

ESG Performance

Company Name: THAI RUBBER LATEX GROUP PUBLIC COMPANY LIMITED Symbol: TRUBB

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

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://www.thaitex.com/public/upload/ENRONMENT/1TEnvironmental-management-policy-th.pdf
Uploaded document of environmental policy and practice:	1.1.1 นโยบายและแนวปฏิบัติด้านสิ่งแวดล้อมของ.pdf

1.2 Environmental Practices

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

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Business Group	Branch
Total number of disclosure boundaries	1	6
Actual number of disclosure boundaries	-	6

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	0.00	13,330.00	12,651.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	-	13,330.00	12,651.00
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	0.00	20.32	18.66

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

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	-	-	60,059,787.40
Percentage of total electricity expense to total expenses ^(**)	%	-	-	0.87
Percentage of total electricity expense to total revenues ^(**)	%	-	-	0.90
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	-	-	88,583.76

Additional explanation:

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

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

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	-
Diesel	Litres	-	234,592.00	204,695.95
Gasoline	Litres	-	16,845.00	18,539.48
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	-	66,308.60	126,336.00
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

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

Additional explanation:

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

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

2.7 Energy Consumption

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

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	0.00
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	-	-

Additional explanation:

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

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	Business Group	Branch
Total number of disclosure boundaries	1	6
Actual number of disclosure boundaries	-	6

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	0.00	515,429.00	348,868.94
Total water withdrawal by third-party water	Cubic meters	-	515,429.00	35,914.00
Total water withdrawal by surface water	Cubic meters	-	-	197,079.64
Total water withdrawal by groundwater	Cubic meters	-	-	115,875.30
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ⁽¹⁾	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	0.00	785.71	514.56
Intensity ratio of total water withdrawal to total revenues ⁽²⁾	Cubic meters / Thousand Baht of total revenues	0.00	0.06	0.05

Additional explanation:

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

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

3.3 Water Discharge by Destinations

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

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	0.00	515,429.00	348,868.94

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues ⁽¹⁾	Cubic meters / Thousand Baht of total revenues	0.00	0.06	0.05
Intensity of total water consumption	Cubic meters / m ²	-	-	-

Additional explanation:

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

3.6 Water Withdrawal Expense

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

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

Additional explanation:

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

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	Business Group	Branch
Total number of disclosure boundaries	1	6
Actual number of disclosure boundaries	-	6

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	0.00	91,620.40	90,479.04
Non-hazardous waste	Kilograms	-	91,620.40	88,318.30
Hazardous waste	Kilograms	-	-	2,160.74
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	0.00	0.01	0.01
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	0.01	0.01
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	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 total expenses from consolidated financial statements.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	0.00	2,020.00	4,618.70

Reused/Recycled non-hazardous waste	Kilograms	-	2,020.00	4,618.70
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	2.20	5.10
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	2.20	5.23
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	Business Group	Branch
Total number of disclosure boundaries	1	6
Actual number of disclosure boundaries	-	6

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan:	Yes
URL of corporate greenhouse gas management plan:	https://www.thaitex.com/environment/-
Uploaded document of Corporate greenhouse gas management plan:	เรือนกระจก.jpg

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	0.00	7,449.00	20,414.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	786.00	1,016.00

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	-	6,663.00	6,324.00
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	-	-	13,074.00
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(†)	%	-	-	-

Additional explanation:

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

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues ^(†)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	0.00	0.00	0.00
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	0.00	11.36	30.11
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

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

5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	No	Yes
Name of verifying company (Thai)	-	หน่วยวิจัยเพื่อการจัดการพลังงานและเศรษฐกิจ นิเวศ มหาวิทยาลัยเชียงใหม่

Name of verifying company (English)	-	Research Unit for Energy Economic & Ecological Management Chaing Mai University
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5.6 Reduction of Greenhouse Gas

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

5.7 Absorption and removal of Greenhouse Gas

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

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ESG Performance

Company Name: THAI RUBBER LATEX GROUP PUBLIC COMPANY LIMITED Symbol: TRUBB

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

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:	https://www.thaitex.com/social/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99
Uploaded document of Corporate human rights policy and practice:	แนวปฏิบัติด้านสิทธิมนุษยชน.pdf

