



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

ELECTRICITY GENERATING 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 : ELECTRICITY GENERATING PUBLIC COMPANY LIMITED

Symbol : EGCO

Address : EGCO TOWER, 222 ,VIBHAVADI RANGSIT ROAD, THUNGSONGHONG, LAK SI

Province : Bangkok

Postcode : 10210

Business : The Company operates as a holding company with its main business in 1) Operating power plants and supply electricity through independent power producer (IPP) and small power producers (SPP), 2) Providing operation, maintenance, engineering and construction services to power plants, petrochemical plants, oil refineries and other industries

Registration Number : 0107537000866

Telephone : 0-2998-5000

Fax (if applicable) : 0-2998-5999

Website : <http://www.egco.com>

Email : -

Total Shares Sold (shares)

Common Stock : 526,465,000

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)	44,565,125.00	66,657,859.00	53,574,907.00
Electricity Revenue (Thousand baht)	43,140,485.00	60,253,841.00	49,642,676.00
Other (Thousand baht)	N/A	N/A	3,932,231.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Electricity Revenue (%)	96.80	90.39	92.66
Other (%)	N/A	N/A	N/A

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	44,565,125.00	66,657,859.00	53,574,907.00
Domestic (Thousand baht)	28,131,316.00	47,760,230.00	39,215,828.00
International (Thousand baht)	16,433,809.00	18,897,629.00	14,359,079.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	63.12	71.65	73.20
International (%)	36.88	28.35	26.80

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	2,233,530.00	5,055,575.00	3,656,707.00
Other income from operations (Thousand baht)	2,233,530.00	2,092,875.00	3,656,707.00
Other income not from operations (Thousand baht)	0.00	2,962,700.00	0.00

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

	2021	2022	2023
Share of profit (Thousand baht)	6,428,190.00	1,969,875.00	291,117.00

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	5,350,000.00	9,194,000.00	7,058,560.00

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)

Investment Expansion Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Construction Project Management Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on the environment

- Other

Operating Risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

- Safety, occupational health, and working environment

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Corporate Tax Legislation Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Compliance Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Human Resources Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Product and Service Procurement Procedure Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk to Securities Holder (2.2.2)

Government Policy, Legislative Change, and Compliance Risk Due to Climate Change Risk

Risk Management Measures: Yes

Related Risk Topics

- Other

Emerging/Disruptive Technology Risk

Risk Management Measures: Yes

Related Risk Topics

- Other

Cybersecurity and Data Privacy Protection Risk

Risk Management Measures: Yes

Related Risk Topics

- Other

Geopolitical Risk

Risk Management Measures: Yes

Related Risk Topics

- Other

Commodity Risk: The Risks of Rising Energy Costs and Energy Shortages

Risk Management Measures: Yes

Related Risk Topics

- Other

Economic Recession Risk

Risk Management Measures: Yes

Related Risk Topics

- Other

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://sustainability.egco.com/en/sustainability-at-egco/sustainability-management>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://sustainability.egco.com/storage/document/environmental-management-system-and-investments/esms-manual-en.pdf>

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	6,959,739.00	6,664,880.00	13,275,279.00
Gasoline (Litres)	300,679.00	41,338.16	24,678.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	1,638,737,922.00	1,784,222,512.00	2,404,562,248.00
LPG (Kilograms)	3,661.45	20,087.15	32,328.75

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	931,486.65	982,409.14	2,892,798.56

Remark : Scope 2022-2023 = subsidiaries
Scope 2024 = subsidiaries and JV

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	12,510,000.00	10,574,116.00	26,575,998.00

Remark : only electricity purchase
Scope 2022-2023 = subsidiaries
Scope 2024 = subsidiaries and JV

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	1,179,197,794.00	1,191,659,370.00	5,722,062,707.00

Remark : Scope 2022-2023 = subsidiaries
Scope 2024 = subsidiaries and JV

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	1,464,808.00	2,098,226.00	9,587,770.00
Hazardous waste (Kilograms)	246,758.00	148,940.00	309,935.00
Total waste generated (Kilograms)	1,711,566.00	2,247,166.00	9,897,705.00

