

ESG Performance

Company Name: TAOKAENOI FOOD & MARKETING PUBLIC COMPANY LIMITED Symbol: TKN

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

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	-
Uploaded document of environmental policy and practice:	ประกาศที่ 020.2565 เรื่อง นโยบายด้านอาชีวอนามัย.pdf

1.2 Environmental Practices

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

2.1 Disclosure Boundary in Energy Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
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	-	13,446,564.00	14,068,404.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	14,028,737.00	13,446,564.00	14,068,404.00
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	-	5,391.57	5,143.84

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	-	-	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total electricity expense	Baht	46,940,430.95	45,819,537.68	56,664,068.70
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	17,314.80	18,371.91	20,718.12

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	-	-	-
Gasoline	Litres	-	-	-
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	-	405,320.00	456,270.00
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	8,930,797.32	9,714,508.20	12,484,880.58
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	1
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	-	116,113.00	105,996.50
Total water withdrawal by third-party water	Cubic meters	113,683.00	116,113.00	105,996.50
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	-	46.56	38.76
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	-	116,113.00	105,996.50

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	-	1,811,284.56	1,646,004.76
Total water withdrawal expense from third-party water	Baht	1,636,897.17	1,811,284.56	1,646,004.76

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	-	726.26	601.83

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
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	-	766,449.00	859,808.00
Non-hazardous waste	Kilograms	1,101,270.00	764,869.00	858,385.00
Hazardous waste	Kilograms	-	1,580.00	1,423.00
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	-	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	0.00	0.00
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
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	-	7,533.59	7,774.47
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	0.00	2,133.76	1,814.10

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	0.00	5,399.83	5,960.37
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	-	0.00	0.00
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		
		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	-	3.02	2.84
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	Yes
Name of verifying company (Thai)	บริษัท เอสจีเอส (ประเทศไทย) จำกัด
Name of verifying company (English)	SGS (Thailand) Co., Ltd.

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	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
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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Market: SET Industry Group: Agro & Food Industry Sector: Food & Beverage

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes
URL of Corporate human rights policy and practice: -
Uploaded document of Corporate human rights policy and practice: การส่งเสริมการปฏิบัติตามกฎหมายและไม่ละเมิดสิทธิมนุษยชน.pdf

1.2 Human Rights Practices

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

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
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	-	2,494	2,735
Total number of male employees	Persons	1,199	1,139	1,313
Percentage of male employees	%	-	45.67	48.01
Total number of female employees	Persons	1,512	1,355	1,422

Percentage of female employees	%	-	54.33	51.99
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	1,133	983	1,072
Percentage of employees under 30 years old	%	-	39.41	39.20
Total number of employees 30–50 years old	Persons	1,459	1,390	1,528
Percentage of employees 30–50 years old	%	-	55.73	55.87
Total number of employees over 50 years old	Persons	119	121	135
Percentage of employees over 50 years old	%	-	4.85	4.94

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	564	491	580
Percentage of male employees under 30 years old	%	47.04	43.11	44.17
Total number of male employees 30–50 years old	Persons	608	615	697
Percentage of male employees 30–50 years old	%	50.71	53.99	53.08
Total number of male employees over 50 years old	Persons	27	33	36
Percentage of male employees over 50 years old	%	2.25	2.90	2.74

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	569	492	492
Percentage of female employees under 30 years old	%	37.63	36.31	34.60
Total number of female employees 30–50 years old	Persons	851	775	831
Percentage of female employees 30–50 years old	%	56.28	57.20	58.44
Total number of female employees over 50 years old	Persons	92	88	99
Percentage of female employees over 50 years old	%	6.08	6.49	6.96

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	2,685	2,467	2,704
Percentage of employees in operational level	%	-	98.92	98.87
Total number of employees in management level	Persons	12	12	15
Percentage of employees in management level	%	-	0.48	0.55
Total number of employees in executive level	Persons	14	15	16
Percentage of employees in executive level	%	-	0.60	0.59

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	1,179	1,117	1,290
Percentage of male employees in operational level	%	98.33	98.07	98.25
Total number of male employees in management level	Persons	9	11	12
Percentage of male employees in management level	%	0.75	0.97	0.91
Total number of male employees in executive level	Persons	11	11	11
Percentage of male employees in executive level	%	0.92	0.97	0.84