1.2 Human Rights Practices

Corporate human rights practices:	x Employee Rights x Migrant Workers x Safety and Occupational Health at Work x Child Labor
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2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Business Group	Branch
Total number of disclosure boundaries	1	6
Actual number of disclosure boundaries	-	6

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	614	656	678
Total number of male employees	Persons	346	364	383

Percentage of male employees	%	56.35	55.49	56.49
Total number of female employees	Persons	268	292	295
Percentage of female employees	%	43.65	44.51	43.51

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	180	200	203
Percentage of employees under 30 years old	%	29.32	30.49	29.94
Total number of employees 30-50 years old	Persons	347	354	381
Percentage of employees 30-50 years old	%	56.51	53.96	56.19
Total number of employees over 50 years old	Persons	87	102	94
Percentage of employees over 50 years old	%	14.17	15.55	13.86

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	109	115	130
Percentage of male employees under 30 years old	%	31.50	31.59	33.94
Total number of male employees 30-50 years old	Persons	196	199	212
Percentage of male employees 30-50 years old	%	56.65	54.67	55.35
Total number of male employees over 50 years old	Persons	41	50	41
Percentage of male employees over 50 years old	%	11.85	13.74	10.70

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	71	85	73
Percentage of female employees under 30 years old	%	26.49	29.11	24.75
Total number of female employees 30-50 years old	Persons	151	155	169
Percentage of female employees 30-50 years old	%	56.34	53.08	57.29
Total number of female employees over 50 years old	Persons	46	52	53
Percentage of female employees over 50 years old	%	17.16	17.81	17.97

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	583	624	643
Percentage of employees in operational level	%	94.95	95.12	94.84
Total number of employees in management level	Persons	23	25	28
Percentage of employees in management level	%	3.75	3.81	4.13
Total number of employees in executive level	Persons	8	7	7
Percentage of employees in executive level	%	1.30	1.07	1.03

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	328	347	366
Percentage of male employees in operational level	%	94.80	95.33	95.56
Total number of male employees in management level	Persons	11	11	11
Percentage of male employees in management level	%	3.18	3.02	2.87
Total number of male employees in executive level	Persons	7	6	6
Percentage of male employees in executive level	%	2.02	1.65	1.57

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	255	277	277
Percentage of female employees in operational level	%	95.15	94.86	93.90
Total number of female employees in management level	Persons	12	14	17

Percentage of female employees in management level	%	4.48	4.79	5.76
Total number of female employees in executive level	Persons	1	1	1
Percentage of female employees in executive level	%	0.37	0.34	0.34

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	6	6	6
Total number of employees with disabilities	Persons	4	4	4
Percentage of employees with disabilities	%	0.65	0.61	0.59
Total number of workers who are not employees with disabilities	Persons	2	2	2

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	183,458,439.00	224,680,271.00	233,412,869.00
Total male employee remuneration	Baht	114,783,399.00	145,526,644.00	147,501,917.00
Percentage of remuneration in male employees	%	62.57	64.77	63.19
Total female employee remuneration	Baht	68,675,040.00	79,153,627.00	85,910,952.00
Percentage of remuneration in female employees	%	37.43	35.23	36.81
Average remuneration of employees	Baht / Person	298,792.25	342,500.41	344,266.77
Average remuneration of male employees	Baht / Person	331,743.93	399,798.47	385,122.50
Average remuneration of female employees	Baht / Person	256,250.15	271,074.07	291,223.57
Ratio of average remuneration of female employees to male employees		0.77	0.68	0.76

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	186	201	203
Percentage of total number of employees joining employee provident fund to total number of employees	%	30.29	30.64	29.94
Total amount of provident fund contributed by the Company	Baht	3,391,354.00	3,593,354.00	3,891,056.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	1.85	1.60	1.67

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	7.82	6.00	8.95

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	109,600.00	197,206.00	195,875.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	1,425,088.00	1,524,800.00	1,524,240.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	18.00	15.00	23.00
Total number of employees that lost time injuries for 1 day or more	Persons	15	15	17
Percentage of employees that lost time injuries for 1 day or more	%	2.44	2.29	2.51
Total number of employees that fatalities as a result of work-related injury	Persons	0	0	0
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 ^(*)	10.53	9.84	11.15
	Persons / 200,000 manhours ^(**)	2.11	1.97	2.23

