



# **Annual Registration Statement / Annual Report**

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

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

**DYNASTY CERAMIC 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 : DYNASTY CERAMIC PUBLIC COMPANY LIMITED

Symbol : DCC

Address : 37/7 SUTHISARNWINIJCHAI ROAD, SAMSENNOK, HUAI KHWANG

Province : Bangkok

Postcode : 10310

Business : Manufacturer and distributor of ceramic floor and wall tiles.  
The Company purchases the ceramic floor, wall and Tile grout from Tile Top Industry Public Co., Ltd.,(subsidiary) and The Royal Ceramic Industry Public Co., Ltd.,(subsidiary) of the Company. In addition, DCC orders other related products such as Tile grout, Tile adhesive, Corner-trim for sale.

Registration Number : 0107537000742

Telephone : 0-2276-9275-81

Website : [www.dynastyceramic.com](http://www.dynastyceramic.com)

Email : [wecare@dynastyceramic.com](mailto:wecare@dynastyceramic.com) , [IR@dynastyceramic.com](mailto:IR@dynastyceramic.com)

#### Total Shares Sold (shares)

Common Stock : 9,125,611,266

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) | 8,481,000.00 | 8,406,000.00 | 7,798,000.00 |
| Sales from tiles (Thousand baht)              | 8,396,000.00 | 8,342,000.00 | 7,741,000.00 |
| Other (Thousand baht)                         | 85,000.00    | 64,000.00    | 57,000.00    |

  

|                                   | 2021   | 2022   | 2023   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Sales from tiles (%)              | 99.00  | 99.24  | 99.27  |
| Other (%)                         | 1.00   | 0.76   | 0.73   |

#### By Geographical Area or Market

|   | 2021         | 2022         | 2023         |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 8,481,000.00 | 8,406,000.00 | 7,798,000.00 |
| Domestic (Thousand baht)                      | 8,179,000.00 | 8,018,000.00 | 7,518,000.00 |
| International (Thousand baht)                 | 302,000.00   | 388,000.00   | 280,000.00   |

  

|                                   | 2021   | 2022   | 2023   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%)                      | 96.44  | 95.38  | 96.41  |
| International (%)                 | 3.56   | 4.62   | 3.59   |

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

|  | 2021      | 2022      | 2023      |
|--|-----------|-----------|-----------|
| Total other income (Thousand baht)               | 85,000.00 | 64,000.00 | 57,000.00 |
| Other income from operations (Thousand baht)     | 85,000.00 | 64,000.00 | 57,000.00 |
| Other income not from operations (Thousand baht) | 0.00      | 0.00      | 0.00      |

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

Research and Development (R&D) Policy : Yes

| (Unit : Thousand baht)           | 2021   | 2022   | 2023   |
|----------------------------------|--------|--------|--------|
| R&D expenses in the past 3 years | 898.00 | 890.00 | 826.00 |

# 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)**

**Risk from business operation**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Damage to company image and reputation

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations
- Safety, occupational health, and working environment
- Impact on the environment

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate



# 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.dynastyceramic.com/annual-report>

### 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.dynastyceramic.com/corporate-governance>

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Waste 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)                   | 2,094,572.00     | 1,963,000.00     | 2,117,751.00     |
| Natural gas (Standard cubic feet) | 4,044,375,000.00 | 3,584,552,000.00 | 3,462,338,000.00 |

###### • Electricity consumption

|  | 2021           | 2022           | 2023           |
|--|----------------|----------------|----------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 129,916,683.00 | 120,989,105.00 | 114,175,077.00 |

## Water management

### • Water consumption

|                                       | 2021       | 2022       | 2023       |
|---------------------------------------|------------|------------|------------|
| Total water withdrawal (Cubic meters) | 328,841.00 | 301,376.00 | 292,716.00 |