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	1,506	1,350	1,414
Percentage of female employees in operational level	%	99.60	99.63	99.44
Total number of female employees in management level	Persons	3	1	3

Percentage of female employees in management level	%	0.20	0.07	0.21
Total number of female employees in executive level	Persons	3	4	5
Percentage of female employees in executive level	%	0.20	0.30	0.35

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2020	2021	2022
Total employment of workers with disabilities	Persons	0	30	29
Total number of employees with disabilities	Persons	-	3	3
Percentage of employees with disabilities	%	-	0.12	0.11
Total number of workers who are not employees with disabilities	Persons	-	27	26

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2020	2021	2022
Total employee remuneration	Baht	40,475,200.00	42,493,878.00	54,374,796.00
Total male employee remuneration	Baht	19,765,900.00	21,252,839.00	25,076,176.00
Percentage of remuneration in male employees	%	48.83	50.01	46.12
Total female employee remuneration	Baht	20,709,300.00	21,241,039.00	29,298,620.00
Percentage of remuneration in female employees	%	51.17	49.99	53.88
Average remuneration of employees	Baht / Person	-	17,038.44	19,881.10
Average remuneration of male employees	Baht / Person	16,485.32	18,659.21	19,098.38
Average remuneration of female employees	Baht / Person	13,696.63	15,676.04	20,603.81
Ratio of average remuneration of female employees to male employees		0.83	0.84	1.08

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	406	377	384
Percentage of total number of employees joining employee provident fund to total number of employees	%	62.65	60.90	55.57
Total amount of provident fund contributed by the Company	Baht	907,910.60	974,494.28	1,003,252.85
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	2.24	2.29	1.85

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	11.71	13.11	13.55

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	3.75	1.59	3.19

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	14.00	11.00	9.00
Total number of employees that lost time injuries for 1 day or more	Persons	14	11	9
Percentage of employees that lost time injuries for 1 day or more	%	-	0.44	0.33
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

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	140	129
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	5.61	4.72
Total number of male employee turnover leaving the Company voluntarily	Persons	65	72	61
Percentage of male employee turnover leaving the Company voluntarily	%	-	51.43	47.29
Total number of female employee turnover leaving the Company voluntarily	Persons	73	68	68
Percentage of female employee turnover leaving the Company voluntarily	%	-	48.57	52.71
Significant labor dispute	Yes / No	No	No	No

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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://investor-th.taokaenoi.co.th/cg_principle.html
Uploaded document of corporate governance policy and practices:	-

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 Director Development x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://investor-th.taokaenoi.co.th/cg_principle.html
Uploaded document of Code of Conduct:	-

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	
		Male	Female
Directors	Persons	5	4
		9	
	% of total directors	55.56	44.44
		100	
Executive directors	Persons	2	2
		4	
	% of total directors	22.22	22.22
		44.44	
Non-executive directors	Persons	3	2
		5	
	% of total directors	33.33	22.22
		55.56	
- Independent directors	Persons	3	1
		4	
	% of total directors	33.33	11.11
		44.44	
- Non-executive directors who have no position in independent directors	Persons	0	1
		1	
	% of total directors	0	11.11
		11.11	

Average director age	Years	59	56
		58	
The Chairman of the Board is an independent director	Yes / No	Yes	
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	No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes	

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 ยุทธ วรฉัตรธาร	First appointment date of director:	24 Mar 2011
	Name (English):	Mr. YUTH VORACHATTARN	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1948	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:	Economics	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Food & Beverage x Marketing x Governance/ Compliance x Economics x Risk Management x Strategic Management x Sustainability x Accounting x Finance		
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%Shares:	0.000000		