Additional explanation:

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

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

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	141	150	130
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	22.96	22.87	19.17
Total number of male employee turnover leaving the Company voluntarily	Persons	98	105	89
Percentage of male employee turnover leaving the Company voluntarily	%	69.50	70.00	68.46
Total number of female employee turnover leaving the Company voluntarily	Persons	43	45	41
Percentage of female employee turnover leaving the Company voluntarily	%	30.50	30.00	31.54
Significant labor dispute	Yes / No	No	No	No

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ESG Performance

Company Name: THAI RUBBER LATEX GROUP PUBLIC COMPANY LIMITED Symbol: TRUBB

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

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.thaitex.com/uploads/corporate_governance/20240304/aehimnrty139.pdf
Uploaded document of corporate governance policy and practices:	ประกาศ 027-2565 เรื่อง นโยบายการกำกับดูแลกิจการ.pdf

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
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://www.thaitex.com/business_ethics
Uploaded document of Code of Conduct:	จรรยาบรรณธุรกิจ Code of Conduct- (แก้ไข 09-11-2566) - ฉบับภาษาไทย.pdf

1.4 Policy and Practices related to Code of Conduct

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

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	9	2	9	2
		11		11	
	% of total directors	81.82	18.18	81.82	18.18
		100		100	
Executive directors	Persons	4	1	4	1
		5		5	
	% of total directors	36.36	9.09	36.36	9.09
		45.45		45.45	
Non-executive directors	Persons	5	1	5	1
		6		6	
	% of total directors	45.45	9.09	45.45	9.09
		54.55		54.55	
- Independent directors	Persons	3	1	4	1
		4		5	
	% of total directors	27.27	9.09	36.36	9.09
		36.36		45.45	
- Non-executive directors who have no position in independent directors	Persons	2	0	1	0
		2		1	
	% of total directors	18.18	0	9.09	0
		18.18		9.09	

Average director age	Years	65	59	66	60
		64		65	
The Chairman of the Board is an independent director	Yes / No	No		No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	Yes		Yes	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	Yes		Yes	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	No		No	

Additional explanation:

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

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย วรเทพ วงศ์สุธนกุล	First appointment date of director:	25 Apr 2008
	Name (English):	Mr. VORATHEP WONGSASUTHIKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1949	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Economics	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Agribusiness x Economics x Business Administration x Banking x Finance & Securities x Commerce x Transportation & Logistics x Marketing x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Sustainability x Data Management x Data Analysis x Statistics x Digital Marketing x Brand Management x Negotiation x Project Management x Corporate Management x Change Management x Leadership x Strategic Management x Risk Management x Audit x Budgeting x Governance/ Compliance		
	Shares:	57,402,708		
	Paid-up stock:	817,775,625		
	%Shares:	7.019371		
2)	Name (Thai):	นาย ไพบูรณ์ วรประทีป	First appointment date of director:	25 Apr 2008
	Name (English):	Mr. PAIBOON WARAPRATEEP	Type of director:	Existing director
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1939	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Finance	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Agribusiness x Business Administration x Corporate Social Responsibility		
	Shares:	12,351,661		

	Paid-up stock:	817,775,625		
	%Shares:	1.510397		
3)	Name (Thai):	นาย ปัทธพล วงศาสุติกุล	First appointment date of director:	13 Dec 2017
	Name (English):	Mr. PATTARAPOL WONGSASUTHIKUL	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1974	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Leadership x Agribusiness x Marketing x Business Administration x Economics x Banking x Finance & Securities x Automotive x Commerce x Tourism & Leisure x Transportation & Logistics x Information & Communication Technology x Law x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Sustainability x IT Management x Data Analysis x Statistics x Digital Marketing x Negotiation x Project Management x Corporate Management x Strategic Management x Risk Management x Audit x Governance/ Compliance		
	Shares:	2,774,601		
	Paid-up stock:	817,775,625		
	%Shares:	0.339286		