## Waste management

### • Waste from operations

|  | 2021                 | 2022                 | 2023                 |
|--|----------------------|----------------------|----------------------|
| Non-hazardous waste (Kilograms)          | 77,089,000.00        | 59,493,000.00        | 56,294,000.00        |
| Hazardous waste (Kilograms)              | 26,000.00            | 22,000.00            | 17,000.00            |
| <b>Total waste generated (Kilograms)</b> | <b>77,115,000.00</b> | <b>59,515,000.00</b> | <b>56,311,000.00</b> |

## Greenhouse gas management

### • Greenhouse gas emissions

|   | 2021              | 2022              | 2023              |
|---|-------------------|-------------------|-------------------|
| Total GHG emissions target (Metric tonnes of carbon dioxide equivalent) | N/A               | N/A               | N/A               |
| Scope 1 (Tons of carbon dioxide equivalents)                            | 231,721.00        | 205,592.00        | 198,551.00        |
| Scope 2 (Tons of carbon dioxide equivalents)                            | 61,487.00         | 56,764.00         | 53,388.00         |
| Scope 3 (Tons of carbon dioxide equivalents)                            | N/A               | N/A               | N/A               |
| <b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b> | <b>293,208.00</b> | <b>262,356.00</b> | <b>251,939.00</b> |

### • 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.dynastyceramic.com/corporate-governance>

Company human right guideline : Employee Rights, 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)         | 2,014        | 1,913        | 1,907        |
| Number of female employees (Persons)       | 1,070        | 1,038        | 1,014        |
| <b>Total number of employees (Persons)</b> | <b>3,084</b> | <b>2,951</b> | <b>2,921</b> |

##### • Employee remuneration

|                              | 2021             | 2022           | 2023           |
|------------------------------|------------------|----------------|----------------|
| Employee remuneration (baht) | 1,023,800,000.00 | 975,700,000.00 | 922,750,000.00 |

##### • Employee development and training

|   | 2021       | 2022       | 2023       |
|---|------------|------------|------------|
| Average employee training hours (Hours / Person / Year) | 6.00       | 6.00       | 6.00       |
| Employee development and training expenses (baht)       | 443,012.00 | 452,487.00 | 371,675.00 |

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

|  | 2021 | 2022 | 2023 |
|--|------|------|------|
|--|------|------|------|

|  |    |    |    |
|--|----|----|----|
| Total number of lost time injury incidents by employees<br>(Cases) | 38 | 20 | 20 |
|--|----|----|----|

• **Employee retention**

|  | 2021  | 2022  | 2023  |
|--|-------|-------|-------|
| Percentage of employees who voluntarily resigned (%) | 35.34 | 44.19 | 38.86 |

• **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://www.dynastyceramic.com/corporate-governance>

#### 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          | 10                | 90.91          |
| Number of female directors        | 1                 | 9.09           |
| Number of executive directors     | 5                 | 45.45          |
| Number of non-executive directors | 6                 | 54.55          |
| Number of independent directors   | 5                 | 45.45          |

#### 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. TRAKUL WINITNAIYAPAK<br>Gender: Male<br>Age: 72 years old<br>Highest level of education:<br>Barrister<br>Major: Law<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 | 26 Jan 2021               | Law                      |

|    |   |   |             |  |
|----|---|---|-------------|--|
| 2. | <p>Mr. MONRAK SAENGSASTRA</p> <p>Gender: Male</p> <p>Age: 47 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>Vice Chairman<br/>(Executive)</p> <p>Director type: Re-elected<br/>as director</p>                     | 29 Jan 2013 | <p>Economics, Business<br/>Administration,<br/>Construction Materials,<br/>Finance</p> |
| 3. | <p>Mr. CHAISITH VIRIYAMETAKUL</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>       | <p>Director<br/>(Non-executive)</p> <p>Director type: Re-elected<br/>as director</p>                      | 26 Jan 1998 | <p>Engineering, Business<br/>Administration</p>  |
| 4. | <p>Mr. SURASAK KOSIYACHINDA</p> <p>Gender: Male</p> <p>Age: 79 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Bachelor of Laws</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>    | <p>Director<br/>(Non-executive,<br/>Independent director)</p> <p>Director type: Original<br/>director</p> | 30 Apr 1998 | <p>Law</p>   |
| 5. | <p>GEN. YUTHASAK SASIPRAPHA</p> <p>Gender: Male</p> <p>Age: 85 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Military</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>            | <p>Director<br/>(Non-executive,<br/>Independent director)</p> <p>Director type: Original<br/>director</p> | 21 Apr 2015 | <p>Business Administration,<br/>Leadership</p>   |

