



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THAICOM PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
Corporate Governance	
Corporate Governance Policy	11
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	12
Performance Report on Corporate Governance	23

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : THAICOM PUBLIC COMPANY LIMITED

Symbol : THCOM

Address : 349 SJ Infinite 1 Business Complex, 28th, 29th Floor, Vibhavadi
Rangsit Road, Chompol Sub-district, Chatuchak District

Province : Bangkok

Postcode : 10900

Business : The Company operates 4 main business sectors as follows: 1.
Satellite and Related Services 2. Internet and Media Services
3. Telephone Business Abroad 4. Other Joint Ventures

Registration Number : 0107536000897

Telephone : 02 596 5060

Fax (if applicable) : 02 003 5614

Website : www.thaicom.net

Email : ir@thaicom.net

Total Shares Sold (shares)

Common Stock : 1,096,101,954

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)	3,302,772.00	2,939,707.00	2,626,512.00
Satellite and related services (Thousand baht)	3,286,550.00	2,920,864.00	2,588,069.00
Internet services and media (Thousand baht)	16,222.00	18,843.00	38,443.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Satellite and related services (%)	99.51	99.36	98.54
Internet services and media (%)	0.49	0.64	1.46

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	3,302,772.00	2,939,707.00	2,626,512.00
Domestic (Thousand baht)	1,812,553.00	1,519,195.00	1,583,757.00
International (Thousand baht)	1,490,219.00	1,420,512.00	1,042,755.00
Australia (Thousand baht)	328,076.00	369,587.00	318,992.00
India (Thousand baht)	416,520.00	369,396.00	208,036.00
Myanmar (Thousand baht)	149,185.00	124,725.00	112,341.00
Malaysia (Thousand baht)	253,777.00	239,027.00	48,976.00
Other countries (Thousand baht)	342,661.00	317,777.00	354,410.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	54.88	51.68	60.30
International (%)	45.12	48.32	39.70
Australia (%)	22.02	26.02	30.59
India (%)	27.95	26.00	19.95
Myanmar (%)	10.01	8.78	10.77
Malaysia (%)	17.03	16.83	4.70
Other countries (%)	22.99	22.37	33.99

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	73,748.00	36,364.00	319,612.00
Other income from operations (Thousand baht)	73,748.00	36,364.00	319,612.00
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 : 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)

Human rights

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain
- Damage to company image and reputation

Operational Risk

- Safety, occupational health, and working environment
- Impact on human rights

Compliance Risk

- Violations of laws and regulations

Fraud and Anti-corruption

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Corruption

Risk to Securities Holder (2.2.2)

Business risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Service life of satellites

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

In-orbit failure

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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.thaicom.net/wp-content/uploads/2020/11/SD-Policy-2020_TH.pdf

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.thaicom.net/wp-content/uploads/2019/07/20190116-thcom-cg-environmental-policy-2018-th.pdf>

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy 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
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	26,601.44	28,815.45	38,233.10
Gasoline (Litres)	4,003.96	8,467.32	7,573.74
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	0.00

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Remark : Remarks

1. The scope of energy consumption at Thaicom Public Company Limited from 2020 – 2021 covered;
 - 1.1 Thaicom Satellite Station – Karai Nonthaburi (contract terminated in September 2021).
 - 1.2 Thaicom Satellite Station – Ladlumkaew Pathum Thani
 2. The scope of energy consumption at Thaicom Public Company Limited from 2022 – 2023 covered;
 - 2.1. Thaicom at SJ Infinite 1 Business Complex 28-29 floors (Office)
 - 2.2. Thaicom Satellite Station – Ladlumkaew Pathum Thani
- Thaicom Public Company Limited has disclosed energy consumption data in accordance with the GRI Universal Standards. Further details can be found in the environmental performance table at <https://www.thaicom.net/wp-content/uploads/2024/01/Environmental-Performance-.pdf>

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	4,509,533.00	4,601,391.00	4,896,891.30

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	7,282.00	4,216.00	3,196.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	1,796.00	1,762.00	3,145.58
Hazardous waste (Kilograms)	0.00	3,615.60	7,227.76
Total waste generated (Kilograms)	1,796.00	5,377.60	10,373.34

