



# **Annual Registration Statement / Annual Report**

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

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

**NORTH EAST RUBBER PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2024



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# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : NORTH EAST RUBBER PUBLIC COMPANY LIMITED

Symbol : NER

Address : 398 Moo. 4 Kokma Subdistrict Prakhonchai District

Province : Buriram

Postcode : 31140

Business : Manufactures and distributes Ribbed Smoked Sheet, Standard Thai Rubber and Mixtures Rubber for manufacturers in automotive industry and traders

Registration Number : 0107561000242

Telephone : 0-4466-6928, 0-4466-6929

Fax (if applicable) : 0-4466-6212, 0-4466-6213

Website : <http://www.nerubber.com>

Email : [ner@nerubber.com](mailto:ner@nerubber.com)

#### Total Shares Sold (shares)

Common Stock : 1,847,789,748

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	25,208,234.56	25,065,711.73	27,496,161.52
Natural Rubber (Thousand baht)	25,169,293.52	25,040,907.23	27,445,235.06
Finished products rubber flooring sheets (Thousand baht)	2,768.81	4,262.70	3,097.63
Other (Thousand baht)	36,172.23	20,541.80	47,828.83

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Natural Rubber (%)	99.85	99.90	99.81
Finished products rubber flooring sheets (%)	0.01	0.02	0.01
Other (%)	0.14	0.08	0.17

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	25,208,234.56	25,065,711.73	27,496,161.52
Domestic (Thousand baht)	16,702,144.00	16,280,029.01	20,532,884.66
International (Thousand baht)	8,506,090.56	8,785,682.72	6,963,276.86
Singapore (Thousand baht)	3,322,284.22	5,367,118.65	2,808,516.28
China (Thousand baht)	5,010,813.96	3,308,189.98	3,121,176.03
Other countries (Thousand baht)	172,992.38	110,374.09	1,033,584.55

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	66.26	64.95	74.68
International (%)	33.74	35.05	25.32
Singapore (%)	39.06	61.09	40.33
China (%)	58.91	37.65	44.82
Other countries (%)	2.03	1.26	14.84

#### Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	36,172.23	20,541.80	47,828.83
Other income from operations (Thousand baht)	13,825.11	20,541.80	38,699.38
Other income not from operations (Thousand baht)	22,347.12	0.00	9,129.45

#### Share of profit of joint ventures and associates accounted for using equity method

	2022	2023	2024
Share of profit (Thousand baht)	0.00	0.00	0.00

## Information on Products and Services (1.2.2)

### Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	1,500.00	2,281.47	4,438.92

# Risk Management

# Risk Management

## Risk Factors (2.2)

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

<div><b>Risk from fluctuations in raw material situations</b></div> <div><b>Risk Management Measures:</b> Yes</div> <div><b>Related Risk Topics</b></div> <div>Strategic Risk</div> <div><ul style="list-style-type: none"><li>• Volatility in the industry in which the company operates</li></ul></div>
<div><b>Risk from Water Shortage</b></div> <div><b>Risk Management Measures:</b> Yes</div> <div><b>Related Risk Topics</b></div> <div>Operational Risk</div> <div><ul style="list-style-type: none"><li>• Impact on the environment</li></ul></div>
<div><b>Risks of human rights violations in the supply chain</b></div> <div><b>Risk Management Measures:</b> Yes</div> <div><b>Related Risk Topics</b></div> <div>Operational Risk</div> <div><ul style="list-style-type: none"><li>• Impact on human rights</li></ul></div>
<div><b>Risk from High Competition in the Rubber Industry</b></div> <div><b>Risk Management Measures:</b> Yes</div> <div><b>Related Risk Topics</b></div> <div>Strategic Risk</div> <div><ul style="list-style-type: none"><li>• Competition risk</li></ul></div>



#### **Executive Level Manpower Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Reliance on employees in key positions

#### **Risk from unexpected rubber demand**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Climate change and disasters

#### **Cyber threats and data security risks**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Information security and cyber-attack

#### **Risk from Exchange Rate Fluctuation**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

#### **Legal, regulatory and corruption risks**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Corruption

#### Compliance Risk

- Change in laws and regulations

#### Water Pollution Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Impact on the environment

#### Health risks from air pollution

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment
- Impact on the environment