Remark : Scope 2022-2023 = subsidiaries
Scope 2024 = subsidiaries and JV

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)	6,241,230.00	6,180,957.00	14,540,276.00
Scope 2 (Tons of carbon dioxide equivalents)	10,750.00	9,108.00	19,475.00
Scope 3 (Tons of carbon dioxide equivalents)	52,732.00	4,484.00	2,501,052.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	6,304,712.00	6,194,549.00	17,060,803.00
Remark :	Scope 2022-2023 = subsidiaries Scope 2024 = subsidiaries and JV		

• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : BSI (Thailand)

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://sustainability.egco.com/storage/document/human-rights/human-rights-policy-en.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)	853	982	948
Number of female employees (Persons)	276	304	319
Total number of employees (Persons)	1,129	1,286	1,267

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	686,489,425.40	614,000,000.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	26.36	22.46	32.75
Employee development and training expenses (baht)	121,000,000.00	24,000,000.00	34,783,850.00

• Health, safety and work environment

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

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	3.19	4.28	2.76

• **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.egco.com/cg_flipbook/th/

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	14	100.00
Number of male directors	11	78.57
Number of female directors	3	21.43
Number of executive directors	1	7.14
Number of non-executive directors	13	92.86
Number of independent directors	6	42.86

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. ANYA KHANTHAVIT Gender: Male Age: 61 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	19 Apr 2017	Strategic Management, Finance, Governance/ Compliance, Accounting, Economics, Audit, Internal Control, Risk Management

2.	<p>Mr. PAISAN MAHAPUNNAPORN</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Master'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: Original director</p>	19 Apr 2017	<p>Law, Strategic Management, Risk Management, Human Resource Management, Audit, Internal Control, Governance/ Compliance, Energy & Utilities</p>
3.	<p>Mr. PASU LOHARJUN</p> <p>Gender: Male</p> <p>Age: 64 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: Original director</p>	19 Apr 2018	<p>Strategic Management, Governance/ Compliance, Energy & Utilities, Engineering, Human Resource Management</p>
4.	<p>Mr. Toshiro Kudama</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	1 Jun 2019	<p>Energy & Utilities, Engineering, Strategic Management, Governance/ Compliance, Human Resource Management</p>
5.	<p>Mr. THEPPARAT THEPPITAK</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	12 Nov 2019	<p>Strategic Management, Human Resource Management, Governance/ Compliance, Energy & Utilities, Engineering, Economics, IT Management, Data Analysis, Negotiation, Project Management, Corporate Management, Leadership, Risk Management</p>

6.	<p>Mrs. WANNIPA BHAKDIBUTR</p> <p>Gender: Female</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	19 Apr 2021	Human Resource Management, Strategic Management, Governance/ Compliance, Corporate Management
7.	<p>Mr. POOMJAI ATTANUN</p> <p>Gender: Male</p> <p>Age: 56 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</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>	19 Apr 2021	Governance/ Compliance, Energy & Utilities, Strategic Management, Economics
8.	<p>Mr. NUTTHAVUTTHI CHAMCHANG</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	30 Jul 2021	Strategic Management, Energy & Utilities, Human Resource Management, Governance/ Compliance, Engineering
9.	<p>Mr. SAHARATH BOONPOTIPUKDEE</p> <p>Gender: Male</p> <p>Age: 65 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</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	19 Apr 2022	Engineering, Governance/ Compliance, Strategic Management, IT Management

10.	<p>Mrs. NUJCHANART LAOHATHAIMONGKOL</p> <p>Gender: Female</p> <p>Age: 53 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: Original director</p>	19 Apr 2022	Accounting, Human Resource Management, Strategic Management, Audit, Governance/ Compliance
11.	<p>Mr. SHINICHIRO SUZUKI</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	19 Apr 2022	Economics, Energy & Utilities, Strategic Management, Governance/ Compliance, Human Resource Management
12.	<p>Ms. JIRAPORN SIRIKUM</p> <p>Gender: Female</p> <p>Age: 58 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 (Non-executive)</p> <p>Director type: Original director</p>	1 Oct 2022	Engineering, Governance/ Compliance, Strategic Management, Corporate Management, IT Management, Human Resource Management
13.	<p>Mr. YUICHI HARADA</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director (Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Jul 2023	Energy & Utilities, Law, Governance/ Compliance, Business Administration, Risk Management

