



# **Annual Registration Statement / Annual Report**

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

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

**BANGKOK UNION INSURANCE PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2025



## Table of Contents

|                                                                                                                                                        | Page |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| <b>Business Operations and Performance</b>                                                                                                             |      |
| Group Structure and Operations                                                                                                                         | 1    |
| Risk Management                                                                                                                                        | 4    |
| Sustainable Development                                                                                                                                | 7    |
| <b>Corporate Governance</b>                                                                                                                            |      |
| Corporate Governance Policy                                                                                                                            | 11   |
| Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information | 12   |
| Performance Report on Corporate Governance                                                                                                             | 23   |

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : BANGKOK UNION INSURANCE PUBLIC COMPANY LIMITED

Symbol : BUI

Address : 175-177 SURAWONG ROAD, SURIYAWONG, BANG RAK

Province : Bangkok

Postcode : 10500

Business : The Company operates non-life insurance business.

Registration Number : 0107537002044

Telephone : 0-2233-6920, 0-2238-4111

Website : <http://www.bui.co.th>

Email : [bui@bui.co.th](mailto:bui@bui.co.th)

#### Total Shares Sold (shares)

Common Stock : 51,560,428

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

|                                               | 2023 | 2024         | 2025         |
|-----------------------------------------------|------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 0.00 | 1,381,751.00 | 1,420,039.00 |
| Non-life insurance (Thousand baht)            | 0.00 | 1,279,313.00 | 1,311,570.00 |
| Other (Thousand baht)                         | 0.00 | 102,438.00   | 108,468.00   |

|                                   | 2023   | 2024   | 2025   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Non-life insurance (%)            | 0.00   | 92.59  | 92.36  |
| Other (%)                         | 0.00   | 7.41   | 7.64   |

By Geographical Area or Market

|                                               | 2023 | 2024         | 2025         |
|-----------------------------------------------|------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 0.00 | 1,381,751.00 | 1,420,039.00 |
| Domestic (Thousand baht)                      | 0.00 | 1,381,751.00 | 1,420,039.00 |
| International (Thousand baht)                 | 0.00 | 0.00         | 0.00         |

|                                   | 2023   | 2024   | 2025   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%)                      | 0.00   | 100.00 | 100.00 |
| International (%)                 | 0.00   | 0.00   | 0.00   |

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

|                                                  | 2023 | 2024   | 2025     |
|--------------------------------------------------|------|--------|----------|
| Total other income (Thousand baht)               | 0.00 | 699.00 | 3,689.00 |
| Other income from operations (Thousand baht)     | 0.00 | 699.00 | 3,689.00 |
| Other income not from operations (Thousand baht) | 0.00 | 0.00   | 0.00     |

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

|                                 | 2023 | 2024   | 2025   |
|---------------------------------|------|--------|--------|
| Share of profit (Thousand baht) | 0.00 | 992.00 | 558.00 |

**Information on Products and Services (1.2.2)****Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : No

| (Unit : Thousand baht)           | 2023 | 2024 | 2025 |
|----------------------------------|------|------|------|
| R&D expenses in the past 3 years | N/A  | N/A  | N/A  |

# Risk Management

# Risk Management

## Risk Factors (2.2)

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

### Operational Risk

**Risk Management Measures:** Yes

### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Competition risk
- ESG risk
- Climate change and disasters

Operational Risk

- Shortage or reliance on skilled workers
- Systems or internal control system
- Safety, occupational health, and working environment
- Impact on the environment
- Impact on human rights
- Corruption

### **Operational Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Information security and cyber-attack

### **Compliance Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Compliance Risk

- Change in laws and regulations

### **Financial Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Insufficient sources of funding

### **Financial Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Liquidity risk

## **Risk to Securities Holder (2.2.2)**

### **Financial Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

- Other

# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : [https://www.bui.co.th/mainpages/pdf\\_1/BPolicy/CompanyPolicy\\_06\\_BusinessDevelopment.pdf](https://www.bui.co.th/mainpages/pdf_1/BPolicy/CompanyPolicy_06_BusinessDevelopment.pdf)  
(if applicable)

