



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CH. KARNCHANG 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 : CH. KARNCHANG PUBLIC COMPANY LIMITED

Symbol : CK

Address : 587 SUTTHISAN ROAD, RATCHADAPHISEK, DIN DAENG

Province : Bangkok

Postcode : 10400

Business : To operate the business of general contract construction for government agencies, state enterprises and private entities, in the form of main contractor, subcontractor or joint venture or consortium.

To invest in the business operations of comprehensive infrastructure development.

Registration Number : 0107537002575

Telephone : 0-2277-0460, 0-2275-0026

Fax (if applicable) : -

Website : <http://www.ch-karnchang.co.th>

Email : -

Total Shares Sold (shares)

Common Stock : 1,693,896,872

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)	14,419.25	19,660.20	37,955.82
Main Contractor (Thousand baht)	12,198.80	18,096.70	36,484.97
Other Income (project management income, dividend,etc.) (Thousand baht)	2,220.45	1,563.50	1,470.85

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Main Contractor (%)	84.60	92.05	96.12
Other Income (project management income, dividend,etc.) (%)	15.40	7.95	3.88

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	14,419.25	19,660.20	37,955.82
Domestic (Thousand baht)	12,811.40	15,011.43	20,075.99
International (Thousand baht)	1,607.85	4,648.77	17,879.83

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	88.85	76.35	52.89
International (%)	11.15	23.65	47.11

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	2,220.45	1,563.50	1,470.85
Other income from operations (Thousand baht)	2,220.45	1,563.50	1,470.85
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)	1,087.89	1,529.65	1,519.90

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	0.00	0.00	0.00

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)

<div>Exchange rate and interest rate risk</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Financial Risk</div> <div><ul style="list-style-type: none">• Fluctuation in exchange rates, interest rates, or the inflation rate</div>
<div>Risk from Technological Changes and Cyber Threats</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Strategic Risk</div> <div><ul style="list-style-type: none">• Changes in technologies</div> <div>Operational Risk</div> <div><ul style="list-style-type: none">• Information security and cyber-attack</div>
<div>(Strategic Risk)</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Strategic Risk</div> <div><ul style="list-style-type: none">• Changes in technologies</div>
<div>(Operational Risk)</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Operational Risk</div>

- Information security and cyber-attack

Compliance Risk

- Change in laws and regulations

Risk from Construction Material Price, Labor Cost and Fluctuation of Oil Price

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)

Investment Risks of Securities Holders

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.ch-karnchang.co.th/#/mission/sustainable-policy>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <http://www.ch-karnchang.co.th/#/mission/growth-together>

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	N/A	N/A	0.00
Diesel (Litres)	600.00	800.00	800.00
Gasoline (Litres)	N/A	N/A	0.00
Fuel oil (Litres)	N/A	N/A	0.00
Crude oil (Barrels)	N/A	N/A	0.00
Natural gas (Standard cubic feet)	N/A	N/A	0.00
LPG (Kilograms)	N/A	N/A	0.00

Steam (Metric tonnes)	N/A	N/A	0.00
Coal (Metric tonnes)	N/A	N/A	0.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	1,218,629.00	1,228,441.00	3,058,680.00

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	1,520.00	1,515.00	22,637.00

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	6,500.00	6,300.00	6,500.00
Hazardous waste (Kilograms)	100.00	50.00	50.00
Total waste generated (Kilograms)	6,600.00	6,350.00	6,550.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A
Scope 1 (Tons of carbon dioxide equivalents)	1,629.10	1,654.84	8,671.00
Scope 2 (Tons of carbon dioxide equivalents)	1,629.10	1,654.84	7,784.00

Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	219,302.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	3,258.20	3,309.68	235,757.00

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

Third-party verification : Yes

Name of verifying organization : BUREAU VERITAS (THAILAND) LIMITED

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.ch-karnchang.co.th/assets/file/20220420-ck-ethics-revise2022-th.pdf>

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

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2021	2022	2023
Number of male employees (Persons)	1,417	1,714	1,586
Number of female employees (Persons)	552	590	550
Total number of employees (Persons)	1,969	2,304	2,136