4)	Name (Thai):	นาย ยรรยง ทาวโรฤทธิ์	First appointment date of director:	1 Mar 2010
	Name (English):	Mr. YANYONG TAVARORIT	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1939	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Law	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Internal Control x Audit x Accounting x Finance x Corporate Social Responsibility x Data Analysis		
	Shares:	0		
	Paid-up stock:	817,775,625		
	%Shares:	0.000000		
5)	Name (Thai):	นาง สุชาดา โสตนิกภาพกุล	First appointment date of director:	24 Apr 2015
	Name (English):	Mrs. SUCHADA SODTHIBHAPKUL	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1954	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Risk Management x Finance & Securities x Business Administration x Accounting x Finance x Data Analysis x Internal Control		
	Shares:	0		

	Paid-up stock:	817,775,625		
	%Shares:	0.000000		
6)	Name (Thai):	พศ.ดร. สมภพ รังบุตทอก	First appointment date of director:	1 Sep 2018
	Name (English):	Asst. Prof. SOMPOP RANGUBTOOK	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1951	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Political Science	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Audit x Business Administration x Corporate Management		
	Shares:	0		
	Paid-up stock:	817,775,625		
	%Shares:	0.000000		
7)	Name (Thai):	นาย สุรภพ วัฒนใจธัญญา	First appointment date of director:	1 Sep 2018
	Name (English):	Mr. SURABHON KWUNCHAITHUNYA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1951	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Engineering x Audit x Internal Control x Finance & Securities x Business Administration x Banking x Property Fund & REITs x Property Development x Commerce x Marketing x Accounting x Finance x Sustainability x Fund Management x Data Management x Data Analysis x Negotiation x Project Management x Corporate Management x Change Management x Leadership x Strategic Management x Risk Management x Budgeting x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	817,775,625		
	%Shares:	0.000000		
8)	Name (Thai):	นาย วงศ์สกุล กิตติพรหมวงศ์	First appointment date of director:	26 Apr 2022
	Name (English):	Mr. WONGSAKUL KITTIPROMWONG	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1955	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Honorary degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Business Administration x Finance & Securities x Finance x Negotiation x Leadership x Audit x Internal Control		
	Shares:	0		
	Paid-up stock:	817,775,625		
	%Shares:	0.000000		

9)	Name (Thai):	ดร. พัสิษฐ์พลา เต็มฤทธิกุลชัย	First appointment date of director:	12 Nov 2019
	Name (English):	Dr. PASITHPHOL TEMRITIKULCHAI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1980	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Petrochemicals & Chemicals x Business Administration x Economics x Finance & Securities x Industrial Materials & Machinery x Information & Communication Technology x Law x Marketing x Accounting x Finance x Corporate Social Responsibility x Sustainability x Procurement x IT Management x Data Management x Data Analysis x Statistics x Corporate Management x Leadership x Strategic Management x Risk Management x Audit x Internal Control x Budgeting x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	817,775,625		
	%Shares:	0.000000		
10)	Name (Thai):	นาย ประวิทย์ วรประทีป	First appointment date of director:	13 Dec 2017
	Name (English):	Mr. PRAWIT WARAPRATEEP	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director

	Year of birth:	1972	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Architecture x Agribusiness x Risk Management x Business Administration x Banking x Finance & Securities x Accounting x Sustainability x Data Analysis x Statistics x Digital Marketing x Design		
	Shares:	40,860,000		
	Paid-up stock:	817,775,625		
	%Shares:	4.996481		
11)	Name (Thai):	นางสาว ฉลองขวัญ วงศ์สุทธีกุล	First appointment date of director:	13 Dec 2017
	Name (English):	Ms. CHALONGKWAN WONGSASUTHIKUL	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1972	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		

Skill and expertise:	x Economics x Corporate Management x Procurement x Agribusiness x Human Resource Management x Business Administration x Banking x Finance & Securities x Packaging x Commerce x Tourism & Leisure x Information & Communication Technology x Marketing x Accounting x Finance x Corporate Social Responsibility x Sustainability x Data Analysis x Digital Marketing x Brand Management x Negotiation x Leadership x Strategic Management x Risk Management x Governance/ Compliance		
Shares:	4,460,621		
Paid-up stock:	817,775,625		
%Shares:	0.545458		

