



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

ADVANCED INFO SERVICE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : ADVANCED INFO SERVICE PUBLIC COMPANY LIMITED

Symbol : ADVANC

Address : AIS TOWER 1, 414 PHAHOLYOTHIN ROAD, PHAYA THAI

Province : Bangkok

Postcode : 10400

Business : Operate telecommunication business including mobile network service, fixed broadband service, and digital services.

Registration Number : 0107535000265

Telephone : 0-2029-5000

Website : www.ais.co.th

Email : investor@ais.co.th

Total Shares Sold (shares)

Common Stock : 2,974,209,736

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	181,332,890.00	185,484,775.00	188,872,911.00
Mobile communication business revenue (Thousand baht)	117,243,969.00	116,695,512.00	118,129,695.00
SIM and device sales revenue (Thousand baht)	36,541,790.00	39,475,613.00	36,951,754.00
Fixed broadband business revenue (Thousand baht)	8,436,093.00	10,064,102.00	13,620,544.00
Other services revenue (Thousand baht)	5,291,452.00	6,273,768.00	6,819,221.00
Interconnection (IC) and equipment rental revenue (Thousand baht)	13,819,586.00	12,975,780.00	13,351,697.00
	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Mobile communication business revenue (%)	64.66	62.91	62.54
SIM and device sales revenue (%)	20.15	21.28	19.56
Fixed broadband business revenue (%)	4.65	5.43	7.21
Other services revenue (%)	2.92	3.38	3.61
Interconnection (IC) and equipment rental revenue (%)	7.62	7.00	7.07

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	181,332,890.00	185,484,775.00	188,872,911.00
Domestic (Thousand baht)	181,332,890.00	185,484,775.00	188,872,911.00
International (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	1,055,202.00	531,675.00	687,530.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	1,055,202.00	531,675.00	687,530.00

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

	2021	2022	2023
Share of profit (Thousand baht)	-140,731.00	-36,220.00	168,161.00

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)	2021	2022	2023
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)

1. Risk from Changes in Government Policies, Rules, Regulations and Orders of Regulators

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

2.Risks Arising from Disputes with Government Agencies

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations
- Legal risk

3.Risk from Market Saturation and Declining Growth

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Economic risk

Financial Risk

- Fluctuation in return on assets or investment
- Income volatility

4. Risk from Technological Advancements and substitution of products and services

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Competition risk

Operational Risk

- Product obsolescence

Financial Risk

- Fluctuation in return on assets or investment
- Income volatility

5. Risk in acquiring and retaining talents to cope with market changes

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

6. Supply Chain Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects

7.Risk from Major Network Failure or Interruption to Important Systems

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Information security and cyber-attack

8.Risk from Exchange Rate Fluctuation

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

9.Risks from the absence of a debt covenant ratio

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

10.Risk of Data Privacy

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Information security and cyber-attack
- Impact on human rights

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance

11.Risk to Information Security and Threats from Cyber-attack

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Information security and cyber-attack

12. Climate Change Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Policies or international agreements related to business operations
- Climate change and disasters

Operational Risk

- Climate change and disasters

Compliance Risk

- Change in laws and regulations

13. Geopolitical and Geoeconomic Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Policies or international agreements related to business operations
- Business operations of partners in the supply chain
- Economic risk

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Delays in the development of future projects

Financial Risk

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

14. Risk from acquisition of Triple T Broadband Public Company Limited (TTTBB) and stake in Jasmin Broadband Internet Infrastructure Fund (JASIF)

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- New business risk

Operational Risk

- Shortage or reliance on skilled workers
- Systems or internal control system
- Human error in business operations

Financial Risk

- Fluctuation in return on assets or investment

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://sustainability.ais.co.th/th/home>

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://sustainability.ais.co.th/storage/sustainability-priorities/emissions/ais-environmental-policy-th-2018.pdf>

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Diesel (Litres)	2,120,250.00	2,385,728.00	2,366,998.00
Gasoline (Litres)	883,832.00	1,168,800.00	1,091,225.00

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	1,289,317,000.00	1,360,633,000.00	1,422,863,000.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	179,306.00	198,751.00	199,734.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	65,793.00	216,673.00	1,594,601.00
Hazardous waste (Kilograms)	116,903.00	1,060,008.00	1,332,820.00
Total waste generated (Kilograms)	182,696.00	1,276,681.00	2,927,421.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	654,748.00	660,050.00	701,642.00
Scope 1 (Tons of carbon dioxide equivalents)	8,931.00	7,411.00	9,351.00
Scope 2 (Tons of carbon dioxide equivalents)	636,390.00	668,086.00	694,913.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	645,321.00	675,497.00	704,264.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : บริษัท เอสจีเอส (ประเทศไทย) จำกัด