|    |   |  |             |   |
|----|---|--|-------------|---|
| 6. | <p>Mr. MARUTH SAENGSASTRA</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: M.S.Computer Science</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>                           | 21 Apr 2015 | Construction Materials, Engineering, Business Administration, Accounting, Finance |
| 7. | <p>Mr. SIRIPONG TINNARAT</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Education 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>      | 24 Apr 2017 | Accounting, Business Administration   |
| 8. | <p>Mr. TOTSAPORN BANYONGWATE</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>        | <p>Director<br/>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p> | 24 Apr 2017 | Engineering, Business Administration  |
| 9. | <p>Mr. JARUWAT TRAITHAVIL</p> <p>Gender: Male</p> <p>Age: 42 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<br/>(Executive)</p> <p>Director type: Original director</p>                                | 8 Aug 2017  | Engineering, Construction Materials, Business Administration                      |

|     |   |   |             |   |
|-----|---|---|-------------|---|
| 10. | Mr. CHANIN SUPPAPINYOPONG<br>Gender: Male<br>Age: 39 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Executive)<br><br>Director type: Original director | 4 Nov 2020  | Accounting, Engineering, Business Administration, Construction Materials, Finance |
| 11. | Ms. SOMLEUTHAI BOONYARIT<br>Gender: Female<br>Age: 54 years old<br>Highest level of education: Master's degree<br>Major: Accounting<br>Thai nationality: Yes<br>Residing in Thailand: Yes   | Director<br>(Executive)<br><br>Director type: Original director | 26 Jan 2021 | Accounting, Business Administration, Construction Materials                       |

#### 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 | : No  |

## 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. GEN. YUTHASAK SASIPRAPHA<br>Gender: Male<br>Age: 85 years old<br>Highest level of education: Bachelor's degree<br>Major: Military<br>Thai nationality: Yes<br>Residing in Thailand: Yes                | Chairman of the audit committee<br>(Non-executive, Independent director)<br>Director type: Original director | 21 Apr 2015               | Business Administration, Leadership |
| 2. Mr. SURASAK KOSIYACHINDA<br>Gender: Male<br>Age: 79 years old<br>Highest level of education: Bachelor's degree<br>Major: Bachelor of Laws<br>Thai nationality: Yes<br>Residing in Thailand: Yes        | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                 | 30 Apr 1998               | Law                                 |
| 3. Mr. SIRIPONG TINNARAT [1]<br>Gender: Male<br>Age: 73 years old<br>Highest level of education: Master's degree<br>Major: Education Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                 | 24 Apr 2017               | Accounting, Business Administration |

|    |                             |                           |             |                                      |
|----|-----------------------------|---------------------------|-------------|--------------------------------------|
| 4. | Mr. TOTSAPORN BANYONGWATE   | Audit committee           | 24 Apr 2017 | Engineering, Business Administration |
|    | Gender: Male                | (Non-executive,           |             |                                      |
|    | Age: 72 years old           | Independent director)     |             |                                      |
|    | Highest level of education: |                           |             |                                      |
|    | Bachelor's degree           | Director type: Re-elected |             |                                      |
|    | Major: Engineering          | as director               |             |                                      |
|    | Thai nationality: Yes       |                           |             |                                      |
|    | Residing in Thailand: Yes   |                           |             |                                      |