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	1,089,071,560.00	1,091,010,240.00	1,703,799,525.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	6.49	7.51	9.49
Employee development and training expenses (baht)	7,000,000.00	14,000,000.00	1,158,149.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	4	1	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	11.68	9.20	13.16

• **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.ch-karnchang.co.th/th/#/governance>

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

Policy and guideline related to the board of directors

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

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

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

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

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

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	10	100.00
Number of male directors	9	90.00
Number of female directors	1	10.00
Number of executive directors	6	60.00
Number of non-executive directors	4	40.00
Number of independent directors	4	40.00

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. ASWIN KONGSIRI Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Philosophy, Politics & Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	27 Jul 1995	Leadership, Strategic Management, Audit, Governance/ Compliance

2.	Mr. PLEW TRIVISVAVET Gender: Male Age: 78 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	10 Oct 1994	Corporate Management, Engineering, Leadership, Strategic Management, Governance/ Compliance, Risk Management
3.	Mr. NARONG SANGSURIYA Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	27 Jul 1995	Engineering, Strategic Management, Governance/ Compliance, Risk Management
4.	Mr. VITOON TEJATUSSANASOONTORN Gender: Male Age: 83 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	13 May 1999	Commerce, Accounting, Finance, Strategic Management, Audit, Governance/ Compliance, Risk Management
5.	Mr. ANUKOOL TUNTIMAS Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	28 Apr 2006	Law, Human Resource Management, Strategic Management, Risk Management, Governance/ Compliance

6.	<p>Mr. PAVICH TONGROACH</p> <p>Gender: Male</p> <p>Age: 77 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Philosophy (Ph.D.) in Brain Pharmacology</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>	12 Oct 2007	Corporate Social Responsibility, Strategic Management, Audit, Governance/ Compliance
7.	<p>Ms. SUPAMAS TRIVISVAVET</p> <p>Gender: Female</p> <p>Age: 49 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Philosophy in Public Administration (2004),</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	1 Jul 2015	Strategic Management, Governance/ Compliance, Corporate Social Responsibility, Risk Management
8.	<p>Mr. PHONGSARIT TANTISUVANITCHKUL</p> <p>Gender: Male</p> <p>Age: 51 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: Re-elected as director</p>	7 Oct 2020	Engineering, Strategic Management, Risk Management, Governance/ Compliance
9.	<p>Mr. PATARUT DARDARANANDA</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Philosophy Program in Public Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	15 Nov 2021	Engineering, Risk Management, Strategic Management, Audit, Governance/ Compliance

10.	Mr. NATTAVUT TRIVISVAVET	Director	1 Jun 2022	Accounting, Finance,
	Gender: Male	(Executive)		Engineering, Leadership,
	Age: 43 years old			Strategic Management, Risk
	Highest level of education:	Director type: Re-elected		Management, Governance/
	Master's degree	as director		Compliance
	Major: Engineering			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Other Information pertaining to committees

The Chairman is an independent director	: Yes
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VITOON TEJATUSSANASOONTORN [1] Gender: Male Age: 83 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	2 Jul 1999	Commerce, Accounting, Finance, Strategic Management, Audit, Governance/ Compliance, Risk Management
2. Mr. PAVICH TONGROACH Gender: Male Age: 77 years old Highest level of education: Doctoral degree Major: Philosophy (Ph.D.) in Brain Pharmacology Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	13 Oct 2014	Corporate Social Responsibility, Strategic Management, Audit, Governance/ Compliance
3. Mr. PATARUT DARDARANANDA Gender: Male Age: 65 years old Highest level of education: Doctoral degree Major: Philosophy Program in Public Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	16 Nov 2021	Engineering, Risk Management, Strategic Management, Audit, Governance/ Compliance

[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. PLEW TRIVISVAVET Gender: Male Age: 78 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	27 Jul 1994
2. Ms. SUPAMAS TRIVISVAVET Gender: Female Age: 49 years old Highest level of education: Doctoral degree Major: Philosophy in Public Administration (2004), Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	1 Jul 2015
3. Mr. PHONGSARIT TANTISUVANITCHKUL Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	1 Aug 2022