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

General Information of Directors	Information on Director Tenure
No data	

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย ยรรยง ทาวโรฤทธิ์	Appointment date of audit committee member:	24 Apr 2015
	Name (English):	Mr. YANYONG TAVARORIT	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1939	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	No

	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย สุรภพ วัชรชัยธัญญา	Appointment date of audit committee member:	1 Sep 2018
	Name (English):	Mr. SURABHON KWUNCHAITHUNYA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1951	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	พศ.ดร. สมภพ รังบุตทอก	Appointment date of audit committee member:	14 May 2019
	Name (English):	Asst. Prof. SOMPOP RANGUBTOOK	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1951	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Political Science	DCP course:	No
	Residence in Thailand:	Yes		

Expertise in accounting information review:	No		
Shares:	0		
%Shares:	0.000000		

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

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

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

General Information of Executive Committee Members		Information on Tenure of Executive Committee Member		
1)	Name (Thai)	นาย วรเทพ วงศ์สุทธีกุล	Appointment date of executive committee member:	1 Mar 2018
	Name (English)	Mr. VORATHEP WONGSASUTHIKUL	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1949		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Economics		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย ไพบูรณ์ วรประทีป	Appointment date of executive committee member:	1 Mar 2018
	Name (English)	Mr. PAIBOON WARAPRATEEP	Executive committee position:	Vice-chairman of the executive committee
	Gender:	Male		
	Year of birth:	1939		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Finance		

	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย ปัทธพล วงศาสุทธินกุล	Appointment date of executive committee member:	1 Mar 2018
	Name (English)	Mr. PATTARAPOL WONGSASUTHIKUL	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1974		
	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)	นางสาว ฉลองขวัญ วงศาสุทธินกุล	Appointment date of executive committee member:	1 Mar 2018
	Name (English)	Ms. CHALONGKWAN WONGSASUTHIKUL	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1972		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย ประวิทย์ วรประทีป	Appointment date of executive committee member:	1 Mar 2018
	Name (English)	Mr. PRAWIT WARAPRATEEP	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1972		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		

	Residence in Thailand:	Yes		
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2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

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

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

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

No.	Name (Thai)	Name (English)	Position
1	นาย สุรภณ วัฒนใจธัญญา	Mr. SURABHON KWUNCHAITHUNYA	Chairman
2	นาย วรเทพ วงศาสุทธิกุล	Mr. VORATHEP WONGSASUTHIKUL	Member
3	นาย ไพบุณย์ วรประทีป	Mr. PAIBOON WARAPRATEEP	Member
4	นาย วงศ์สกุล กิตติพรหมวงศ์	Mr. WONGSAKUL KITTIPROMWONG	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาง สุชาดา ไสตติภาพกุล	Mrs. SUCHADA SODTHIBHAPKUL	Chairman
2	นาย วรเทพ วงศาสุทธิกุล	Mr. VORATHEP WONGSASUTHIKUL	Member
3	นาย ไพบุณย์ วรประทีป	Mr. PAIBOON WARAPRATEEP	Member
4	นาย ภัทรพล วงศาสุทธิกุล	Mr. PATTARAPOL WONGSASUTHIKUL	Member
5	นาย ประวิทย์ วรประทีป	Mr. PRAWIT WARAPRATEEP	Member
6	นาย ธีรพงศ์ หิรัญประเสริฐวุฒิ	Mr. Dhirapong Hirunprasurtwutti	Member

3) Name of sub-committees (English) Sustainability Committee

No.	Name (Thai)	Name (English)	Position
1	นาย ภัทรพล วงศาสุทธิกุล	Mr. PATTARAPOL WONGSASUTHIKUL	Chairman
2	นางสาว ฉลองขวัญ วงศาสุทธิกุล	Ms. CHALONGKWAN WONGSASUTHIKUL	Member
3	นาย ประวิทย์ วรประทีป	Mr. PRAWIT WARAPRATEEP	Member