Remark : Remarks

1. The scope of waste generated at Thaicom Public Company Limited from 2020 – 2021 covered;
 - 1.1 Thaicom Satellite Station – Karai Nonthaburi (contract terminated in September 2021).
 - 1.2 Thaicom Satellite Station – Ladlumkaew Pathum Thani
2. The scope of waste generated at Thaicom Public Company Limited from 2022 – 2023 covered;

- 2.1 Thaicom at SJ Infinite 1 Business Complex 28-29 floors (Office)
- 2.2 Thaicom Satellite Station – Ladlumkaew Pathum Thani
3. In the fiscal year 2023, Thaicom Public Company Limited started recording municipal waste, the data reported in the "Waste generation in 2020 – 2023 Table" for 2023 represents the quantity of solid waste generated over a two-month period in 2023 (specifically, from November to December 2023).
- Thaicom Public Company Limited has disclosed waste generated data in accordance with the GRI Universal Standards. Further details can be found in the environmental performance table at <https://www.thaicom.net/wp-content/uploads/2024/01/Environmental-Performance-.pdf>

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
Remark : Remarks			
1. The scope of GHG emission at Thaicom Public Company Limited from 2020 – 2021 covered;			
1.1 Thaicom Satellite Station – Karai Nonthaburi (contract terminated in September 2021).			
1.2 Thaicom Satellite Station – Ladlumkaew Pathum Thani			
2. The scope of GHG emission at Thaicom Public Company Limited from 2022 – 2023 covered;			
2.1 Thaicom at SJ Infinite 1 Business Complex 28-29 floors (Office)			
2.2 Thaicom Satellite Station – Ladlumkaew Pathum Thani			
3. During the preparation of this report, the company is in the process of verification, approval, and registration to certify the report of greenhouse gas emissions with Thailand Greenhouse Gas Management Organization (TGO)			
Thaicom Public Company Limited has disclosed GHG emissions data in accordance with the GRI Universal Standards. Further details can be found in the environmental performance table at https://www.thaicom.net/wp-content/uploads/2024/01/Environmental-Performance-.pdf			
Scope 1 (Tons of carbon dioxide equivalents)	N/A	170.00	308.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	2,248.00	2,395.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	491.00	473.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	2,909.00	3,176.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : VGREEN KU CO., LTD

Remark :	Remarks
1.	The scope of GHG emission at Thaicom Public Company Limited from 2020 – 2021 covered;
1.1	Thaicom Satellite Station – Karai Nonthaburi (contract terminated in September 2021).
1.2	Thaicom Satellite Station – Ladlumkaew Pathum Thani
2.	The scope of GHG emission at Thaicom Public Company Limited from 2022 – 2023 covered;
2.1	Thaicom at SJ Infinite 1 Business Complex 28-29 floors (Office)
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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.thaicom.net/wp-content/uploads/2023/05/Signed_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99_9-May-2023.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)	211	212	197
Number of female employees (Persons)	126	118	122
Total number of employees (Persons)	337	330	319

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	618,970,000.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	32.02	23.78	32.51
Employee development and training expenses (baht)	4,664,955.65	2,407,828.91	5,592,115.70

• **Health, safety and work environment**

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	0	0	0

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	8.01	10.30	14.11

• **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.thaicom.net/th/%e0%b8%81%e0%b8%b2%e0%b8%a3%e0%b8%81%e0%b8%b3%e0%b8%81%e0%b8%b1%e0%b8%9a%e0%b8%94%e0%b8%b9%e0%b9%81%e0%b8%a5%e0%b8%81%e0%b8%b4%e0%b8%88%e0%b8%81%e0%b8%b2%e0%b8%a3%e0%b8%97%e0%b8%b5%e0%b9%88%e0%b8%94/%e0%b8%99%e0%b9%82%e0%b8%a2%e0%b8%9a%e0%b8%b2%e0%b8%a2%e0%b8%81%e0%b8%b2%e0%b8%a3%e0%b8%81%e0%b8%b3%e0%b8%81%e0%b8%b1%e0%b8%9a%e0%b8%94%e0%b8%b9%e0%b9%81%e0%b8%a5%e0%b8%81%e0%b8%b4%e0%b8%88%e0%b8%81/>