4.	Mr. NARONG SANGSURIYA Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Jul 1994
5.	Mr. ANUKOOL TUNTIMAS Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Sep 2007
6.	Mr. NATTAVUT TRIVISVAVET Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jun 2022

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Executive Board	Mr. PLEW TRIVISVAVET	Chairman
	Ms. SUPAMAS TRIVISVAVET	Vice chairman
	Mr. PHONGSARIT TANTISUVANITCHKUL	Vice chairman
	Mr. NARONG SANGSURIYA	Member
	Mr. NATTAVUT TRIVISVAVET	Member
	Mr. ANUKOOL TUNTIMAS	Member
Nomination and Remuneration Committee	Mr. VITOON TEJATUSSANASOONTORN	Chairman
	Mr. PLEW TRIVISVAVET	Member
	Mr. NARONG SANGSURIYA	Member

Corporate Governance and Risk Management Committee	Mr. PATARUT DARDARANANDA	Chairman
	Mr. VITOON TEJATUSSANASOONTORN	Member
	Mr. PLEW TRIVISVAVET	Member
	Mr. NARONG SANGSURIYA	Member
	Ms. SUPAMAS TRIVISVAVET	Member
Corporate Social Responsibility and Sustainability Committee	Mr. PAVICH TONGROACH	Chairman
	Ms. SUPAMAS TRIVISVAVET	Member
	Mr. ANUKOOL TUNTIMAS	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Corporate Governance and Risk Management 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 Risk Management Committee
Sub-committees responsible for corporate sustainability development	: Corporate Social Responsibility 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. PLEW TRIVISVAVET Gender: Male Age: 78 years old Highest level of education: Honorary degree Major: Management	CHAIRMAN OF THE EXECUTIVE BOARD	27 Jul 1995	Corporate Management, Engineering, Leadership, Strategic Management, Governance/ Compliance, Risk Management
2. Mr. NATTAVUT TRIVISVAVET Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Engineering	PRESIDENT	1 Aug 2022	Accounting, Finance, Engineering, Leadership, Strategic Management, Risk Management, Governance/ Compliance
3. Mr. ANUKOOL TUNTIMAS Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Law	Executive Vice President: Human Resource and General Administration	1 May 1995	Law, Human Resource Management, Strategic Management, Risk Management, Governance/ Compliance
4. Mr. Watchara Sanghattawattana Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Vice President: Engineering	25 Jul 2011	Engineering, Risk Management
5. Mr. Sittidej Trivisvavet Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Business Administration	Senior Executive Vice President: Administration Group	16 Feb 2016	Construction Materials, Procurement, Risk Management

6.	Mr. PHONGSARIT TANTISUVANITCHKUL Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering	Senior Executive Vice President: Operation Group	16 Feb 2016	Engineering, Strategic Management, Risk Management, Governance/ Compliance
7.	Mr. Pornnarong Siriyothin Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Vice President: Construction 1	16 Feb 2016	Engineering, Project Management, Risk Management
8.	Mr. Prapon Chanpradubfa Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Business Administration	Executive Vice President: Construction 2	16 Feb 2016	Project Management, Risk Management, Engineering
9.	Mr. Pairat Prom-in Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Vice President: Construction 3	16 Feb 2016	Project Management, Engineering, Risk Management
10.	Mr. Thammanoon Surarat Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Vice President: Construction 4	16 Feb 2016	Project Management, Engineering, Risk Management
11.	Mr. Pichai Cheybumroong Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Vice President: Purchasing	16 Feb 2016	Engineering, Procurement, Risk Management
12.	Ms. Rinrada Tangtrongkid [1] Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President: Accounting and Finance	16 Feb 2016	Accounting, Finance, Risk Management

13.	Mr. Wiboon Ungapipathanachai Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Science	Executive Vice President: Internal Audit Office	16 Feb 2016	Internal Control, Accounting, Finance, Risk Management
14.	Mr. Keerati Luangchookiat Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President: Business Development	1 Jan 2018	Engineering, Risk Management
15.	Mr. Sombat Trivisvavet Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Science	Executive Vice President: Operation Support	22 Mar 2021	Data Analysis, Economics, Project Management, Risk Management