2)	Name (Thai):	นาย อิทธิพัทธ์ พีระเดชาพันธ์	First appointment date of director:	21 Sep 2004
	Name (English):	Mr. ITTHIPAT PEERADECHAPAN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1984	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:	Entrepreneurship	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Food & Beverage x Accounting x Finance x Marketing x Governance/ Compliance x Economics x Risk Management x Strategic Management x Sustainability		
	Shares:	298,676,200		
	Paid-up stock:	1,380,000,000		
	%Shares:	21.643203		
3)	Name (Thai):	นางสาว อรพัทธ์ พีระเดชาพันธ์	First appointment date of director:	21 Sep 2004
	Name (English):	Ms. ORRAPAT PEERADECHAPAN	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1981	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:	Political Science	DCP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Food & Beverage x Accounting x Finance x Law x Marketing x Governance/ Compliance x Risk Management x Strategic Management x Sustainability		
	Shares:	56,615,000		
	Paid-up stock:	1,380,000,000		
	%Shares:	4.102536		
4)	Name (Thai):	นางสาว พรธีรา รงคะศิริพันธ์	First appointment date of director:	3 Jan 2012
	Name (English):	Ms. PORNTERA RONGKASIRIPHAN	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1970	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:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Food & Beverage x Accounting x Finance x Governance/ Compliance x Economics x Risk Management x Strategic Management x Sustainability		
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%Shares:	0.000000		
5)	Name (Thai):	นาย ชัยยงค์ รัตนเจริญศิริ	First appointment date of director:	24 Mar 2011
	Name (English):	Mr. CHAIYONG RATANACHROENSIRI	Type of director:	Continuing director (Full term of directorship and being re-appointed as a 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:	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 Accounting x Finance x Governance/ Compliance x Economics x Strategic Management		
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%Shares:	0.000000		
6)	Name (Thai):	นาง วณี ทัศนมนทิย	First appointment date of director:	13 Nov 2014
	Name (English):	Mrs. WANEE THASANAMONTIEN	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:	Political Science	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Food & Beverage x Accounting x Finance x Law x Governance/ Compliance x Economics x Risk Management x Strategic Management x Sustainability		
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%Shares:	0.000000		
7)	Name (Thai):	นาย จิระพงษ์ สันติภิรมย์กุล	First appointment date of director:	1 Sep 2018

	Name (English):	Mr. JIRAPONG SUNTIPIROMKUL	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1962	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Food & Beverage x Accounting x Finance x Governance/ Compliance x Economics x Risk Management x Strategic Management x Sustainability		
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%Shares:	0.000000		
8)	Name (Thai):	นาย สมจินต์ สรไพศาล	First appointment date of director:	20 Apr 2022
	Name (English):	Mr. SOMJIN SORNPAISARN	Type of director:	Newly appointed director not being replaced the ex- director
	Gender:	Male	Director position:	Director
	Year of birth:	1962	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:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Finance x Accounting x Engineering x Risk Management x Strategic Management		
	Shares:	0		

	Paid-up stock:	1,380,000,000		
	%Shares:	0.000000		
9)	Name (Thai):	นางสาว มุกดา ไพรัชเวทย์	First appointment date of director:	20 Apr 2022
	Name (English):	Ms. MOOKDA PAIRATCHAVET	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Female	Director position:	Director
	Year of birth:	1959	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 Risk Management x Food & Beverage x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%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):	นาย สมบุญ ประสิทธิ์จตุระกุล	First appointment date of director:	8 Nov 2013
	Name (English):	Mr. SOMBOON PRASITJUTRAKUL	Director termination date:	20 Apr 2022
	Gender:	Male	Director position:	Director
	Year of birth:	1967	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	Name of replacement director (English):	Ms. MOOKDA PAIRATCHAVET

	Skill and expertise:	x Food & Beverage x Accounting x Finance x Law x Marketing x Governance/ Compliance x Economics x Risk Management x Strategic Management x Sustainability	Appointment date of replacement director:	20 Apr 2022
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%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):	นาง วณี ทัศนมนทิย	Appointment date of audit committee member:	13 Nov 2014
	Name (English):	Mrs. WANEE THASANAMONTIEN	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1954	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Political Science	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย ยุทธ วรฉัตราร	Appointment date of audit committee member:	24 Mar 2011
	Name (English):	Mr. YUTH VORACHATTARN	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1948	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:	Economics	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นาย ชัยยงค์ รัตนเจริญศิริ	Appointment date of audit committee member:	24 Mar 2011
	Name (English):	Mr. CHAIYONG RATANACHROENSIRI	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1955	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		