[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. MARUTH SAENGSASTR<br>Gender: Male<br>Age: 45 years old<br>Highest level of education: Master's degree<br>Major: M.S.Computer Science<br>Thai nationality: Yes<br>Residing in Thailand: Yes    | Chairman of the executive committee | 26 Jan 2021               |
| 2.                  | Mr. MONRAK SAENGSASTR<br>Gender: Male<br>Age: 47 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Member of the executive committee   | 29 Jan 2013               |
| 3.                  | Mr. JARUWAT TRAITHAVIL<br>Gender: Male<br>Age: 42 years old<br>Highest level of education: Master's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes            | Member of the executive committee   | 8 Aug 2017                |

## Other sub-committees

### Sub-committees information

| Name of sub-committees  | List of directors  | Position                               |
|---|--|--|
| 2. Nomination and Remuneration Committee                            | Mr. MARUTH SAENGSASTRA<br>Mr. MONRAK SAENGSASTRA<br>Mr. JARUWAT TRAITHAVIL                             | Chairman<br>Member<br>Member           |
| Risk Management Committee (RMC)                                     | Mr. JARUWAT TRAITHAVIL<br>Mr. MONRAK SAENGSASTRA<br>Mr. MARUTH SAENGSASTRA<br>Ms. SOMLEUTHAI BOONYARIT | Chairman<br>Member<br>Member<br>Member |
| Executive Committee on Good Corporate Governance and Sustainability | Mr. MARUTH SAENGSASTRA<br>Mr. MONRAK SAENGSASTRA<br>Mr. JARUWAT TRAITHAVIL                             | Chairman<br>Member<br>Member           |

### Roles of Sub-committees

|   |   |
|---|---|
| Sub-committees responsible for risk management                      | : Risk Management Committee (RMC)                                     |
| Sub-committees responsible for nomination                           | : 2. Nomination and Remuneration Committee                            |
| Sub-committees responsible for remuneration                         | : 2. Nomination and Remuneration Committee                            |
| Sub-committees responsible for corporate governance                 | : Executive Committee on Good Corporate Governance and Sustainability |
| Sub-committees responsible for corporate sustainability development | : Executive Committee on Good Corporate Governance and Sustainability |

## 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. MARUTH SAENGSASTRA<br>Gender: Male<br>Age: 45 years old<br>Highest level of education: Master's degree<br>Major: M.S.Computer Science    | CHIEF EXECUTIVE OFFICER | 26 Jan 2021               | Construction Materials, Engineering, Business Administration, Accounting, Finance |
| 2. Mr. MONRAK SAENGSASTRA<br>Gender: Male<br>Age: 47 years old<br>Highest level of education: Master's degree<br>Major: Business Administration | CDO                     | 15 Nov 2018               | Economics, Business Administration, Construction Materials, Finance               |
| 3. Mr. Kajornsak Manosupsak<br>Gender: Male<br>Age: 51 years old<br>Highest level of education: Master's degree<br>Major: Management            | CMO                     | 4 Jan 2023                | Engineering, Marketing, Strategic Management                                      |
| 4. Mr. CHANIN SUPPAPINYOPONG [1]<br>Gender: Male<br>Age: 39 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering    | CFO                     | 9 Sep 2020                | Accounting, Engineering, Business Administration, Construction Materials, Finance |
| 5. Mr. JARUWAT TRAITHAVIL<br>Gender: Male<br>Age: 42 years old<br>Highest level of education: Master's degree<br>Major: Engineering             | CPO                     | 9 Oct 2018                | Engineering, Construction Materials, Business Administration                      |



|    |   |                      |            |                        |
|----|---|----------------------|------------|------------------------|
| 6. | Mr. Suthee Boonnak                            | Deputy Managing      | 9 Oct 2018 | Construction Materials |
|    | Gender: Male                                  | Director of Research |            |                        |
|    | Age: 68 years old                             | and Technical        |            |                        |
|    | Highest level of education: Bachelor's degree |                      |            |                        |
|    | Major: Science Program in Materials Science   |                      |            |                        |