#### Corporate Governance Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Compliance Risk

- Corporate Governance

#### Investment Project Risk Investment Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Financial Risk

- Insufficient sources of funding
- Liquidity risk

#### **Risks from management relying on key executives and major shareholders**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Strategic Risk

- Corporate ownership structure risk

#### **Emerging Risks Risks from Foreign Investment**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Strategic Risk

- New business risk

#### **Emerging Risks Risks of Industrial Technological Changes**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Strategic Risk

- Changes in technologies

#### **Emerging Risks Risks from the transition to a low-carbon society**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Operational Risk

- Impact on the environment

#### **Emerging Risks Risks from the EU Deforestation Regulation (EUDR)**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Compliance Risk

- Change in laws and regulations

# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://investor.nerubber.com/storage/downloads/other-policies/ner-sustainable-development-policy-th.pdf>  
(if applicable)

### Environmental Aspect (3.3)

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

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://investor.nerubber.com/storage/downloads/other-policies/ner-environmental-policy-th.pdf>  
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

### Results with Respect to the Environmental Aspect (3.3.2)

#### Energy management

##### • Fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	826,953.33	897,812.83	568,760.04
Gasoline (Litres)	7,118.07	9,861.20	13,441.68
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00
LPG (Kilograms)	1,849,688.00	2,689,496.00	1,642,160.14

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	40,545,999.66	40,436,556.00	31,331,147.87

**Water management**

• **Water consumption**

	2022	2023	2024
Total water withdrawal (Cubic meters)	2,035,319.00	1,951,951.00	1,340,958.00

**Waste management**

• **Waste from operations**

	2022	2023	2024
Non-hazardous waste (Kilograms)	2,121,970.00	9,961,970.00	1,630,950.00
Hazardous waste (Kilograms)	4,740.00	15,680.00	10,430.00
<b>Total waste generated (Kilograms)</b>	<b>2,126,710.00</b>	<b>9,977,650.00</b>	<b>1,641,380.00</b>

**Greenhouse gas management**

• **Greenhouse gas emissions**

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	14,720.00	10,422.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	17,822.00	13,145.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	81,247.00	69,612.00

<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>113,789.00</b>	<b>93,179.00</b>
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : ECEE Company Limited

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://ner.listedcompany.com/misc/ar/ner-ar2024-th.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2022	2023	2024
Number of male employees (Persons)	676	659	582
Number of female employees (Persons)	369	375	359
Total number of employees (Persons)	1,045	1,034	941

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	208,512,489.28	233,632,393.85	201,206,174.09

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	12.17	12.76	23.68
Employee development and training expenses (baht)	1,446,389.17	4,448,470.65	7,214,989.74

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	12	20	7
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	9.09	9.48	7.23

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No

# Corporate Governance Policy

## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://investor.nerubber.com/storage/downloads/cg-policy/ner-corporate-governance-and-business-code-of-conduct-handbook-th.pdf>

#### Policy and Guideline Related to the Board of Directors (6.1.1)

##### Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct : Yes

##### Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure  
and Significant Information Regarding  
the Board of Directors, Subcommittees,  
Management,  
Employee and Other Information

## Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	7	100.00
Number of male directors	5	71.43
Number of female directors	2	28.57
Number of executive directors	3	42.86
Number of non-executive directors	4	57.14
Number of independent directors	4	57.14

#### Information on the board of directors and persons with authority to control the company (7.2.2)

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. CHANITR CHARNCHAINARONG Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Re-elected as director	2 May 2018	Strategic Management, Governance/ Compliance, Engineering, Finance, Economics

2.	Mr. CHUWIT JUNGTHANASOMBOON Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	12 Jun 2006	Strategic Management, Marketing, Agribusiness, Business Administration, Risk Management
3.	Mr. SAKCHAI JONGSTAPONGPUN Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	18 Aug 2014	Budgeting, Finance, Accounting, Data Analysis, Economics
4.	Mr. TEPAKUL POONLARP Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	21 Feb 2018	Risk Management, Data Analysis, Engineering, Agribusiness, Governance/ Compliance
5.	Mrs. CHANATIP WEERASUBPONG Gender: Female Age: 69 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	21 Feb 2018	Risk Management, Audit, Sustainability, Governance/ Compliance, Accounting