### Environmental Aspect (3.3)

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

Environmental Policy and Practice : Yes

URL of environmental policy and practice : [https://www.bui.co.th/mainpages/pdf\\_1/BPolicy/CompanyPolicy\\_01\\_Environment.pdf](https://www.bui.co.th/mainpages/pdf_1/BPolicy/CompanyPolicy_01_Environment.pdf)  
(if applicable)

Company environmental guideline : Electricity Management, Water Management, Waste Management

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

#### Energy management

##### • Fuel consumption

|                      | 2023   | 2024   | 2025 |
|----------------------|--------|--------|------|
| Jet fuel (Litres)    | 0.00   | 0.00   | N/A  |
| Diesel (Litres)      | 212.00 | 855.27 | N/A  |
| Coal (Metric tonnes) | 0.00   | 0.00   | N/A  |

##### • Electricity consumption

|                                                                        | 2023 | 2024 | 2025 |
|------------------------------------------------------------------------|------|------|------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 0.00 | 0.00 | 0.00 |

Water management

• Water consumption

|                                       | 2023      | 2024      | 2025 |
|---------------------------------------|-----------|-----------|------|
| Total water withdrawal (Cubic meters) | 10,264.70 | 13,032.60 | N/A  |

Waste management

• Waste from operations

|                                   | 2023 | 2024 | 2025 |
|-----------------------------------|------|------|------|
| Total waste generated (Kilograms) | 0.00 | 0.00 | 0.00 |

Greenhouse gas management

• Greenhouse gas emissions

|                                                                  | 2023 | 2024 | 2025 |
|------------------------------------------------------------------|------|------|------|
| Scope 1 (Tons of carbon dioxide equivalents)                     | N/A  | N/A  | 0.00 |
| Scope 2 (Tons of carbon dioxide equivalents)                     | N/A  | N/A  | N/A  |
| Scope 3 (Tons of carbon dioxide equivalents)                     | N/A  | N/A  | N/A  |
| Total GHG emissions (Metric tonnes of carbon dioxide equivalent) | 0.00 | 0.00 | 0.00 |

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : [https://www.bui.co.th/mainpages/pdf\\_1/BPolicy/CompanyPolicy\\_02\\_HumanRights.pdf](https://www.bui.co.th/mainpages/pdf_1/BPolicy/CompanyPolicy_02_HumanRights.pdf)

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

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

|                                            | 2023       | 2024       | 2025       |
|--------------------------------------------|------------|------------|------------|
| Number of male employees (Persons)         | 83         | 91         | 97         |
| Number of female employees (Persons)       | 110        | 107        | 119        |
| <b>Total number of employees (Persons)</b> | <b>193</b> | <b>198</b> | <b>216</b> |

##### • Employee remuneration

|                              | 2023           | 2024           | 2025           |
|------------------------------|----------------|----------------|----------------|
| Employee remuneration (baht) | 113,131,334.00 | 119,392,053.06 | 126,011,636.52 |

##### • Employee development and training

|                                                         | 2023      | 2024       | 2025       |
|---------------------------------------------------------|-----------|------------|------------|
| Average employee training hours (Hours / Person / Year) | 4.00      | 4.00       | 4.00       |
| Employee development and training expenses (baht)       | 70,147.00 | 213,600.00 | 149,581.46 |

##### • Health, safety and work environment

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
|--|------|------|------|

|                                                                    |   |   |   |
|--------------------------------------------------------------------|---|---|---|
| Total number of lost time injury incidents by employees<br>(Cases) | 0 | 0 | 0 |
|--------------------------------------------------------------------|---|---|---|

• **Employee retention**

|                                                      | 2023  | 2024  | 2025  |
|------------------------------------------------------|-------|-------|-------|
| Percentage of employees who voluntarily resigned (%) | 22.80 | 24.24 | 18.98 |