14.	Mr. SHINSUKE NAKAYAMA Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	1 Aug 2023	Energy & Utilities, Finance, Strategic Management, Governance/ Compliance, Economics, Business Administration
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List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. KULIT SOMBATSIRI Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)	Date position was assumed: 17 Jan 2020 Date directorship ended: 1 Oct 2023	No replacement director
2. Mr. NAOKI TSUTSUMI Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive)	Date position was assumed: 1 Jun 2019 Date directorship ended: 1 Aug 2023	Mr. SHINSUKE NAKAYAMA Date position was assumed: 1 Aug 2023
3. Mr. MAKOTO NOGAMI Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Foreign studies Thai nationality: No Residing in Thailand: No	Director (Non-executive)	Date position was assumed: 15 Jul 2021 Date directorship ended: 1 Jul 2023	Mr. YUICHI HARADA Date position was assumed: 1 Jul 2023

Other Information pertaining to committees

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PAISAN MAHAPUNNAPORN [1] Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	19 Apr 2022	Law, Strategic Management, Risk Management, Human Resource Management, Audit, Internal Control, Governance/ Compliance, Energy & Utilities
2. Mr. ANYA KHANTHAVIT [1] Gender: Male Age: 61 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	19 Apr 2017	Strategic Management, Finance, Governance/ Compliance, Accounting, Economics, Audit, Internal Control, Risk Management

3.	Mrs. NUJCHANART LAOHATHAIMONGKOL [1] Gender: Female Age: 53 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	19 Apr 2022	Accounting, Human Resource Management, Strategic Management, Audit, Governance/ Compliance
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[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
Risk Oversight Committee	Mr. ANYA KHANTHAVIT	Chairman
	Mr. POOMJAI ATTANUN	Member
	Ms. JIRAPORN SIRIKUM	Member
	Mr. YUICHI HARADA	Member
	Mr. THEPPARAT THEPPITAK	Member
Nomination and Remuneration Committee	Mr. Toshiro Kudama	Chairman
	Mr. PASU LOHARJUN	Member
	Mrs. WANNIPA BHAKDIBUTR	Member
	Mr. PAISAN MAHAPUNNAPORN	Member
	Ms. JIRAPORN SIRIKUM	Member
Investment Committee	Mr. SAHARATH BOONPOTIPUKDEE	Member
	Mr. SHINICHIRO SUZUKI	Member
	Mr. SHINSUKE NAKAYAMA	Member
	Mr. THEPPARAT THEPPITAK	Member
Corporate Governance and Sustainability Committee	Mr. PASU LOHARJUN	Chairman
	Mrs. WANNIPA BHAKDIBUTR	Member
	Mr. POOMJAI ATTANUN	Member
	Mr. NUTTHAVUTTHI CHAMCHANG	Member
	Mr. THEPPARAT THEPPITAK	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Oversight Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainability Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. THEPPARAT THEPPITAK Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Engineering	PRESIDENT	1 Jul 2020	Strategic Management, Human Resource Management, Governance/ Compliance, Energy & Utilities, Engineering, Economics, IT Management, Data Analysis, Negotiation, Project Management, Corporate Management, Leadership, Risk Management
2. Mr. John Palumbo Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Executive Vice President – Business Development (International)	1 Sep 2004	Energy & Utilities, Data Analysis, Negotiation, Project Management, Engineering, Strategic Management, Risk Management, Governance/ Compliance, Leadership
3. Mr. Gumpanart Bumroonggit Gender: Male Age: 57 years old Highest level of education: Doctoral degree Major: Engineering	Senior Executive Vice President-Operation Management	1 Jan 2018	Energy & Utilities, Human Resource Management, Project Management, Strategic Management, Risk Management, Governance/ Compliance, Engineering, Data Analysis, Negotiation, Corporate Management, Leadership
4. Mr. Somkiat Suttiwanich [1] Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Management	Chief Financial Officer	1 Jan 2021	Governance/ Compliance, Budgeting, Risk Management, Strategic Management, Finance, Accounting, Energy & Utilities, Economics, Negotiation, Leadership