[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) | 20,900,000.00 | 21,140,000.00 | 21,180,000.00 |

### 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) : 1,907

Number of female employees (persons) : 1,014

**Total number of employees (persons) : 2,921**

## Employee Remuneration

|                             |                  |
|-----------------------------|------------------|
| Total employee remuneration | : 922,750,000.00 |
|-----------------------------|------------------|

## Provident fund

|                                     |         |
|-------------------------------------|---------|
| Total number of employees (persons) | : 2,921 |
|-------------------------------------|---------|

|   |         |
|---|---------|
| Number of employees contributing to the PVD (persons) | : 2,771 |
|---|---------|

|   |         |
|---|---------|
| Percentage of employees who are members (%) | : 94.86 |
|---|---------|

# 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. MONRAK SAENGSASTR<br>Gender: Male<br>Age: 47 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Vice Chairman<br>(Executive)<br><br>Director type: Re-elected as director | Date position was assumed:<br>29 Jan 2013 | Economics, Business Administration, Construction Materials, Finance               |
| 2. Mr. CHAISITH VIRIYAMETTAKUL<br>Gender: Male<br>Age: 73 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes     | Director<br>(Non-executive)<br><br>Director type: Re-elected as director  | Date position was assumed:<br>26 Jan 1998 | Engineering, Business Administration  |
| 3. Mr. MARUTH SAENGSASTR<br>Gender: Male<br>Age: 45 years old<br>Highest level of education: Master's degree<br>Major: M.S.Computer Science<br>Thai nationality: Yes<br>Residing in Thailand: Yes    | Director<br>(Executive)<br><br>Director type: Re-elected as director      | Date position was assumed:<br>21 Apr 2015 | Construction Materials, Engineering, Business Administration, Accounting, Finance |

|    |                             |                                       |                            |                                      |
|----|-----------------------------|---------------------------------------|----------------------------|--------------------------------------|
| 4. | Mr. TOTSAPORN BANYONGWATE   | Director                              | Date position was assumed: | Engineering, Business Administration |
|    | Gender: Male                | (Non-executive, Independent director) | 24 Apr 2017                |                                      |
|    | Age: 72 years old           |                                       |                            |                                      |
|    | Highest level of education: |                                       |                            |                                      |
|    | Bachelor's degree           | Director type: Re-elected as director |                            |                                      |
|    | Major: Engineering          |                                       |                            |                                      |
|    | Thai nationality: Yes       |                                       |                            |                                      |
|    | Residing in Thailand: Yes   |                                       |                            |                                      |

#### Development of directors over the past year

| List of directors           | Position              | Participated in director development program |
|-----------------------------|-----------------------|--|
| Mr. TRAKUL WINITNAIYAPAK    | Chairman of the board | Non-participating                            |
| Mr. MONRAK SAENGSASTRA      | Vice Chairman         | Non-participating                            |
| Mr. CHAISITH VIRIYAMETTAKUL | Director              | Non-participating                            |
| Mr. SURASAK KOSIYACHINDA    | Director              | Non-participating                            |
| GEN. YUTHASAK SASIPRAPHA    | Director              | Non-participating                            |
| Mr. MARUTH SAENGSASTRA      | Director              | Non-participating                            |
| Mr. SIRIPONG TINNARAT       | Director              | Participating                                |
| Mr. TOTSAPORN BANYONGWATE   | Director              | Participating                                |
| Mr. JARUWAT TRAITHAVIL      | Director              | Non-participating                            |
| Mr. CHANIN SUPPAPINYOPONG   | Director              | Participating                                |
| Ms. SOMLEUTHAI BOONYARIT    | Director              | 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) : 6