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
No data		

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

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

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

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

No.	Name (Thai)	Name (English)	Position
1	นาย สมจินต์ สรไพศาล	Mr. SOMJIN SORNPAISARN	Chairman
2	นางสาว อรพัทธ์ พีระเดชาพันธ์	Ms. ORRAPAT PEERADECHAPAN	Member
3	นาย จิระพงษ์ สันติภิรมย์กุล	Mr. JIRAPONG SUNTIPIROMKUL	Member
4	นางสาว พรธีรา รงกะศิริพันธ์	Ms. PORNTERRA RONGKASIRIPHAN	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย ชัยยงค์ รัตนเจริญศิริ	Mr. CHAIYONG RATANACHROENSIRI	Chairman
2	นาย ยุทธ วรฉัตรธาร	Mr. YUTH VORACHATTARN	Member
3	นาง วณี ทศนมนเทียร	Mrs. WANEE THASANAMONTIEN	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย ยุทธ วรฉัตรธาร	Mr. YUTH VORACHATTARN	Chairman
2	นาง วณี ทศนมนเทียร	Mrs. WANEE THASANAMONTIEN	Member
3	นาย ชัยยงค์ รัตนเจริญศิริ	Mr. CHAIYONG RATANACHROENSIRI	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	No

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย อธิพัทธ์ พิระเดชาพันธ์	The highest-ranking executive position:	Yes
	Name (English):	Mr. ITTHIPAT PEERADECHAPAN	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Male	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1984	Appointment date of executive:	21 Sep 2004
	Nationality:	x Thailand		
	Highest level of education:	Honorary degree		
	Study field of the highest level of education:	Entrepreneurship		
	Skill and expertise:	x Food & Beverage x Accounting x Finance x Marketing x Governance/ Compliance x Economics x Risk Management x Strategic Management x Sustainability		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นางสาว อรพัทธ์ พิระเดชาพันธ์	The highest-ranking executive position:	Yes
	Name (English):	Ms. ORRAPAT PEERADECHAPAN	Executive position (Thai):	กรรมการผู้จัดการ (ธุรกิจระหว่างประเทศ และการจัดการ)

	Gender:	Female	Executive position (English):	Managing Director (International Trade and Management)
	Year of birth:	1981	Appointment date of executive:	21 Sep 2004
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Political Science		
	Skill and expertise:	x Food & Beverage x Accounting x Finance x Law x Marketing x Governance/ Compliance x Risk Management x Strategic Management x Sustainability		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย จิระพงษ์ สันติภิรมย์กุล	The highest-ranking executive position:	No
	Name (English):	Mr. JIRAPONG SUNTIPIROMKUL	Executive position (Thai):	รองกรรมการผู้จัดการ
	Gender:	Male	Executive position (English):	Deputy Managing Director
	Year of birth:	1962	Appointment date of executive:	1 Sep 2018
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Accounting		
	Skill and expertise:	x Food & Beverage x Accounting x Finance x Governance/ Compliance x Economics x Risk Management x Strategic Management x Sustainability		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาง กิพย์นา จิตต์แจ้ง	The highest-ranking executive position:	Yes

	Name (English):	Mrs. Tipnapa Jitjang	Executive position (Thai):	ประธานเจ้าหน้าที่กลุ่มงานการเงิน
	Gender:	Female	Executive position (English):	Chief Financial Officer
	Year of birth:	1972	Appointment date of executive:	1 May 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Accounting x Finance x Economics x Data Analysis		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย อติพงศ์ ชัชวาลย์	The highest-ranking executive position:	Yes
	Name (English):	Mr. Atipong Chatchawan	Executive position (Thai):	ประธานเจ้าหน้าที่กลุ่มงานปฏิบัติการ
	Gender:	Male	Executive position (English):	Chief Operating Officer
	Year of birth:	1974	Appointment date of executive:	15 Jun 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Engineering x Industrial Materials & Machinery x Agribusiness		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
6)	Name (Thai):	นาย พิศาล ธาราพัฒน์	The highest-ranking executive position:	Yes
	Name (English):	Mr. Pisan Taraphat	Executive position (Thai):	ประธานเจ้าหน้าที่กลุ่มงานบริหารรายได้
	Gender:	Male	Executive position (English):	Chief Revenue Managemet Officer
	Year of birth:	1971	Appointment date of executive:	30 Jun 2021
	Nationality:	x Thailand		