6.	Mr. RONACHIT JINADIT Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	21 Feb 2018	Accounting, Finance, Economics, Data Analysis, Budgeting
7.	Ms. PY ATTPISARN Gender: Female Age: 44 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	2 May 2018	Data Analysis, Sustainability, Governance/ Compliance, Engineering, Information & Communication Technology

#### Other Information pertaining to committees

The Chairman is an independent director	: Yes
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: Yes

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. RONACHIT JINADIT Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	21 Feb 2018	Accounting, Finance, Economics, Data Analysis, Budgeting
2. Mrs. CHANATIP WEERASUBPONG [1] Gender: Female Age: 69 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	21 Feb 2018	Risk Management, Audit, Sustainability, Governance/ Compliance, Accounting
3. Mr. CHANITR CHARNCHAINARONG Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	15 Mar 2023	Strategic Management, Governance/ Compliance, Engineering, Finance, Economics

[1] A director with the accounting expertise needed to review financial statements



## Executive Committee

### List of executive committee members

General information	Position	Date position was assumed
1. Mr. CHUWIT JUNGTHANASOMBOON Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	25 May 2018
2. Mrs. PHANIDA JUNGTHANASOMBOON Gender: Female Age: 59 years old Highest level of education: Below a bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 May 2018
3. Mr. SAKCHAI JONGSTAPONGPUN Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 May 2018
4. Ms. KESNAREE JONGCHOTSIRIKUL Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Agro-Industry Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 May 2018

5.	Ms. PY ATTPISARN Gender: Female Age: 44 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 May 2018
6.	Mrs. JARUNEE JONGWATTANASAK Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Jan 2025
7.	Ms. SUHAILEE YITORSOR Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	22 Jun 2023

Remark : Mrs.Jarunee Jongwatthanasak has been appointed as the acting chair of the executive committee, replacing Mr. Parinya Leenatham, who resigned on January 21, 2025.

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Risk management committee	Mr. TEPAKUL POONLARP	Chairman
	Mrs. CHANATIP WEERASUBPONG	Member
	Mr. CHUWIT JUNGTHANASOMBOON	Member
	Mr. SAKCHAI JONGSTAPONGPUN	Member
	Mr. NATTHAPON INPRAKON	Member
Nomination and Remuneration Committee	Mrs. CHANATIP WEERASUBPONG	Chairman
	Mr. RONACHIT JINADIT	Member
	Mr. CHUWIT JUNGTHANASOMBOON	Member

Corporate Governance and Sustainable Development Committee	Mr. CHANITR CHARNCHAINARONG	Chairman
	Mr. RONACHIT JINADIT	Member
	Mrs. CHANATIP WEERASUBPONG	Member
	Mr. CHUWIT JUNGTHANASOMBOON	Member
Nomination and Sustainability Development Committee	Mrs. CHANATIP WEERASUBPONG	Chairman
	Mr. RONACHIT JINADIT	Member
	Mr. CHUWIT JUNGTHANASOMBOON	Member

#### **Roles of Sub-committees**

Sub-committees responsible for risk management	: Risk management committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainable Development Committee

## Executives (7.4)

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

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. CHUWIT JUNGTHANASOMBOON Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Political Science	CHAIRMAN OF EXECUTIVE COMMITTEE	12 Jun 2006	Strategic Management, Marketing, Agribusiness, Business Administration, Risk Management
2. Ms. KESNAREE JONGCHOTSIRIKUL Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Agro-Industry	Deputy Chief Executive Officer- Marketing , Quality Control ,and Sustai	1 Jan 2007	Agribusiness, Marketing, Corporate Social Responsibility, Sustainability, Data Analysis
3. Mrs. PHANIDA JUNGTHANASOMBOON Gender: Female Age: 59 years old Highest level of education: Below a bachelor's degree Major: Management	Deputy Chief Executive Officer- Supply Chain	1 Dec 2007	Agribusiness, Human Resource Management, Procurement, Data Management
4. Mr. SAKCHAI JONGSTAPONGPUN [1] Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief Executive Officer - Accounting and Financial	10 Feb 2014	Budgeting, Finance, Accounting, Data Analysis, Economics
5. Ms. PY ATTPISARN Gender: Female Age: 44 years old Highest level of education: Master's degree Major: Engineering	Deputy Chief Executive Officer- Business Development	2 Feb 2015	Data Analysis, Sustainability, Governance/ Compliance, Engineering, Information & Communication Technology