• **Significant labor dispute**

|                           | 2023 | 2024 | 2025 |
|---------------------------|------|------|------|
| Significant labor dispute | No   | No   | No   |

# Corporate Governance Policy

## Corporate Governance Policy

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

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : [https://www.bui.co.th/mainpages/index.php?sec\\_id=4&sub\\_id=6](https://www.bui.co.th/mainpages/index.php?sec_id=4&sub_id=6)

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

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

Company policy and guideline : Nomination of Directors, Compensation, Director Development, Board Performance Evaluation

## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct : Yes

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

Company policy and guideline : Anti-corruption

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

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

### Board of Directors (7.2)

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

|                                   | Number of persons | Percentage (%) |
|-----------------------------------|-------------------|----------------|
| Total number of directors         | 10                | 100.00         |
| Number of male directors          | 6                 | 60.00          |
| Number of female directors        | 4                 | 40.00          |
| Number of executive directors     | 6                 | 60.00          |
| Number of non-executive directors | 4                 | 40.00          |
| Number of independent directors   | 4                 | 40.00          |

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

##### List of directors

| General information                                                                                                                                                                                   | Position                                                                                                     | Date position was assumed | Experience and expertise                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------|-------------------------------------------------------------------|
| 1. Mr. MANU LEOPAIROTE<br>Gender: Male<br>Age: 82 years old<br>Highest level of education:<br>Doctoral degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the board<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 12 May 1999               | Economics, Leadership, Law,<br>Insurance, Strategic<br>Management |

|    |                                                                                                                                                                                                                                        |                                                                                                           |             |                                                                        |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-------------|------------------------------------------------------------------------|
| 2. | <p>Mr. SOONTHORN KONUNTAKIET</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p> | 25 Apr 1994 | <p>Audit, Risk Management, Insurance, IT Management, Data Analysis</p> |
| 3. | <p>Mr. PICHIT SINPATANASAKUL</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>   | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>      | 12 May 1999 | <p>Commerce, Insurance, Accounting, Risk Management, Audit</p>         |
| 4. | <p>Ms. TANYARATT IAMSOPANA</p> <p>Gender: Female</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>               | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>                                | 12 Apr 2006 | <p>Insurance, Commerce, Marketing, Engineering, Risk Management</p>    |
| 5. | <p>Ms. SUJINTANA CHAMPISRI</p> <p>Gender: Female</p> <p>Age: 66 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                 | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>                                | 12 Apr 2006 | <p>Economics, Insurance, Accounting, Finance, Commerce</p>             |

|    |                                                                                                                                                                                                                                          |                                                                                                   |             |                                                                                          |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------|------------------------------------------------------------------------------------------|
| 6. | <p>Ms. MALINEE LEOPAIRAT</p> <p>Gender: Female</p> <p>Age: 83 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Mathematics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>         | <p>Director<br/>(Executive)</p> <p>Director type: Re-elected as director</p>                      | 13 May 2011 | Insurance, Commerce, Accounting, Finance, Statistics                                     |
| 7. | <p>Mr. PRACHAI LEOPHAIRATANA</p> <p>Gender: Male</p> <p>Age: 81 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                 | <p>Director<br/>(Executive)</p> <p>Director type: Original director</p>                           | 3 Apr 2012  | Petrochemicals & Chemicals, Insurance, Engineering, Leadership, Strategic Management     |
| 8. | <p>Mr. THAVICH TAYCHANAVALAKUL</p> <p>Gender: Male</p> <p>Age: 76 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director<br/>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 9 May 2013  | Insurance, Commerce, Leadership, Risk Management, Audit                                  |
| 9. | <p>Mr. PAKORN LEOPAIRUT</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                       | <p>Director<br/>(Executive)</p> <p>Director type: Re-elected as director</p>                      | 13 Nov 2019 | Insurance, Industrial Materials & Machinery, Marketing, Leadership, Strategic Management |

|     |                                |                         |             |                      |
|-----|--------------------------------|-------------------------|-------------|----------------------|
| 10. | Ms. MANEERAT IAMSOPANA         | Director                | 15 May 2020 | Insurance, Commerce, |
|     | Gender: Female                 | (Executive)             |             | Accounting, Finance, |
|     | Age: 46 years old              |                         |             | Strategic Management |
|     | Highest level of education:    | Director type: Original |             |                      |
|     | Master's degree                | director                |             |                      |
|     | Major: Business Administration |                         |             |                      |
|     | Thai nationality: Yes          |                         |             |                      |
|     | Residing in Thailand: Yes      |                         |             |                      |