	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Management		
	Skill and expertise:	x Food & Beverage x Marketing x Digital Marketing x Brand Management x Negotiation		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
7)	Name (Thai):	นาย วชิระ ญาณทัศนกิจ	The highest-ranking executive position:	Yes
	Name (English):	Mr. Wachira Yarnthasanakij	Executive position (Thai):	ประธานเจ้าหน้าที่กลุ่มงานการค้าต่างประเทศ
	Gender:	Male	Executive position (English):	Chief International Officer
	Year of birth:	1976	Appointment date of executive:	11 Feb 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Management		
	Skill and expertise:	x Food & Beverage x Marketing x Digital Marketing x Brand Management x Negotiation		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
8)	Name (Thai):	นาย ปริญญ์ พิษณุวิจิตร	The highest-ranking executive position:	Yes
	Name (English):	Mr. Prin Pitchayavijit	Executive position (Thai):	ประธานเจ้าหน้าที่กลุ่มงานทรัพยากรบุคคล
	Gender:	Male	Executive position (English):	Chief People Officer
	Year of birth:	1969	Appointment date of executive:	1 Jan 2020
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Political Science		

	Skill and expertise:	x Human Resource Management x Corporate Social Responsibility x Sustainability		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
9)	Name (Thai):	นาย นิชชัยพงศ์ พีระเดชาพันธ์	The highest-ranking executive position:	Yes
	Name (English):	Mr. Nutchatpong Peeradechapan	Executive position (Thai):	กรรมการผู้จัดการ (สนับสนุนธุรกิจ)
	Gender:	Male	Executive position (English):	Managing Director (Business Support)
	Year of birth:	1978	Appointment date of executive:	21 Sep 2004
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Education		
	Skill and expertise:	x Food & Beverage x Information & Communication Technology x Human Resource Management x IT Management x Data Management		
	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	Mr. Wanchai Wongpongsawiwat	wanchai.w@taokaenoi.co.th	029840666 ต่อ 308
Company secretary	Mr. Anajak Limphaisan	anajak.li@taokaenoi.co.th	02 984 0666 ต่อ 502
Head of the internal audit or the outsourced internal auditor	Mrs. Wanwimol Jongsureeyapas	wanvimol.jo@plgroup.co.th	-
Head of the compliance unit	-	-	-
Head of the investor relation	Mr. Jirapong Suntipiromkul	Jirapong.S@taokaenoi.co.th	-

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)
DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED	1. Mr. Choopong Surachutikarn Email: csurachutikarn@deloitte.com Telephone: - 2. Ms. Wimolporn Boonyusthian Email: wboonyusthian@deloitte.com Telephone: - 3. Ms. Pensri Thamvarodom Email: pthamvarodom@deloitte.com Telephone: - 4. Ms. Waraporn Kriengsuntornkij Email: wkriengsuntornkij@deloitte.com Telephone: - 5. Ms. Porakoch Jongkolsiri Email: pjongkolsiri@deloitte.com Telephone: -	2,450,000.00	Details: The above audit fees exclude non-audit services, such as travel fees, documents etc. (which includes out-of-pocket expenses as actually incurred) Total service fee (baht): 0.00

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 ชัยยงค์ รัตนเจริญศิริ	First appointment date of director:	24 Mar 2011
	Name (English):	Mr. CHAIYONG RATANACHROENSIRI	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1955	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	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 Engineering x Accounting x Finance x Governance/ Compliance x Economics x Strategic Management		
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%Shares:	0.000000		
2)	Name (Thai):	นาย จิระพงษ์ สันติภิรมย์กุล	First appointment date of director:	1 Sep 2018
	Name (English):	Mr. JIRAPONG SUNTIPIROMKUL	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1962	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:	Accounting		
	Residence in Thailand:	Yes		

	Skill and expertise:	x Food & Beverage x Accounting x Finance x Governance/ Compliance x Economics x Risk Management x Strategic Management x Sustainability		
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%Shares:	0.000000		

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นางสาว มุกดา ไพรัชเวทย์	First appointment date of director:	20 Apr 2022
	Name (English):	Ms. MOOKDA PAIRATCHAVET	Director position:	Director
	Gender:	Female	Executive director position:	Yes
	Year of birth:	1959	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	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 Risk Management x Food & Beverage x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%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	
1)	Name (Thai):	นาย สมจินต์ ศรไพศาล	First appointment date of director:	20 Apr 2022
	Name (English):	Mr. SOMJIN SORNPAISARN	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1962	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:	Finance		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Finance x Accounting x Engineering x Risk Management x Strategic Management		
	Shares:	0		
	Paid-up stock:	1,380,000,000		
	%Shares:	0.000000		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 7 times

Date of AGM meeting: 20 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. YUTH VORACHATTARN (Chairman of the board)	-	7/7	100.00	Participating	Did not hold the meeting
2. Mr. ITTHIPAT PEERADECHAPAN (Director)	-	7/7	100.00	Participating	Did not hold the meeting