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://sustainability.ais.co.th/storage/respect-to-human-rights/human-rights-policy-th.pdf>

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

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2021	2022	2023
Number of male employees (Persons)	5,097	5,260	4,724
Number of female employees (Persons)	7,812	7,881	6,724
Total number of employees (Persons)	12,909	13,141	11,448

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	9,807,114,000.00	9,543,187,000.00	10,656,599,000.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	32.00	29.00	24.00
Employee development and training expenses (baht)	125,040,000.00	65,090,000.00	94,830,000.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	1	0	0
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• Significant labor dispute

	2021	2022	2023
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://investor-th.ais.co.th/misc/cg/20230602-advanc-cg-policy-th.pdf>

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

Policy and guideline related to the board of directors

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

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

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

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

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

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	11	100.00
Number of male directors	9	81.82
Number of female directors	2	18.18
Number of executive directors	2	18.18
Number of non-executive directors	9	81.82
Number of independent directors	4	36.36

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. KAN TRAKULHOON Gender: Male Age: 68 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	3 Aug 2015	Risk Management, Transportation & Logistics, Governance/ Compliance, Sustainability, Corporate Social Responsibility, Law

2.	<p>Mr. SARATH RATANAVADI</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	21 Oct 2021	<p>Risk Management, Sustainability, Corporate Social Responsibility, Law, Business Administration</p>
3.	<p>Mr. KRAIRIT EUCHUKANONCHAI</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: Re-elected as director</p>	26 Mar 2014	<p>Economics, Accounting, Finance, Audit, Internal Control, Governance/ Compliance, Change Management, Risk Management, Human Resource Management, IT Management, Finance & Securities</p>
4.	<p>Mr. PREDEE DAOCHAI</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Honorary 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>	9 Sep 2022	<p>Economics, Audit, Finance & Securities, Risk Management, IT Management, Human Resource Management, Change Management, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Law, Finance, Accounting</p>
5.	<p>Ms. JEANN LOW NGIAP JONG</p> <p>Gender: Female</p> <p>Age: 63 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	27 Mar 2013	<p>Economics, Finance, IT Management, Governance/ Compliance, Information & Communication Technology, Accounting</p>

6.	<p>Ms. YUPAPIN WANGVIWAT</p> <p>Gender: Female</p> <p>Age: 55 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)</p> <p>Director type: Re-elected as director</p>	21 Oct 2021	<p>Economics, Accounting, Finance, Risk Management, Sustainability, Corporate Social Responsibility</p>
7.	<p>Mr. GERARDO C. JR. ABLAZA</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Arts (Mathematics)</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	27 Apr 2017	<p>Economics, Accounting, Finance, Risk Management, Governance/ Compliance, Sustainability, Corporate Social Responsibility, Information & Communication Technology, IT Management</p>
8.	<p>Mr. SOMCHAI LERTSUTIWONG</p> <p>Gender: Male</p> <p>Age: 61 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>(Executive)</p> <p>Director type: Re-elected as director</p>	27 Jun 2014	<p>Risk Management, Marketing, Corporate Social Responsibility, Sustainability, Law, Information & Communication Technology, IT Management, Strategic Management, Governance/ Compliance</p>
9.	<p>Mr. SMITH BANOMYONG</p> <p>Gender: Male</p> <p>Age: 51 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>(Non-executive)</p> <p>Director type: Original director</p>	21 Oct 2021	<p>Economics, Finance, Accounting, Finance & Securities, Risk Management, Human Resource Management</p>

10.	Mr. ARTHUR LANG TAO YIH Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Original director	21 Oct 2021	Economics, Accounting, Finance, Finance & Securities, Risk Management, Sustainability, Corporate Social Responsibility, Information & Communication Technology, IT Management
11.	Mr. MARK CHONG CHIN KOK Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Original director	28 Mar 2023	Risk Management, IT Management, Strategic Management, Marketing, Information & Communication Technology

List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. ALLEN LEW YOONG KEONG Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Director (Non-executive)	Date position was assumed: 20 Mar 2006 Date directorship ended: 28 Mar 2023	Mr. Mark Chong Chin Kok Date position was assumed: 28 Mar 2023

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. KRAIRIT EUCHUKANONCHAI [1] Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	6 May 2014	Economics, Accounting, Finance, Audit, Internal Control, Governance/ Compliance, Change Management, Risk Management, Human Resource Management, IT Management, Finance & Securities
2. Mr. GERARDO C. JR. ABLAZA [1] Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Arts (Mathematics) Thai nationality: No Residing in Thailand: No	Audit committee (Non-executive, Independent director) Director type: Original director	21 Oct 2021	Economics, Accounting, Finance, Risk Management, Governance/ Compliance, Sustainability, Corporate Social Responsibility, Information & Communication Technology, IT Management
3. Mr. PREDEE DAOCHAI [1] Gender: Male Age: 65 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	9 Sep 2022	Economics, Audit, Finance & Securities, Risk Management, IT Management, Human Resource Management, Change Management, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Law, Finance, Accounting