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	1	9.09
Number of non-executive directors	10	90.91
Number of independent directors	6	54.55

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. SOMPRASONG BOONYACHAI Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	21 Oct 2021	Engineering, Information & Communication Technology, Marketing, Strategic Management, Governance/ Compliance, Risk Management, Sustainability

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 (Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	9 May 2023	<p>Business Administration, Engineering, Leadership, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Strategic Management, Governance/ Compliance, Risk Management</p>
3.	<p>Mr. PORAMETEE VIMOLSIRI</p> <p>Gender: Male</p> <p>Age: 63 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>	29 Oct 2021	<p>Finance, Economics, Accounting, Governance/ Compliance, Human Resource Management, Risk Management, Strategic Management</p>
4.	<p>Mr. SOMCHAI JINNOVART</p> <p>Gender: Male</p> <p>Age: 63 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 (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	29 Oct 2021	<p>Finance, Economics, Accounting, Strategic Management, Law, Governance/ Compliance, Risk Management, Sustainability</p>
5.	<p>ACM MAANAT WONGWAT</p> <p>Gender: Male</p> <p>Age: 63 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, Independent director)</p> <p>Director type: Re-elected as director</p>	29 Oct 2021	<p>Strategic Management, Law, Governance/ Compliance, Risk Management, Sustainability, Human Resource Management</p>

6.	Mr. PATOMPOB SUWANSIRI Gender: Male Age: 55 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	1 Jan 2022	Information & Communication Technology, Marketing, Finance, Economics, Governance/ Compliance, Risk Management, Engineering, Accounting, Business Administration, Strategic Management, Sustainability, Human Resource Management
7.	Mr. KANIT VALLAYAPET 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: Original director	6 May 2022	Law, Finance, Economics, Strategic Management, Risk Management, Accounting, Sustainability
8.	Ms. BUNG-ON SUTTIPATTANAKIT Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Additional and newly-appointed directors	7 Apr 2023	Business Administration, Economics, Accounting, Finance, Corporate Management, Strategic Management, Risk Management, Sustainability, Human Resource Management
9.	Mr. RATTHAPHOL CHEUNSOMCHIT Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Additional and newly-appointed directors	7 Apr 2023	Business Administration, Economics, Finance, Accounting, Strategic Management, Risk Management, Sustainability

10.	Mr. BOONCHAI THIRATI Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	21 Oct 2021	Engineering, Strategic Management, Governance/ Compliance, Human Resource Management, Risk Management, Sustainability
11.	Lt.Gen. Nimit Suwannarat Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	3 Nov 2023	Engineering, Strategic Management, Governance/ Compliance, Human Resource Management, Risk Management, Sustainability

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

General information	Position	Tenure	Replacement Director
1. Mr. KIM SIRITAWEECHAI Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 13 Dec 2021 Date directorship ended: 9 May 2023	Mr. SARATH RATANAVADI Date position was assumed: 9 May 2023
2. Mr. Suporn Luckmunkong Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 21 Oct 2021 Date directorship ended: 26 Oct 2023	Lt.Gen. Nimit Suwannarat Date position was assumed: 3 Nov 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 : 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. Mr. PORAMETEE VIMOLSIRI [1] Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	29 Oct 2021	Finance, Economics, Accounting, Governance/ Compliance, Human Resource Management, Risk Management, Strategic Management
2. Mr. SOMCHAI JINNOVART [1] Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	29 Oct 2021	Finance, Economics, Accounting, Strategic Management, Law, Governance/ Compliance, Risk Management, Sustainability
3. Mr. KANIT VALLAYAPET Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	6 May 2022	Law, Finance, Economics, Strategic Management, Risk Management, Accounting, Sustainability