[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)	144,987,332.00	144,957,300.00	144,899,042.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons)	: 1,586
Number of female employees (persons)	: 550
Total number of employees (persons)	: 2,136

Employee Remuneration

Total employee remuneration	: 1,703,799,525.00
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Provident fund

Total number of employees (persons)	: 2,136
Number of employees contributing to the PVD (persons)	: 1,136
Percentage of employees who are members (%)	: 53.18

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. ASWIN KONGSIRI Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Philosophy, Politics & Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 27 Jul 1995	Leadership, Strategic Management, Audit, Governance/ Compliance
2. Mr. PHONGSARIT TANTISUVANITCHKUL Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 7 Oct 2020	Engineering, Strategic Management, Risk Management, Governance/ Compliance
3. Mr. PATARUT DARDARANANDA Gender: Male Age: 65 years old Highest level of education: Doctoral degree Major: Philosophy Program in Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 15 Nov 2021	Engineering, Risk Management, Strategic Management, Audit, Governance/ Compliance

4.	Mr. NATTAVUT TRIVISVAVET	Director (Executive)	Date position was assumed: 1 Jun 2022	Accounting, Finance, Engineering, Leadership, Strategic Management, Risk Management, Governance/ Compliance
	Gender: Male			
	Age: 43 years old			
	Highest level of education:	Director type: Re-elected as director		
	Master's degree			
	Major: Engineering			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. ASWIN KONGSIRI	Chairman of the board	Participating
Mr. PLEW TRIVISVAVET	Director	Participating
Mr. NARONG SANGSURIYA	Director	Participating
Mr. VITON TEJATUSSANASOONTORN	Director	Participating
Mr. ANUKOOL TUNTIMAS	Director	Participating
Mr. PAVICH TONGROACH	Director	Participating
Ms. SUPAMAS TRIVISVAVET	Director	Participating
Mr. PHONGSARIT TANTISUVANITCHKUL	Director	Participating
Mr. PATARUT DARDARANANDA	Director	Participating
Mr. NATTAVUT TRIVISVAVET	Director	Participating

Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 6

Date of AGM meeting : 28 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. ASWIN KONGSIRI (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Mr. PLEW TRIVISVAVET (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mr. NARONG SANGSURIYA (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. VITOON TEJATUSSANASOONTORN (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. ANUKOOL TUNTIMAS (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. PAVICH TONGROACH (Director)	-	6/6	Participating	Did not hold the meeting
7.	Ms. SUPAMAS TRIVISVAVET (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. PHONGSARIT TANTISUVANITCHKUL (Director)	-	6/6	Participating	Did not hold the meeting
9.	Mr. PATARUT DARDARANANDA (Director)	-	6/6	Participating	Did not hold the meeting
10.	Mr. NATTAVUT TRIVISVAVET (Director)	-	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. ASWIN KONGSIRI (Chairman of the board)	-	870,000.00	N/A	No

2.	Mr. PLEW TRIVISVAVET (Director)	-	1,020,000.00	N/A	No
3.	Mr. NARONG SANGSURIYA (Director)	-	720,000.00	N/A	No
4.	Mr. VITOON TEJATUSSANASOONTORN (Director)	-	920,000.00	N/A	No
5.	Mr. ANUKOOL TUNTIMAS (Director)	-	730,000.00	N/A	No
6.	Mr. PAVICH TONGROACH (Director)	-	700,000.00	N/A	No
7.	Ms. SUPAMAS TRIVISVAVET (Director)	-	740,000.00	N/A	No
8.	Mr. PHONGSARIT TANTISUVANITCHKUL (Director)	-	660,000.00	N/A	No
9.	Mr. PATARUT DARDARANANDA (Director)	-	700,000.00	N/A	No
10.	Mr. NATTAVUT TRIVISVAVET (Director)	-	660,000.00	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. VITOON TEJATUSSANASOONTORN (Chairman of the audit committee)	-	4/4
2.	Mr. PAVICH TONGROACH (Audit committee)	-	4/4
3.	Mr. PATARUT DARDARANANDA (Audit committee)	-	4/4