



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

LOXLEY 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 : LOXLEY PUBLIC COMPANY LIMITED

Symbol : LOXLEY

Address : 102 Na Ranong Road, Klong Toey

Province : Bangkok

Postcode : 10110

Business : Business Types: main businesses are divided into 5 Strategic Business Groups (SBG) as follows: 1) Information Technology SBG: being a service provider for total IT solutions and computer systems 2) Services SBG: being a provider of total security solution services and management of airports as well as property development 3) Energy SBG: being a service provider, providing a total solution for power substation control system, construction and maintenance of power substations, construction of transmission lines, alternative energy and tap water business 4) Network Solutions SBG: being the distributor and service provider of products/services in television and radio broadcasting systems, toll collection system, and construction materials 5) Trading SBG: being the distributor of consumer products, industrial chemical products as well as engaging in restaurant business.

Registration Number : 0107536000218

Telephone : 0-2348-8000

Fax (if applicable) : 0-2348-8001

Website : www.loxley.co.th

Email : info@loxley.co.th

Total Shares Sold (shares)

Common Stock : 2,264,954,920

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)	11,835,613.93	12,638,570.52	11,235,646.01
Information Technology Business Group (Thousand baht)	2,651,359.62	2,631,004.05	2,618,924.44
Services Business Group (Thousand baht)	1,200,090.94	1,368,767.15	1,444,538.77
Energy Business Group (Thousand baht)	937,928.64	729,226.66	899,279.32
Network Solution Business Group (Thousand baht)	2,115,673.32	2,090,234.72	2,332,245.99
Trading Business Group (Thousand baht)	4,265,895.04	4,754,679.04	3,277,299.13
Special and Other Businesses (Thousand baht)	628,756.23	1,014,679.68	602,336.86
Unallocated Other Revenue (Thousand baht)	35,910.14	49,979.22	61,021.50
	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Information Technology Business Group (%)	22.40	20.82	23.31
Services Business Group (%)	10.14	10.83	12.86
Energy Business Group (%)	7.92	5.77	8.00
Network Solution Business Group (%)	17.88	16.54	20.76
Trading Business Group (%)	36.04	37.62	29.17
Special and Other Businesses (%)	5.31	8.03	5.36
Unallocated Other Revenue (%)	0.30	0.40	0.54

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	11,835,613.93	12,638,570.52	11,235,646.01
Domestic (Thousand baht)	11,835,613.93	12,638,570.52	11,235,646.01
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)	139,815.43	192,517.32	160,394.24
Other income from operations (Thousand baht)	139,815.43	192,517.32	160,394.24
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

	2021	2022	2023
Share of profit (Thousand baht)	500,604.95	310,921.49	596,373.05

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
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R&D expenses in the past 3 years	0.00	0.00	0.00
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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 revenue uncertainty

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Business operations of partners in the supply chain
- Reliance on large customers or few customers

Risk from project management that may not be as planned

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain

Operational Risk

- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects

Risks from technological changes affecting the business context

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Operational Risk

- Product obsolescence

Financial risks from exchange rate volatility

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risks from human resources development planning to be in alignment with the business growth plan

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Information technology system security risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack

Risks from trading businesses that have an impact on the supply chain

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

Risks from climate change due to greenhouse gas emissions

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Climate change and disasters

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.loxley.co.th/th/corporate-governance/policy-and-principle>

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.loxley.co.th/storage/document/cg/env-management-policy.pdf>

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Diesel (Litres)	N/A	N/A	103,406.53
Gasoline (Litres)	N/A	N/A	10,927.75

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	2,525,000.00	2,614,000.00	2,430,839.52

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	22,206.00	26,918.00	27,837.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	N/A	N/A	3,352.80
Total waste generated (Kilograms)	N/A	N/A	3,352.80

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)	N/A	N/A	365.19
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	1,149.86
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	1,515.05

• 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.loxley.co.th/th/corporate-governance/corporate-governance-of-the-company>

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

	2021	2022	2023
Number of male employees (Persons)	278	276	259
Number of female employees (Persons)	242	249	227
Total number of employees (Persons)	520	525	486

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	375,317,292.49	362,527,839.00	320,686,242.74

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	10.00	16.00	16.00
Employee development and training expenses (baht)	975,062.00	2,663,375.00	1,271,624.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	1	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	12.69	11.24	11.32