Date of AGM meeting : 28 Mar 2023

EGM meeting : No

|     | List of directors                                   | Termination date | Number of Board Meeting | AGM meetings  | EGM meetings             |
|-----|---|------------------|-------------------------|---------------|--------------------------|
| 1.  | Mr. TRAKUL WINITNAIYAPAK<br>(Chairman of the board) | -                | 6/6                     | Participating | Did not hold the meeting |
| 2.  | Mr. MONRAK SAENGSASTRA<br>(Vice Chairman)           | -                | 6/6                     | Participating | Did not hold the meeting |
| 3.  | Mr. CHAISITH VIRIYAMETTAKUL<br>(Director)           | -                | 6/6                     | Participating | Did not hold the meeting |
| 4.  | Mr. SURASAK KOSIYACHINDA<br>(Director)              | -                | 6/6                     | Participating | Did not hold the meeting |
| 5.  | GEN. YUTHASAK SASIPRAPHA<br>(Director)              | -                | 6/6                     | Participating | Did not hold the meeting |
| 6.  | Mr. MARUTH SAENGSASTRA<br>(Director)                | -                | 6/6                     | Participating | Did not hold the meeting |
| 7.  | Mr. SIRIPONG TINNARAT<br>(Director)                 | -                | 6/6                     | Participating | Did not hold the meeting |
| 8.  | Mr. TOTSAPORN BANYONGWATE<br>(Director)             | -                | 6/6                     | Participating | Did not hold the meeting |
| 9.  | Mr. JARUWAT TRAITHAVIL<br>(Director)                | -                | 6/6                     | Participating | Did not hold the meeting |
| 10. | Mr. CHANIN SUPPAPINYOPONG<br>(Director)             | -                | 6/6                     | Participating | Did not hold the meeting |
| 11. | Ms. SOMLEUTHAI BOONYARIT<br>(Director)              | -                | 6/6                     | 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. TRAKUL WINITNAIYAPAK<br>(Chairman of the board) | -                | 360,000.00                  | 300,000.00                               | No                     |
| 2.                | Mr. MONRAK SAENGSASTRA<br>(Vice Chairman)           | -                | 300,000.00                  | 600,000.00                               | No                     |
| 3.                | Mr. CHAISITH VIRIYAMETTAKUL<br>(Director)           | -                | 300,000.00                  | 300,000.00                               | No                     |
| 4.                | Mr. SURASAK KOSIYACHINDA<br>(Director)              | -                | 500,000.00                  | 300,000.00                               | No                     |
| 5.                | GEN. YUTHASAK SASIPRAPHA<br>(Director)              | -                | 540,000.00                  | 300,000.00                               | No                     |
| 6.                | Mr. MARUTH SAENGSASTRA<br>(Director)                | -                | 300,000.00                  | 600,000.00                               | No                     |
| 7.                | Mr. SIRIPONG TINNARAT<br>(Director)                 | -                | 500,000.00                  | 300,000.00                               | No                     |
| 8.                | Mr. TOTSAPORN BANYONGWATE<br>(Director)             | -                | 500,000.00                  | 300,000.00                               | No                     |
| 9.                | Mr. JARUWAT TRAITHAVIL<br>(Director)                | -                | 300,000.00                  | 600,000.00                               | No                     |
| 10.               | Mr. CHANIN SUPPAPINYOPONG<br>(Director)             | -                | 300,000.00                  | 300,000.00                               | No                     |
| 11.               | Ms. SOMLEUTHAI BOONYARIT<br>(Director)              | -                | 300,000.00                  | 300,000.00                               | No                     |

## 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.                | GEN. YUTHASAK SASIPRAPHA<br>(Chairman of the audit committee) | -                | 4/4                                   |
| 2.                | Mr. SURASAK KOSIYACHINDA<br>(Audit committee)                 | -                | 4/4                                   |
| 3.                | Mr. SIRIPONG TINNARAT<br>(Audit committee)                    | -                | 4/4                                   |
| 4.                | Mr. TOTSAPORN BANYONGWATE<br>(Audit committee)                | -                | 4/4                                   |