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

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. SARATH RATANAVADI Gender: Male Age: 58 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Jul 2022
2. Ms. JEANN LOW NGIAP JONG Gender: Female Age: 63 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Member of the executive committee	27 Mar 2023
3. Mr. SMITH BANOMYONG Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Oct 2021
4. Mr. SOMCHAI LERTSUTIWONG Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Jun 2014

5.	Mr. ARTHUR LANG TAO YIH Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Member of the executive committee	3 Jul 2022
6.	Ms. YUPAPIN WANGVIWAT Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Mar 2023
7.	Mr. Mark Chong Chin Kok Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Vice-chairman of the executive committee	28 Mar 2023

List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. ALLEN LEW YOONG KEONG Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Chairman of the executive committee	Date position was assumed: 20 Mar 2006 Date directorship ended: 28 Mar 2023	Mr. Mark Chong Chin Kok Date position was assumed: 28 Mar 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Compensation Committee	Mr. KAN TRAKULHOON	Chairman
	Mr. SARATH RATANAVADI	Member
	Ms. JEANN LOW NGIAP JONG	Member
Sustainable Development Committee	Mr. KAN TRAKULHOON	Chairman
	Ms. YUPAPIN WANGVIWAT	Member
	Mr. SOMCHAI LERTSUTIWONG	Member
	Mr. ARTHUR LANG TAO YIH	Member
Audit and Risk Committee	Mr. KRAIRIT EUCHUKANONCHAI	Chairman
	Mr. PREDEE DAOCHAI	Member
	Mr. GERARDO C. JR. ABLAZA	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Audit and Risk Committee
Sub-committees responsible for nomination	: Nomination and Compensation Committee
Sub-committees responsible for remuneration	: Nomination and Compensation Committee
Sub-committees responsible for corporate governance	: Nomination and Compensation Committee
Sub-committees responsible for corporate sustainability development	: Sustainable Development Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SOMCHAI LERTSUTIWONG Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	1 Jul 2014	Risk Management, Marketing, Corporate Social Responsibility, Sustainability, Law, Information & Communication Technology, IT Management, Strategic Management, Governance/ Compliance
2. Mr. Mark Chong Chin Kok Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief Executive Officer	12 Dec 2022	Information & Communication Technology, Corporate Management, IT Management
3. Mr. MONTRI KHONGKRUEPHAN [1] Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Finance Officer	1 Oct 2023	Accounting, Finance, Internal Control
4. Ms. Kantima Lerlertyuttitham Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Psychology	Group Chief Human Resources Officer	1 Oct 2015	Human Resource Management, Corporate Social Responsibility, Sustainability
5. Mr. Tee Seeumpornroj Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Engineering	Chief Executive Officer - Broadband Business	1 Oct 2023	Economics, Accounting, Finance, Marketing, IT Management, Digital Marketing, Risk Management, Budgeting

[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 policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	114,460,000.00	109,190,000.00	121,420,000.00

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) : 4,724

Number of female employees (persons) : 6,724

Total number of employees (persons) : 11,448

Employee Remuneration

Total employee remuneration : 10,656,599,000.00

Provident fund

Total number of employees (persons) : 11,448

Number of employees contributing to the PVD (persons) : 8,762

Percentage of employees who are members (%) : 76.54

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Tachahat Hemakul	tachahah@ais.co.th	(66) 2029 3029

- Company secretary

General information	Email	Telephone
1. Mr. Chavin Chaivatcharaporn	companysecretary@ais.co.th	(66) 2029 5514

- Head of internal audit

General information	Email	Telephone
1. Mr. Amnuay Uthairungsri	nokweed@ais.co.th	(66) 2029 5678

- Head of compliance unit

General information	Email	Telephone
1. Ms. Nattiya Poapongsakorn	compliance@ais.co.th	(66) 2029 3277

- Head of investor relations

General information	Email	Telephone
1. Ms. Nattiya Poapongsakorn	investor@ais.co.th	(66) 2029 3112

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Mr. Sakda Kaothanthong Email: Sakda@kpmg.co.th Telephone: (66) 2677 2000	2,179,000.00	Details: The non-audit fee paid for the valuation assurance of the Company's executives compensation and the out of pocket expense Total service fee (baht): 186,718.00