#### Other Information pertaining to committees

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

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

| General information                                                                                                                                                                                        | Position                                                                                                     | Date position was assumed | Experience and expertise                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------|-----------------------------------------------------------------|
| 1. Mr. PICHIT SINPATANASAKUL<br>Gender: Male<br>Age: 68 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes   | Chairman of the audit committee<br>(Non-executive, Independent director)<br>Director type: Original director | 9 May 2013                | Commerce, Insurance, Accounting, Risk Management, Audit         |
| 2. Mr. SOONTHORN KONUNTAKIET<br>Gender: Male<br>Age: 68 years old<br>Highest level of education: Bachelor's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                 | 12 May 1999               | Audit, Risk Management, Insurance, IT Management, Data Analysis |
| 3. Mr. THAVICH TAYCHANAVAKUL<br>Gender: Male<br>Age: 76 years old<br>Highest level of education: Bachelor's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                 | 9 May 2013                | Insurance, Commerce, Leadership, Risk Management, Audit         |

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

#### Other sub-committees

## Sub-committees information

| Name of sub-committees                             | List of directors                                                                                                                                                                                                     | Position                                                                       |
|----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| Nomination and Remuneration Committee              | Mr. PICHIT SINPATANASAKUL<br>Mr. SOONTHORN KONUNTAKIET<br>Ms. SUJINTANA CHAMPISRI                                                                                                                                     | Chairman<br>Member<br>Member                                                   |
| Underwriting Committee                             | Ms. TANYARATT IAMSOPANA<br>Mrs. YAOVADEE CHAITANAPINYO<br>Ms. SUJINTANA CHAMPISRI<br>Mrs. WANPHEN KONGCHARTREE<br>Capt. Manop Varaphakdi<br>Mr. Songserm Sutthipanya<br>Mr. Komkrit Tieamtanomp                       | Chairman<br>Member<br>Member<br>Member<br>Member<br>Member<br>Member           |
| Roles and Responsibilities of Claim Committee      | Ms. MALINEE LEOPAIRAT<br>Ms. TANYARATT IAMSOPANA<br>Mrs. YAOVADEE CHAITANAPINYO<br>Mrs. Jiravadee Phromsopee<br>Mr. Songserm Sutthipanya<br>Mrs. WANPHEN KONGCHARTREE<br>Mr. SANTI SARITHO<br>Mr. Komkrit Tieamtanomp | Chairman<br>Member<br>Member<br>Member<br>Member<br>Member<br>Member<br>Member |
| Roles and Responsibilities of Investment Committee | Ms. MALINEE LEOPAIRAT<br>Ms. TANYARATT IAMSOPANA<br>Ms. MANEERAT IAMSOPANA<br>Ms. SUJINTANA CHAMPISRI<br>Ms. THITIPORN SAETANG<br>Mr. Songserm Sutthipanya                                                            | Chairman<br>Member<br>Member<br>Member<br>Member<br>Member                     |
| Risk Management Committee                          | Mr. SOONTHORN KONUNTAKIET<br>Mr. PICHIT SINPATANASAKUL<br>Ms. TANYARATT IAMSOPANA<br>Mrs. WANPHEN KONGCHARTREE<br>Mr. Songserm Sutthipanya                                                                            | Chairman<br>Member<br>Member<br>Member<br>Member                               |
| Technology and Information Committee               | Ms. MALINEE LEOPAIRAT<br>Ms. TANYARATT IAMSOPANA<br>Ms. Siriphorn Mangjit<br>Mr. Sasitorn Chinnatad<br>Ms. Sunee Khunvoratham<br>Mr. Witoon Achineethongkam                                                           | Chairman<br>Member<br>Member<br>Member<br>Member<br>Member                     |