3. Ms. ORRAPAT PEERADECHAPAN (Director)	-	7/7	100.00	Participating	Did not hold the meeting
4. Ms. PORNTERA RONGKASIRIPHAN (Director)	-	7/7	100.00	Participating	Did not hold the meeting
5. Mr. CHAIYONG RATANACHROENSI RI (Director)	-	7/7	100.00	Participating	Did not hold the meeting
6. Mrs. WANEE THASANAMONTIEN (Director)	-	7/7	100.00	Participating	Did not hold the meeting
7. Mr. JIRAPONG SUNTIPIROMKUL (Director)	-	6/7	85.71	Participating	Did not hold the meeting
8. Mr. SOMJIN SORNPAISARN (Director)	-	4/5	80.00	Participating	Did not hold the meeting
9. Ms. MOOKDA PAIRATCHAVET (Director)	-	5/5	100.00	Participating	Did not hold the meeting
10. Mr. SOMBOON PRASITJUTRAKUL (Director)	20 Apr 2022	-/-	-	Non-participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

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

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mrs. WANEE THASANAMONTIEN (Chairman of the audit committee)	-	4/4	100.00
2. Mr. YUTH VORACHATTARN (Member of the audit committee)	-	4/4	100.00
3. Mr. CHAIYONG RATANACHROENSIRI (Member of the audit committee)	-	4/4	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:

Yes

URL of director remuneration policy and criteria:

https://investor-th.taokaenoi.co.th/cg_principle.html

Uploaded document of director remuneration policy and criteria:

-

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. YUTH VORACHATTARN (Chairman of the board)	-	720,000.00	0.00	No
2. Mr. ITTHIPAT PEERADECHAPAN (Director)	-	0.00	0.00	No
3. Ms. ORRAPAT PEERADECHAPAN (Director)	-	0.00	0.00	-
4. Ms. PORNTERRA RONGKASIRIPHAN (Director)	-	0.00	0.00	No
5. Mr. CHAIYONG RATANACHROENSIRI (Director)	-	360,000.00	0.00	No
6. Mrs. WANEE THASANAMONTIEN (Director)	-	360,000.00	0.00	No
7. Mr. JIRAPONG SUNTIPIROMKUL (Director)	-	0.00	0.00	No
8. Mr. SOMJIN SORNPAISARN (Director)	-	270,000.00	0.00	No
9. Ms. MOOKDA PAIRATCHAVET (Director)	-	720,000.00	0.00	No
10. Mr. SOMBOON PRASITJUTRAKUL (Director)	20 Apr 2022	320,000.00	0.00	No
Total (Baht)	-	2,750,000.00	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year
		2022
Meeting allowance	Baht	2,750,000.00
Other monetary remuneration	Baht	0.00
Total director remuneration	Baht	2,750,000.00

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: Yes
 URL of executive remuneration policy and criteria: https://investor-th.taokaenoi.co.th/cg_principle.html
 Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2020	2021	2022
Total executive remuneration	Baht	36,324,936.00	33,081,396.00	44,630,000.00

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. YUTH VORACHATTARN (Chairman of the board)	Non-participating	-
2. Mr. ITTHIPAT PEERADECHAPAN (Director)	Non-participating	-
3. Ms. ORRAPAT PEERADECHAPAN (Director)	Non-participating	-
4. Ms. PORNTERRA RONGKASIRIPHAN (Director)	Non-participating	-
5. Mr. CHAIYONG RATANACHROENSIRI (Director)	Non-participating	-
6. Mrs. WANEE THASANAMONTIEN (Director)	Non-participating	-
7. Mr. JIRAPONG SUNTIPIROMKUL (Director)	Participating	-
8. Mr. SOMJIN SORNPAISARN (Director)	Non-participating	-
9. Ms. MOOKDA PAIRATCHAVET (Director)	Non-participating	-
10. Mr. SOMBOON PRASITJUTRAKUL (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://investor-th.taokaenoi.co.th/cg_principle.html
Uploaded document of corporate sustainability policy:	-

4.2 Sustainability Report

Corporate Sustainability Report:	Yes
URL of corporate sustainability report:	https://investor-th.taokaenoi.co.th/one_report.html

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	x Carbon Disclosure Project (CDP)
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