2.1.5.2 Roles of sub-committees

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

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 วรเทพ วงศาสุทธิกุล	The highest-ranking executive position:	Yes
	Name (English):	Mr. VORATHEP WONGSASUTHIKUL	Executive position (Thai):	ประธานกรรมการบริหาร
	Gender:	Male	Executive position (English):	Chairman
	Year of birth:	1949	Appointment date of executive:	1 Mar 2018
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Economics		

	Skill and expertise:	x Agribusiness x Economics x Business Administration x Banking x Finance & Securities x Commerce x Transportation & Logistics x Marketing x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Sustainability x Data Management x Data Analysis x Statistics x Digital Marketing x Brand Management x Negotiation x Project Management x Corporate Management x Change Management x Leadership x Strategic Management x Risk Management x Audit x Budgeting x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย ไพบูรณ์ วรประทีป	The highest-ranking executive position:	No
	Name (English):	Mr. PAIBOON WARAPRATEEP	Executive position (Thai):	รองประธานกรรมการบริหาร
	Gender:	Male	Executive position (English):	Vice Chairman
	Year of birth:	1939	Appointment date of executive:	1 Mar 2018
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Finance		
	Skill and expertise:	x Finance x Agribusiness x Business Administration x Corporate Social Responsibility		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย กัทธพา วงศาอุทฺธิกุล	The highest-ranking executive position:	No

	Name (English):	Mr. PATTARAPOL WONGSASUTHIKUL	Executive position (Thai):	กรรมการผู้จัดการใหญ่
	Gender:	Male	Executive position (English):	Chief Executive Officer
	Year of birth:	1974	Appointment date of executive:	1 Mar 2018
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Leadership x Agribusiness x Marketing x Business Administration x Economics x Banking x Finance & Securities x Automotive x Commerce x Tourism & Leisure x Transportation & Logistics x Information & Communication Technology x Law x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Sustainability x IT Management x Data Analysis x Statistics x Digital Marketing x Negotiation x Project Management x Corporate Management x Strategic Management x Risk Management x Audit x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นางสาว ฉลองขวัญ วงศ์สุทธีกุล	The highest-ranking executive position:	No
	Name (English):	Ms. CHALONGKWAN WONGSASUTHIKUL	Executive position (Thai):	กรรมการผู้จัดการสายวางแผน และบริหารทรัพยากร
	Gender:	Female	Executive position (English):	Managing Director of Planning and Resource Management
	Year of birth:	1972	Appointment date of executive:	1 Mar 2018
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		

	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Economics x Corporate Management x Procurement x Agribusiness x Human Resource Management x Business Administration x Banking x Finance & Securities x Packaging x Commerce x Tourism & Leisure x Information & Communication Technology x Marketing x Accounting x Finance x Corporate Social Responsibility x Sustainability x Data Analysis x Digital Marketing x Brand Management x Negotiation x Leadership x Strategic Management x Risk Management x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย ประวิทย์ วรประทีป	The highest-ranking executive position:	No
	Name (English):	Mr. PRAWIT WARAPRATEEP	Executive position (Thai):	กรรมการผู้จัดการสายตรวจสอบภายในและกำกับกิจการ
	Gender:	Male	Executive position (English):	Managing Director of Internal Audit and Corporate Governance Division
	Year of birth:	1972	Appointment date of executive:	1 Mar 2018
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Skill and expertise:	x Finance x Architecture x Agribusiness x Risk Management x Business Administration x Banking x Finance & Securities x Accounting x Sustainability x Data Analysis x Statistics x Digital Marketing x Design		

	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	Mrs. Thanyaporn Plyngam	thanyaporn@thaitex.com	02-0332333 ต่อ 207
Company secretary	Ms. Chalengkwan Wongsasuthikul	chalongkwan@thaitex.com	02-0332333 ต่อ 413
Head of the internal audit or the outsourced internal auditor	Mr. Prawit Woraprateep	prawit@thaitex.com	02-0332333 ต่อ 589
Head of the compliance unit	Mr. Prawit Waraprateep	prawit@thaitex.com	02-0332333 ต่อ 589
Head of the investor relation	Mrs. Saranya Piban	saranya@thaitex.com	02-0332333 ต่อ 178
	Ms. Phanwadee Kietsirianan	phanwadee@thaitex.com	02-0332333 ต่อ 170