5.	Mr. Prasit Laohawirapap	Senior Executive Vice President - Business Development (Domestic)	1 Nov 2022	Energy & Utilities, Data Analysis, Negotiation, Project Management, Engineering, Leadership, Strategic Management, Risk Management, Governance/ Compliance
	Gender: Male			
	Age: 50 years old			
	Highest level of education: Bachelor's degree			
	Major: Engineering			

[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)	50,583,824.11	56,916,287.13	60,438,574.51

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) : 948

Number of female employees (persons) : 319

Total number of employees (persons) : 1,267

Employee Remuneration

Total employee remuneration : 614,000,000.00

Provident fund

Total number of employees (persons) : 1,267

Number of employees contributing to the PVD (persons) : 804

Percentage of employees who are members (%) : 63.46

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Somkiat Suttiwanich	Somkiat.Sut@egco.com	

- Company secretary

General information	Email	Telephone
1. Mrs. Kulkanok Leongsoithong	Kulkanok.Leo@egco.com	02-998-5020

- Head of internal audit

General information	Email	Telephone
1. Mrs. Jutima Tungcharoendee	Jutima.Tun@egco.com	02-998-5120

- Head of investor relations

General information	Email	Telephone
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1.	Mr. Somporn Kerdduaythong	Somporn.Ker@egco.com	02-998-5150
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Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	<p>1. Ms. Amornrat Pearmpoonvatanasuk Email: amornrat. pearmpoonvatanasuk@pwc.com Telephone: -</p> <p>2. Ms. Wanvimol Preechawat Email: wanvimol. preechawat@pwc.com Telephone: -</p> <p>3. Mr. Boonrueng Lerdwiseswit Email: boonrueng. lerdwiseswit@pwc.com Telephone: -</p> <p>4. Ms. Rodjanart Banyatananusard Email: rodjanart. banyatananusard@pwc.com Telephone: -</p>	3,144,000.00	<p>Details: The out-of-pocket expenses for audit work in Thailand</p> <p>Total service fee (baht): 175,000.00</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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. YUICHI HARADA Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Jul 2023	Energy & Utilities, Law, Governance/ Compliance, Business Administration, Risk Management
2. Mr. SHINSUKE NAKAYAMA Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Aug 2023	Energy & Utilities, Finance, Strategic Management, Governance/ Compliance, Economics, Business Administration

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. ANYA KHANTHAVIT	Director	Participating
Mr. PAISAN MAHAPUNNAPORN	Director	Participating
Mr. PASU LOHARJUN	Director	Participating

Mr. Toshiro Kudama	Director	Participating
Mr. THEPPARAT THEPPITAK	Director	Participating
Mrs. WANNIPA BHAKDIBUTR	Director	Participating
Mr. POOMJAI ATTANUN	Director	Participating
Mr. NUTTHAVUTTHI CHAMCHANG	Director	Participating
Mr. SAHARATH BOONPOTIPUKDEE	Director	Participating
Mrs. NUJCHANART LAOHATHAIMONGKOL	Director	Participating
Mr. SHINICHIRO SUZUKI	Director	Participating
Ms. JIRAPORN SIRIKUM	Director	Participating
Mr. YUICHI HARADA	Director	Participating
Mr. SHINSUKE NAKAYAMA	Director	Participating
Mr. KULIT SOMBATSIRI	Chairman of the board	Participating
Mr. NAOKI TSUTSUMI	Director	Participating
Mr. MAKOTO NOGAMI	Director	Participating

Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 19

Date of AGM meeting : 12 Apr 2023

EGM meeting : No

List of directors		Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. ANYA KHANTHAVIT (Director)	-	19/19	Participating	Did not hold the meeting
2.	Mr. PAISAN MAHAPUNNAPORN (Director)	-	19/19	Participating	Did not hold the meeting
3.	Mr. PASU LOHARJUN (Director)	-	19/19	Participating	Did not hold the meeting
4.	Mr. Toshiro Kudama (Director)	-	19/19	Participating	Did not hold the meeting
5.	Mr. THEPPARAT THEPPITAK (Director)	-	19/19	Participating	Did not hold the meeting
6.	Mrs. WANNIPA BHAKDIBUTR (Director)	-	17/19	Participating	Did not hold the meeting
7.	Mr. POOMJAI ATTANUN (Director)	-	19/19	Participating	Did not hold the meeting
8.	Mr. NUTTHAVUTTHI CHAMCHANG (Director)	-	19/19	Participating	Did not hold the meeting
9.	Mr. SAHARATH BOONPOTIPUKDEE (Director)	-	19/19	Participating	Did not hold the meeting
10.	Mrs. NUJCHANART LAOHATHAIMONGKOL (Director)	-	19/19	Participating	Did not hold the meeting
11.	Mr. SHINICHIRO SUZUKI (Director)	-	19/19	Participating	Did not hold the meeting
12.	Ms. JIRAPORN SIRIKUM (Director)	-	19/19	Participating	Did not hold the meeting
13.	Mr. YUICHI HARADA (Director)	-	8/8	Non-participating	Did not hold the meeting
14.	Mr. SHINSUKE NAKAYAMA (Director)	-	5/5	Non-participating	Did not hold the meeting
15.	Mr. KULIT SOMBATSIRI (Chairman of the board)	1 Oct 2023	16/16	Participating	Did not hold the meeting

16.	Mr. NAOKI TSUTSUMI (Director)	1 Aug 2023	11/14	Participating	Did not hold the meeting
17.	Mr. MAKOTO NOGAMI (Director)	1 Jul 2023	11/11	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. ANYA KHANTHAVIT (Director)	-	550,000.00	1,228,070.18	No
2.	Mr. PAISAN MAHAPUNNAPORN (Director)	-	550,000.00	1,228,070.18	No
3.	Mr. PASU LOHARJUN (Director)	-	550,000.00	1,228,070.18	No
4.	Mr. Toshiro Kudama (Director)	-	550,000.00	1,228,070.18	No
5.	Mr. THEPPARAT THEPPITAK (Director)	-	0.00	0.00	No
6.	Mrs. WANNIPA BHAKDIBUTR (Director)	-	530,000.00	1,228,070.18	No
7.	Mr. POOMJAI ATTANUN (Director)	-	550,000.00	1,228,070.18	No
8.	Mr. NUTTHAVUTTHI CHAMCHANG (Director)	-	550,000.00	1,228,070.18	No
9.	Mr. SAHARATH BOONPOTIPUKDEE (Director)	-	550,000.00	863,013.70	No
10.	Mrs. NUJCHANART LAOHATHAIMONGKOL (Director)	-	550,000.00	863,013.70	No
11.	Mr. SHINICHIRO SUZUKI (Director)	-	550,000.00	863,013.70	No
12.	Ms. JIRAPORN SIRIKUM (Director)	-	550,000.00	309,540.98	No
13.	Mr. YUICHI HARADA (Director)	-	260,000.00	0.00	No
14.	Mr. SHINSUKE NAKAYAMA (Director)	-	200,000.00	0.00	No
15.	Mr. KULIT SOMBATSIRI (Chairman of the board)	1 Oct 2023	537,500.00	1,535,087.72	No
16.	Mr. NAOKI TSUTSUMI (Director)	1 Aug 2023	320,000.00	1,228,070.18	No
17.	Mr. MAKOTO NOGAMI (Director)	1 Jul 2023	290,000.00	1,228,070.18	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) : 14

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. PAISAN MAHAPUNNAPORN (Chairman of the audit committee)	-	14/14
2.	Mr. ANYA KHANTHAVIT (Audit committee)	-	14/14
3.	Mrs. NUJCHANART LAOHATHAIMONGKOL (Audit committee)	-	14/14