• **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.loxley.co.th/th/corporate-governance/policy-and-principle>

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	12	100.00
Number of male directors	11	91.67
Number of female directors	1	8.33
Number of executive directors	2	16.67
Number of non-executive directors	10	83.33
Number of independent directors	5	41.67

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. DHONGCHAI LAMSAM Gender: Male Age: 77 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	24 Feb 2018	Leadership, Corporate Management, Commerce, Marketing, Petrochemicals & Chemicals

2.	<p>Mr. SUEBTRAKUL SOONTHORNTHUM</p> <p>Gender: Male</p> <p>Age: 81 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 (Non-executive)</p> <p>Director type: Re-elected as director</p>	24 Feb 2018	<p>Accounting, Finance, Leadership, Commerce, Banking, Negotiation, Corporate Management, Finance & Securities, Audit</p>
3.	<p>Mr. VASANT CHATIKAVANIJ</p> <p>Gender: Male</p> <p>Age: 67 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 (Non-executive)</p> <p>Director type: Original director</p>	1 Apr 1993	<p>Engineering, IT Management, Corporate Management, Project Management, Business Administration</p>
4.	<p>Mr. SUROJ LAMSAM</p> <p>Gender: Male</p> <p>Age: 58 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 (Executive)</p> <p>Director type: Re-elected as director</p>	27 Apr 2004	<p>Leadership, Marketing, Finance, Banking, Strategic Management, Corporate Management, IT Management, Commerce</p>
5.	<p>Mr. SUPAVUD SAICHEUA</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	28 Feb 2007	<p>Economics, Audit, Fund Management, Commerce, Accounting, Finance, Finance & Securities, Corporate Management</p>

6.	Mr. CHALERMCHOKE LAMSAM Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	22 Dec 2010	Accounting, Commerce, Project Management, Finance, Corporate Management
7.	Mr. RAWAT CHAMCHALERM Gender: Male Age: 79 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	28 Apr 2016	Law, Project Management, Sustainability, Corporate Management, Governance/ Compliance
8.	Mr. KRISADA LAMSAM Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Master f Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	24 Feb 2018	Insurance, Finance, Banking, Strategic Management, Corporate Management
9.	Mr. PETCH WANGLEE Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	24 Feb 2018	Marketing, Corporate Management, Risk Management, Strategic Management

10.	<p>Mrs. NATTAPORN PHAN-UDOM</p> <p>Gender: Female</p> <p>Age: 65 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Philosophical Innovation Management</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>	14 Aug 2019	<p>Risk Management, Internal Control, Accounting, Finance, Governance/ Compliance, Sustainability, Audit</p>
11.	<p>Mr. SURAPOL SRANGSOMWONG</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</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>	11 Aug 2020	<p>Law, Corporate Management, Human Resource Management, Risk Management, Project Management</p>
12.	<p>Mr. CHATMONGKOL PEETATHAWATCHAI</p> <p>Gender: Male</p> <p>Age: 54 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	21 Dec 2023	<p>Engineering, Finance, Human Resource Management, IT Management, Strategic Management</p>

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

General information	Position	Tenure	Replacement Director
<p>1. Mr. HARIT SUTABUTR</p> <p>Gender: Male</p> <p>Age: 87 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</p> <p>(Non-executive, Independent director)</p>	<p>Date position was assumed: 1 Apr 1993</p> <p>Date directorship ended: 30 Nov 2023</p>	<p>Mr. CHATMONGKOL PEETATHAWATCHAI</p> <p>Date position was assumed: 21 Dec 2023</p>

Other Information pertaining to committees

The Chairman is an independent director	: No
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.	<p>Mr. SUPAVUD SAICHEUA [1]</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	11 May 2018	Economics, Audit, Fund Management, Commerce, Accounting, Finance, Finance & Securities, Corporate Management
2.	<p>Mrs. NATTAPORN PHAN-UDOM [1]</p> <p>Gender: Female</p> <p>Age: 65 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Philosophical Innovation Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	14 Aug 2019	Risk Management, Internal Control, Accounting, Finance, Governance/ Compliance, Sustainability, Audit
3.	<p>Mr. CHATMONGKOL PEETATHAWATCHAI</p> <p>Gender: Male</p> <p>Age: 54 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	21 Dec 2023	Engineering, Finance, Human Resource Management, IT Management, Strategic Management