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)
KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Mrs. Siripen Sukcharoenyingyong Email: siripen@kpmg.co.th Telephone: -</p> <p>2. Mr. Bunyarit Thanormcharoen Email: bunyarit@kpmg.co.th Telephone: -</p> <p>3. Mr. Yoottapong Soontalinka Email: yoottapong@kpmg.co.th Telephone: -</p>	2,930,000.00	<p>Details: Service fee for inspection of compliance with investment promotion certificate conditions / Service fee for legal advisory</p> <p>Total service fee (baht): 604,870.00</p>

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 ปัทธพล วงศาสุติกุล	First appointment date of director:	13 Dec 2017
	Name (English):	Mr. PATTARAPOL WONGSASUTHIKUL	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1974	Independent director position:	-
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Leadership x Agribusiness x Marketing x Business Administration x Economics x Banking x Finance & Securities x Automotive x Commerce x Tourism & Leisure x Transportation & Logistics x Information & Communication Technology x Law x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Sustainability x IT Management x Data Analysis x Statistics x Digital Marketing x Negotiation x Project Management x Corporate Management x Strategic Management x Risk Management x Audit x Governance/ Compliance		
	Shares:	2,774,601		
	Paid-up stock:	817,775,625		

	%Shares:	0.339286		
2)	Name (Thai):	นาย ประวิทย์ วรประทีป	First appointment date of director:	13 Dec 2017
	Name (English):	Mr. PRAWIT WARAPRATEEP	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1972	Independent director position:	-
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DGP course:	Yes
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Architecture x Agribusiness x Risk Management x Business Administration x Banking x Finance & Securities x Accounting x Sustainability x Data Analysis x Statistics x Digital Marketing x Design		
	Shares:	40,860,000		
	Paid-up stock:	817,775,625		
	%Shares:	4.996481		
3)	Name (Thai):	นางสาว ฉลองขวัญ วงศ์สุทธีกุล	First appointment date of director:	13 Dec 2017
	Name (English):	Ms. CHALONGKWAN WONGSASUTHIKUL	Director position:	Director
	Gender:	Female	Executive director position:	Yes
	Year of birth:	1972	Independent director position:	-
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DGP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		

Skill and expertise:	x Economics x Corporate Management x Procurement x Agribusiness x Human Resource Management x Business Administration x Banking x Finance & Securities x Packaging x Commerce x Tourism & Leisure x Information & Communication Technology x Marketing x Accounting x Finance x Corporate Social Responsibility x Sustainability x Data Analysis x Digital Marketing x Brand Management x Negotiation x Leadership x Strategic Management x Risk Management x Governance/ Compliance		
Shares:	4,460,621		
Paid-up stock:	817,775,625		
%Shares:	0.545458		