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. SARATH RATANAVADI Gender: Male Age: 58 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Re-elected as director	Date position was assumed: 21 Oct 2021	Risk Management, Sustainability, Corporate Social Responsibility, Law, Business Administration
2. Mr. KRAIRIT EUCHUKANONCHAI Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 26 Mar 2014	Economics, Accounting, Finance, Audit, Internal Control, Governance/ Compliance, Change Management, Risk Management, Human Resource Management, IT Management, Finance & Securities
3. Ms. YUPAPIN WANGVIWAT Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 21 Oct 2021	Economics, Accounting, Finance, Risk Management, Sustainability, Corporate Social Responsibility

4.	Mr. SOMCHAI LERTSUTIWONG	Director (Executive)	Date position was assumed: 27 Jun 2014	Risk Management, Marketing, Corporate Social Responsibility, Sustainability, Law, Information & Communication Technology, IT Management, Strategic Management, Governance/ Compliance
	Gender: Male			
	Age: 61 years old			
	Highest level of education:	Director type: Re-elected as director		
	Master's degree			
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. KAN TRAKULHOON	Chairman of the board	Participating
Mr. SARATH RATANAVADI	Vice Chairman	Non-participating
Mr. KRAIRIT EUCHUKANONCHAI	Director	Non-participating
Mr. PREDEE DAOCHAI	Director	Participating
Ms. JEANN LOW NGIAP JONG	Director	Non-participating
Ms. YUPAPIN WANGVIWAT	Director	Participating
Mr. GERARDO C. JR. ABLAZA	Director	Participating
Mr. SOMCHAI LERTSUTIWONG	Director	Participating
Mr. SMITH BANOMYONG	Director	Participating
Mr. ARTHUR LANG TAO YIH	Director	Non-participating
Mr. MARK CHONG CHIN KOK	Director	Participating
Mr. ALLEN LEW YOONG KEONG	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 8

Date of AGM meeting : 27 Mar 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. KAN TRAKULHOON (Chairman of the board)	-	8/8	Participating	Did not hold the meeting
2.	Mr. SARATH RATANAVADI (Vice Chairman)	-	6/8	Participating	Did not hold the meeting
3.	Mr. KRAIRIT EUCHUKANONCHAI (Director)	-	8/8	Participating	Did not hold the meeting
4.	Mr. PREDEE DAOCHAI (Director)	-	8/8	Participating	Did not hold the meeting
5.	Ms. JEANN LOW NGIAP JONG (Director)	-	7/8	Participating	Did not hold the meeting
6.	Ms. YUPAPIN WANGVIWAT (Director)	-	8/8	Participating	Did not hold the meeting
7.	Mr. GERARDO C. JR. ABLAZA (Director)	-	8/8	Participating	Did not hold the meeting
8.	Mr. SOMCHAI LERTSUTIWONG (Director)	-	8/8	Participating	Did not hold the meeting
9.	Mr. SMITH BANOMYONG (Director)	-	8/8	Participating	Did not hold the meeting
10.	Mr. ARTHUR LANG TAO YIH (Director)	-	8/8	Participating	Did not hold the meeting
11.	Mr. MARK CHONG CHIN KOK (Director)	-	5/5	Non-participating	Did not hold the meeting

12.	Mr. ALLEN LEW YOONG KEONG (Director)	28 Mar 2023	3/3	Participating	Did not hold the meeting
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Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. KAN TRAKULHOON (Chairman of the board)	-	N/A	6,300,000.00	N/A
2.	Mr. SARATH RATANAVADI (Vice Chairman)	-	N/A	N/A	N/A
3.	Mr. KRAIRIT EUCHUKANONCHAI (Director)	-	425,000.00	4,200,000.00	N/A
4.	Mr. PREDEE DAOCHAI (Director)	-	550,000.00	3,200,000.00	N/A
5.	Ms. JEANN LOW NGIAP JONG (Director)	-	N/A	N/A	N/A
6.	Ms. YUPAPIN WANGVIWAT (Director)	-	N/A	N/A	N/A
7.	Mr. GERARDO C. JR. ABLAZA (Director)	-	350,000.00	3,200,000.00	N/A
8.	Mr. SOMCHAI LERTSUTIWONG (Director)	-	N/A	N/A	N/A
9.	Mr. SMITH BANOMYONG (Director)	-	N/A	N/A	N/A
10.	Mr. ARTHUR LANG TAO YIH (Director)	-	N/A	N/A	N/A
11.	Mr. MARK CHONG CHIN KOK (Director)	-	N/A	N/A	N/A
12.	Mr. ALLEN LEW YOONG KEONG (Director)	28 Mar 2023	N/A	N/A	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) : 16

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. KRAIRIT EUCHUKANONCHAI (Chairman of the audit committee)	-	16/16
2.	Mr. GERARDO C. JR. ABLAZA (Audit committee)	-	13/16
3.	Mr. PREDEE DAOCHAI (Audit committee)	-	16/16