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

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

General information	Position	Tenure	Replacement Director
1. Mr. HARIT SUTABUTR [1] Gender: Male Age: 87 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 14 Nov 2008 Date directorship ended: 30 Nov 2023	Mrs. NATTAPORN PHAN-UDOM Date position was assumed: 21 Dec 2023

[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. SUROJ LAMSAM Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Jan 2020
2. Mr. CHALERMCHOKE LAMSAM Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2017

3.	Mr. SUPAT KARACHALKUL Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2011
4.	Mr. PATTARA POJANAPANICH Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Mangement Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2021
5.	Mr. OUYCHAI RANGCHAIKUL Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2021
6.	Mr. PANU KHONGTHON Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2022
7.	Mr. ALI ALJUNIED Gender: Male Age: 59 years old Highest level of education: Below a bachelor's degree Major: Business Management Thai nationality: No Residing in Thailand: No	Member of the executive committee	1 Jan 2022

Other sub-committees

Sub-committees information

Name of sub-committees		List of directors	Position
2.	The Nominating & Remuneration Committee	Mr. RAWAT CHAMCHALERM	Chairman
		Mr. DHONGCHAI LAMSAM	Member
		Mr. SUEBTRAKUL SOONTHORNTHUM	Member
3.	The Risk Management Committee	Mr. SURAPOL SRANGSOMWONG	Chairman
		Mr. PETCH WANGLEE	Member
		Mr. Saknarong Saengsangapong	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: 3.	The Risk Management Committee
Sub-committees responsible for nomination	: 2.	The Nominating & Remuneration Committee
Sub-committees responsible for remuneration	: 2.	The Nominating & Remuneration Committee
Sub-committees responsible for corporate governance	: None	
Sub-committees responsible for corporate sustainability development	: None	

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. SUROJ LAMSAM Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer and President	1 Jan 2020	Leadership, Marketing, Finance, Banking, Strategic Management, Corporate Management, IT Management, Commerce
2. Mr. CHALERMCHOKE LAMSAM Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Managing Director	14 Nov 2016	Accounting, Commerce, Project Management, Finance, Corporate Management
3. Mr. SUPAT KARACHALKUL [1] Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Accounting	Executive Vice President, Chief Financial Officer	1 Jan 2017	Accounting, Finance
4. Mr. PATTARA POJANAPANICH Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Mangement	Executive Vice President	1 Jan 2021	Leadership, Project Management, Negotiation, Marketing
5. Mr. OUYCHAI RANGCHAIKUL Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Public Administration	Executive Vice President	1 Jan 2021	Food & Beverage, Marketing, Brand Management, Negotiation, Leadership

6.	Mr. PANU KHONGTHON Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Management	Executive Board Member	1 Jan 2022	Energy & Utilities, Project Management
7.	Mr. ALI ALJUNIED Gender: Male Age: 59 years old Highest level of education: Below a bachelor's degree Major: Business Management	Executive Board Member	1 Jan 2022	Finance, Accounting, Data Analysis

[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)	26,136,000.00	30,348,000.00	30,820,800.00

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) : 259

Number of female employees (persons) : 227

Total number of employees (persons) : 486

Employee Remuneration

Total employee remuneration : 320,686,242.74

Provident fund

Total number of employees (persons) : 486

Number of employees contributing to the PVD (persons) : 438

Percentage of employees who are members (%) : 90.12

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. SUEBTRAKUL SOONTHORNTHUM Gender: Male Age: 81 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Re-elected as director	Date position was assumed: 24 Feb 2018	Accounting, Finance, Leadership, Commerce, Banking, Negotiation, Corporate Management, Finance & Securities, Audit
2. Mr. SUROJ LAMSAM Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 27 Apr 2004	Leadership, Marketing, Finance, Banking, Strategic Management, Corporate Management, IT Management, Commerce
3. Mr. RAWAT CHAMCHALERM Gender: Male Age: 79 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 28 Apr 2016	Law, Project Management, Sustainability, Corporate Management, Governance/ Compliance