|                             |                             |          |
|-----------------------------|-----------------------------|----------|
| Insurance Product Committee | Ms. TANYARATT IAMSOPANA     | Chairman |
|                             | Mrs. YAOVADEE CHAITANAPINYO | Member   |
|                             | Ms. SUJINTANA CHAMPISRI     | Member   |
|                             | Mrs. WANPHEN KONGCHARTREE   | Member   |
|                             | Mr. Komkrit Tieamtanomp     | Member   |
|                             | Mr. Songserm Sutthipanya    | Member   |
|                             | Mr. Nantasid Horprasartsuk  | Member   |

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

|                                                                     |                                         |
|---------------------------------------------------------------------|-----------------------------------------|
| Sub-committees responsible for risk management                      | : Risk Management Committee             |
| Sub-committees responsible for nomination                           | : Nomination and Remuneration Committee |
| Sub-committees responsible for remuneration                         | : Nomination and Remuneration Committee |
| Sub-committees responsible for corporate governance                 | : None                                  |
| Sub-committees responsible for corporate sustainability development | : Insurance Product Committee           |

## Executives (7.4)

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

#### The four highest-ranking executives

| General information                                                                                                                                  | Position                 | Date position was assumed | Experience and expertise                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------|--------------------------------------------------------------|
| 1. Ms. TANYARATT IAMSOPANA<br>Gender: Female<br>Age: 48 years old<br>Highest level of education: Master's degree<br>Major: Engineering               | Managing Director        | 3 Jan 2011                | Insurance, Commerce, Marketing, Engineering, Risk Management |
| 2. Ms. SUJINTANA CHAMPISRI [1][2]<br>Gender: Female<br>Age: 66 years old<br>Highest level of education: Master's degree<br>Major: Economics          | Chief Finance Officer    | 2 Jan 2002                | Economics, Insurance, Accounting, Finance, Commerce          |
| 3. Ms. Sunee Khunvoratham [1]<br>Gender: Female<br>Age: 63 years old<br>Highest level of education: Bachelor's degree<br>Major: Management           | HR Director              | 2 Jan 2008                | Insurance, Finance, Human Resource Management                |
| 4. Mr. Komkrit Tieamtanomp [1]<br>Gender: Male<br>Age: 61 years old<br>Highest level of education: Bachelor's degree<br>Major: Fine and Applied Arts | Claim Department Manager | 2 May 2024                | Insurance, Automotive, Law, Negotiation                      |

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

### Remuneration policy for executives (7.4.2 – 7.4.3)

## Remuneration

|                                     | 2023          | 2024          | 2025          |
|-------------------------------------|---------------|---------------|---------------|
| Total executive remuneration (baht) | 25,174,309.00 | 30,947,904.00 | 32,955,469.00 |

## Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 97

Number of female employees (persons) : 119

**Total number of employees (persons)** : 216

#### Employee Remuneration

Total employee remuneration : 126,011,636.52

#### Provident fund

Total number of employees (persons) : 216

Number of employees contributing to the PVD (persons) : 115

Percentage of employees who are members (%) : 53.24

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

| General information |                              | Email                | Telephone           |
|---------------------|------------------------------|----------------------|---------------------|
| 1.                  | Ms. WARUNEE LERWIWATTHAWOM   | warunee.l@bui.co.th  | 02-233-6920 ต่อ 353 |
| 2.                  | Mr. Surachai Wichitkongkakul | surachai.w@bui.co.th |                     |

- Company secretary

| General information |                     | Email                | Telephone           |
|---------------------|---------------------|----------------------|---------------------|
| 1.                  | Ms. Jiratcha Ruplek | jiratcha.r@bui.co.th | 02-233-6920 ต่อ 444 |