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

	General Information of Directors	Information on Director Tenure
No data		

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

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

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

Date of AGM meeting: 26 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. VORATHEP WONGSASUTHIKUL (Chairman of the board)	-	4/4	100.00	Participating	Did not hold the meeting
2. Mr. PAIBOON WARAPRATEEP (Vice Chairman)	-	4/4	100.00	Participating	Did not hold the meeting
3. Mr. PATTARAPOL WONGSASUTHIKUL (Director)	-	4/4	100.00	Participating	Did not hold the meeting
4. Mr. YANYONG TAVARORIT (Director)	-	4/4	100.00	Participating	Did not hold the meeting
5. Mrs. SUCHADA SODTHIBHAPKUL (Director)	-	3/4	75.00	Participating	Did not hold the meeting
6. Asst. Prof. SOMPOP RANGUBTOOK (Director)	-	4/4	100.00	Participating	Did not hold the meeting
7. Mr. SURABHON KWUNCHAITHUNYA (Director)	-	4/4	100.00	Participating	Did not hold the meeting
8. Mr. WONGSAKUL KITTIPROMWONG (Director)	-	4/4	100.00	Non-participating	Did not hold the meeting
9. Dr. PASITHPHOL TEMRITIKULCHAI (Director)	-	4/4	100.00	Participating	Did not hold the meeting
10. Mr. PRAWIT WARAPRATEEP (Director)	-	4/4	100.00	Participating	Did not hold the meeting
11. Ms. CHALONGKWAN WONGSASUTHIKUL (Director)	-	4/4	100.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 5 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. YANYONG TAVARORIT (Chairman of the audit committee)	-	5/5	100.00
2. Mr. SURABHON KWUNCHAITHUNYA (Member of the audit committee)	-	5/5	100.00
3. Asst. Prof. SOMPOP RANGUBTOOK (Member of the audit committee)	-	5/5	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:	https://www.thaitex.com/uploads/corporate_governance/20240320/bdimqrv23457.pdf
Uploaded document of director remuneration policy and criteria:	นโยบายจ่ายค่าตอบแทน.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. VORATHEP WONGSASUTHIKUL (Chairman of the board)	-	300,000.00	60,000.00	No
2. Mr. PAIBOON WARAPRATEEP (Vice Chairman)	-	280,000.00	60,000.00	No
3. Mr. PATTARAPOL WONGSASUTHIKUL (Director)	-	280,000.00	60,000.00	No
4. Mr. YANYONG TAVARORIT (Director)	-	280,000.00	60,000.00	No
5. Mrs. SUCHADA SODTHIBHAPKUL (Director)	-	270,000.00	60,000.00	No
6. Asst. Prof. SOMPOP RANGUBTOOK (Director)	-	280,000.00	60,000.00	No
7. Mr. SURABHON KWUNCHAITHUNYA (Director)	-	280,000.00	60,000.00	No

8. Mr. WONGSAKUL KITTIPROMWONG (Director)	-	280,000.00	60,000.00	No
9. Dr. PASITHPHOL TEMRITIKULCHAI (Director)	-	280,000.00	60,000.00	No
10. Mr. PRAWIT WARAPRATEEP (Director)	-	280,000.00	60,000.00	No
11. Ms. CHALONGKWAN WONGSASUTHIKUL (Director)	-	280,000.00	60,000.00	No
Total (Baht)	-	3,090,000.00	660,000.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	3,600,000.00	3,090,000.00
Other monetary remuneration	Baht	0.00	660,000.00
Total director remuneration	Baht	3,600,000.00	3,750,000.00

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: No
URL of executive remuneration policy and criteria: -
Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	33,203,256.00	65,394,121.00	61,034,621.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No
Employee Joint Investment Program (EJIP):: No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. VORATHEP WONGSASUTHIKUL (Chairman of the board)	Participating	Others - 2023: - 2023: Business Strategy Workshop
2. Mr. PAIBOON WARAPRATEEP (Vice Chairman)	Participating	Others - 2023: - 2023: Business Strategy Workshop
3. Mr. PATTARAPOL WONGSASUTHIKUL (Director)	Participating	Others - 2023: - 2023: - 2023: Business Strategy Workshop
4. Mr. YANYONG TAVARORIT (Director)	Non-participating	-
5. Mrs. SUCHADA SODTHIBHAPKUL (Director)	Non-participating	-
6. Asst. Prof. SOMPOP RANGUBTOOK (Director)	Non-participating	-
7. Mr. SURABHON KWUNCHAITHUNYA (Director)	Non-participating	-
8. Mr. WONGSAKUL KITTIPROMWONG (Director)	Non-participating	-
9. Dr. PASITPHOL TEMRITIKULCHAI (Director)	Non-participating	-
10. Mr. PRAWIT WARAPRATEEP (Director)	Participating	Others - 2023: - 2023: - 2023: - 2023: - 2023:
11. Ms. CHALONGKWAN WONGSASUTHIKUL (Director)	Participating	Others - 2023: - 2023: - 2023: - 2023:

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.thaitex.com/esg/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%AD%E0%B8%A2%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99
Uploaded document of corporate sustainability policy:	ประกาศ 018-2564 เรื่อง นโยบายการพัฒนาอย่างยั่งยืน.pdf

4.2 Sustainability Report

Corporate Sustainability Report:	Yes
URL of corporate sustainability report:	https://www.thaitex.com/economic/1

4.3 Sustainability Disclosure Standards

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