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

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit and Risk Committee	Mr. PORAMETEE VIMOLSIRI	Chairman
	Mr. SOMCHAI JINNOVART	Member
	Mr. KANIT VALLAYAPET	Member
Nomination and Compensation Committee	Mr. SARATH RATANAVADI	Chairman
	ACM MAANAT WONGWAT	Member
	Ms. BUNG-ON SUTTIPATTANAKIT	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	: Audit and Risk Committee
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. PATOMPOB SUWANSIRI Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	1 Jan 2022	Information & Communication Technology, Marketing, Finance, Economics, Governance/ Compliance, Risk Management, Engineering, Accounting, Business Administration, Strategic Management, Sustainability, Human Resource Management
2. Mr. Anuwat Sanguansappayakorn [1] Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Accounting	Chief Financial Officer	1 Sep 2017	Business Administration, Economics, Accounting, Finance
3. Dr. Piyawat Jriyasetapong Gender: Male Age: 53 years old Highest level of education: Honorary degree Major: Information Technology Management	Chief Commercial Officer	1 Jan 2022	Business Administration, Economics, Information & Communication Technology, Marketing, Accounting, Finance
4. Mr. Ekachai Phakdurong Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Engineering	Chief Strategy Officer	1 Feb 2023	Strategic Management, Engineering
5. Mrs. Pannee Nivasnanda Gender: Female Age: 61 years old Highest level of education: Bachelor's degree Major: Business Administration	Senior Vice President - Finance Advisory	1 Jan 2024	Business Administration, Finance, Accounting

6.	Ms. Kuntima Sarika Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Vice President – Thailand and Region1 Market	1 Apr 2022	Engineering, Marketing
7.	Mr. Salil Charuchinda Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Law	Senior Vice President – General Counsel and Company Secretary	1 Apr 2022	Law
8.	Ms. Chalalai Leebhumivanich [2] Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Accounting	Assistant Vice President – Accounting	1 Jul 2019	Accounting

[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)	48,000,000.00	45,000,000.00	46,000,000.00

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) : 197

Number of female employees (persons) : 122

Total number of employees (persons) : 319

Employee Remuneration

Total employee remuneration : 618,970,000.00

Provident fund

Total number of employees (persons) : 319

Number of employees contributing to the PVD (persons) : 290

Percentage of employees who are members (%) : 90.91

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Chalalai Leebhumivanich	chalalail@thaicom.net	025968474

- Company secretary

General information	Email	Telephone
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1.	Mr. Salil Charuchinda	salilc@thaicom.net	025965060
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• Head of internal audit

General information	Email	Telephone
1. Ms. Nonglak Akkarakahasin	nonglak_akk@thaicom.net	025965060

• Head of compliance unit

General information	Email	Telephone
1. Mr. Salil Charuchinda	salilc@thaicom.net	025965060

• Head of investor relations

General information	Email	Telephone
1. Ms. Naliwan Chinnapha	ir@thaicom.net	025965068

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Mr. Sumate Jangsamsee Email: sumate@kpmg.co.th Telephone: 026772296</p> <p>2. Mr. Sakda Kaothanthong Email: sakda@kpmg.co.th Telephone: 026772328</p>	1,780,000.00	<p>Details: Fee for auditing a specific case</p> <p>Total service fee (baht): 90,000.00</p>

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. SOMCHAI JINNOVART Gender: Male Age: 63 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: 29 Oct 2021	Finance, Economics, Accounting, Strategic Management, Law, Governance/ Compliance, Risk Management, Sustainability
2. ACM MAANAT WONGWAT Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 29 Oct 2021	Strategic Management, Law, Governance/ Compliance, Risk Management, Sustainability, Human Resource Management
3. Mr. PATOMPOB SUWANSIRI Gender: Male Age: 55 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: 1 Jan 2022	Information & Communication Technology, Marketing, Finance, Economics, Governance/ Compliance, Risk Management, Engineering, Accounting, Business Administration, Strategic Management, Sustainability, Human Resource Management

• List of newly appointed director to replace the ex-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: Newly appointed director to replace ex-director	Date position was assumed: 9 May 2023	Business Administration, Engineering, Leadership, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Strategic Management, Governance/ Compliance, Risk Management
2. Lt.Gen. Nimit Suwannarat Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Political Science 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: 3 Nov 2023	Engineering, Strategic Management, Governance/ Compliance, Human Resource Management, Risk Management, Sustainability

• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Ms. BUNG-ON SUTTIPATTANAKIT Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Additional and newly-appointed directors	Date position was assumed: 7 Apr 2023	Business Administration, Economics, Accounting, Finance, Corporate Management, Strategic Management, Risk Management, Sustainability, Human Resource Management
2. Mr. RATTHAPHOL CHEUNSOMCHIT Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Additional and newly-appointed directors	Date position was assumed: 7 Apr 2023	Business Administration, Economics, Finance, Accounting, Strategic Management, Risk Management, Sustainability