- Head of internal audit

| General information |                     | Email               | Telephone           |
|---------------------|---------------------|---------------------|---------------------|
| 1.                  | Mr. SIRISAK SANGPAN | sirisak.s@bui.co.th | 02-233-6920 ต่อ 162 |

- Head of compliance unit

| General information |                            | Email                | Telephone           |
|---------------------|----------------------------|----------------------|---------------------|
| 1.                  | Ms. Nipaporn Kanjanbumrung | nipaporn.k@bui.co.th | 02-233-6920 ต่อ 105 |

- Head of investor relations

| General information |                     | Email                | Telephone |
|---------------------|---------------------|----------------------|-----------|
| 1.                  | Ms. Jiratcha Ruplek | jiratcha.r@bui.co.th |           |

**Company's auditor**

| Company                                              | Names and general<br>information of<br>auditors | Audit fee (baht) | Other non-audit fees<br>(baht)                                                           |
|------------------------------------------------------|-------------------------------------------------|------------------|------------------------------------------------------------------------------------------|
| 1. PRICEWATERHOUSECOOPERS<br>ABAS<br>COMPANY LIMITED |                                                 | 3,450,000.00     | Details: Review of the<br>interim fund<br>statement<br>Total service fee<br>(baht): 0.00 |

# Performance Report on Corporate Governance

# Performance Report on Corporate Governance

## Summary of Director Performance (8.1)

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

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

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

| General information                                                                                                                                                                                           | Position                                                                                             | Date position was assumed                    | Experience and expertise                                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------------------------------------------------|
| 1. Mr. SOONTHORN KONUNTAKIET<br>Gender: Male<br>Age: 68 years old<br>Highest level of education:<br>Bachelor's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Re-elected<br>as director | Date position was<br>assumed:<br>25 Apr 1994 | Audit, Risk Management,<br>Insurance, IT Management,<br>Data Analysis                             |
| 2. Ms. MALINEE LEOPAIRAT<br>Gender: Female<br>Age: 83 years old<br>Highest level of education:<br>Master's degree<br>Major: Master of Mathematics<br>Thai nationality: Yes<br>Residing in Thailand: Yes       | Director<br>(Executive)<br><br>Director type: Re-elected<br>as director                              | Date position was<br>assumed:<br>13 May 2011 | Insurance, Commerce,<br>Accounting, Finance,<br>Statistics                                        |
| 3. Mr. PAKORN LEOPAIRUT<br>Gender: Male<br>Age: 45 years old<br>Highest level of education:<br>Master's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes                     | Director<br>(Executive)<br><br>Director type: Re-elected<br>as director                              | Date position was<br>assumed:<br>13 Nov 2019 | Insurance, Industrial<br>Materials & Machinery,<br>Marketing, Leadership,<br>Strategic Management |

## Development of directors over the past year

| List of directors         | Position              | Participated in director development program |
|---------------------------|-----------------------|----------------------------------------------|
| Mr. MANU LEOPAIROTE       | Chairman of the board | Non-participating                            |
| Mr. SOONTHORN KONUNTAKIET | Director              | Non-participating                            |
| Mr. PICHIT SINPATANASAKUL | Director              | Non-participating                            |
| Ms. TANYARATT IAMSOPANA   | Director              | Participating                                |
| Ms. SUJINTANA CHAMPISRI   | Director              | Non-participating                            |
| Ms. MALINEE LEOPAIRAT     | Director              | Participating                                |
| Mr. PRACHAI LEOPHAIRATANA | Director              | Non-participating                            |
| Mr. THAVICH TAYCHANAFAKUL | Director              | Non-participating                            |
| Mr. PAKORN LEOPAIRUT      | Director              | Non-participating                            |
| Ms. MANEERAT IAMSOPANA    | Director              | Non-participating                            |

## Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

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

### Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 10 Apr 2025

EGM meeting : No

| List of directors | Termination date | Number of Board Meeting | AGM meetings | EGM meetings |
|-------------------|------------------|-------------------------|--------------|--------------|
|-------------------|------------------|-------------------------|--------------|--------------|

|     |                                                |   |     |                   |                          |
|-----|------------------------------------------------|---|-----|-------------------|--------------------------|
| 1.  | Mr. MANU LEOPAIROTE<br>(Chairman of the board) | - | 4/4 | Participating     | Did not hold the meeting |
| 2.  | Mr. SOONTHORN KONUNTAKIET<br>(Director)        | - | 4/4 | Participating     | Did not hold the meeting |
| 3.  | Mr. PICHIT SINPATANASAKUL<br>(Director)        | - | 4/4 | Participating     | Did not hold the meeting |
| 4.  | Ms. TANYARATT IAMSOPANA<br>(Director)          | - | 4/4 | Participating     | Did not hold the meeting |
| 5.  | Ms. SUJINTANA CHAMPISRI<br>(Director)          | - | 4/4 | Participating     | Did not hold the meeting |
| 6.  | Ms. MALINEE LEOPAIRAT<br>(Director)            | - | 4/4 | Participating     | Did not hold the meeting |
| 7.  | Mr. PRACHAI LEOPHAIRATANA<br>(Director)        | - | 4/4 | Participating     | Did not hold the meeting |
| 8.  | Mr. THAVICH TAYCHANAVALAKUL<br>(Director)      | - | 4/4 | Participating     | Did not hold the meeting |
| 9.  | Mr. PAKORN LEOPAIRUT<br>(Director)             | - | 4/4 | Non-participating | Did not hold the meeting |
| 10. | Ms. MANEERAT IAMSOPANA<br>(Director)           | - | 4/4 | Participating     | Did not hold the meeting |

### Remuneration for company directors

|    | List of directors                              | Termination date | Meeting allowance<br>(baht) | Other monetary<br>remuneration<br>(baht) | Other non-<br>monetary |
|----|------------------------------------------------|------------------|-----------------------------|------------------------------------------|------------------------|
| 1. | Mr. MANU LEOPAIROTE<br>(Chairman of the board) | -                | 324,000.00                  | 0.00                                     | No                     |
| 2. | Mr. SOONTHORN KONUNTAKIET<br>(Director)        | -                | 56,000.00                   | 0.00                                     | No                     |
| 3. | Mr. PICHIT SINPATANASAKUL<br>(Director)        | -                | 56,000.00                   | 0.00                                     | No                     |
| 4. | Ms. TANYARATT IAMSOPANA<br>(Director)          | -                | 0.00                        | 0.00                                     | No                     |
| 5. | Ms. SUJINTANA CHAMPISRI<br>(Director)          | -                | 0.00                        | 0.00                                     | No                     |
| 6. | Ms. MALINEE LEOPAIRAT<br>(Director)            | -                | 0.00                        | 0.00                                     | No                     |

|     |                                         |   |           |      |     |
|-----|-----------------------------------------|---|-----------|------|-----|
| 7.  | Mr. PRACHAI LEOPHAIRATANA<br>(Director) | - | 0.00      | 0.00 | No  |
| 8.  | Mr. THAVICH TAYCHANAVAKUL<br>(Director) | - | 56,000.00 | 0.00 | No  |
| 9.  | Mr. PAKORN LEOPAIRUT<br>(Director)      | - | 0.00      | 0.00 | No  |
| 10. | Ms. MANEERAT IAMSOPANA<br>(Director)    | - | 0.00      | 0.00 | N/A |

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

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

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

|    | List of directors                                              | Termination date | Number of the audit committee meeting |
|----|----------------------------------------------------------------|------------------|---------------------------------------|
| 1. | Mr. PICHIT SINPATANASAKUL<br>(Chairman of the audit committee) | -                | 4/4                                   |
| 2. | Mr. SOONTHORN KONUNTAKIET<br>(Audit committee)                 | -                | 4/4                                   |
| 3. | Mr. THAVICH TAYCHANAVAKUL<br>(Audit committee)                 | -                | 4/4                                   |

Remark : Total 4 times / complete