4.	Mr. SURAPOL SRANGSOMWONG	Director (Non-executive, Independent director)	Date position was assumed: 11 Aug 2020	Law, Corporate Management, Human Resource Management, Risk Management, Project Management
	Gender: Male			
	Age: 65 years old			
	Highest level of education:			
	Bachelor's degree	Director type: Re-elected as director		
	Major: Law			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. CHATMONGKOL PEETATHAWATCHAI Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 21 Dec 2023	Engineering, Finance, Human Resource Management, IT Management, Strategic Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. DHONGCHAI LAMSAM	Chairman of the board	Participating
Mr. SUEBTRAKUL SOONTHORNTHUM	Vice Chairman	Participating
Mr. VASANT CHATIKAVANIJ	Director	Participating
Mr. SUROJ LAMSAM	Director	Participating
Mr. SUPAVUD SAICHEUA	Director	Participating
Mr. CHALERMCHOKE LAMSAM	Director	Participating
Mr. RAWAT CHAMCHALERM	Director	Participating
Mr. KRISADA LAMSAM	Director	Participating
Mr. PETCH WANGLEE	Director	Participating

Mrs. NATTAPORN PHAN-UDOM	Director	Participating
Mr. SURAPOL SRANGSOMWONG	Director	Participating
Mr. CHATMONGKOL PEETATHAWATCHAI	Director	Participating
Mr. HARIT SUTABUTR	Director	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) : 7

Date of AGM meeting : 25 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. DHONGCHAI LAMSAM (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2. Mr. SUEBTRAKUL SOONTHORNTHUM (Vice Chairman)	-	7/7	Participating	Did not hold the meeting
3. Mr. VASANT CHATIKAVANIJ (Director)	-	7/7	Participating	Did not hold the meeting
4. Mr. SUROJ LAMSAM (Director)	-	7/7	Participating	Did not hold the meeting
5. Mr. SUPAVUD SAICHEUA (Director)	-	7/7	Participating	Did not hold the meeting
6. Mr. CHALERMCHOKE LAMSAM (Director)	-	7/7	Participating	Did not hold the meeting

7.	Mr. RAWAT CHAMCHALERM (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. KRISADA LAMSAM (Director)	-	7/7	Participating	Did not hold the meeting
9.	Mr. PETCH WANGLEE (Director)	-	6/7	Participating	Did not hold the meeting
10.	Mrs. NATTAPORN PHAN-UDOM (Director)	-	7/7	Participating	Did not hold the meeting
11.	Mr. SURAPOL SRANGSOMWONG (Director)	-	7/7	Participating	Did not hold the meeting
12.	Mr. CHATMONGKOL PEETATHAWATCHAI (Director)	-	0/0	Non-participating	Did not hold the meeting
13.	Mr. HARIT SUTABUTR (Director)	30 Nov 2023	6/6	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. DHONGCHAI LAMSAM (Chairman of the board)	-	1,440,000.00	N/A	No
2.	Mr. SUEBTRAKUL SOONTHORNTHUM (Vice Chairman)	-	840,000.00	N/A	No
3.	Mr. VASANT CHATIKAVANIJ (Director)	-	600,000.00	N/A	No
4.	Mr. SUROJ LAMSAM (Director)	-	600,000.00	N/A	No
5.	Mr. SUPAVUD SAICHEUA (Director)	-	840,000.00	N/A	No
6.	Mr. CHALERMCHOKE LAMSAM (Director)	-	600,000.00	N/A	No
7.	Mr. RAWAT CHAMCHALERM (Director)	-	960,000.00	N/A	No
8.	Mr. KRISADA LAMSAM (Director)	-	600,000.00	N/A	No
9.	Mr. PETCH WANGLEE (Director)	-	840,000.00	N/A	No
10.	Mrs. NATTAPORN PHAN-UDOM (Director)	-	840,000.00	N/A	No
11.	Mr. SURAPOL SRANGSOMWONG (Director)	-	960,000.00	N/A	No

12.	Mr. CHATMONGKOL PEETATHAWATCHAI (Director)	-	0.00	N/A	No
13.	Mr. HARIT SUTABUTR (Director)	30 Nov 2023	880,000.00	N/A	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.	Mr. SUPAVUD SAICHEUA (Audit committee)	-	4/4
2.	Mrs. NATTAPORN PHAN-UDOM (Chairman of the audit committee)	-	4/4
3.	Mr. CHATMONGKOL PEETATHAWATCHAI (Audit committee)	-	0/0
4.	Mr. HARIT SUTABUTR (Chairman of the audit committee)	30 Nov 2023	4/4