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SOMPRASONG BOONYACHAI	Chairman of the board	Participating
Mr. SARATH RATANAVADI	Vice Chairman	Participating
Mr. PORAMETEE VIMOLSIRI	Director	Participating
Mr. SOMCHAI JINNOVART	Director	Participating
ACM MAANAT WONGWAT	Director	Participating
Mr. PATOMPOB SUWANSIRI	Director	Participating
Mr. KANIT VALLAYAPET	Director	Participating
Ms. BUNG-ON SUTTIPATTANAKIT	Director	Participating
Mr. RATTHAPHOL CHEUNSOMCHIT	Director	Participating
Mr. BOONCHAI THIRATI	Director	Participating
Lt.Gen. Nimit Suwannarat	Director	Participating
Mr. KIM SIRITAWEECHAI	Director	Participating
Mr. Suporn Luckmunkong	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) : 14

Date of AGM meeting : 7 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SOMPRASONG BOONYACHAI (Chairman of the board)	-	14/14	Participating	Did not hold the meeting
2.	Mr. SARATH RATANAVADI (Vice Chairman)	-	6/6	Non-participating	Did not hold the meeting
3.	Mr. PORAMETEE VIMOLSIRI (Director)	-	14/14	Participating	Did not hold the meeting
4.	Mr. SOMCHAI JINNOVART (Director)	-	14/14	Participating	Did not hold the meeting
5.	ACM MAANAT WONGWAT (Director)	-	14/14	Participating	Did not hold the meeting
6.	Mr. PATOMPOB SUWANSIRI (Director)	-	14/14	Participating	Did not hold the meeting
7.	Mr. KANIT VALLAYAPET (Director)	-	14/14	Participating	Did not hold the meeting
8.	Ms. BUNG-ON SUTTIPATTANAKIT (Director)	-	7/8	Non-participating	Did not hold the meeting
9.	Mr. RATTHAPHOL CHEUNSOMCHIT (Director)	-	8/8	Non-participating	Did not hold the meeting
10.	Mr. BOONCHAI THIRATI (Director)	-	14/14	Participating	Did not hold the meeting
11.	Lt.Gen. Nimit Suwannarat (Director)	-	1/1	Non-participating	Did not hold the meeting
12.	Mr. KIM SIRITAWEECHAI (Director)	9 May 2023	7/7	Participating	Did not hold the meeting
13.	Mr. Suporn Luckmunkong (Director)	26 Oct 2023	12/12	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. SOMPRASONG BOONYACHAI (Chairman of the board)	-	0.00	3,800,000.00	Yes
2.	Mr. SARATH RATANAVADI (Vice Chairman)	-	0.00	0.00	No
3.	Mr. PORAMETEE VIMOLSIRI (Director)	-	225,000.00	2,240,000.00	No
4.	Mr. SOMCHAI JINNOVART (Director)	-	225,000.00	1,840,000.00	No
5.	ACM MAANAT WONGWAT (Director)	-	150,000.00	1,882,666.67	No
6.	Mr. PATOMPOB SUWANSIRI (Director)	-	0.00	0.00	No
7.	Mr. KANIT VALLAYAPET (Director)	-	225,000.00	1,840,000.00	No
8.	Ms. BUNG-ON SUTTIPATTANAKIT (Director)	-	0.00	0.00	No
9.	Mr. RATTHAPHOL CHEUNSOMCHIT (Director)	-	0.00	0.00	No
10.	Mr. BOONCHAI THIRATI (Director)	-	0.00	0.00	No
11.	Lt.Gen. Nimit Suwannarat (Director)	-	0.00	296,817.67	No
12.	Mr. KIM SIRITAWEECHAI (Director)	9 May 2023	0.00	0.00	No
13.	Mr. Suporn Luckmunkong (Director)	26 Oct 2023	0.00	0.00	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) : 9

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. PORAMETEE VIMOLSIRI (Chairman of the audit committee)	-	9/9
2.	Mr. SOMCHAI JINNOVART (Audit committee)	-	9/9
3.	Mr. KANIT VALLAYAPET (Audit committee)	-	9/9