6.	Mrs. JARUNEE JONGWATTANASAK Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Business Administration	Acting Deputy Chief Executive Officer of General Administration	21 Jan 2025	Corporate Social Responsibility, Human Resource Management, Sustainability, Negotiation, Business Administration
7.	Ms. SUHAILEE YITORSOR Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief Executive Officer of Production	22 Jun 2023	Business Administration, Agribusiness, Leadership, Risk Management, Data Analysis

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Remuneration policy for executives (7.4.2 – 7.4.3)

### Remuneration

	2022	2023	2024
Total executive remuneration (baht)	17,180,256.00	20,944,623.98	25,777,426.82

### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 582

Number of female employees (persons) : 359

**Total number of employees (persons)** : 941

## **Employee Remuneration**

Total employee remuneration : 201,206,174.09

## **Provident fund**

Total number of employees (persons) : 941

Number of employees contributing to the PVD (persons) : 441

Percentage of employees who are members (%) : 46.87

# Performance Report on Corporate Governance

## Performance Report on Corporate Governance

### Summary of Director Performance (8.1)

#### Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

##### List of new directors appointed in the past year

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. CHANITR CHARNCHAINARONG Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 2 May 2018	Strategic Management, Governance/ Compliance, Engineering, Finance, Economics
2. Mr. SAKCHAI JONGSTAPONGPUN Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 18 Aug 2014	Budgeting, Finance, Accounting, Data Analysis, Economics

##### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHANITR CHARNCHAINARONG	Chairman of the board	Participating
Mr. CHUWIT JUNGSTANASOMBOON	Director	Participating
Mr. SAKCHAI JONGSTAPONGPUN	Director	Participating



Mr. TEPAKUL POONLARP	Director	Participating
Mrs. CHANATIP WEERASUBPONG	Director	Participating
Mr. RONACHIT JINADIT	Director	Participating
Ms. PY ATTPISARN	Director	Participating

## Meeting attendance and remuneration to each Board member (8.1.2)

### Meeting attendance of the board of directors

Number of board meetings (times) : 9

Date of AGM meeting : 10 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. CHANITR CHARNCHAINARONG (Chairman of the board)	-	9/9	Participating	Did not hold the meeting
2.	Mr. CHUWIT JUNGTHANASOMBOON (Director)	-	9/9	Participating	Did not hold the meeting
3.	Mr. SAKCHAI JONGSTAPONGPUN (Director)	-	9/9	Participating	Did not hold the meeting
4.	Mr. TEPAKUL POONLARP (Director)	-	9/9	Participating	Did not hold the meeting
5.	Mrs. CHANATIP WEERASUBPONG (Director)	-	9/9	Participating	Did not hold the meeting
6.	Mr. RONACHIT JINADIT (Director)	-	9/9	Participating	Did not hold the meeting
7.	Ms. PY ATTPISARN (Director)	-	9/9	Participating	Did not hold the meeting

## Remuneration for company directors

List of directors		Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. CHANITR CHARNCHAINARONG (Chairman of the board)	-	450,000.00	720,000.00	Yes
2.	Mr. CHUWIT JUNGTHANASOMBOON (Director)	-	0.00	0.00	Yes
3.	Mr. SAKCHAI JONGSTAPONGPUN (Director)	-	0.00	0.00	Yes
4.	Mr. TEPAKUL POONLARP (Director)	-	405,000.00	480,000.00	Yes
5.	Mrs. CHANATIP WEERASUBPONG (Director)	-	405,000.00	480,000.00	Yes
6.	Mr. RONACHIT JINADIT (Director)	-	405,000.00	480,000.00	Yes
7.	Ms. PY ATTPISARN (Director)	-	0.00	0.00	Yes

## Report on the Audit Committee's Performance for the Past Year (8.2)

### Report on the audit committee's performance for the past year

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 9

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. RONACHIT JINADIT (Chairman of the audit committee)	-	9/9
2.	Mrs. CHANATIP WEERASUBPONG (Audit committee)	-	9/9
3.	Mr. CHANITR CHARNCHAINARONG (Audit committee)	-	9/9