT (Director)	-	120,000.00	700,000.00	No
10. Ms. SIRILAK DHANASARNSILP (Director)	-	120,000.00	500,000.00	No
11. Mrs. CHAILADA TANTIVEJAKUL (Director)	-	120,000.00	700,000.00	No
12. Mr. VICHAI CHAROENWONGSE (Director)	-	120,000.00	500,000.00	No
13. Mr. THAMARAT CHOKWATANA (Director)	-	120,000.00	500,000.00	No
14. Mr. VICHIT TANTIANUNANONT (Director)	-	120,000.00	500,000.00	No
15. Mr. SIRIPOL YODMUANGCHAROEN (Director)	-	0.00	0.00	No
16. POL. MAJ. GEN. PANURAT MEEPIEN (Director)	15 Dec 2022	110,000.00	500,000.00	No
Total (Baht)	-	1,806,000.00	9,400,000.00	-

3.4.3 Director Remunerations

Detail	Unit	Year
		2022
Meeting allowance	Baht	1,806,000.00

Other monetary remuneration	Baht	9,400,000.00
Total director remuneration	Baht	11,206,000.00

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: Yes
URL of executive remuneration policy and criteria: -
Uploaded document of executive remuneration policy and criteria: ค่าตอบแทนผู้บริหารระดับสูง.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2020	2021	2022
Total executive remuneration	Baht	63,983,923.20	70,157,783.20	62,754,371.60

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. BOONCHAI CHOKWATANA (Chairman of the board)	Non-participating	-
2. Mr. BOONSITHI CHOKWATANA (Chairman of the board)	Non-participating	-
3. Mr. BOONYARITH MAHAMONTRI (Director)	Non-participating	-
4. Mr. BOONPAKORN CHOKVATHANA (Vice Chairman)	Non-participating	-
5. Mr. KHACHORNSAKDI VANARATSEATH (Director)	Non-participating	-
6. Mr. WASIN TEYATEETI (Director)	Non-participating	-
7. Mr. VATHIT CHOKWATANA (Director)	Participating	-
8. Mrs. PASOOK RAKSAWONKSE (Director)	Participating	-
9. Mr. PETCH PANIANGVAIT (Director)	Participating	-

10. Ms. SIRILAK DHANASARNSILP (Director)	Non-participating	-
11. Mrs. CHAILADA TANTIVEJAKUL (Director)	Participating	-
12. Mr. VICHAI CHAROENWONGSE (Director)	Non-participating	-
13. Mr. THAMARAT CHOKWATANA (Director)	Non-participating	-
14. Mr. VICHIT TANTIANUNANONT (Director)	Non-participating	-
15. Mr. SIRIPOL YODMUANGCHAROEN (Director)	Non-participating	-
16. POL. MAJ. GEN. PANURAT MEEPIEN (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:	Yes
URL of corporate sustainability policy:	https://www.sahapat.co.th/forsociety
Uploaded document of corporate sustainability policy:	3 การขับเคลื่อนธุรกิจเพื่อความยั่งยืน ok.pdf

4.2 Sustainability Report

Corporate Sustainability Report:	Yes
URL of corporate sustainability report:	https://www.sahapat.co.th/forsociety

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	x GRI Standards

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